



APALA Newsletter

Asian-Pacific American Librarians Association

--Affiliated with the American Library Association--

Vol. 15 No. 2

In my last message to you I wrote about mentoring as a way in which APALA can add value to the profession, and to future members. This time I have chosen to write about Sponsorship, another way that our association can add value.

When you think it Sponsorship like mentoring it is one of those concepts that is rather intuitive: easy to understand, easy to recognize, and very easy to measure. In business when a corporation sponsors a program in the Fine Arts or an Athletic Event it creates goodwill, public trust and a sense that the corporation is a good citizen of the community. When a business person becomes successful he/she sometimes establishes trusts and foundations so that all or part of his/her wealth is used to sponsor something that add value to the community. Some scholars have even argued that it is a corporation's responsibility to sponsor and improve the quality of life and add value beyond job creation. APALA is a non-profit professional association incorporated in the State of Illinois. Do we have an obligation to be

Message from the President

sponsors? If we do have a responsibility to be a sponsor then we face a real



challenge first in defining what we ought to sponsor and secondly in how to pay for it. I'll deal with the possible things that APALA could sponsor as an organization.

1. Student attendance at ALA conference
2. Scholarships and Tuition grants
3. Research Grants
4. Publications
5. Workshops on profession improvements
6. Job placements, networking and counseling.

Can you imagine the impact we could have on a student if we sponsored their attendance at ALA? Or what it would mean to a librarian to get a job through APALA? Or a research grant given to a scholar to open new vistas

of knowledge? APALA would gain considerable recognition, and more importantly attract new members who have a stake in APALA's future and success in the present.

If APALA were to be a sponsoring organization, we could certainly claim to add value to our membership and to our profession. As an organization representing all the countries of the Pacific Rim we would be entitled to lay claim to a position of leadership. Certainly it would follow that our values and interests would gain recognition by the larger professional community. Of course APALA is not rich nor do we (continued on page 2)

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Editor's Note

In this issue, we have an article by a library fellow from China, introducing to us the status of libraries as civic institutions. As a Chinese from a remote area of Mainland China growing up during the Cultural Revolution, I did not benefit from the wealth of knowledge libraries offer. In fact, there were no public libraries in my area. If there were, the collections had almost next to nothing. When I went to university, my university library was still practicing a closed-stacks policy except in a reading room where students could glance and read the books, but could not take them out. That reading room was a most popular place among the students. Now seven years past, I have become a librarian. I have often wondered what my university library is like now and whether there are public libraries in my hometown. The article by Shi Su-xin provides me with glimpses of libraries in China today. I hope you can find something interesting in it too.

Today, in the information age, Internet has become a buzz word for people, especially librarians, to talk about. Many Asian countries have established Internet servers. The problem is, how can you find the information you need from the vast resources over there? Rama has kindly compiled some useful Internet resources connected to Asia. I hope the resources can be of some use to you.

Among all the new things happening with our association, I would like to share with you some happy news about our newsletter. Our newsletter has been listed in Ulrich (you might have known already, but I am thrilled by the discovery).

That's all for this issue. I hope you enjoy reading this newsletter.

Fenghua Wang-Schaefer

APALA Newsletter (ISSN: 1040-8517) is published quarterly (March, June, September, and December) by the Asian-Pacific American Librarians Association. Readers are encouraged to submit articles with the deadline of the 10th day of the month before publication, e.g. February 10 for March issue. All submitted articles will become property of APALA and will not be returned to the author(s) unless a SAS envelope is provided. The Editor reserves the rights to accept, edit, or refuse any submitted articles. All editorial comments should be sent to the Editor.

Editor: Fenghua Wang-Schaefer
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Fenghua Wang-Schaefer (Chair),
Rama Vishwanatham
Dallas Shawkey and Philip Ng

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Microsoft Word, Macintosh.

Message continues:

have a larger membership, which to my mind is a call to action. Sponsoring and Sponsorship is something APALA ought to do, if we want to add value?

Now for something practical--how to pay for this! Every president of APALA has been faced with a very daunting task of raising money for the Annual Conference, by no means an easy task. In some sense the raising of money for a sponsorship program is no different it's just a more focused process. Here are some ways we might be able to do it.

1. an individual member sponsor through a donation
2. one of our current corporation sponsors, co-sponsors with APALA

3. we acquire a research grant from a foundation
4. we budget, or fund raise
5. we get our own university to help us.
6. Business sponsored matching contribution programs.

Is developing a sponsorship program something that we as an organization want to do? It sounds like a good idea? Other associations have been able to develop sponsorship programs and have benefited from it, can we? If you are interested in the idea then I am willing to sponsor a committee to investigate the possibility and potential of this type of program. Call or write and we will get started.

Have a great Springtime
and Happy Easter!

APALA 1995 Annual Conference

The Business/Membership meeting for APALA is scheduled on Sunday, June 25, from 1:30-4:30 at the 4th floor, Room 4N10, Harold Washington Library, 400 S. State St., Chicago.

Reception for APALA members is scheduled on Monday June 26 from 5:15-7:00 p.m. at Multipurpose Room, Harold Washington Library, 400 S. State St., Chicago. (312) 747-4300.

Our APALA Meal Tickets are now on sale for \$10.00/ at the door \$12.00 Asian Cuisine! Excellent food. You can buy the tickets from the ALA Meal Booth during the ALA Annual Conference and from the following people NOW: Amy Seetoo, Lourdes Collantes, Sharad Karkhanis, Suzine Har-Nicolescu, Feng-Hua Wang Schaefer, Linda Hack, Paula Epstein, Kyosik Oh and Erlinda Regner.

Acknowledgment of new APALA Members. We would like to welcome all the New APALA members. Thank you for joining APALA.

CALA 1995 Annual Conference Programs

Boards Meeting I Friday 6/23 8:00-10pm
Boards Meeting II Monday 6/26 9:30-11:00am

Annual Program Saturday 6/24 2:00-4:00pm
Membership Forum & Meeting Sunday 6/25 9:30-12:30pm
Annual Distinguished Award Banquet Sunday 6/25 7:00-10:00pm

Membership reminder from Chair, Kyosik Oh.

*Please remember to renew your APALA Membership 1995.
Also, please check your name and address
in our 1993 membership directory.
If you are wondering why you haven't
received your Newsletter, it is because
your address in our directory is incorrect
and you have not notified our membership committee.*

Correction:

In the December issue, Dr. Lourdes Y. Collante's name is omitted as Chair of Nomination Committee.

Message from Amy Seetoo:

Please recommend Publishers from your home countries that specialize in translation and cultural exchange publishing. Please contact me by email: adseetoo@umich.edu, or by phone: (313) 677-0526. I am thinking of possible themes for the APALA 1996 conference in New York City. Thank you.

Libraries in China

Shi Su-xin

This article discusses people's concepts of libraries in the P.R. of China, and their understanding and reflections on the library. I will discuss how people realize, support (or oppose), utilize and evaluate libraries.

1.1 SOCIAL STATUS:

In China, libraries reflect strong social, economic, and geographical features. In different areas, the status of library may be quite different. The categories of its social status are as follows:

- The social status of the library is very low where the economic development is lagging far behind, like remote areas, mountainous areas with scarce population. In such places, the existence of library has not yet been realized.
- The social status of library is relatively high in areas where the economy is better developed, such as China's eastern parts. In such places there are more libraries, and most of the counties and districts have their own public libraries and other types of libraries. Library development is on the agenda of the local cultural development with a large readership.
- The social status of library is very high in special economic zones, economic development districts and major urban cities where the economy is much better developed. One of the examples of such is the Shenzhen Library which has become a very important social and cultural institution for the local people. To meet the rising demand for library services, the Shenzhen government is planning a children's library, science library and public libraries for the counties and districts.

1.2 PUBLIC OPINION:

The alleged public opinion is a reference to the propaganda and comment on the function of the library and its performance, which actually reflects how people see library. It may be summarized into the following aspects:

1.2.1 The library is where people build up culture and knowledge, consequently become the source of culture and knowledge;

1.2.2 The library is the link between documents and their users;

1.2.3 The library is the best place for self study and the "College with no diploma" for people to accomplish life long education.

1.2.4 The library is the limitless resource base for people in their scientific invention.

In addition the library development of highly developed areas attracts considerable attention. The high rate of attendance, use of documents and circulation of Shenzhen Library has been the focus of local opinion, which is reflected in newspaper reports, television and radio broadcasts.

1.3 SOCIAL SUPPORT:

China's libraries are supported by the provinces' collective institutions and individuals. Such sponsorship is reflected in provincial allocation which constitute the major part of libraries. Collective institutions also build up a group of libraries under them, such as libraries of the communities, libraries of plants and mines and other enterprises. Besides, compatriots from Hongkong, Macau and Taiwan as well as overseas Chinese donate money, resources and equipment to libraries. Examples of such include the Bac Zhaolong Library of Shanghai Fudan University, Children's Library of Wenzhou City, the University Library donated by Mr. Li Kaising and the large number of other donated books.

1.4 SOCIAL DEMAND:

The demand from the society for the library is as follows:

1.4.1 The demand for study or research (self education).

1.4.2 The demand for scientific invention and creation.

1.4.3 The demand for reading in leisure.

1.4.4. The demand for social and cultural stimulation.

In China, various libraries provide the society with comprehensive services to meet the demands of people from different walks of life. There are various book reading activities for patrons with varying age groups and cultural background. Libraries all over China also sponsor every spring various activities such as, topic consulting week and scientific and technology service week and mobile library services. In the developed areas, the social demand for libraries is as follows: Many readers come to libraries to gain new

information in order to remain competitive, and seek better jobs.

Library's existence, influences and contributions toward society are largely reflected by the public's attitudes. Therefore, it is the library's responsibility to improve its services to meet the public's needs and demands in order to get greater recognition and support from the society. Library's current status as a social and educational institution in China is a reflection of the social reality.

PUBLICATIONS

Proceedings of the APALA Conference held in Atlanta in June 1991 have been published by ERIC. Changing Dimensions: Managing Library and Information Services for 1990s: A Global Perspective, edited by R. N. Sharma. Washington D. C.: Educational Resources Information Center, 1994. The Proceedings are available online, in a book form and on microfiche.

RISING SONS AND DAUGHTERS: Life Among Japan's New Young, by Steven Wardell. Plymouth Press International. It is a book that takes a close-up look into the lives of Japan's young people. It is a story of the Ando family with its four teens, an exuberant affectionate family that adopts Steve as their "fifth child". Wardell discovers in this family a microcosm of the tensions lying below Japan's calm and orderly surface. Wardell's vignettes of life in Japan have appeared in The Wall Street Journal, The Christian Science Monitor, Japan Airline's Winds magazine and Harvard's Inside Japan. The author's stories on other topics have appeared in The New York Times, and Sports Illustrated, and on the AP wire service. It is available in paperback edition for \$13.95 and for \$22.95 for the hard cover edition. A Japanese language edition will be published in Japan.

MEMBERS NEWS

Rama Vishwanatham has begun to work at the Library of Health Sciences-Chicago, University of Illinois at Chicago.

Fenghua Wang-Schaefer has begun to work at the Government Documents Department, University of Illinois at Chicago.

*Did you change your job,
publish an article or books,
attend an interesting conference,
visit some exciting places, or?
Do you want to share these with your colleagues?
You can put your name in the newsletter by
sending us your news.
All you need to do is to type a few words in your email account.*

Joy Chase submitted APAHE conference summaries from last Spring. One of the presentations sounds particularly interesting to our APALA members. I am printing the summary here for your review.

The opinions here do not reflect the positions of the newsletter. However, I am hoping that it might provoke some forms of discussion among our members. Joy Chase also informs that there will be another conference this Spring in Los Angeles.

Notes from the APAHE '94 Conference:

TAKING CHARGE IN TIMES OF CHANGE Presented by Sally Huang-Nissen, consultant and HR Specialist at Lawrence Livermore NL. Huang-Nissen explained that there are external societal factors that might present barriers to career advancement for Asian American professionals. However, there are a number of areas related to Asian cultural values that we can assess, then determine how these same cultural values can be seen as advantages in our career. A key component of the strategy to turn limitations into enhancements is in communicating to our bosses and co-workers, both verbally and by our actions, how certain values contribute toward better performance and professionalism.

A participant in the workshop did point out that perhaps these Asian cultural values may not be as strong in second- and third- generation Asian Americans, or across all ethnicity's encompassed in the diverse group. Huang-Nissen conceded that these were general guidelines and participants might see themselves in the model or be able to extend the concept to see how an employer or co-worker might interpret actions differently than we ourselves do.

ASIAN BALANCING CULTURES

by Sally Huang Nissen

<u>Career limitations</u>	<u>Asian Cultural Values</u>	<u>Career Enhancement</u>
Uncompetitive or unassertive avoids conflicts	Desire for harmony	Ideal team member
Hesitates to disagree or challenge superior	Obedient to authority	Cooperates with and loyal to superior
Overconcern with mistakes Fearful of high risks	Concept of shame Face saving	Sensitive to feelings of others
Tends to understate accomplishments	Humility	Likely to gain respect from peer
Danger of narrow focus	Love of learning	Good resource
Not easily adaptable to change	Orientation toward tradition	Comfortable with structure/rules
Reluctant to separate from extended family	Family obligation	Regards work team as family
Unspontaneous "inscrutable"	Control Emotion self-discipline	Solid performer

TEN LIBRARY FELLOWS POSITIONS

Applications are being accepted through March 15 of the 1995-96 Library Fellows Program. The joint program of the American Library Association (ALA) and the United States Information Agency (USIA) will place approximately 10 U.S. citizens overseas beginning in September 1995. Stipends for Library Fellows are \$34,000 per year. Travel expenses for the fellow and one dependent to and from the host country will be reimbursed. Health insurance and a small housing subsidy are provided. Eligibility requirements are U.S. citizenship, language skills of the host country (desired and sometimes required) and education and experience in library or information science or other fields directly related to the needs of specific projects with demonstrated competency as required. To apply, send a resume with a cover letter, briefly stating desired position, foreign-language skills, subject expertise and maximum placement service length (there is no application form) to: Robert P. Doyle, Director, Library Fellows Program, American Library Association, 50 East Huron Street, Chicago, IL 60611. Telephone 800-545-2433, ext. 3200, or 312-280-3200.

EAST ASIA:

Rangoon, Burma: The Universities Central Library, Department of Higher Education. Six months, starting date flexible. Assist with the inventory and assessment of library resources and services. Advise on appropriate automation systems and online databases to meet the user needs of the academic community. Provide information on the acquisition of library software and on access to online systems. Conduct workshops on library automation. Consult with library studies teaching staff on the addition of a library automation component to the curriculum.

Jakarta, Indonesia: University of Indonesia (UI). Five months, September 1995 - January 1996. Evaluate American studies program at the UI and selected Indonesian institutions to determine policy guidelines for collection development. Instruct staff on drafting grant proposals. Advise on how to analyze and identify organizational needs for automation, conduct feasibility studies and specify requirements for library technology. And Perth, Australia: University of Notre Dame. Seven months, February 1996 - August 1996.

Develop collection development policies for an American studies collection and make recommendations for acquisitions. Promote contact between the host institution, organizations and individuals within the American studies community in the U.S. Advise on the accessibility of American studies resources available on the Internet. NOTE: Fellow will work at both institutions as specified.

Bandar Seri Begawan, Brunei: University Brunei Darussalam. Nine months, September 1995 - May 1996. Consult with the library director to advise on current policies and procedures for academic library management. Develop strategies to improve practice and user services. Conduct staff development workshops in library management.

At other countries are:

AFRICA:

Senegal, Dakar: Government of Senegal, Economic and Social Council.

Harare, Zimbabwe: Ministry of Education and Culture, National Library and Documentation Service.

Durban, South Africa: University of Durban-Westville.

EUROPE:

Warsaw, Poland: Warsaw Public Library.

Minsk, Belarus: National Library of Belarus.

Leipzig, Germany: American Studies Institute, University of Leipzig.

Geneva, Switzerland: Library, United Nations Office of Geneva.

Paris, France: The American Library in Paris.

LATIN AMERICA:

Panama City, Panama: Panama University of Technology.

Bucaramanga, Colombia: Universidad Industrial De Santander.

Ciudad Obregon, Mexico: Instituto Tecnologico De Sonora.

Port of Spain, Trinidad and Tobago: Office of the Prime Minister, Libraries Division.

NEAR EAST:

Jerusalem, Israel: Israeli Center for Libraries.

INTERNET RESOURCES

BACKGROUND:

Internet, started in the 1960s with ARPANET by the U.S. government to allow connections and communications between computers, evolved into networks to meet the research needs of different groups, for example, BITNET that linked academic and research communities across the country. Internet is based on basic protocol the TCP/IP or Transmission Control Protocol/Internet Protocol.

BASIC INTERNET FUNCTIONS:

Electronic Mail (email), File Transfer Protocol (FTP) and Telnet (remote login). Some other services are the Gopher, Discussion Groups (UseNet and Listservs), Archie, Veronica.

EMAIL: E-mail allows communication through mail messages sent over the Internet. When a group of people discuss a topic over the Internet they form discussion groups and this is possible through **LISTSERVES** and **USENET NEWS GROUPS**. While Listservs distribute the messages (mailed to the list) to all the list subscribers, USENET is a collection of various interest groups where messages are posted. There are a number of such **LISTSERVS** and **DISCUSSION GROUPS** dedicated to Asian issues.

TELNET: Telnet allows you to remotely log in to another computer system.

FTP: The File Transfer Protocol allows you to get various types of files from other computer systems. The files can be text files, computer programs, sound files, video or graphics.

GOPHER: Gopher is a software that allows you to browse many of the resources available on the Internet and Gopher also makes them available through a hierarchical organization that appears in the form of a menu.

VERONICA: Veronica is a tool that allows keyword searching of items in Gopher-space. "Veronica" stands for "Very Easy Rodent-Oriented Networked Information and Computer Archives".

ARCHIE: Archie is also a tool used for searching over the internet, but it locates computer files available for FTP. It is an index of files and is

available through anonymous FTP.

Resort

WORLD WIDE WEB: The more newer services are the World Wide Web (WWW) that allow transmission and display of hypertext documents, images and multimedia files through the use of Web software (such as Mosaic and Netscape). The Uniform Resource Locator (URL) and Hyper Text Transfer Protocol (HTTP) are used for this WWW service.

SOME INTERNET RESOURCES OF INTEREST:

URL Addresses:

Some Asian Adventures:

<http://www.netpart.com/che/indiasumm.html>

Homepages: Indian interest:

<http://www.sipa.org/sipa/india.html>

<http://enuksa.eas.asu.edu/~sridhar>

<http://spiderman.bu.edu/misc/india>

<http://www.cs.clemson.edu/~nandu/india.html>

Journals, Books, Bibliographies:

<http://www.cs.cmu.edu>

AT&T 800 Directory: <http://att.net/dir800/>

IRS Tax Forms:

<http://www.ustreas.gov/treasury/bureaus/irs/taxforms.html>

Gopher Addresses:

Some of the documents of interest for Asian and Pacific American Librarians on Gopher are also available.

Gopher on South Asia: gopher.cc.columbia.edu

- Choose the option "scan the columbianet menu" and then search the menu with keywords "asia". This gives a list of interesting menus on directories/mailling lilsts/news/events/jobs, and other specialized databases and information resources on Asia.

Discussion Lists:

soc.culture.bangladesh

soc.culture.china

soc.culture.india

soc.culture.taiwan

alt.asian.women

APANET (Asian Pacific American network)

Rama Vishwanatham, Information Services Librarian, Library of the Health Science, Chicago University of Illinois at Chicago

PAID ADVERTISEMENTS

Electronic Services Librarian (Two Positions)

The University of Illinois at Chicago (UIC) invites applications for two positions of Electronic Services Librarian. These new tenure track positions have been established to support the development of electronic, multimedia and Internet services and resources in the University Library. The Electronic Services Librarians will serve as liaisons to the UIC faculty for electronic information, Internet resources and the use of technology in teaching and research. Based in the Systems Department, the Electronic Services Librarians will work closely with the Collections Development Department and public services units as well as staff from the Computer Center.

Responsibilities: Under the direction of the Manager of Library Systems (jointly with the Assistant University Librarian for the Health Sciences for services to the health sciences community), have responsibility for the identification, selection, creation and development of electronic and multimedia resources supporting instruction, research, and patient care at UIC. Provide leadership in planning and managing electronic services responsible to the needs of the University Library staff and the UIC faculty. In coordination with Bibliographers, are the University Library liaisons to the UIC faculty for the Internet, including guidance on issues of copyright and intellectual property in the electronic environment. Manage day-to-day operations and public services of the Information Technology Arcade (and other similar facilities), including scheduling, multimedia development and evaluation, and consulting services. Advise Library faculty and staff in instructional programs and participate in staff development. Serves as coordinator of Internet Services, including instruction in locating, using and developing dynamic resources on the Internet. Develop and manage electronic resources including Internet based applications such as discussion groups, gophers and WWW servers. Participate in Library-wide committees and task forces as well as planning activities. Weekend and evening hours required.

MINIMUM QUALIFICATIONS: ALA accredited MLS and two years increasing experience with electronic information resources and services in a large research university library setting or other relevant experience; one position requires experience with health sciences resources and services. Experience in collection development or public services and working with an integrated networks and media authoring. Demonstrated success in Internet training and support services. Knowledge of current and emerging technologies and understanding of their potential implications and opportunities in the University Library, the campus, and for remote users. Problem solving experience and the ability to communicate clearly, knowledgeably and personably in both a team environment and individually. Evidence of interest in professional involvement within academic librarianship. Ability to meet University standards in research and publication commensurate with tenure.

ADDITIONAL DESIRABLE QUALIFICATIONS: Experience working with networked information, database management and client/servers. Familiarity with MAC, PC (DOS and Windows) IBM mainframe and UNIX operating systems. Evidence of effective collaboration. Comfortable in a rapidly changing environment.

SALARY/RANK/CONTRACT: Faculty appointments in the UIC Library begin at \$30,000. Salaries are competitive and based on education and experience; faculty status, twelve month appointment; 24 days vacation; 12 days annual sick leave with additional disability benefits; 11 paid holidays; medical insurance (contribution based on annual salary; coverage for dependents may be purchased); two dental plans available; life insurance paid for by the State; participation in the State Universities Retirement System compulsory (8% of salary is withheld and is tax exempt until withdrawal); no Social Security coverage but Medicare payment required; physical examination at University Health Service is required upon appointment.

For fullest consideration apply by: April 14, 1995 with cover letter, supporting resume and the names of at least three references to:

Darlene M. Ziolkowski
Personnel Librarian
University of Illinois at Chicago
Box 8198
Chicago, Illinois 60680

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PAID ADVERTISEMENTS

Cataloging Coordinator. Assistant Professor. Regular, 9-month, possible tenure track appointment with faculty status. Dependent on funding may be for one year only. Responsibilities: coordinates Cataloging Dept. activities; general reference; library instruction; collection development and departmental liaison duties to selected departments; multicultural outreach. Required: ALA MLS; experience or training in cataloging, use of electronic reference resources, and reference services; multicultural expertise or background. Preferred: subject Master's; second Master's required for tenure. Teaching experience; cataloging experience in an OPAC environment, and with government publications; supervisory experience. Salary: \$29,988, Assistant Professor with second Master's. Applications received by April 15 given preference; position open until filled. Minorities are strongly urged to apply. Send resume and names of 3 references to:

Jim Rible, Chair, Library Personnel Committee, Southern Oregon State College, 1250 Siskiyou Blvd., Ashland, OR 97520. Phone: 503-552-6821; email: rible@wpo.sosc.osshe.edu. SOSC is an AA/EEO employer.

Advertising Rates: Quarter-page: \$50.00 (3 1/2" x 4 1/16"); Half-page: \$100.00 (Vertical--3 1/2" x 9 1/8") (Horizontal--7" x 4 1/16); Full-page: \$150.00 (7" x 9 1/8"). Discount: 10% off if electronic format is provided. 15% off for APALA members. Due dates: February 15--March issue; May 15--June issue; August 15--September issue; November 15--December issue.

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Information Access Librarian (Science Emphasis)

Millersville University of PA seeks a librarian who enjoys working in a changing environment to become a member of the Information Access (Reference) team in an emerging total library program, dedicated to increasing user self-sufficiency, fostering a diverse environment, and encouraging continuous professional development of the library staff, all within a collegial setting. **DESCRIPTION:** The successful candidate will be responsible for scheduled hours at the general information access desk; scheduled hours in the library instruction classroom/laboratory; delivery of information using electronic database sources and printed sources; teaching selected course-related library instruction classes primarily in the sciences; collection development and liaison responsibilities with academic departments primarily in the sciences; and additional tasks according to individual strengths and experience. **REQUIRED:** A master's degree from an ALA-accredited library science and/or information science school; broad-based information access/reference skills including searching and use of electronic database systems; ability to teach using current methods of library instruction; and ability to communicate effectively. **PREFERRED:** A degree in the sciences. **TENURE REQUIREMENT:** Significant progress toward a second graduate degree within five years. (Enrollment in a second master's program is required; enrollment in a doctoral program is preferred). **SALARY RANGE:** \$29,338 to \$39,316. **RANK:** Instructor/Assistant Professor dependent upon qualifications. **ABOUT THE FACULTY:** Librarians enjoy full faculty status including an academic-year contract. Additional summer employment under a separate contract is possible. Librarians share in the governance of the university through membership in the Faculty Senate and on university-wide committees. They are eligible for sabbatical leaves, tenure, and promotion. Faculty have the choice of the State, Public School or TIAA-CREF retirement systems and a choice of paid medical plans. They also accrue sick leave and are eligible for group life insurance.

Millersville University, located in suburban Lancaster County, is one of fourteen institutions of the Pennsylvania State System of Higher Education. Enrolling more than 7800 full- and part-time students, Millersville is situated in southeastern Pennsylvania, a 90-minute drive to Philadelphia or Baltimore and four hours from New York City. Served by approximately 325 full-time faculty, the University offers associate, bachelor and master degrees in a wide range of majors in the arts and sciences, education, and professional fields. The science programs are among the strongest in the Commonwealth and the science faculty are highly oriented to the use of the library. Applications received by April 14, 1995 will receive full consideration. Submit letter of application addressing the requirements, curriculum vitae, copies of transcripts, and the names, addresses, and telephone numbers of three current references to Prof. Robert Coley, Search Committee, Ganser Library/AP0295, MILLERSVILLE UNIVERSITY, P.O. Box 1002, Millersville, PA 17551-0302. Affirmative Action/Equal Opportunity Employer.

PAID ADVERTISEMENTS

Two Positions

Massachusetts Institute of Technology Libraries

ASSISTANT ARCHIVIST (Librarian I or Archival/Manuscript Specialist). Accessions, appraises, arranges, describes, and preserves archival/manuscript materials. Performs research to appraise, organize, and describe collections and prepare finding aids. Catalogs collections and prepares MARC/AMC format automated record worksheets according to AACR2 standards. Serves on reference desk and answers reference letters. Qualifications: Bachelor's degree and archival training required and either: ALA-MLS (Librarian I appointment); graduate degree in history with archival specialization; or one of these in progress, combined with substantive pre-professional experience. One year related work experience required for Archival/Manuscript Specialist appointment. Experience with bibliographic and research techniques required, as is ability to communicate clearly in writing, work systematically and carefully, and respect confidentiality of records. Experience with automated bibliographic systems, especially AMC format, desirable, as is some knowledge of physical sciences, computer science or engineering. Must communicate effectively in groups and with faculty, students, and peers. Hiring Salary Range: \$26,500-\$29,500. Applications received by **April 30, 1995** will receive priority consideration.

ASSISTANT ENGINEERING AND SCIENCE LIBRARIAN FOR CHEMISTRY (Librarian I or II). Identifies and monitors chemistry and chemical engineering information needs of MIT community. Provides reference, instruction, and outreach services; manages research level collections in chemistry and related disciplines. Conducts consultation services for STN online searching one evening per week. Will have opportunity to implement innovative electronic services, including end-user training and ongoing support program. Qualifications: ALA-MLS required. Relevant experience in science or engineering research library highly desirable, as is degree in science or engineering. (Three years experience required for Librarian II appointment.) Significant experience with chemical information systems and database searching, especially STN, required. Well developed interpersonal and communications skills required, as are initiative, flexibility, and ability to work creatively in a rapidly changing environment. Hiring Salary Range: \$26,500-\$29,000 (Librarian I appointment); \$29,000-\$32,000 (Librarian II appointment). Applications received by **April 10, 1995** will receive priority consideration.

Send complete applications (cover letter, resume, names and addresses of three current references) to appropriate Search Committee at: MIT Libraries (AP), Room 14S-216, Cambridge MA 02139-4307. MIT Libraries offer excellent benefits, including tuition assistance, a children's scholarship program, and a relocation allowance. MIT is a smoke-free campus.

MIT is strongly and actively committed to diversity within its community and particularly encourages applications from qualified women and ethnic minority candidates.

Please keep us up-to-date. Send us your news.

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