

Deadlines: Orders for regular classified advertisements must reach the ACRL office on or before the second of the month preceding publication of the issue (e.g., September 2 for the October issue). Should this date fall on a weekend or holiday, ads will be accepted on the next business day. Late job listings will be accepted on a space-available basis after the second of the month.

Rates: Classified advertisements are \$10.50 per line for institutions that are ACRL members, \$12.60 for others. Late job notices are \$24.25 per line for institutions that are ACRL members, \$29.50 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from \$485 to \$900 based upon size. Please call for sizes and rates. Or see our Web site: <http://www.ala.org/acrl/advert2.html>.

Guidelines: For ads that list an application deadline, we suggest that date be no sooner than the 20th day of the month in which the notice appears (e.g., October 20 for the October issue). All job announcements should include a salary range per policy of the American Library Association (ALA). Job announcements will be edited to exclude dis-

crimatory references. Applicants should be aware that the terms faculty rank and status vary in meaning among institutions.

Internet: C&RL News classified ads are accessible on the Web at <http://www.ala.org/acrl/c&rlnews2.html>. Ads will be placed approximately four weeks before the printed edition of C&RL News is published.

Contact: Elise Parker, Classified Advertising Manager, C&RL News Classified Advertising Department, ACRL, American Library Association, 50 E. Huron St., Chicago, IL 60611-2795; (312) 280-2513; fax: (312) 280-7663 or (312) 280-2520; e-mail: c&rlnewsads@ala.org.

Policy: ALA policy requires that organizations recruiting through ALA publications or placement services comply with ALA anti-discrimination policies. Policy 54.3 states that "ALA is committed to equality of opportunity for all library employees or applicants for employment, regardless of race, color, creed, sex, age, physical or mental handicap, individual life-style, or national origin." By advertising through ALA services, the organization agrees to comply with this policy.

PERIODICALS BOUGHT & SOLD

Purchase and supply of reprints, back volumes, and back issues of periodicals. Periodicals Service Company, 11 Main Street, Germantown, NY 12526; phone: (518) 537-4700; fax: (518) 537-5899; e-mail: psc@backsets.com. Visit: www.backsets.com.

POSITIONS OPEN

ACQUISITIONS LIBRARIAN. **Pepperdine University** School of Law is seeking an Acquisitions Librarian. The successful candidate will manage all aspects of the library's ordering, receipt, payment, and binding operations, including supervision of one paraprofessional. Assists in selection and collection development processes. For a complete description of the position, please go to: http://law.pepperdine.edu/library/acquisitions_librarian.jsp.

ARCHIVIST. Responsibilities: Initial responsibility is for the processing and management of the Potter Archives and the George Palmer Putnam Collection of Amella Earhart Papers. Establishes policy standards for arrangement and description of collections, including processing plans and finding aid structures. Develops accession procedures, workflow, and technology applications. Answers reference inquiries, administers permissions, and develops finding aids and outreach materials. Makes recommendations for security measures, preservation treatment, and reformatting. Trains and supervises support staff and students. Flexible approach to position opportunities as archival collections evolve. Collaborates with American Studies and other faculty in developing and delivering service-learning opportunities in archival studies. Participates in libraries-wide planning and management through consultative committee and team structures. Reports to the Director of Public Services and Collections. Members of the libraries faculty must meet Purdue requirements for promotion and tenure. Requirements: ALA-accredited MLS with specialization in archives administration; two years' professional experience working in an archive or manuscript repository in an academic or research library; excellent communication and interpersonal skills. Desired Qualifications: Experience with and knowledge of standard archival theories and practices in appraisal, arrangement, and description of archival and manuscript collections; demonstrated knowledge of descriptive practices (for example, AACR2, APPM, MARC, EAD), and metadata standards; demonstrated interest and/or experience in database management, digital text and imaging projects, and management of digital resources; demonstrated abilities in project planning and management; ability to work independently as well as collaboratively in a complex, changing environment. Salary: \$40,000 and up depending upon qualifications. Status and Benefits: Faculty status and responsibilities. Rank of Assistant Professor. Twelve-month appointment with annual vacation of 22 working days. Flexible benefit programs with open enrollments annu-

Salary guide

Listed below are the latest minimum starting salary figures recommended by state library associations for professional library posts in these states. The recommendations are advisory only, and ALA has not adopted recommendations for minimum salaries. Job seekers and employers should consider these recommended minimums when evaluating professional vacancies. For additional information on librarian salaries, contact ALA Office for Library Personnel Resources.

| | |
|----------------|------------|
| Connecticut | \$34,172 |
| Delaware | \$22,500** |
| Illinois | \$30,096* |
| Indiana | varies* |
| Iowa | \$23,911 |
| Louisiana | \$26,000 |
| Maine | varies* |
| Massachusetts | \$31,362* |
| New Jersey | \$36,503 |
| North Carolina | \$27,641** |
| Ohio | \$25,198** |
| Pennsylvania | \$30,249* |
| Rhode Island | \$29,800 |
| South Carolina | varies* |
| South Dakota | \$22,000 |
| Texas | \$30,000 |
| Vermont | \$26,464 |
| West Virginia | \$22,000 |
| Wisconsin | \$32,700 |

*Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. In these cases, you may wish to contact the state association for minimum salary information.

**These recommendations apply only to public librarians.

ally. Medical, group life, disability insurance programs are in effect as are flexible spending accounts, TIAA-CREF retirement and Social Security coverage. Application Process: Send statement of interest, résumé, and a list of references to: Thomas L. Haworth, Personnel Administrator, Libraries, Purdue University Libraries-PERS, 504 West State Street, West Lafayette, IN 47907-2058; e-mail: thaworth@purdue.edu; phone: (765) 494-2899. Review of applications will begin March 31, 2003, and continue until position is filled. The Libraries homepage may be viewed at <http://www.lib.purdue.edu/>. An equal opportunity, affirmative action employer.



INFORMATION AND EDUCATION SERVICES LIBRARIAN

Dartmouth College

The Biomedical Libraries, a component of the Dartmouth College Library system, seek an enthusiastic and service-oriented professional to join its information and education team. Information and Education Services Librarians provide liaison, reference, and education services to the Department of Biological Sciences, the Dartmouth Medical School, and the Dartmouth-Hitchcock Medical Center, as well as to interdisciplinary and graduate programs in the life sciences, in support of education, research, and patient care. The Biomedical Libraries consist of the Dana Biomedical Library at Dartmouth College's Hanover, New Hampshire, campus, and the Matthews-Fuller Health Sciences at the Dartmouth-Hitchcock Medical Center in Lebanon, New Hampshire.

RESPONSIBILITIES: Reporting to the Associate Director/Information Resources, the position actively participates in a Librarian Liaison program; works as a member of a collaborative team to provide reference service in a technically sophisticated environment to faculty, students, and staff; shares responsibility for covering the reference desks at the Dana Biomedical Library and the Matthews-Fuller Health Sciences Library, including evenings and weekends; searches a wide variety of biomedical information resources; and develops and implements programs of training and instruction on a variety of topics. This position reports 25% to the Dartmouth College Library's Director of Research and Informatics Learning and participates in the development and delivery of the library's education program.

QUALIFICATIONS: ALA-accredited MLS; educational background in the life sciences preferred; post-MLS experience in an academic life sciences or health sciences library preferred. The successful candidate will have strong interpersonal, organizational, and communication skills; ability to work collegially in small-group and team environments; strong commitment to client service; advanced reference skills and proficiency in using information resources; and familiarity with use and application of computers in a fully networked campus environment.

RANK AND SALARY: Commensurate with experience and qualifications. Full benefits package including 22 vacation days; comprehensive health care; retirement plans, including TIAA-CREF; and relocation assistance.

Biomedical Libraries Information: <http://www.dartmouth.edu/~biomed/>.

Review of applications will begin on **April 15, 2003**, and will continue until the position is filled. Please send cover letter and résumé to:

Peggy Sleeth
Associate Director/Information Resources
Chair, Search Committee
6168 Dana Biomedical Library
Hanover, NH 03755
E-mail: margaret.k.sleeth@dartmouth.edu
Fax: (603) 650-1789

Dartmouth College is an equal opportunity, affirmative action employer.

Women and minorities are encouraged to apply.

Applicants must demonstrate a commitment to diversity and to serving the needs of a diverse population.

CATALOG LIBRARIAN. Hampden-Sydney College seeks a librarian to lead the cataloging and systems administration functions for Eggleston Library. The successful candidate will assume responsibility for coordination of cataloging and acquisitions activities, training and supervision of staff of three, development of cataloging policies/procedures, and original cataloging. This person will coordinate, plan, administer, evaluate, upgrade, and provide instruction for the library's automated systems, including Innovative Interface and VIVA resources. In addition, the person will provide leadership in the library's assessment activities, develop our virtual library environment, and coordinate with other librarians in the selection, implementation, and training of electronic resource usage. The successful candidate will also assist in the provision of reference services. Some night and weekend work expected. This is a 12-month position as a librarian with special faculty status. Qualifications: ALA-accredited MLS degree with experience in cataloging, acquisitions, and library systems

administration. Supervisory skills, strong written and oral communication skills necessary. High level of energy, flexibility, creativity, and an eagerness to participate fully in the daily life of liberal arts college library and community essential. Salary commensurate with qualifications and experience. Applications will be accepted until position filled. Starting date: July 1, 2003. Hampden-Sydney College is a selective private college for men, established in 1775, with a strong commitment to the liberal arts and sciences. Located on a rural campus in Southside Virginia, the college is within convenient driving distance of Richmond and Washington, D.C. It serves 1,000 undergraduate students. For more information on Hampden-Sydney College and the library, see: <http://www.hsc.edu>. To Apply: Send résumé, cover letter, and names of three current references to: Barbara Armentrout, Director of Human Resources, **Hampden-Sydney College**, P.O. Box 127, Hampden-Sydney, VA 23943. Affirmative action, equal opportunity employer.

HEAD OF ACQUISITIONS

George Washington University

The Gelman Library System at George Washington University seeks an innovative and knowledgeable leader for its Acquisitions Department to oversee acquisitions functions, fiscal activities, periodicals public services, and support collection management activities. The Head administers a collection budget of over \$4.5 million, nurtures a collaborative environment, and coordinates with library departments and consortium partners.

Qualifications Required: ALA-accredited MLS; three years' increasingly responsible supervisory or management experience in a dynamic, service-centered library or library vendor environment; experience ordering and receiving library materials; strong negotiating skills; current awareness of acquisitions, collection development, and publishing practices, issues, and trends; strong commitment to quality customer service; excellent oral and written communication skills; excellent problem-solving and analytical skills.

For a detailed job description, visit: <http://www.gwu.edu/gelman/library/employment/librarian/headacq.html>.

George Washington University is an equal opportunity, affirmative action employer.

CATALOG LIBRARIAN. Pepperdine University School of Law is seeking a Catalog Librarian to manage all aspects of the library's cataloging operations, including supervision of 2.5 paraprofessionals. The successful candidate will be responsible for original and copy cataloging, and management of the library's automated library system. For a complete description of the position, please go to: http://law.pepperdine.edu/library/catalog_librarian.jsp.

CHINESE STUDIES LIBRARIAN. The University of Iowa Libraries, Iowa City, Iowa. The Chinese Studies Librarian will have a primary assignment providing collection management and public services to students and faculty in Chinese studies. Under the direction of the Director for Collections and Information Resources the incumbent will: (1) select materials in all formats and in Chinese, English, and other European languages relating to Chinese studies; (2) provide bibliographic and reference assistance to faculty, students, and staff on Chinese topics; (3) coordinate and, as necessary, implement user education in appropriate subject areas; (4) provide assistance and support, as needed, to the East Asian Cataloger in the performance of original and complex copy cataloging for materials in Chinese; (5) work with the Preservation Librarian on the preservation and conservation of relevant materials; (6) represent the University Libraries on campus as a member of the Center for Asian and Pacific Studies and the Program in Asian Civilization and work with appropriate faculty to support interest in East Asia throughout the university and the state; (7) represent the University Libraries at pertinent meetings and conferences. Candidate may be asked to oversee collection development and provide support for cataloging of materials in support of Korean studies. Qualified candidates may have the opportunity to serve as an adjunct faculty in an appropriate department and teach one course per year, in a subject to be determined according to the interests and background of the successful applicant. **Qualifications Required:** MLS from an ALA-accredited library school or equivalent, high level of professional competency in written and spoken Chinese; excellent ability to communicate with students and faculty; knowledge of East Asian studies as an academic discipline; demonstrated ability to work effectively with faculty and library colleagues; commitment to professional involvement. **Desired:** Knowledge of or experience with LC classification, LCSH, AACR2, and MARC formats; ability to work with Japanese materials on Chinese studies; some knowledge of European languages; experience in an academic or research library; advanced work in Chinese studies. **Salary and Appointment:** Rank and salary will be based on relevant experience and educational background, will be competitive with peer institutions, and will be made at the Librarian I, II, or III level. The salary range is \$32,000 commensurate. The University of Iowa offers an attractive package of benefits including 24 days of paid vacation per year, TIAA-CREF retirement, and a flexible selection of medical, life, dental, and vision insurance, childcare credit, and additional options. **Application Procedures:** Applications will be reviewed beginning March 31, 2003. Qualified individuals should submit a letter of application, résumé, and the names, addresses, and telephone numbers of three references to: Susan Marks, Coordinator, Human Resources and Diversity Programs, University of Iowa Libraries, Iowa City IA 52242-1420; phone:

(319) 335-5871; e-mail: lib-search@uiowa.edu. The University of Iowa is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply. For more information about the University of Iowa Libraries, see our Web site at: <http://www.lib.uiowa.edu/index.html>.

ELECTRONIC RESOURCES ACQUISITIONS LIBRARIAN. The University of Alabama Libraries is seeking a dynamic, energetic, and creative librarian committed to excellence in service for the position of Electronic Resources Acquisitions Librarian. Working in a team environment, this position will be responsible for assisting the head of the Acquisitions Department in purchasing and licensing all electronic resources. Working closely with the Collection Management Coordinator and selectors, will provide leadership and expertise in the evaluation, selection, and promotion of a wide range of electronic resources. Will be responsible for analyzing use statistics, title lists, and other comparative data. Will work with vendors and library consortia. **Qualifications Required:** MLS or equivalent degree from an ALA-accredited program; awareness of current trends and emerging technologies in electronic resources access; excellent analytical, interpersonal, and communication skills, initiative, and flexibility; experience working with a wide range of electronic resources; ability to work collaboratively in a multifaceted, service-oriented environment; evidence of potential for earning tenure and promotion as a library faculty member. **Preferred:** Experience working with library vendors and consortia, negotiating contracts and licenses, creating/working with spreadsheets, database software, Internet applications, and budget management experience. **Salary and Benefits:** 12-month, tenure-track appointment to be filled at the Instructor or Assistant Professor rank. Minimum salary: \$31,200 for Instructor and \$34,320 for Assistant Professor. Strong benefits. Moving allowance available. The University of Alabama Libraries maintains membership in the Association of Research Libraries, the Center for Research Libraries, the Coalition for Networked Information, SOLINET, and the Network of Alabama Academic Libraries. The libraries employ the Voyager Integrated Library System. The University Libraries occupy a place of campus leadership in the transformation of the scholarly communication system. The libraries' Web site can be accessed at <http://www.lib.ua.edu>. **To Apply:** Send letter of application, résumé, and names, addresses, and phone numbers of three references to: Angela J. Wright, Human Resources Officer, University of Alabama Libraries, Box 870266, Tuscaloosa, AL 35487-0266. Applications received by March 31, 2003, are assured of receiving consideration. The University of Alabama is an equal opportunity, affirmative action employer.

FACULTY LIBRARIAN. Phoenix College, a Maricopa Community College, Oversees collection development and assessment and provides reference and instructional services in a multicultural and collaborative community college environment. Salary, for a nine-month full-time position: \$37,793-\$62,248, depending upon qualifications and experience. Complete job posting information and application can be obtained from: **Maricopa Community Colleges, Employee Services, 2411 West 14th Street, Tempe, AZ 85281-6942; phone: (480) 731-8444; fax: (480)**

SCIENCE REFERENCE LIBRARIAN

Wake Forest University

The Z. Smith Reynolds Library of Wake Forest University seeks an enthusiastic, innovative, and service-oriented Science Reference Librarian to serve as liaison and subject specialist, selecting library materials to support the undergraduate and graduate sciences of biology, chemistry, physics, mathematics, and computer science; provide science and general user instruction, developing related instructional materials; provide reference and research assistance using traditional and electronic resources; share reference desk responsibilities with six other librarians; and provide computer training for students and faculty.

Wake Forest University, located in the beautiful North Carolina piedmont between the Blue Ridge Mountains and the Atlantic coast, is a private university where academic excellence is consistently recognized through rankings in the top tier of the country's finest liberal arts institutions. With an undergraduate enrollment of 4,000 and graduate schools enrolling 2,000, Wake Forest offers a rare combination—the academic and technological resources, facilities, and Division I athletic programs associated with a large university with the compact campus, small classes, and individual attention only a smaller school can provide. The Z. Smith Reynolds Library supports the undergraduate College, Graduate School of Arts and Science, and Graduate Divinity School with more than 1.3 million volumes and 54 full-time staff. It ranks among the top academic and research libraries in the southeast for library expenditures per student. A collegial organizational structure ensures that the library is flexible and proactive in serving users in a changing technological environment.

REQUIRED QUALIFICATIONS: Bachelor's degree in science; MLS from an ALA-accredited program; current knowledge of and recent experience with electronic and traditional resources in the sciences listed above; demonstrated skill in library instruction; commitment to information literacy; excellent communication, interpersonal, and problem-solving skills; ability to work successfully in a team environment; experience with automated library systems, standard Windows and Internet applications. An equivalent combination of education and experience may be considered.

ADDITIONAL QUALIFICATIONS DESIRED: Master's degree in one of the sciences listed above; academic library experience with science emphasis, or equivalent corporate experience that would demonstrate the required abilities.

Qualified spring 2003 MLS graduates are encouraged to apply.

COMPENSATION: Salary is negotiable from \$35,000, commensurate with experience and qualifications. Benefits include 31 days of paid time off; 13 holidays; retirement, health, life, and disability insurance plans; tuition concession.

Review of applications will begin immediately and continue until the position is filled. To Apply: Send letter of application, résumé, and names, addresses, telephone numbers, and e-mail addresses of three professional references to:

**Employment Manager
Office of Human Resources
Post Office Box #7424
Wake Forest University
Winston-Salem, NC 27109**

You may transmit your application materials via facsimile to: (336) 758-6127; or via e-mail to: wakejobs@wfu.edu. For more information about Wake Forest University, visit our Web site at www.wfu.edu.

Wake Forest University is an affirmative action, equal opportunity employer.

731-8599; Web: <http://www.dist.maricopa.edu/hrweb/>. We are an affirmative action, equal opportunity employer.

P.O. Box 3092, Boca Raton, FL 33431-0992, Attn: PSL Librarian. FAU is an equal opportunity, equal access institution.

HEAD LIBRARIAN. Position No. 257590. Manage joint-use facility in Port St. Lucie, Florida, shared by Florida Atlantic University (FAU) and Indian River Community College, and providing services also to St. Lucie County Library System. Librarian works with joint advisory committee to assure that needs of all parties are met. Required: ALA-accredited MLS and five years of administrative experience. Starting date July 1, 2003. Salary \$55,000-\$60,000 plus choice of retirement system and other benefits. Send résumé, including names of three references, by March 31, 2003, to: Library Director's Office, Florida Atlantic University,

HEAD OF COLLECTIONS AND ACQUISITIONS. Manage operations of Acquisitions Department, which involves ordering monographs, audiovisual materials, and serials in all formats and processing bindery orders; coordinate collection functions and work with faculty-library liaisons to tailor collections to program and user needs; provide collection analysis and development, reports for program development and accreditation, management and statistical reports; responsible for reviewing and developing policies regarding accession and deaccession of library materials, and selection criteria for various formats, including

Dickinson College, a highly selective, private, coeducational arts institution of 2000 students, founded in 1773, invites applications for the following Library positions:



Library Positions

ASSISTANT DIRECTOR TECHNICAL SERVICES

Manage the acquisition and cataloging of the Library collection. Responsibilities include allocating and tracking the acquisitions budget, monitoring the receipt and cataloging of incoming materials, interacting with academic and administrative departments, supervising and acting as a technical resource to professional and support staff, and contributing to the library management team. Requirements: MLS with at least five years of professional experience in both acquisitions and cataloging; excellent computer-based skills including Word, Excel and PowerPoint; awareness of trends in the application of information technologies to library technical services, especially in an academic environment. **Position # CHE-RR-07**

DIGITAL SERVICES LIBRARIAN (SEARCH EXTENDED)

Lead the development and administration of web-based library services. Responsibilities include designing and maintaining the library website; participating in the development and management of campus digital projects; and developing other digital library services. Qualifications include M.L.S. preferred or equivalent experience working in a technology rich, library setting; experience managing a website, preferably in a UNIX environment; 1-2 years experience in an academic library; excellent computer-based skills including intermediate to advanced knowledge of HTML, graphics and web development software; knowledge of Javascript and CGI; understanding of metadata standards and technologies associated with Web enabled databases. **Position # CHE-RR-06**

LANGUAGE & AREA STUDIES LIBRARIAN (One-year sabbatical replacement)

Responsibilities include providing general and specialized reference and research assistance; maintain liaison activities with faculty, students, and instructional programs for language and area studies departments; and, work with the Assistant Director for Research Services to maintain and develop the library's highly successful information literacy program. Requirements: M.L.S.; knowledge of one or more foreign languages; excellent oral and written communication skills; strong interpersonal skills, and ability to work effectively within a group setting. Previous experience is helpful but not required. **Position # CHE-RR-25**

For additional information visit our website at www.dickinson.edu

Interested candidates should submit a cover letter and resume to: **HR Services, Dickinson College, P.O. Box 1773, Carlisle, PA 17013-2896** or you may email us at hrservices.edu.

*Dickinson College is an Affirmative Action/Equal Opportunity Employer.
Women and Minorities are especially encouraged to apply.*

archival and electronic; build gifts program; develop vendor relations and negotiate discounts; work with teaching faculty to develop collection. Duties include fund accounting and reconciliation, file maintenance, supervision and training of staff, scheduling and workflow enhancement, and updating procedures manual. Qualifications: ALA-accredited MLS; three-to-five years of acquisitions experience in an online academic library; excellent organizational, analytical, and computer skills; ability to implement more technology to increase efficiency; knowledge of publishing trade and out-of-print vendors; knowledge of collection issues and trends, OCLC, and bindery processing; ability to work collaboratively; successful supervisory experience; demonstrated planning and innovative leadership skills; excellent interpersonal skills. Preferred: Second master's degree (required for Assistant Professor or above); experience with Horizon system and serials management. Faculty tenure-track appointment. Salary based on experience, skills, and credentials. Excellent benefits, including tuition remission, 44 days' vacation and overload; calendar recesses and release-time. Positions will remain open until filled. To Apply: send letter of interest and curriculum vitae to: Terri Campo, Personnel, **Long Island University, 1 University Plaza, Brooklyn, NY 11201**. Affirmative action, equal opportunity employer.

HEAD OF PRESERVATION. Indiana University Libraries, Bloomington. The Head of Preservation provides leadership for the new 4,700-square-foot state-of-the-art preservation laboratory located in the libraries' new Auxiliary Library Facility. Reporting to the Associate Dean of Libraries, the Head of Preservation develops and establishes preservation policies as well as the department's long- and short-range goals and objectives to achieve programmatic balance; oversees state- and grant-funded budgets and develops cost-effective operation that is responsive to needs of other library units, collection managers, and library users. Information about the libraries' Preservation Department can be found at: <http://www.indiana.edu/~libpres/>. For more information about the position and qualifications visit: <http://www.indiana.edu/~libpres/libjobs.html>. Review of applications will begin on March 15, 2003. The position will remain open until filled. Send a letter of application, professional vita, and the names, addresses, and phone numbers of four references to: Yolanda Cooper, Libraries Human Resources Officer, **Indiana University Libraries, Main Library 201A, Bloomington, IN 47405**; phone: (812) 855-8196; fax: (812) 855-2576; e-mail: libpres@indiana.edu. Indiana University is strongly committed to achieving excellence through cultural diversity. The university actively encourages applications and nominations of

women, persons of color, applicants with disabilities, and members of other underrepresented groups. Indiana University is an affirmative action, equal opportunity employer.

INFORMATION LITERACY LIBRARIAN. *California Maritime Academy*, a Campus of the California State University System. Interested in working at a small college where you can make a difference in student learning and information literacy? Come join us at one of the most interesting small college environments in the country. The California Maritime Academy, enrollment 600, is a bachelor's degree-granting institution offering degrees in engineering, technology, marine transportation, business, and global studies. We seek an enthusiastic and forward-thinking librarian to coordinate and develop our information literacy program and participate in library public services. Working with campus faculty, the information literacy librarian will ensure that students graduate with an advanced level of fluency in using information resources. Strong communication skills and a dedicated customer service attitude are crucial to success in this position. Tenure-track, full-time, 12-month position; \$4,175-\$5,275 per month (hiring salary usually at first step). Open until filled. Review of applications will begin on March 31, 2003. Anticipated Start Date: June 2003. Complete position description, qualifications, and application procedures can be found on the library's Web site at: www.csum.edu/library/about.htm.

INSTRUCTION LIBRARIAN. Ingram Library, State University of West Georgia, Carrollton, Georgia, seeks a dynamic, innovative librarian with a strong commitment to user service and collegiality for the position of Instruction Librarian. The successful candidate will be a member of the Instructional Services Division staff of eight FTE librarians and one support staff who report to the Head of Instructional Services. Twelve-month, tenure-track position with target appointment at Librarian/Instructor or Librarian/Assistant Professor rank. Responsibilities: Participate in an active library instruction program that includes teaching multiple sections of credit course in library research in Web-based and classroom formats; coordinate library faculty and staff training and development; provide reference service with some nights and weekends; teach bibliographic instruction classes; serve as liaison for two or more academic departments; perform collection development for liaison departments; and other duties as assigned. Required Qualifications: ALA-accredited MLS/MLIS; second graduate degree required for appointment above Instructor rank, for tenure, and for promotion above Instructor



Eastern Michigan University

University Library

Cataloging / Metadata Librarian (full-time, twelve month faculty appointment at the rank of Instructor or Assistant Professor): Eastern Michigan University Library is looking for an enthusiastic librarian who can think creatively about how to use technology for innovative solutions to the management of the cataloging operations and digital access to the collections. Oversees copy cataloging, authority work, and other activity of the cataloging staff and is responsible for original cataloging of materials in all formats. Develops and maintains cataloging policies and procedures to facilitate effective and efficient cataloging workflow, quality control, and database management practices. Knowledge of metadata is required for the translation and migration of data between formats and its integration from a variety of sources to support the Library's expanding digital collections. For full job description, see <http://www.emich.edu/halle/jobs/>

Minimum Qualifications: ALA-accredited master's degree in library or information science (additional 18 graduate credits or five years professional library experience required for rank of Assistant Professor.) Prior experience in copy, original and complex cataloging of print and electronic resources on local online systems; demonstrated working knowledge of cataloging (AACR2, USMARC, LCSH, LC classification, and OCLC) and Web applications and software. Knowledge of current and emerging trends in cataloging, digital access and metadata standards. Experience with relational databases. Demonstrated ability to work independently as well as in a cooperative and collaborative environment. Strong organization and project management skills; Potential to meet University standards for promotion and tenure. **Preferred Qualifications:** Experience with creating and maintaining database driven Web pages; familiarity with the publication process of digital libraries; a second graduate degree.

Please forward letter of application, resume, and names and contact information for three references by March 21, 2003 to: Posting #F0344, Eastern Michigan University, 202 Boone Hall, Ypsilanti, MI 48197.

Eastern Michigan University is an affirmative action/equal opportunity employer.

Department Head-Science & Engineering Library

The UCSD Libraries seek an experienced professional to provide leadership for our Science and Engineering (S&E) Library.

You will be responsible for planning, organizing and managing programs and services for a technologically sophisticated clientele; developing new programs and modifying existing ones; adapting new technologies to improve access to scientific and technical information; actively representing concerns of S&E Library in planning initiatives; supervising 15.5 staff including 6 FTE librarians.

Requires professional degree from a library school or other appropriate degree or equivalent experience; 5 years experience in an academic, special, medical or science library serving similar clientele; demonstrated management, supervisory and leadership skills; experience with relevant information technology; strong commitment to excellence in service. Preferred appointment level: Associate Librarian to Full Librarian, approximate salary range of \$52,620-\$76,860. For more information, see <http://orpheus.ucsd.edu/fac/s&ehead.htm>.

Consideration of applications begins May 1, 2003 and will continue until position is filled. Submit letter of application, resume and list of 3 references with Referral Code (1) to libraryjobs@ucsd.edu or mail to: Debra Ambrose, Recruitment Specialist, UCSD Library 0175H, 9500 Gilman Drive, La Jolla, CA 92093-0175. UCSD is an equal opportunity/affirmative action employer committed to excellence through diversity.



University of California
San Diego

UCSD. Make an educated choice.

rank; outstanding communication and organizational skills; ability to work creatively and collaboratively with others; knowledge of and experience with a wide array of traditional and electronic information sources; ability to create Web pages. Preferred Qualifications: Reference experience in an academic library; teaching experience that includes electronic design and delivery methods; experience with library staff development programs. Salary/Benefits: Salary Range: \$32,000-\$36,000 expected hiring range, depending on qualifications and experience. Standard benefits package: 21 days' vacation, 12 paid holidays, retirement (including state/optional programs), health/dental insurance, 403b. Library, University and Community Information: Ingram Library Web site: <http://www.westga.edu/~library>; University Web site: <http://www.westga.edu>; Carrollton Community Web site: <http://www.carroll-ga.org>. Applications: Review of applications will begin March 20, 2003, and continue until the position is filled. The projected starting date is July 1, 2003. Send letter of application, vita, transcripts, and names, telephone numbers, and e-mail addresses of three professional references to: Shirley O. Lankford, Chair Instruction Search Committee, Ingram Library, State University of West Georgia, Carrollton, GA 30118; phone: (770) 838-3154. Unofficial transcripts are sufficient for application, but offer of employment will be contingent upon presentation of official transcripts. Candidates passing

beyond first review must submit three current letters of reference. The names of applicants and nominees, résumés, and other non-evaluative material are subject to public inspection under the Georgia Open Records Act. The State University of West Georgia is an affirmative action, equal opportunity employer.

LIBRARY DIRECTOR. The first college in Nebraska, founded in 1867, Peru State College (PSC) serves approximately 2,000 full-time and part-time students on campus and on its off-campus sites. Peru State College is located in southeast Nebraska, approximately one hour from Lincoln and Omaha and two hours from Kansas City, Missouri. The College is currently building a new library and a connected Academic Resource Center. The college invites applications from highly motivated, versatile, experienced librarians prepared for a challenging responsibility as Library Director. Duties include but are not limited to: implementing budgets, plans, and policies supporting student learning, faculty development, and the college's public service mission; training, supervising, and evaluating staff members; overseeing the diverse equipment and automated systems associated with library operations; preparing formal reports and serving on committees as required. The director will plan and implement user-services initiatives, supporting an active information-

WILLIAMS

Head of Research and Reference Services Williams College Libraries

Founded in 1793 and located in the Berkshire Hills of northwestern Massachusetts, Williams College is among the top-ranked highly selective, independent, liberal arts colleges in the country.

The Williams College Libraries seek an innovative and service-oriented librarian to lead a dedicated team providing Humanities and Social Sciences reference services. Under direction of the College Librarian, actively promotes use of department resources and services. Provides vision and leadership in developing department goals. Supervises three librarians responsible for instruction, electronic resources and government documents. Oversees interlibrary loan unit and its supervisor. Participates fully in department activities. Serves as liaison to academic departments, with instruction and collection development responsibilities. Some weekend and evening hours required.

Required: MLS degree from an ALA-accredited program; minimum five years professional, academic library experience; specialization in reference services; knowledge of latest trends in field; subject knowledge in a Humanities or Social Sciences discipline; proven teaching skills; outstanding oral and written communication skills; effectiveness in leadership, management and decision-making. Resume review will begin on March 01, 2003. **Job #1941-ACRL.**

For a more detailed job description, visit www.williams.edu/admin/hr

Please send a cover letter and resume, including job number, to:

Office of Human Resources
Williams College, 15 Park Street
Williamstown, MA 01267
Phone: (413) 597-3129
Fax: (413) 597-4060
E-mail: hr@williams.edu

Williams College welcomes diversity. AA/EOE



literacy program with strong electronic-resources emphasis for on-campus and extended-learning students and faculty. Candidates must have an ALA-accredited MLS (Ph.D. preferred) and at least three years' experience (five years preferred) in an academic library, higher education preferred. An understanding and working knowledge of library and educational technology is a must. Strong customer service skills are also required. Salary range for this full-time professional staff position is in the upper \$40s (based on qualifications and experience). An excellent benefits package is available. Start date negotiable. Contact PSC Human Resources at: (402) 872-2206; or e-mail: hr@oakmail.peru.edu for an employment application. Send the completed application plus cover letter, résumé, and names with addresses (including e-mail addresses, if available), and telephone numbers of five current professional references to: Human Resources, **Peru State College**, P.O. Box 10, Peru, NE 68421. Review of applications begins immediately. Visit our Web site at: www.peru.edu. Peru State College is committed to equal opportunity and affirmative action.

READER SERVICES LIBRARIAN. Full-time, tenure-track position available spring 2003 semester. **Suffolk County Community College**, Eastern Campus, Riverhead, New York. Responsibilities: Planning, coordinating user instruction programs, and general reference. Minimum Qualifications: Master's degree from an ALA-accredited program; experience in an educational setting; demonstrated competence with information literacy. Appointment generally made at instructor or assistant professor rank. Hiring Salary Range: \$40,577-\$54,000 (academic year). Submit résumé to: Office of Human Resources, SCCC, 533 College Road, Selden, NY 11784. For detailed information, see: www.sunysuffolk.edu/quicklinks/employment.

REFERENCE LIBRARIAN. San Juan College is accepting applications for a Reference Librarian. Responsibilities include direct reference service including reference and electronic database services; participation in collection development and providing bibliographic instruction. Other duties as assigned by Library Director. Qualifications: MLS and a minimum of two to three years of related experience; experience with NT networks Web development, OCLC, automated library systems, and online services. Salary: \$30,000-\$35,000. Contact: **San Juan College**, 4601 College Boulevard, Farmington, NM 87402; phone: (505) 566-3215; fax: (505) 566-3521; or visit our Web site at: www.sanjuancollege.edu. Closing Date: February 28, 2003. Affirmative action, equal opportunity employer.

REFERENCE LIBRARIAN/WEBMASTER. McDaniel College (www.mcdaniel.edu), a selective, private liberal arts and sciences institution founded in 1867 as Western Maryland College and located near Baltimore and Washington D.C., invites applications for a full-time appointment with academic status at the rank of Assistant Librarian. The position reports to the Director of Hoover Library; provides reference, information, and instructional services; serves as library Web master and server administrator; participates in collection development; and undertakes other responsibilities as assigned. Required: ALA-accredited master's degree in library or information science; ability to work in a strongly collegial and team-oriented environment; effective oral and written communication skills; demonstrated commitment to the use of new information technologies, particularly in reference and instruction; and Windows, library automation (preferably Horizon), Web, and server administration experience. Send cover letter, résumé, and names of three professional references to: Michele M. Reid, Director of Hoover Library, **McDaniel College**, 2 College Hill, Westminster, MD 21157-4390; e-mail: mreid@mcdaniel.edu. McDaniel College is an affirmative action, equal opportunity and award-winning ADA employer. Women and minorities are encouraged to apply. Review of applications will begin March 15, 2003.

REFERENCE SERVICES LIBRARIAN (SCIENCES). The Howard-Tilton Memorial Library at Tulane University is seeking a creative and service-oriented librarian with a background in the sciences or engineering for its Reference Services department. Responsibilities: The Reference Services Librarian (Sciences) will provide general help and research assistance at the library's Help Desk, eight or more hours per week, including some evening and weekend duty; participate with other librarians in providing general and specialized instruction to undergraduate and graduate students through the library's Center for Library User Education (CLUE); serve as a bibliographer for some science or engineering disciplines; develop outreach initiatives aimed at students and faculty outside the library building; and assume other duties and responsibilities as assigned. Subject assignments for collection development will be based on the experience and background of the successful candidate. Qualifications: Required: ALA-accredited MLS; experience in reference service and in assisting library users with digital library resources in an academic library; experience with science-related information resources; excellent interpersonal and communications skills; and a record of working well in groups or teams. Preferred: Degree or scholarship in the physical or biological sciences, engineering, or computer science, or relevant work experience in a science library setting; experi-

Wayne State University Library System

Librarian I or Librarian II or Librarian III—Employment Security System.

The Wayne State University Library System is searching for a dynamic, service-oriented individual to play a key role on its Digital Library Services Team. Reporting to the Director of Library Computing and Media Services (LCMS), the Digital Library Services team is charged with creating, integrating, structuring, and ensuring access to digitized information services and resources that support teaching, learning, and research at Wayne State University. The LCMS Unit also manages and supports the libraries' Integrated Library System (ILS), used for operations such as acquisitions, cataloging, circulation, course reserves, and serials control. As a team member, the position will be charged with implementing new Web-based applications and user services as assigned. This will include adaptation of the library system's Web site for PDA integration and implementation of an OpenURL interface. The position will be expected to work in collaboration with other Digital Library Services staff and Web authors to ensure that content is presented in a structured and unified manner according to established policies and standards as developed by the Library System Webmaster.

RESPONSIBILITIES: Serve as a member of the Digital Library Services team; create, integrate, structure, and ensure access to digitized information services and resources that support teaching, learning, and research; implement new Web-based applications and user services, as assigned, including adaptation of the library system's Web site for PDA integration and implementation of an Open URL interface; collaborate with other Digital Library Services staff and Web authors to ensure that presentation and structure of Web content meets established policies and standards, as developed by the library system Webmaster; act as a project manager, when assigned, to implement new applications and services; assist in the design, development, deployment, and support of databases, interfaces, and other components of the library Web site and related Web sites; work collaboratively with other staff in the Digital Library Services Unit to ensure a scalable and supportable infrastructure by participating in the configuration, migration, and daily operations of Web content applications; collaborate with faculty and staff on design changes; work one-on-one and in training sessions with groups; provide assistance to Computer Support Team on issues related to Web technology; monitor professional trends in assigned area and make recommendations such that services and resources are kept up to date with current practices and professional standards; participate positively as a member and leader in working groups and teams to develop/write policies and procedures, facilitate decision-making, resolve problems, implement assigned projects, improve customer service, and ensure smooth delivery of services; assist with efforts to train students and support staff such that staff members are well informed and skilled to provide services and resources that meet customers' needs; communicate effectively and positively with unit management, with colleagues in other units and with colleagues within the unit to provide effective and efficient services that meet customer needs and promote a positive team environment; complete projects, reports, and other assigned tasks within established timeframes such that unit and library system goals and objectives are met and services are delivered efficiently and effectively; perform other duties as assigned.

QUALIFICATIONS: Master's degree from an ALA-accredited library and information science program, or equivalent; experience in managing complex Web sites and Web based applications; working knowledge of HTML and other Web-related markup languages, features, and protocols (e.g., Z39.50); working knowledge of at least one or more of the following Web scripting or programming languages: PERL, PHP, Java, and JavaScript; familiarity with relational databases and handling a variety of data formats; experience in multi-platform (Solaris, Linux and NT) environments; demonstrated ability to manage technical projects within a large library setting; demonstrated commitment to customer service; demonstrated collaborative skills; ability to think critically in analyzing problems and developing resourceful solutions; ability to manage a complex workload, prioritize tasks, and complete work on time with minimum supervision; strong communication and interpersonal skills; and ability to work well as part of a team.

PREFERRED QUALIFICATIONS: Experience planning and managing Web services for and implementation in a large academic library system; experience with Apache, Macromedia Dreamweaver, Adobe

(continued on next page)

ence with Web design; familiarity with collection development; and enthusiasm for an innovative and cooperative environment. The individual will be expected to develop expertise in emerging technologies and lead and/or participate in innovative library projects. Qualified spring 2003 graduates are encouraged to apply. Environment: Tulane University is an AAU/Carnegie Research I institution with its main campus located in picturesque uptown New Orleans. The Howard-Tilton Memorial Library is the

university's main library, which is an ARL research collection supporting programs in the humanities, social sciences, and the sciences. Recently, the library has been reorganizing, building its collections, and developing an architectural plan for expanded library facilities. These changes make for an exciting time to work at the Howard-Tilton Memorial Library. See: <http://library.tulane.edu>. Salary and Benefits: Rank and salary commensurate with experience, starting at \$34,000; excellent benefits, choice of

(continued from previous page)

Photoshop, and Adobe Illustrator; experience with digital library projects, scanners, and digital cameras; experience modifying Web sites for PDA access.

QUALIFICATIONS FOR LIBRARIAN I RANK: Master's degree from an ALA-accredited library school or equivalent credentials from a foreign institution; potential to begin establishing a record of professional achievement and service required.

QUALIFICATIONS FOR LIBRARIAN II RANK: MLS from an ALA-accredited institution; demonstrated ability to carry out competently the range of professional library functions pertaining to the primary assigned area of librarianship; ability to work well independently to make sound decisions and to have constructive/productive interactions with colleagues; continuing record of professional achievement and service required.

QUALIFICATIONS FOR LIBRARIAN III RANK: MLIS from an ALA-accredited institution; demonstrated excellence in job performance; established record of excellence in professional achievement and service. Appointment at this level is based on the applicant's cumulative professional record rather than on any single accomplishment. Must have achieved statewide and/or regional recognition within the profession.

SALARY AND BENEFITS: Salary and rank: commensurate with education and experience. Wayne State offers dental and health plan options. TIAA-CREF or Fidelity, tuition assistance for employees and family members, relocation assistance, and liberal vacation.

THE CAMPUS AND UNIVERSITY LIBRARIES: Wayne State University is one of the nation's leading urban research universities with a demonstrated commitment to teaching and learning. The university enrolls 31,000 students (approximately 18,000 undergraduate and 13,000 graduate/professional). The WSU campus is located in an attractive urban setting in the heart of the Detroit Cultural Center. Wayne State University Libraries rank among the top 60 libraries in the Association for Research Libraries. The University Libraries is committed to national leadership in the transition of library collections from print to electronic resources and to excellence in digital delivery of services. The University Library System includes Information Services, Access Services, Shiffman Medical Library, Arthur Neef Law Library, Library Computing and Media Services, Resource Acquisitions and Metadata Services, Resource Development and Management, UGE 1000, Library and Information Science Program, and Central Services.

Please submit an electronic copy (print copy optional) of a complete résumé and letter of interest, including the names, addresses, telephone numbers, and e-mail addresses of at least three professional references to:

Toi Price
Personnel Officer
Wayne State University Library System
Office of the Dean
3100 Undergraduate Library
Detroit MI, 48202
E-Mail: ab2983@wayne.edu
Phone: (313) 577-0152
Fax: (313) 577-5525

Applications accepted until position is filled.

For more information about the University Library system, please visit: <http://www.lib.wayne.edu/>.

For a complete position description, the posting may be viewed at: <http://www.hr.wayne.edu/employment/POSTINGS/02030283.htm>.

For specific information regarding the position, please contact Jeff Trzeciak, Director of Library Computing and Media Services at; (313) 577-6013; or e-mail: ae5308@wayne.edu.

Wayne State University is an Equal Opportunity/Affirmative Action employer.

health plans, and tuition waivers. Review of applications will begin immediately and will continue until the position is filled. To Apply: Send letter, résumé, and names, addresses, and telephone numbers of three references, including immediate supervisor, to: Andrea Bacino, Secretary, Howard-Tilton Memorial Library, Tulane University, New Orleans, LA 70118; e-mail: abacino@tulane.edu; fax: (504) 865-6773. Tulane is an equal opportunity, affirmative action employer.

REFERENCE/INSTRUCTION LIBRARIAN. California State University (CSU), Stanislaus. The University Library seeks a motivated reference/instruction librarian with strong interpersonal skills for a 12-month, tenure-track position. The successful candidate will participate as an integral member of the reference team. Responsibilities include service at the reference desk, instruction, and collection development/liaison work with assigned academic departments. One or two days per week at



CONTINUING RESOURCES CATALOGER LIBRARIAN

University of North Carolina, Charlotte

J. Murrey Atkins Library announces an exciting opportunity to become part of our team. We are seeking a highly self-motivated, service-oriented cataloger to come work with us in our new state-of-the-art library. Salary is competitive and dependent upon education and experience.

UNC Charlotte is the only doctoral-granting university in an exciting and dynamic urban region of 1.8 million people and has recently been designated as research and doctoral intensive. Enrollment continues to grow as the University constructs new buildings; develops a new research campus; establishes the Metropolitan Studies Group to more effectively address the major educational, economic, and social needs of the greater Charlotte region; and aggressively focuses on the continuing development of its nationally and internationally recognized research programs. UNC Charlotte's seven colleges offer a rapidly expanding array of master's and doctoral degree programs, and its centers and institutes provide excellent facilities and relationships that stimulate research and collaboration with business, education, and industry.

For application instructions and additional information visit our Web site at <http://www.library.unc.edu/>

Members of minority groups, persons with disabilities and women are encouraged to apply. AA/EEO

CSU Stanislaus-Stockton Library Access Center and some night and weekend work required. Participates in library and university faculty governance. Works under the general direction of the Dean of Library Services; collegial relationship with other library faculty. To be recommended for promotion and/or tenure, library faculty must demonstrate proficiency in the areas of librarianship; research, scholarship, and/or other creative activities; and participation in university affairs. Required Qualifications: ALA-accredited graduate degree or its equivalent; knowledge of a wide range of digital and print reference sources; evidence of commitment to service excellence; evidence of effective interpersonal and communication skills; ability to maintain effective working relationships with colleagues and students in a culturally diverse academic community; ability to be flexible and to adapt to a changing work environment. Preferred Qualifications: Professional reference experience in an academic library; experience with library instruction and Web authorship. Rank and Salary: Senior Assistant Librarian. Salary: \$50,100 minimum, depending upon experience and qualifications. Environment: California State University, Stanislaus is a liberal arts university with programs in applied and professional studies. The full position announcement and additional information about the library are available at: <http://www.library.csustan.edu/>. Application Procedures: Please submit a letter of application and résumé with names, addresses, phone numbers, and e-mail addresses of three references to: Reference Librarian Search Committee, c/o Dean of Library Services, California State University, Stanislaus, Turlock, CA 95382. Applications received by March 28, 2003, will be assured consideration. Equal opportunity employer.

SCIENCE REFERENCE SPECIALIST/LIFE SCIENCES LIBRARIAN. Brigham Young University (BYU), Provo, Utah. BYU, an equal opportunity, affirmative action employer sponsored by the Church of Jesus Christ of Latter-day Saints, requires observance of Church standards. Preference is given to applicants who are Church members. This position is responsible to provide universitywide leadership in the life sciences and give direction in relevant technologies. To Apply: Review the complete job listing (position #001410) at: <http://www.byu.edu/hr/employment/faculty.html> and submit résumé, names of three references, and BYU employment application form (download from above URL) to: Call O'Connell, Library Human Resource Services, 2068 HBLL, Brigham Young University, Provo, UT 84602.

SOCIAL SCIENCES LIBRARIAN. Assistant Professor, tenure leading. Starting July 1, 2003; appointment date negotiable. General Information: The University of Nebraska-Lincoln (UNL) is a comprehensive research and land grant university with state, national, and international impact. A Carnegie institution, UNL offers 36 doctoral programs and 78 master's programs. The total fall 2002 enrollment was 21,769 students. UNL is a member of the Greater Western Library Alliance and the Association of Research Libraries. The University Libraries' holdings include 2,492,441 volumes and 19,900 active periodicals and serials. The Innovative Research Information System (IRIS, <http://iris.unl.edu>) includes the libraries' electronic catalog, numerous general and specialized journal indexes, full-text electronic journals, and a host of Internet re-

sources. Love Memorial Library is the largest library facility on campus; there also are agriculture, architecture, biological sciences, chemistry, engineering, geology, mathematics, music, and physics libraries. Government documents collections are housed in Love Memorial Library, C.Y. Thompson (agriculture), Engineering, and Geology branch libraries. Responsibilities: The Social Sciences Librarian will provide reference assistance in person from the main library and via virtual reference software; serve as liaison to one or more of the social science departments on campus; work collaboratively with other librarians to provide instruction and perform collection management activities in areas of social science or business; participate in other library activities and serve on committees; work some nights and weekends. Required: MLS from an ALA-accredited program; the ability to work flexibly and creatively in a changing environment; strong public service philosophy; ability to interact positively and productively in a collegial academic environment with library colleagues, students, faculty, and staff; ability to meet standards for promotion and tenure, including research leading to peer-reviewed publications and service; evidence of excellent analytical, organizational, communication, and time-management skills. Preferred: Reference and library instruction experience in an academic library; familiarity with a wide range of print and electronic resources in the social sciences and/or business; knowledge of emerging information technologies and their application to reference services; knowledge, coursework, or advanced degree in the social sciences, business, or economics. \$36,000 minimum for a 12-month appointment. Salary is dependent upon the qualifications of the successful candidate. Application deadline is April 15, 2003. Applications postmarked after this date will not be considered. Candidates should submit a letter of application and current résumé, which explicitly address how their education, relevant experience, and other relevant qualifications meet the responsibilities and qualifications for this vacancy. The university and the libraries have a strong commitment to achieving diversity among faculty and staff. Applications from members of underrepresented groups are encouraged. The candidate should also submit the names, current addresses, and current telephone numbers of three references who are knowledgeable of the candidate's qualifications for this vacancy to: Larry L. Kahle, Associate Dean, 318 Love Library, University of Nebraska-Lincoln, P.O. Box 884100, Lincoln, NE 68588-4100. For more information about the UNL Libraries, visit our homepage at: <http://iris.unl.edu>. The University of Nebraska is committed to a pluralistic campus community through affirmative action and equal opportunity and is responsive to the needs of dual career couples. We assure reasonable accommodation under the Americans with Disabilities Act; contact Larry L. Kahle at (402) 472-2526 for assistance.

SYSTEMS OFFICER. The University of Alabama Libraries. Responsibilities: Within a collaborative environment, the Systems Officer will provide leadership and vision in planning, developing, and maintaining an evolving technological infrastructure that supports the libraries' mission and services. This includes planning and oversight of an integrated library system as well as a complex multi-server networked environment that supports the delivery of electronic products and services. The incumbent will explore, introduce, and facilitate the use of innovative technol-

gies for library units providing Web-based and digital initiatives. As a department head, the Systems Officer provides direction to the faculty and staff of the Systems Office. The Systems Office is comprised of the Systems Librarian; the Manager of Area Computing Services; three Information Systems Specialists; two Computer Support Specialists; and student workers. The Systems Officer reports directly to the Dean of University Libraries and is a member of the Dean's Council and the libraries' Management Council. He or she also works collaboratively with the university's Office of Information Technology as well as other groups involved in campus technology initiatives. Successful candidate should possess ASERL's Competencies for Research Librarians at: <http://www.aserl.org>. Qualifications: Required: MLS from ALA-accredited library school or its equivalent or a master's of science in a computer-related field; five years' increasingly responsible library systems experience; demonstrated commitment to user-oriented service; experience with integrated library management systems; knowledge of current and emerging information technologies (e.g., portals, digital repositories, Shibboleth, OAI); demonstrated leadership, organizational, supervisory, and project management skills; strong analytical, problem solving, and conceptual skills; excellent communication and interpersonal skills; commitment to fostering professional development and training for faculty and staff; potential for earning tenure and promotion as a library faculty member. Preferred: Strong Unix skills with a minimum of two years' experience in

workstation administration; experience administering Web servers; experience with relational databases; programming experience and/or understanding of programming design and concepts; experience with digital library collections and projects. The University Libraries is actively working with the university to enhance teaching, learning, and research through a combination of innovative technologies and traditional methods. The University Libraries maintains membership in the Association of Research Libraries, the Center for Research Libraries, the Coalition for Networked Information, SOLINET, and the Network of Alabama Academic Libraries. A United States Government Documents regional depository, the libraries serve Alabama libraries and the public. The libraries employ the Voyager Integrated Library System and is an active participant in the Alabama Virtual Library. The libraries' homepage and more information about this position may be accessed at: <http://www.lib.ua.edu>. Salary and Benefits: 12-month, tenure-track appointment; rank and salary commensurate with qualifications and experience; strong benefits including professional development support and tuition fee waiver; substantial moving allowance may be available. To Apply: Send letter of application, résumé, and names, addresses, and phone numbers of three references to: Ms. Angela J. Wright, Human Resources Officer, University of Alabama Libraries, Box 870266, Tuscaloosa, AL 35487-0266. To ensure full consideration, applications should be received by March 21, 2003. The University of Alabama is an equal opportunity, affirmative action employer.

Late Job Listings

ASSOCIATE DIRECTOR OF PUBLIC SERVICES. Duke University Medical Center Library is seeking applications from experienced librarians and managers who are interested in working in a progressive and dynamic environment. This is an opportunity for librarians from medical, academic, or corporate library backgrounds to pursue management and leadership roles in an academic medical center library that serves a nationally recognized medical school and hospital. The Associate Director of Public Services is responsible for planning, development, coordination, implementation, and evaluation of the Public Services programs including Information Services, Education Services, Circulation, Stacks Maintenance, and Document Delivery/Interlibrary Loan. Additional roles include supervising and coordinating the work of professional librarians and support staff, working as a primary partner in setting and achieving the goals of the Medical Center Library, and serving as a member of the Library's planning and management groups. The minimum salary is \$ 50,000. Salary and rank are dependent on qualifications and experience. Visit our Website at www.mclibrary.duke.edu/about/jobs.html for more detailed information about the job, qualifications, benefits, and application procedures. Applications are currently being reviewed and will continue until the position is filled. Duke University is an affirmative action, equal opportunity employer.

REFERENCE SERVICES LIBRARIAN. Franklin and Marshall College, a highly selective, nationally ranked liberal arts college in Lancaster, Pennsylvania, seeks an innovative and dynamic individual with a strong user-centered service philosophy to fill the role of Reference Services Librarian. This librarian provides direct assistance to members of the campus community seeking information for teaching, learning, or research; manages staffing of the Reference Desk; provides training for desk staff; and participates in curriculum-based library instruction. Responsibilities include leadership in reference service development, service as primary support librarian for the Reference Desk, and coordination of overall library service assessment. In addition, this position coordinates collection development with faculty in assigned academic departments through the liaison librarian program, and contributes to Reference Collection development. Weekly evening and rotating weekend reference desk staffing is required. This position, as all librarian positions, reports directly to the College Librarian. A complete job description can be found at: <http://library.fandm.edu/reflib.html> Required: ALA-accredited MLS; three years' professional experience providing reference and instruction to an academic clientele; ability to work independently; strong organizational, interpersonal, instructional, oral, and written communication skills, ability to work collegially with faculty; and experience using effectively instructional technology and course management systems. Desired: Academic training and/or subject expertise in psychology or the sciences. Application review will begin on March 24, 2003, and continue until the position is filled. Qualified applicants may mail a résumé, cover letter, contact information for three references, and salary requirements to: Personnel Services, Franklin and Marshall College, P.O. Box 3003, Lancaster, PA 17604-3003; fax: (717) 291-3969; e-mail: www.Personnel@FandM.edu. Franklin and Marshall College is an equal opportunity employer committed to building a diverse workforce.