

## President's Message The Millenium is Coming!! The Joint Meeting is Coming!!...A Bridge to the Millenium!!

Our 1999 Joint Meeting A Bridge to the Millenium will be held February 5-7 at the Fairmont Hotel in San Jose. This is definitely going to be the electronic age program. A featured speaker will be Lois Ann Colaianni on the history of the NLM. Her perspective should provide interesting insights on the development and work of the NLM. The Lipstick Librarian will be speaking at one of the sessions; be prepared to laugh. The PSRML staff will be presenting: The E Resources: Exasperating! Electronic! But Essential? This will be a one-day symposium held on Saturday, February 6. The symposium will gather a group of interested parties to discuss the issues facing health sciences librarians from a variety of perspectives. What are those issues? How are some libraries providing services? What future developments might be seen? Also included will be hospital administrators, vendors, end-users, and information systems people in an open forum at the end of the day.

Indexers from YAHOO! will hold a session explaining how they go about indexing sites and the implications for net searchers. In response to the call for papers, 21 contributed papers were accepted. These cover an exciting range of topics including library intranets, electronic journals, public health information, consumer health information, gray literature, reference services, telemedicine, and other topics. Also, 10 poster sessions have been accepted. These cover consumer health library funding and outreach, serials collection development and management, OPACs, Internet and document delivery, and technical services. There are some unusual perspectives represented in the poster sessions-some innovative uses of existing technologies and resources. Additionally, the planned event will be the Everest Film at the IMAX Theater and a Dessert Extravaganza afterwards in the hotel. A Bridge to the Millenium is a truly exciting Joint Meeting.

See you there!

*Andrea Woodruff*  
President, NCNMLG

## *DIRECTIONS FOR JOINING THE NCNMLG LISTSERVS*

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Board listserv: [ncnmlgbd@krypton.stanford.edu](mailto:ncnmlgbd@krypton.stanford.edu)

Everyone is encouraged to subscribe to either or both of these lists. They are very low-volume lists designed for communication of important information from NCNMLG to its members. They won't fill your mailbox with too many messages. The only time you will need to unsubscribe is when your e-mail number changes. In this case two actions are necessary. You will need to unsubscribe your old e-mail number and then subscribe the new number. This keeps our listserv current!

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The NCNMLG Newsletter is published 6 times a year  
(July/August, September/October, November/December,  
January/February, March/April, May/June).

Copy for the January/February newsletter is due by the  
**15th of January.**

The NCNMLG Newsletter is available in PDF format at the  
NCNMLG Website at:

<<http://www.ncnmlg.stanford.edu:5000>>.

In order to read the newsletter in this format, you will need  
the Acrobat Reader plug-in which can be downloaded for free  
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click on the PDF file icon for the newsletter and Acrobat  
Reader will open up on top of your Web browser and  
display the document right on your screen.

# CALENDAR CALENDAR CALENDAR

<b>NOVEMBER</b>	1	MLA Honors nominations due
	1	Deadline for acceptance of papers/posters to Joint meeting
	14-17	California Library Association Annual Meeting in Oakland
	15	Copy deadline for November/December Newsletter
	TBA	Fall CE Class
<b>DECEMBER</b>	4	Winter meeting 9:00am-1:00pm at UCSF Millberry Conference Center
<b>JANUARY</b>	14-15	National Online Training Center CE Course in San Francisco, CA
	15	Copy deadline for January/February Newsletter
	15	Nominating Committee completes NCNMLG slate of officers
	TBA	Joint Meeting pre-registration deadline
	TBA	Winter Board meeting and program
<b>FEBRUARY</b>	5-7	NCNMLG/MLGSCA Joint Meeting in San Jose
	7	Nomination of chapter officers at Joint Meeting
<b>MARCH</b>	15	Copy deadline for March/April Newsletter
	TBA	Spring Board meeting
<b>APRIL</b>	11-17	National Library Week
	TBA	Spring CE Class
<b>MAY</b>	14-20	MLA annual meeting in Chicago, IL
	15	Copy deadline for May/June newsletter

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## APPOINTMENT ANNOUNCEMENT

Gail A. Yokote has been appointed the Assistant University Librarian for the Sciences at the General Library, University of California, Davis, effective January 4, 1999. Ms. Yokote currently serves as Associate Biomedical Librarian at the Louise M. Darling Biomedical Library, University of California, Los Angeles.

Ms. Yokote is a Distinguished Member of the Medical Library Association and was named the Estelle Brodman Academic Librarian of the Year in 1989.

### *There is still time to renew your membership!*

Yes, there is still time to renew your membership before the printing deadline for NCNMLG's Membership Directory due out after the first of the year. Membership renewal notices were sent to members on October 1st. While there has been an excellent response to this mailing, many members have not yet submitted renewal forms. If your membership renewal notice has gone AWOL, please call Roger, Chair NCNMLG Membership Committee for a copy. Please don't delay, send your renewal form and membership fee c/o Roger Brudno, at the address shown below.

Thank you,  
Roger  
Chair, NCNMLG Membership Committee

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Roger Brudno, Director Medical Library Services  
Goddard Memorial Library Oroville Hospital  
2767 Olive Highway Oroville CA 95966  
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## Continuing Education Course offering from the National Online Training Center

"Making the Transition: Converting to PubMed and Internet Grateful Med to Search NLM's Databases" (7 MLA CEUs). This is a one-day class designed for experienced searchers.

January 14-15 San Francisco, CA  
January 19-21 Honolulu, HI  
February 10 Los Angeles, CA  
March 25-26 Sacramento, CA  
March 31 Irvine, CA  
April 15-16 Las Vegas, NV

"Introduction to Web-based Searching for the Librarian and Information Specialist: Using PubMed and Internet Grateful Med to Search NLM's Databases" (13 MLA CEUs) This is a two-day class designed for librarians and information specialists who are new to searching MEDLINE.

February 8-9 Los Angeles, CA  
March 29-30 Irvine, CA

For more information contact:

Mary Van Antwerp  
Online Analyst  
National Online Training Center  
New York Academy of Medicine  
1-800-338-7657, press 2

The National Online Training Center's Schedule and Registration is available at  
<http://www.nnlm.nlm.nih.gov/mar/online>

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***ACCEPTED POSTER PRESENTATIONS 1999 JOINT MEETING  
of the Northern California & Nevada Medical Library Group and the Medical Library Group of Southern  
California and Arizona to be held at the Fairmont Hotel, San Jose, California February 5-7, 1999***

***Commonsense Collaboration: Student and Librarian in Technical Services***

Mary Holcomb, Arizona Health Sciences Library, University of Arizona  
Sue Trombley, The University of Arizona School of Information Resources and Library Science

***Consumer Health Information: Everyone Likes the Concept But Who Pays the Bills... How a Community Health Library  
Pioneer is Developing a Product Line to Help Underwrite Its Free Community Services.***

Candace Ford, Planetree Health Library, Good Samaritan Charitable Trust, San Jose, CA

***Consumer Health Outreach to School Libraries***

Christine Sato, Consumer Health Information Service, Hawaii Medical Library, Honolulu, HI

***Creating a Patient Resource Center within a Hospital and Public Library Setting***

Jacqueline Donaldson Doyle and Lenore K. Schnaitman  
Merril W. Brown Health Sciences Library & The Learning Center, Good Samaritan Regional Medical Center - Samaritan Health  
System, Phoenix, AZ

***Delivering Documents Through the Internet***

Heidi Thiessen Sandstrom and Claire Hamasu

Pacific Southwest Region NN/LM, University of California, Darling Biomedical Library

***Downloading Individual Serhold Files to Print Your Library's Own Print Serial Holdings***

Ronald Schultz, Schmidt Medical Library, California College of Podiatric Medicine, San Francisco, CA

***Evolution of a Consortium OPAC, or, Is There Life after the NLM Automation Grant?***

Debbie Martin, Health Sciences Library, Mills/Peninsula Hospital, Burlingame, CA  
Kimberly Goldman-Schwartz, Hospital Consortium of San Mateo County, San Mateo, CA  
Mark Constantz, Medical Library, San Mateo County General Hospital, San Mateo, CA  
Janice Perlman-Stites, Medical Library, Seton Medical Center, Daly City, CA  
Lise M. Dyckman, formerly of Health Sciences Library, Sequoia Hospital

***The Future of Digital Libraries: A Digital Primer***

Eva Perkins, EPA Research, Los Angeles, CA

***New Ways of Applying Existing Tools to Serials Collection Development and Retention***

Lenore K. Schnaitman and Jacqueline Donaldson Doyle  
Merril W. Brown Health Sciences Library & The Learning Center, Good Samaritan Regional Medical Center - Samaritan Health System, Phoenix, AZ

***The Pacific Southwest Regional Medical Library Turns Thirty***

Heidi Thiessen Sandstrom, Pacific Southwest Region NN/LM, University of California, Darling Biomedical Library

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***1999 NCNMLG/MLGSCA Joint Meeting Concurrent Contributed Paper Presentations***

***Fairmont Hotel, San Jose, California February 5-7 1999***

***Challenges and Choices in Managing Electronic Journal Collections***

Terry Henner, Savitt Medical Library, University of Nevada School of Medicine

***Clickology: Analyzing User Behavior at Public Internet Workstations***

Jennifer Reiswig, Biomedical Library, University of California, San Diego

***Developing a Library Intranet: Idea to Implementation***

Melissa L. Just and Greg Coleman, Library & Center for Knowledge Management, University of California, San Francisco

***Evolution of Web Access to Electronic Journal Subscriptions***

Pamela M. Murnane, Mary Buttner, Dick R. Miller, Ying Li, Maria Feng, Randy Woelfel, Lane Medical Library, Stanford University Medical Center

***Expanding the Library's Role in Academic Web Development***

Linda Azen Martin, Norris Medical Library, University of Southern California

***HouseCalls: Bringing the Library to You***

Rebecca Davis, Carlson Health Sciences Library, University of California, Davis

***How Do You Answer A Question At 2:00 AM Without A Librarian? Cooperative Basic Reference Training Project For Student Loan Assistants***

Mary L. Riordan and Hannah M. Fisher, Arizona Health Sciences Library, University of Arizona

***How Usable is Your Web Site?: A Case Study***

Candice Benjes and Janis Brown, Norris Medical Library, University of Southern California

***Implementing Print Charging in an Academic Medical Library***

Julia K. Kochi, Library & Center for Knowledge Management, University of California, San Francisco

***Issues in Managing Electronic Journals in the Health Science Library***

Maggie Wineburgh-Freed and David H. Morse, Norris Medical Library, University of Southern California

***Libraries and Telemedicine: Partnering to Produce a Web-based Consumer Information Service***

Gerald Perry and Dave Piper, Arizona Health Sciences Library, University of Arizona

***MEDLINEplus: Access to Consumer Health Information Made Easy***

Terri Clark, Contractor with the National Library of Medicine and Lisa Lott Jerant, Department of Radiology, University of California, Davis Medical Center

***Ovid MEDLINE Usability: An Observational Study***

Alice K. Kawakami, Norris Medical Library, University of Southern California

***Providing Access in a Digital World: the Public Health Information Link in Nevada***

Joan S. Zenan and Terry Henner, Savitt Medical Library, University of Nevada School of Medicine.

***"Rush" Purchase instead of Interlibrary Loan***

Anne Prussing and Barbara Slater, Biomedical Library, University of California, San Diego

***Searching for the 3 Rs: Considering the Literature Search Requirement in Biomedical Research***

Mary W. Wood, UC Center for Animal Alternatives, School of Veterinary Medicine, University of California, Davis

***Shedding Light on Grey Literature: Publishing and Collection Development through the Web***

Laurie Isenberg and Jill Woolums, Intern, California HealthCare Foundation, Oakland, CA

***Ten Years of the UMLS Metathesaurus***

Stephanie Lipow, Lexical Technology, Inc., Alameda, CA

***The Online Reference Center: Providing Access to Selected Web Resources***

Roumiana Katzarkov and Janet Nelson, Norris Medical Library, University of Southern California

***When Life Gives You Lemons, Make Lemonade***

Lenore K. Schnaitman, Brown Health Sciences Library & The Learning Center, Good Samaritan Regional Medical Center, Phoenix, AZ

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**Bay Area Librarians:**

PSRML will be exhibiting for the National Library of Medicine at the Society of Critical Care Medicine's annual symposium. Come help out in the booth and demonstrate IGM, PubMed and other Internet resources to critical care practitioners. It's always fun to talk to practitioners from across the country about their use of NLM products and their attitudes toward the Internet. The exhibit hours are as follows:

Sunday, Jan 24 10:45 am - 3:30pm

Sunday, Jan 24 5:45 pm - 7:00pm

Monday, Jan 25 9:30 am - 3:30pm

The meeting is being held at the Moscone Center in San Francisco. PSRML will pick up mileage and parking fees. Contact me if you're interested in helping out. Thank you.

Claire Hamasu, Outreach Coordinator  
Pacific Southwest Regional Medical Library  
UCLA Biomedical Library  
Voice mail: (310) 825-2183, (800) 338-7657  
Fax: (310) 825-5389

***Impressions from the Internet Librarians Conference in Monterey November 1998***  
***by Hella Bluhm-Stieber, Milton J. Chatton Medical Library, San Jose***  
***(408) 885-5654, FAX (408) 885-5455, e-mail: bluhmhel@wpgate.hhs.co.santa-clara.ca.us***

This year's conference dealt with "Metadata", "Web Sites", "Searching the Net", "The Transitioning Library Infrastructure", "Web Management", "Digitizing Collections", "Intranet Librarians", "Net Trends", etc. The new buzzword was KM, meaning knowledge management. The other word I learned was "bread crumbing" (an allegory on Hansel and Gretel), which means that you can tell from the pressed buttons on the screen, where you are in the menu of a webpage. I was impressed with the quality of most presentations and came back with many ideas and a lot of information and with the knowledge, that one does not have to reinvent the wheel, that many librarians and information specialists have the same problems and may have already solved my problem or are working on it.

**In** "Why Digital Will Fail and What We Can Do About It" or "Digital Jamming", John Sarnowski, Director of Imaging Products at Northern Micrographics in La Crosse, Wisconsin, described the issues that are often not mentioned when people talk about migrating to the web or about digital archiving. He mentioned the fears associated with "sending analog human readable information into the vast wasteland of digital formats".

There is the fear of format changes. We all heard the stories about government information in tape formats, which no machine can read anymore. Different technologies or media may not be interchangeable, e.g. cards, tapes, hard disks, floppies, CD-ROM, CDR, operating systems, drivers, hardware. There is also the fear of data loss (e.g. disk crashes, magnetic aging, temperature and humidity damage, overwriting of existing data, misplaced or unlabeled or unindexed media). And then there is the fear of long-term storage costs associated with physical media and systems, transfer to newer media/formats, and programming changes. Other fears are index and access costs.

Sarnowski stated that digital archiving is 16-times more expensive than paper archiving if you take all the format and media changes, etc. into account. The reasons for going digital are almost identical for most analog storage systems, e.g. "We want to pull up the old 35mm film of the engineering drawings but there is some kind of white moldy stuff all over it".

Sarnowski thinks that "we misunderstand the simple-minded nature of computer systems. We abdicate responsibility to the machine, and we expect simple programs to anticipate complex future situations." "We must design our digital storage systems so that they can be read simply, checked simply and managed simply". He advocates limiting file names to the lowest common denominator, e.g. the ISO-9660 eight dot three convention (myfile01.tif). Be aware of how the computer sorts the names, or you might be surprised. We should choose a consistent naming convention in our directories. This is easier for later programming updates. After the proper file format, the correct media, and the best storage location has been determined we have to protect our valuables against data loss. A single bit lost can render a file useless. Sarnowski therefore advocates to create a check sum value for each archived file.

Label things so that future generations will know which files you put on this diskette and which program to open them with. As he puts it: "when archiving data write your convention down, document your specifications and file formats, and then put a copy on the media. It won't take a lot of space but it can save enormous amounts of time and effort while retrieving the data correctly".

"Migration to the Web" was the subject of 3 different presenters:

Gregory A. Crawford from the Heindel Library at Penn State University in Harrisburg, presented in very much detail all the issues involved in the planning and implementation phase, like having an electronic collection development policy, access decisions (who has access?), costs (equipment, telecommunications, printing, copyright, labor), needs of users, resources (budget for materials and personnel), training.

Then Crawford discussed the experiences they made at Penn State. There is a greater demand for materials indexed but not owned by the library, a greater stress on the materials budget to pay for services, a greater stress on the operating budget to pay for printing, and higher demand for instruction. The reference desk is busier than before, they get more technology questions. They discovered that patrons still need assistance, e.g. to filter out the "junk", to make the right database selection, or to interpret search results. Crawford found that they needed more training, specifically for different levels of expertise.

The benefits of web-based services lay in more satisfied customers who can use the materials where and when they want, more readily available information, greater storage capacity, quicker updates, and distance education. The negatives are reliance on other networks outside the library, need for a more sophisticated network, extensive and ongoing training due to continuous change, expense to set up, often unknown pricing, long-term access, less need for "library as space".

Crawford's conclusion was that Internet-based resources supplement the present collections, expand the access to the home, offer quicker research and greater access. We live in a time of constant change and have to be flexible.

**In** "Going Somewhere on the Web" Bill Spence described the goal the staff had at the Health Sciences Library at the University of Medicine and Dentistry of New Jersey, School of Osteopathic Medicine, to provide after-hours/remote access to the "Virtual Library". The solution they came up with was to install the Citris WinFrame software on Windows NT. This program uses ICA (Independent Computing Architecture), ALE (Application Launching and Embedding), is a thin client, embeds applications in a web page, and launches programs in full windows.

The library patrons now have after hours access in the library and the emergency room. They use web resources (OVID Web, full-text journals, PDQ, Harrison's Internal Medicine) as well as networked CD-ROM resources, such as MAXX, Nelson's Pediatrics, Electronic Drug Reference

in their "virtual library". 15 simultaneous users have access to the system.

Kevin Crossman from SRI International in Menlo Park presented "Converting a Commerce Business Daily Database to the Web". He developed the user interface for a web-based front-end. The issues he was faced with included ease of use, load speed, usability/interactivity in a web environment, limitations of the Cuadra STAR environment. Overall design considerations were consistent design for display and help pages, white backgrounds for better readability, no large headers, no footers, no links outside the system, use of CBD (Commerce Business Daily Database) fields and document types. The interface they developed has a simple and an expert search interface, has a clear structure and many different fields and limits to search with.

John Barnes, director of Electronic Publishing at OCLC, discussed "Digital Archiving: The Transition to Electronic Archives". He started with a quote from the Task Force on Archiving of Digital Information (<http://www.rlg.org/ArchTF>): "As librarians we have accepted the daunting obligation to transmit the knowledge of the past and present to the future. This responsibility is an awesome trust...".

Barnes clarified some definitions: digital archives are long-term storage, but digital libraries are repositories for access. The WWW is not an digital archive, it is as Clifford Lynch said "a chaotic repository of the output of the world's ... printing presses".

Digital archiving is a dynamic system. Barnes outlined the following planning considerations: selection criteria, conversion and data formats, resource description. He stated that the resource description for the creation of Metadata is frequently non-existent for many collections, that a great effort is required to create it (which is usually underestimated), e.g. for photographs, and that this can add significant costs to a project. Maintenance issues include: updating of dynamic information, user support, data backup, upgrades, storage hierarchy, failure recovery planning, rights, licenses. There are also migration issues for the periodic transfer of digital materials from one data format or hardware/software configuration to another: the integrity of the data has to be maintained, access technology is needed, continuous access must be ensured, etc.

Barnes conclusion was that collaboration is increasingly important, and that we need distributed, coordinated and linked archiving projects. He gave the following project examples:

1. CURL Cedars Project in the UK, "Education Awareness" (<http://www.leeds.ac.uk/cedars/>)
2. National Archives and Records Administration (<http://www.nara.gov/nara/nail.html>)
3. Electronics Collections Online, OCLC E-Journal Archive (<http://www.oclc.org/oclc/eco/archive.htm>) will offer access to subscribed-to journals.

**In "Embracing the Internet and World Wide Web"** Harve A. Tannenbaum from Nichols Advanced Technologies encouraged us to use the skills we already have to catalog websites. He demonstrated a simple software program "MARCit" that can catalog websites as a MARC record and can import them into the OPAC. Good selection criteria are important for doing this, e.g. to make sure that the web addresses are stable.

Marylaine Block from the O'Keefe Library at St. Ambrose University and Gary Price from the George Washington University, Virginia Campus shared their webmaster expertise in "Getting to the Good Stuff: How to Find Quality Material". Block is the webmaster for "Where the Wild Things Are: Librarian's Guide to the Best Information on the Net". she constructed a reference desk on the web, which includes an article on what you can find on the Net. She stated that good things to search for are: pictures, animation, FAQs, and news. Librarians who want to create a webpage should think about the target audience, selection criteria, quality of web sites, appropriateness, etc. She regularly checks "What's new sites" and "bookbites". Price created the "Direct Search Page" which links to different tools for information professionals. His collection focus in on Speeches, search engines, and business lists. He uses the net as a directory. He recommends regularly checking for broken links, e.g. with Netmechanic or Linktracker.

Marshall Breeding, Library Technology Analyst at Vanderbilt University discussed "Authenticating and Authorizing: Providing Access to Information to Remote Library Users". With the increasing reliance on electronically delivered information the library has to provide convenient access for remote users. There are different ways for authorized users to have access. Local authentication is the easiest for people who are on the same network; inter-institutional authentication is more complex. Issues involved are security, privacy, practicality, scalability, and accountability. The three main authentication models and methods are: IP source address filtering, proxy servers, and credential-based systems; each having different advantages and disadvantages.

**In "Wired Nation: What's Hot and New"** Ulla de Stricker mentioned the growing PC use, voice recognition, TV-based information services, online banking, e-mail, online-shopping, declining CD-ROM, but growing DVD, and complained that we still don't have true ergonomic devices. She sees the impact of these technologies in the home use versus school and public library use, and the growing bridge of wired and non-wired people. She also sees the transformation of our work, our daily routines, our family and other relationships, and community contributions because of these changes.

Future technologies she mentioned are: palmtops, pagers, wristwatch computers, wearable computers, PDAs, holographic eyeglass screens, GPS in cars, smart fridges, smart microwaves, wireless, etc. She is skeptical about the e-book.

De Stricker anticipates new roles and relationships for our profession. She thinks that old the seller/buyer relationship will develop into a team relationship, that we will move from delivering information to facilitating choices and action. She hopes that will lead to increased involvement in our organizations. She encourages information professionals to focus on putting technologies to sensible use.

***For more information on conference proceedings visit the following website <http://www.infotoday.com/il98/presentations.htm>.***

## ***Job Announcement***

### **LIBRARY & CENTER FOR KNOWLEDGE MANAGEMENT UNIVERSITY OF CALIFORNIA, SAN FRANCISCO PERSONAL INFORMATION MANAGEMENT SPECIALIST FOR CLINICAL PROGRAMS (Assistant/Associate Librarian)**

Opening Due to Internal Promotion Search Extended as of 11-1-98

The Library and Center for Knowledge Management at University of California, San Francisco (UCSF) seeks an innovative, experienced librarian as its Personal Information Management Specialist for Clinical Programs. Responsibilities of the position include: participating in the informatics and information management education programs, with emphasis on programs for the professional schools of medicine and dentistry; providing individualized consultation with clientele in the areas of telecommunications, information retrieval and management, and databases; serving as the Library's database and Internet specialist for medicine and dentistry; liaison with primary UCSF clinical sites; and participating in collection development, especially resources for the Library's WWW-based electronic collections. The individual will have an opportunity to participate as a member of a team in innovative technology and service projects such as the GALEN II digital library project and the Library's electronic publishing endeavors.

UCSF is a health sciences university. The schools of Dentistry, Medicine, Nursing, and Pharmacy, and the Graduate Division, award advanced professional and research degrees in the basic, natural, and behavioral sciences related to health. The primary campus includes two hospitals, with many other closely affiliated clinical and research sites throughout the Bay Area, totaling more than 15,000 faculty, staff, and students. Long renowned for the depth and breadth of its collection of the printed record of research and scholarship in the health sciences, the UCSF Library is developing innovative programs that will more closely integrate it into scientific communication and education processes, and position it as a focal point for knowledge-based applications of information technology. There are four major programmatic divisions: (1) Information Resources and Services; (2) Education Programs and Services; (3) the Digital Library; and (4) the Center for Knowledge Management. Personal Information Management Specialists report to the Special Assistant for Informatics Education within Education Programs and Services.

Qualifications: Master's degree from an ALA-accredited school of library and information science; a minimum of three years of experience in an academic health sciences library or large academically-affiliated clinical environment; strong background in the use of information technologies, especially databases, WWW and other Internet applications, and information management; superior interpersonal and communication skills, including classroom experience; the ability to work independently, to function as a member of a team, and to handle several different projects and responsibilities simultaneously; and a commitment to excellent service. Additional educational preparation is a plus, as are experience with current and evolving instructional technologies and working familiarity with Mac and Windows systems.

Interested individuals should visit the Library's WWW site, GALEN II, at <http://www.library.ucsf.edu>, and especially the areas devoted to Education and Consulting Services. This is an academic position in the Librarian series. Retention and promotion are predicated on professional competence and quality of service within, and professional activity outside the Library; University and public service; and research and other creative activity, including teaching and publication. This position is represented by a bargaining agent.

Appointment will be to the Librarian series at the rank of Assistant Librarian (\$32,292-\$41,328 annually) or Associate Librarian (\$39,456-\$56,844 annually), with level of appointment and starting salary dependent upon qualifications. UCSF offers excellent health, dental, vacation, retirement, and other benefits, including a state of the art fitness facility.

Application: open immediately; open until filled. Address letter of application with resume and the names of three references to Janice Zeppa, Human Resources Coordinator, UCSF Library - Box 0840, 530 Parnassus Avenue, San Francisco, CA 94143-0840. Fax: 415-502-0910.

University of California San Francisco is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

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