



NEW YORK STATE
OFFICE OF MENTAL HEALTH

44 Holland Avenue, Albany, New York 12224

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AA info

STEVEN E. KATZ, M.D., Commissioner

BUREAU OF AFFIRMATIVE ACTION
MINORITY AFFAIRS

SARAH CURRY-COBB
Deputy to the Commissioner
for Affirmative Action

MEMORANDUM

SEP 22 1985

TO: Facility Directors
Affirmative Action Administrators

FROM: Sarah Curry-Cobb *SCC*

DATE: September 15, 1985



Attached is the NYS Department of Civil Service's response to Robert Greene's memo concerning the 1986 Affirmative Action Goals and Timetables.

This letter clarifies some of the misconceptions raised by a few of our Affirmative Action Administrators.

Attachment

July 31, 1986

Mr. Robert Greene
Director of Human Resources
Affirmative Action Administrator
Mid-Hudson Psychiatric Center
Box 158
New Hampton, New York 10958

Dear Mr. Greene,

Thank you for sending me a copy of "Affirmative Action Goals - 1986 Mid Hudson Psychiatric Center." It has provided us an opportunity to clarify some of the misconceptions about affirmative action which still prevail even among sophisticated practitioners. On page 8 of your report you state that:

".....the analysis provided by the Department of Civil Service is faulty because....Mid-Hudson is in Orange County, not in the New York-New Jersey Standard Metropolitan Statistical Area and recruitment is more common to Orange County or to New York State as a whole than to the Standard Metropolitan Statistical Area. The "goals" identified by the Department of Civil Service are contradictory to the proportions of women and minorities available in the overall work force for both Orange County and the state."

These contentions are at odds with basic tenets of affirmative action law and practice. As you know, Orange County is contiguous to the New York-New Jersey SMSA, which includes Putnam, Rockland and Westchester counties (see attached map). A fundamental principle in utilization analysis is that the relevant labor market should be determined in a way that maximizes the availability of protected class members.

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The Office of Federal Contract Compliance's (OFCCP) revised February 1981 "Basic Training for EOS's 'Introduction to Contract Compliance' Resource Book", pages II-42 and II-43, provides the following guidance on the topic:

Relevant Labor Area. This can be either the "immediate labor area" or the "labor area from which the contractor can reasonably recruit."

Immediate Labor Area. (This is the same as the labor area surrounding the contractor's facility.) The contractor can define his/her immediate labor area as the city or county in which the facility is located, the Standard Metropolitan Statistical Area (SMSA), two or more counties around the plan, or some other local geographic area.

Reasonable Recruiting Area. This is the area from which the contractor can and/or does recruit employees. This recruiting area may be the same as the immediate labor area, especially for low-paying, minimally skilled, entry-level jobs.

The recruiting area tends to get larger as jobs require more skill and pay more, partly because the supply of people in the immediate labor area with the necessary skills may no longer expect the demand. Moreover, the higher the skill and pay levels, the more willing contractors are to go further (and spend more) to get qualified people. By the same token, the more workers earn, the better they can afford to commute long distances or relocate for jobs.

According to OFCCP, the size of the recruitment area should vary as follows:

LARGEST FOR:

High level officials, managers, and professionals; highly paid sales personnel and technicians; and some high paying skilled crafts.

SMALLER FOR:

High level office and clerical workers; lower level craftworkers; operatives.

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SMALLEST FOR:

Low-paying blue collar workers, such as laborers and service workers; and entry-level clerical workers.

I will return to the consequences of the above definitions later.

In the second section of your summary on page 8, you state:

The salary differentiation within each Federal Occupational Category should be specific within grade levels, not dollar levels, since the dollar level changes each year with both overall changes in salary levels and merit pay increases.

We agree that it would be better to specify salary grade and we intend to revise the program to do so, as soon as practicable. However, you should know that, although our approach is imperfect, using range as a proxy for grade captures reality well enough for the present, since individuals within a given salary range tend to move up as a cohort.

Your closing paragraph is, I regret to tell you, inaccurate. You state that women are disadvantaged by our methodology while minorities receive preferential treatment. Actually, our goals and timetables program uses the relevant labor markets to maximize both the availability of women (minority and nonminority) as well as minority males. By the way, part of the problem arises because you mix the minorities in your data on women and include women in the data on minorities. Therefore, below, I've disaggregated them for white females in order to demonstrate my argument about the appropriate labor market.

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Availability of White Females According
 to the 1980 Census

Titles	New York State		New York-N.J. SMSA		Orange County	
	Wh.females	Total	Wh.females	Total	Wh.females	Total
Physicians (White female availability)	5064 ÷	47,527	3733 ÷	31,269	1 ÷	388
	.106 =	11%	.119 =	12%	.0025 =	0%
Psychologist (White female availability)	5694 ÷	12,933	3768 ÷	8059	54 ÷	122
	.4402 =	44%	.4675 =	47%	.442 =	44%
Supervisors, Police and Detectives (White female availability)	78 ÷	6527	646 ÷	23,149	0 ÷	180
	.011 =	1%	.027 =	3%		0%

A major position in New York State's Mental Hygiene system is that of Psychiatrist. Physician is the closest title to it for which we have census data in a format compatible with our goals and timetables program. A review of the above chart evidences that the largest availability pool for Physicians is the New York-New Jersey SMSA at 12% vs. 11% for New York State and virtually 0% for Orange County.

If we turn to Psychologist, another critical participant in any facility treatment team, we find that the New York-New Jersey SMSA has a 47% availability in contrast to 44% for New York State and 44% for Orange County.

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In your paper, you point out the importance of protective service positions at Mid-Hudson. Although your titles in the Protective Service FOC are actually nursing or direct care rather than security in nature, a look at those on which we have data is still useful. In the category of Supervisors, Police & Detectives, we find that New York-New Jersey SMSA has 3% availability vs. 1% for New York State and 0% for Orange County (see attached Census Counts by Location Within FOC, run date April 16, 1985).

Although it is possible that there are selected titles in the Officials-Administrators and the Professional FOC's where the availability pool is greater for New York State than it is for the New York-New Jersey SMSA, the latter will yield the broadest selection in the overwhelming number of cases. (Note: It must be remembered that the availability pool, i.e. the relevant labor market, has no relationship to how large your actual recruitment pool is. If the NY-NJ SMSA is chosen for availability purposes, a selection for hire can be made from anywhere in the state, or even the world, as we do in the case of our Physicians!)

I hope you can see by the data presented that rather than disadvantaging White females, the goals and timetables used by the State of New York maximize their appointment options and are consistent with the recognized procedures for affirmative action that have evolved over the past 20 years.

In conclusion, I underline that goals constitute a voluntary remedy designed to counterbalance the harmful effects of past and present discrimination (intentional and/or unintentional) against disadvantaged groups in our society. They represent good faith quantitative employment objectives set voluntarily to realize minimum progress within an established timeframe. Goals are to be clearly distinguished from quotas, which are fixed hiring rates judicially ordered. Please remember that the U.S. Supreme Court has recently reaffirmed the fairness implicit in the use of a methodology like ours to vindicate affirmative action purposes.

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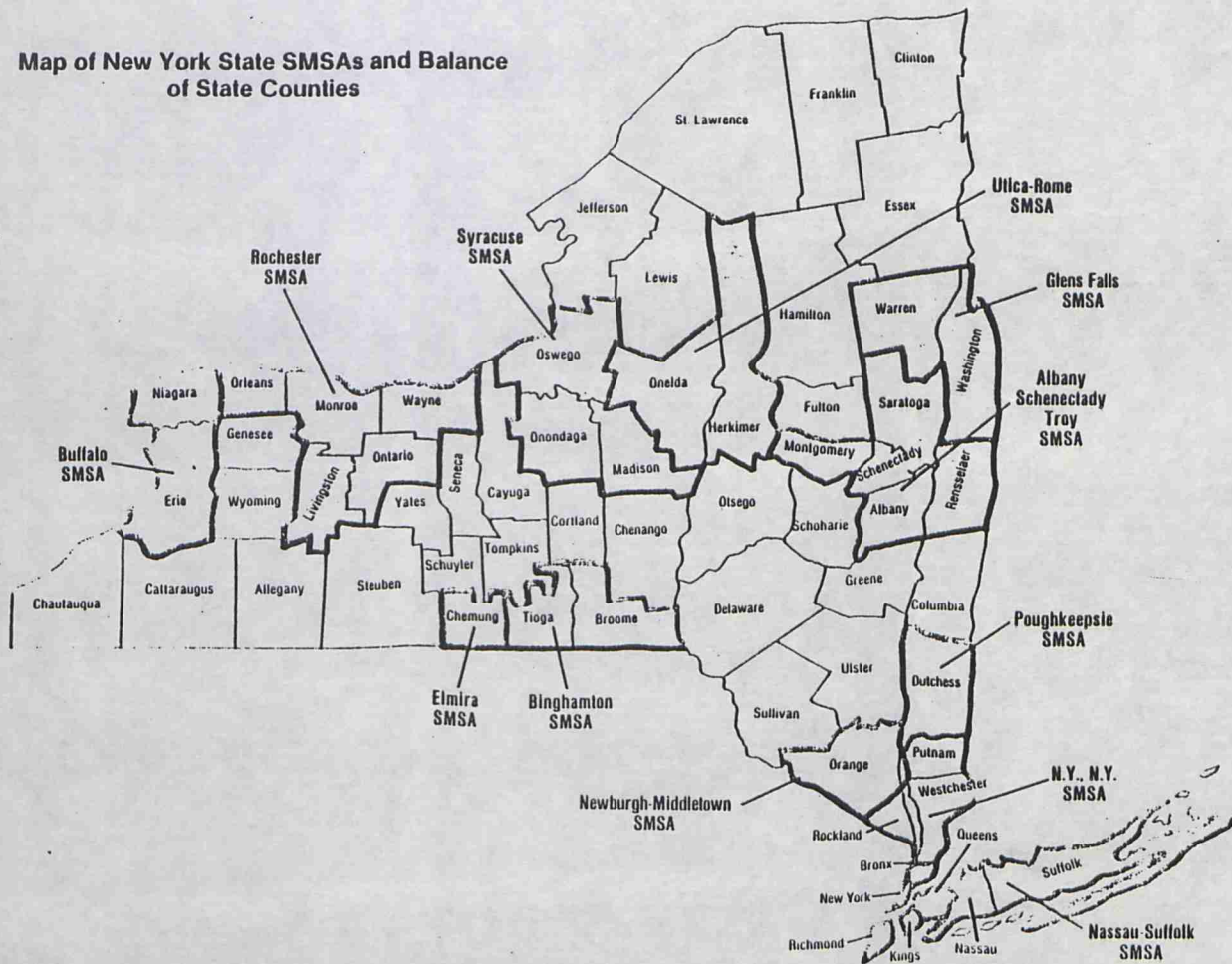
If you have any questions, feel free to call Elia Christensen, Acting Director of Affirmative Careers, at (518) 457-7661.

Yours truly,

Karen S. Burstein
Commissioner

Attachments

Map of New York State SMSAs and Balance of State Counties





NEW YORK STATE
OFFICE OF MENTAL HEALTH

STEVEN E. KATZ, M.D., Commissioner

MID-HUDSON PSYCHIATRIC CENTER

ERDOGAN TEKSEN, M.D., Executive Director
KUPPUSAMY RAMACHANDRAN, M.D., Director, Clinical Services
RICHARD BENNETT, Director, Administrative Services
MICHAEL AMO, Director, Quality Assurance

June 18, 1986

Karen Burstein
President NYS Civil Service Commission
State Office Building Campus
Albany, New York 12229



Re: Affirmative Action
1986 Status Report

Dear Ms. Burstein:

I have had the opportunity to review and analyze the status report produced by the Department of Civil Service which Sara Curry-Cobb of OMH distributed to me and other affirmative action staff in this region last week.

A reading of the report I produced as a result of my review reveals that, while I have a long and continuing commitment to affirmative action and equal employment opportunity as a human being, as a Christian (a peace marcher and desegregation demonstrator - Woolworths 1965) and as a member of, albeit circumstantial and accidental, a protected class, the conclusions I draw from its own data are that the Status Report by the Department of Civil Service reveals that the affirmative action plan of the state as applied to Mid-Hudson Psychiatric Hospital in Orange County is methodologically unsound and that the assignment of Mid-Hudson to the SMSA of New York-New Jersey is inappropriate.

I hope that this report provides some momentum to redress the problems created in the assignment of Mid-Hudson as well as other facilities to recruitment areas that are neither realistic nor accurate in view of their both the employment facts and the patterns of growth and change in the state's workforce.

I also believe that a simpler methodology which I described in the affirmative action plans which I have authored and which others have offered provide a simpler and more direct and understandable and enforceable argument and strategy for achieving the goals of equal employment opportunity in the public service.

Please consider this a request to change the statistical comparison area to which Mid-Hudson is assigned to Orange County and New York State as a whole.

I will be presenting a program called "The Art of Inclusion: An Affirmative Action Perspective in Mental Health" to the New York Chapter of the Association of Mental Health Administrators at the Marriott in Albany next Thursday morning. I would be very pleased if it would be possible to say "hello" to you if you may be in town.

Sincerely,

Robert Greene

Box 158, New Hampton, New York 10958 ● (914) 374-3171

To: Rich Bennett, Director of Facility Administration
From: Robert Greene, Director of Human Resources
Affirmative Action Administrator

Re: Status Report -- Affirmative Action

The NYS Department of Civil Service has produced an annual status report for affirmative action at Mid-Hudson Psychiatric Center. I received the report June 17th, and have analysed it with respect to my knowledge of the employment characteristics of Mid-Hudson Psychiatric Center.

My conclusions are that the assignment of Mid-Hudson to the statewide and New York-New Jersey Standard Metropolitan Statistical Area is, in a word, unsound. It is unsound both from a methodological point of view as well as use of human resources.

There are several faulty links in the chain of logic that requires institutions in Orange County to identify with the New York- New Jersey Standard Metropolitan Statistical Area (SMSA) for identification of a recruitment source.

Rather than conclude that the employment of women and minorities at Mid-Hudson fails to meet the statistical expectations one has of the SMSA of New York-New Jersey, looking at both the statewide availability and availability of minorities and women in Orange County, I conclude that we are doing well in administering the merit system and providing for equal employment opportunity in state service.

by Robert Greene, Director of Human Resources
Affirmative Action Administrator

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INTRODUCTION

Mid-Hudson is an inpatient hospital of the Bureau of Forensic Services of the NYS Office of Mental Health, an Executive Department of New York State. In 1984, the NYS Department of Civil Service distributed an Affirmative Action Plan for the Executive Departments which was modified for each individual facility and agency in the state. March 31, 1986, a "status report" was produced by Civil Service for all state agencies of the NYS Office of Mental Health and distributed to its facilities June 5, 1986.

In the Affirmative Action Master Plan, various titles using criteria for Occupational Categories established by the Federal Equal Employment Opportunity Commission which are classified within each facility in the Executive Departments were assigned by the NYS Department of Civil Service and corresponded to potential recruitment areas within the state.

The historical standards for equal employment opportunity have been based upon two principles.

1. Equal opportunity for employment is a right of all citizens in the United States based upon and protected by the United States Constitution and the Constitution and laws of the State of New York.
2. Principles of labor economics demonstrate that our society maximizes the potential output of its labor resources with employers in both the private and public sector recruiting on the basis of knowledge, skills and abilities necessary to fulfill the requirements of each position.

Historically, the term "affirmative action" was developed to emphasize the social, political and economic reality that equal employment opportunity has not always been a reality for many people, especially people in certain disadvantaged groups, minorities, women, the disabled, and Vietnam Era Veterans. The term "affirmative action" has been and is a rallying cry to provide for action on the part of employers to manage their human resources in employment in providing services without regard to sex, race, national origin or any other criteria which has legally been defined as unlawfully discriminatory, and unrelated to criteria necessary to fulfill the legitimate business purposes of each enterprise.

The federal and then state governments have required "Affirmative Action Programs" which are to be reviewed annually, to examine progress made in providing "equal protection of the laws", in both employment and programs. It is in the process of this annual review that this report is made.

Standards for demonstrating the effectiveness of affirmative action to achieve equal employment opportunity are based upon the potential recruitment area for an occupational title and examination of the population base in that potential recruitment area with the proportions of employment within each agency. The extent to which the proportions are found to be in our out of balance with each other is intuitively a demonstration that the employer is actively working to achieve equal employment opportunity.

THIS REPORT IS AN ANALYSIS OF DATA ON EMPLOYMENT AT MID-HUDSON BASED ON DATA PRODUCED BY THE NYS DEPARTMENT OF CIVIL SERVICE IN ACCORDANCE WITH THE AFFIRMATIVE ACTION PLAN PROMULGATED BY THAT DEPARTMENT.

Mid-Hudson is a facility of the Bureau of Forensic Service of the NYS Office of Mental Health employing over 550 staff members. Mid-Hudson is located in Orange County.

The Affirmative Action Status Report for 1985 included some 31 pages if a computer run on March 31, 1986; including pages B 4796 to B 4826. The totals for that printout are summarized at the end of this report and the data for several of the sections and the aggregate summary are discussed below.

METHODOLOGY

The Status Report is organized by Federal Occupational categories with totals by sex and race (white, black, hispanic, American Indian, Asian, and unknown. (There were none identified as unknown to the file.) Historically, the NYS Department of Civil Service has been validating its records with respect to the sex and ethnicity of state employees at least annually at time of employment either by self identification questionnaire or sight survey by a staff member at the time of initial employment. Consequently, the information available on the ethnicity of staff is felt to be reliable.

The information in the original printout includes the following columns and rows. An explanation is given for the treatment of each set of data in this report. Generally, percentages were rounded to the nearest whole percent. Totals for women were reported directly. Employment of those identified in other than white ethnic categories were totaled as "minority."

The summary tables include the page number on which the data is found.

Federal Occupational Category

These category assignments have been established by Civil Service.

Salary Group

Employees were sub-divided by salary group. The salary groups are noted and are mutually exclusive. An employee in one salary group is not counted in another group. With salary raises, employees do move between salary groups, therefore, the information within each FOC is seen to be more significant.

Recruitment Area (Location)

Each title and salary group is sub-divided by recruitment area. The information distributed to Affirmative Action Administrators included an explanation that the recruitment areas were assigned based upon demographic information by the Department of Civil Service.

Beginning Period Workforce and Percent

The printout included data for the beginning of the period, January, 1985. This data is not significantly different from the data for the end of the period and was not included in this summary.

End Period Workforce and Percent

The End Period Workforce totals were included and totalled in each category.

Labor Force Percent

Each salary level and recruitment area as defined on the printout were itemized and identified with a percentage availability in the labor force from the data in the 1980 census.

Long Range Goal

Long Range Goals were identified in each employment category and salary range and were included in this summary.

Expected Placements, Actual Placements

Expected and actual placements were not included due to space.

Goals

Totals for numbers identified as "Goals" were statistically developed by the Department of Civil Service from data available on populations within the recruitment areas identified by the Department of Civil Service.

Additional Material, Methodology

The totals for each salary level and occupational category were taken from the individual reports. Population figures for Orange County and New York State are taken from the 1980 census.

ANALYSIS

The totals for the Federal Occupational Categories, numbers of women and minorities reported and goals identified by the Department of Civil Service are shown below:

Occupational Group Salary Levels		End 1985 Workforce	Women	Minority	Goal	
					W	Min
SUMMARY						
Officials/Admin	Total	11	1	1	2	2
Professionals	Total	109	58	15	46	25
Technicians	Total	2	2	0	1	1
Protective Service	Total	297	37	44	33	115
Paraprofessionals	Total	18	12	0	14	10
Office Clerical	Total	41	40	2	29	16
Skilled Crafts	Total	27	3	1	8	12
Service Maintenance	Total	53	25	2	15	26
Grand Totals		558	178	65	148	207
Percentage			31%	11%	26%	37%

At the outset, the numbers identified indicate that in several categories Mid-Hudson is discontinuous.

For example, among women, the total employment is seen to be higher than the goal identified in five of the eight categories. Among minorities, the total employment is lower than the goal identified in all eight categories.

Let us look at each Federal Occupational Category for internal consistency.

Officials and Administrators

The data provided by the Department of Civil Service counts 11 staff in this category, and compares recruitment to both the New York Statewide and New York-New Jersey SMSA.

Officials/Admin -- Including top level administrative and managerial staff.

Occupational Group Salary Levels	Page	End 1985 Workforce	Women Minority Recruitment Area Percentages		Goal	
			W	Min	W	Min
Total		11	1	1	2	2
\$40,000-54,999	B 4796	1	0	0	0	0
New York State Recruitment			28%	13%		
Less than \$40,000	B 4797	1	1	0	0	0
New York-New Jersey			30%	19%		
\$40,000-54,999	B 4798	4	0	0	1	1
New York-New Jersey			30%	19%		
\$55,000 +	B 4799	5	0	0	1	1
New York-New Jersey			30%	19%		

A comparison of the Statewide and SMSA recruitment areas provides nearly comparable levels of employment among women (28% and 30%), and similar levels of employment of minorities (13% to 19%). Within this category, the employment is within one person or 9% of the employment goal.

Yet, the degree of specificity generated in the Status Report by the Department of Civil Service shows employment of one woman and one minority in categories above \$40,000 and not in the one category of "Less than \$40,000" where one woman is presently employed.

Professionals -- Including physicians, social workers, psychologists, etc.

Occupational Group Salary Levels	Page	End 1985 Workforce	Women Minority Recruitment Area		Goal	
			W	Min	W	Min
Professionals	Totals	109	58	15	46	25
Less than \$25,000	B 4900	0	0	0	0	0
New York State Recruitment			41%	14%		
\$25,000-34,000	B 4801	0	0	0	0	0
New York State Recruitment			41%	14%		
Less than \$25,000	B 4802	25	20	0	11	6
New York-New Jersey			42%	27%		
\$25,000-34,000	B 4803	53	36	5	22	12
New York-New Jersey			42%	27%		
\$34,000 +	B 4804	31	2	10	13	7
New York-New Jersey			42%	27%		
Salary Other	B 4805	0	0	0	0	0
New York-New Jersey			42%	27%		

In the category of Professionals, women are shown to be over employed and minorities are under employed according to the SMSA statistics, but at least even if not over-utilized with respect to the statewide numbers.

Technicians -- Including dieticians.

Occupational Group Salary Levels	Page	End 1985 Workforce	Women Minority		Goal	
			Recruitment Area		W	Min
Totals		2	2	0	1	1
\$17,000-23,999	B 4806	2	2	0	1	1
New York-New Jersey			38%	25%		
\$22,000 +	B 4807	0	0	0	0	0
New York State Recruitment			11%	25%		

This category shows a goal of increase of minority employment. It should be noted that one person represents 50% of this employment category.

Protective Service -- Including Security Hospital Treatment Staff and Safety.

Occupational Group Salary Levels	Page	End 1985 Workforce	Women Minority		Goal	
			Recruitment Area		W	Min
Totals		297	37	44	33	115
Less than \$19,000	B 4808	4	1	0	0	0
New York-New Jersey			12%	40%		
\$19,000-21,999	B 4809	30	6	11	3	12
New York-New Jersey			12%	40%		
\$22,000 +	B 4810	259	30	33	30	103
New York-New Jersey			12%	40%		
Salary other	B 4811	4	0	0	0	0

In this, the largest employment category at Mid-Hudson, the employment goal demonstrates over utilization of women and under utilization of minorities. The 44 minorities represents 19% of the workforce, far below the number indicated by use of the SMSA.

Yet, in comparison with the 22% minority employment in the statewide workforce, and 11% in Orange County, 19% is very comparable and a different conclusion can be reached.

Paraprofessionals -- Including Occupational Therapy Assistants and Rec Workers

Occupational Group Salary Levels	Page	End 1985 Workforce	Women Minority		Goal	
			Recruitment Area		W	Min
Totals		13	12	0	14	10
Less than \$15,000	B 4812	1	1	0	1	0
New York-New Jersey			82%	63%		
\$19,000 and over	B 4813	2	2	0	1	1
New York-New Jersey			82%	63%		
\$18,000 +	B 4814	15	9	0	12	9
New York-New Jersey			82%	63%		
Salary other	B 4815	0	0	0	0	0
New York-New Jersey			82%	63%		

Among Paraprofessionals, both women and minority employment fall below the overall goals within this category.

Office Clerical -- Including stenographers and account clerks.

Occupational Group Salary Levels	Page Total	End 1985 Workforce	Women Minority		Goal	
			Recruitment Area		W	Min
		41	40	2	29	16
Less than \$12,000	B 4816	2	2	0	1	1
New York-New Jersey			70%	34%		
\$12,000-\$14,999	B 4817	14	14	0	10	6
New York-New Jersey			70%	34%		
\$15,000 +	B 4818	25	24	2	18	9
New York-New Jersey			70%	34%		
Salary other	B 4819	0	0	0	0	0
New York-New Jersey			70%	34%		

In this category, the employment of women far exceeds the number set as an employment goal using the SMSA, but falls far below the number identified among minorities.

Skilled Crafts -- Including journeyman crafts, engineers, cooks and head housekeeper.

Occupational Group Salary Levels	Page Total	End 1985 Workforce	Women Minority		Goal	
			Recruitment Area		W	Min
		27	3	1	3	12
Less than \$15,000	B 4820	3	0	0	1	1
New York-New Jersey			29%	45%		
\$15,000-17,000	B 4821	4	1	1	1	2
New York-New Jersey			29%	45%		
\$18,000 +	B 4822	20	2	0	6	9
New York-New Jersey			29%	45%		

Employment in this category represents that there are 28% women and 45% minorities in the workforce available in this SMSA category, however, among the state titles classified here are engineers, plumbers, carpenters, and other professions in which the number of women offering themselves as qualified applicants is low.

The number of unrelated titles in this federal occupational category does not resemble the titles and skills necessary in the titles assigned to this category in state service.

Service Maintenance -- Including maintenance staff below journeymen.

Occupational Group Salary Levels	Page Total	End 1985 Workforce	Women Minority		Goal	
			Recruitment Area		W	Min
		53	25	2	15	26
Less than \$12,000	B 4823	7	3	0	2	3
New York-New Jersey			27%	49%		
\$12,000-14,999	B 4824	28	18	1	8	14
New York-New Jersey			27%	49%		
\$15,000 +	B 4825	18	4	1	5	9
New York-New Jersey			27%	49%		
Salary other	B 4826	0	0	0	0	0
New York-New Jersey			27%	49%		

Among Service Maintenance staff, the number of women far exceeds the number identified in the SMSA, and the number of minorities falls far below the number available. Each person in this category represents a little less than 2%.

COMPARISON TO STATEWIDE CENSUS DATA

How does the summary data compare with the population available for employment in Orange County and in New York State?

The table below is a comparison of the total employment in the categories identified by the Department of Civil Service and the number of people in Orange County and the State of New York in the 1980 Census.

	End 1985	<u>Women Minority</u>		<u>Goal</u>	
		<u>W</u>	<u>Min</u>	<u>W</u>	<u>Min</u>
Mid-Hudson Employment					
Grand Totals	558	178	65	148	207
Percentage		31%	11%	26%	37%
Orange County Population	259,603	51%	11%		
1980 Workforce	117,714	41%	10%		
NYS Total					
1980 Population	17,558,072	53%	25%		
1980 Workforce	8,041,174	43%	22%		

It is seen that the relative employment in numbers of women is below the number available in the county and state, 41% and 43%, and the relative employment of minorities is higher for Orange County, but lower than the available workforce for the state. The largest employment category affecting employment of men vs women is the protective service category.

The employment goals represented by the Department of Civil Service would lead one to believe it is appropriate to lessen efforts to recruit women and quadruple the employment of minorities. Yet, in both categories, employment is in relative balance to the workforce available in the state and county as a whole.

This is contradictory. On the one hand, according to the Department of Civil Service, the number of women employed at Mid-Hudson is HIGHER than is predictable from the data on workforce availability in the occupational categories identified in its sources. But, the number of minorities, especially among Protective Service Workers, is far below the number predicted on the availability of workforce in those occupational categories.

Based on the population and workforce identified for the county and the state, Mid-Hudson is lower in total employment of women for both, but higher for the county and lower for the state in employment of minorities.

The population availability identified by the Department of Civil Service is either New York State or the New York-New Jersey Standard Metropolitan Statistical Area (SMSA) by Federal Occupational Category.

GENERAL

The argument can be made that on availability of applicants, in comparison to the county and statewide statistics, Mid-Hudson is in relative balance with respect to employment of both women and minorities. This conclusion is consistent with the general conclusion that merit systems are generally responsive to employing and promoting job applicants without regard to sex, race, national origin, religion, or disability unrelated to the requirements for job performance.

It is also important to note that an analysis by salary level in a classification system is methodologically unsound since the dollar amount each employee becomes eligible for depends upon tenure and merit increases in pay. The relationship to alleged discrimination is tangential at best and not demonstrable by the facts of employment. An analysis by PAY GRADE level rather than dollar salary would demonstrate that the median pay grade at Mid-Hudson Psychiatric Center for each group, women and minorities, is grade 14.

The fact that the use of the Standard Metropolitan Statistical Area in the methodology used by the Department of Civil Service is unsound and leads one to the false conclusion that the affirmative action program at Mid-Hudson and administration of the merit system to achieve equal employment opportunity is failing to redress past alleged patterns of discrimination.

The opposite is true. An examination of employment data at Mid-Hudson since its founding in 1972, demonstrates increases in both minority employment and employment of women up to and exceeding the levels available in the county wide and state wide workforce in most occupational categories.

Rather than being chastised for failing to meet unrealistic goals, Mid-Hudson has continued a path in the employment in the public sector which demonstrates the true meaning of equal employment opportunity.

SUMMARY

In summary, it is believed that the analysis provided by the Department of Civil Service is faulty because:

1. Mid-Hudson is in Orange County, not in the New York-New Jersey Standard Metropolitan Statistical Area and recruitment is more common to Orange County or to New York State as a whole than to the Standard Metropolitan Statistical Area. The "goals" identified by the Department of Civil Service are contradictory to the proportions of women and minorities available in the overall workforce for both Orange County and the state.
2. The salary differentiation within each Federal Occupational Category should be specific within grade levels, not dollar levels, since the dollar level changes each year with both overall changes in salary levels and merit pay increases.

The conclusions one reaches using data and analysis provided by the Department of Civil Service reflects a disadvantage to women and what amounts to a preferential treatment of minorities in order to reach employment goals. Such preferential treatment is an unsound practice in use of human resources whether it is in the name of affirmative action or outright discrimination.

Occupational Group Salary Levels	Page	End 1985 Workforce	Women Minority Recruitment Area Percentages		Goal	
			W	Min	W	Min
Officials/Admin	Total	11	1	1	2	2
\$40,000-54,999	B 4796	1	0	0	0	0
New York State Recruitment			28%	13%		
Less than \$40,000	B 4797	1	1	0	0	0
New York-New Jersey			30%	19%		
\$40,000-54,999	B 4798	4	0	0	1	1
New York-New Jersey			30%	19%		
\$55,000 +	B 4799	5	0	0	1	1
New York-New Jersey			30%	19%		
Professionals	Totals	109	58	15	46	25
Less than \$25,000	B 4900	0	0	0	0	0
New York State Recruitment			41%	14%		
\$25,000-34,000	B 4801	0	0	0	0	0
New York State Recruitment			41%	14%		
Less than \$25,000	B 4802	25	20	0	11	6
New York-New Jersey			42%	27%		
\$25,000-34,000	B 4803	53	36	5	22	12
New York-New Jersey			42%	27%		
\$38,000 +	B 4804	31	2	10	13	7
New York-New Jersey			42%	27%		
Salary Other	B 4805	0	0	0	0	0
New York-New Jersey			42%	27%		
Technicians	Totals	2	2	0	1	1
\$17,000-23,999	B 4806	2	2	0	1	1
New York-New Jersey			38%	25%		
\$22,000 +	B 4807	0	0	0	0	0
New York State Recruitment			11%	25%		
Protective Service	Totals	297	37	44	33	115
Less than \$19,000	B 4808	4	1	0	0	0
New York-New Jersey			12%	40%		
\$19,000-21,999	B 4809	30	6	11	3	12
New York-New Jersey			12%	40%		
\$22,000 +	B 4810	259	30	33	30	103
New York-New Jersey			12%	40%		
Salary other	B 4811	4	0	0	0	0
Paraprofessionals	Totals	18	12	0	14	10
Less than \$15,000	B 4812	1	1	0	1	0
New York-New Jersey			82%	63%		
\$19,000 and over	B 4813	2	2	0	1	1
New York-New Jersey			82%	63%		
\$18,000 +	B 4814	15	9	0	12	9
New York-New Jersey			82%	63%		
Salary other	B 4815	0	0	0	0	0
New York-New Jersey			82%	63%		

Occupational Group Salary Levels	Page	End 1985 Workforce	Women Minority Recruitment Area Percentages		Goal	
			W	Min	W	Min
Office Clerical	Total	41	40	2	29	16
Less than \$12,000	B 4816	2	2	0	1	1
New York-New Jersey			70%	34%		
\$12,000-\$14,999	B 4817	14	14	0	10	6
New York-New Jersey			70%	34%		
\$15,000 +	B 4818	25	24	2	18	9
New York-New Jersey			70%	34%		
Salary other	B 4819	0	0	0	0	0
New York-New Jersey			70%	34%		

Skilled Crafts	Total	27	3	1	8	12
Less than \$15,000	B 4820	3	0	0	1	1
New York-New Jersey			29%	45%		
\$15,000-17,000	B 4821	4	1	1	1	2
New York-New Jersey			29%	45%		
\$18,000 +	B 4822	20	2	0	6	9
New York-New Jersey			29%	45%		

Service Maintenance Total		53	25	2	15	26
Less than \$12,000	B 4823	7	3	0	2	3
New York-New Jersey			27%	49%		
\$12,000-14,999	B 4824	28	18	1	8	14
New York-New Jersey			27%	49%		
\$15,000 +	B 4825	18	4	1	5	9
New York-New Jersey			27%	49%		
Salary other	B 4826	0	0	0	0	0
New York-New Jersey			27%	49%		

Occupational Group Salary Levels		End 1985 Workforce	Women	Minority	Goal W	Goal Min
SUMMARY						
Officials/Admin	Total	11	1	1	2	2
Professionals	Total	109	58	15	46	25
Technicians	Total	2	2	0	1	1
Protective Service	Total	297	37	44	33	115
Paraprofessionals	Total	18	12	0	14	10
Office Clerical	Total	41	40	2	29	16
Skilled Crafts	Total	27	3	1	8	12
Service Maintenance	Total	53	25	2	15	26
Grand Totals		558	178	65	148	207
Percentage			31%	11%	26%	37%
Orange County	Population	259,603	51%	11%		
1980	Workforce	117,714	41%	10%		
NYS Total	Population	17,558,072	53%	25%		
1980	Workforce	8,041,174	43%	22%		

CENSUS COUNTS BY FOC WITHIN LOCATION

RUN DATE - JUN 24 1985

LOCATION (STATE, COUNTY, OR SMSA) 360000000 NEW YORK

FEDERAL OCCUPATIONAL CODE PROFESSIONALS

TITLE	TTL CD	MALES					FEMALES				TOTAL	
		00	01	02	03	04	00	01	02	03		04
ACCOUNTANTS AND AUDITORS	023	58475	4330	2554	2428	67	21632	2755	1464	1536	46	95287
UNDERWRITERS	024	1001	48	81	29	2	1038	101	42	0	0	2342
OTHER FINANCIAL OFFICERS	025	18896	1200	878	554	18	11326	1458	648	367	12	35357
MANAGEMENT ANALYSIS	026	7534	346	134	138	0	2292	165	76	25	13	10724
PERSONNEL, TRAINING, AND LABOR RELATIONS SPECI	027	14351	1953	957	197	49	13146	2352	966	210	78	34259
BUYERS, WHOLESALE AND RETAIL TRADE EXCEPT FARM	029	9473	289	349	239	0	7762	432	321	158	0	19023
PURCHASING AGENTS AND BUYERS, N.E.C.	033	8066	293	222	56	9	4427	331	127	46	6	14323
INSPECTORS AND COMPLIANCE OFFICERS, EXCEPT CON	036	8439	725	313	68	32	2103	333	151	7	12	12183
MANAGEMENT RELATED OCCUPATIONS, N.E.C.	037	1037	54	30	27	0	799	125	79	30	0	2181
ARCHITECTS	043	6812	274	383	324	5	742	41	44	58	0	8683
METALLURGICAL AND MATERIALS	045	1274	18	0	66	0	35	15	0	0	8	1416
PETROLEUM	047	111	0	0	0	0	8	0	0	5	0	124
NUCLEAR	049	552	6	35	36	0	0	0	0	0	0	629
CIVIL	053	11061	402	304	798	8	352	28	18	36	0	13007
ELECTRICAL AND ELECTRONIC	055	21915	731	622	1149	41	644	56	47	11	0	25216
INDUSTRIAL	056	11755	379	195	228	0	1002	52	39	10	0	13660
MECHANICAL	057	12682	459	318	587	20	196	0	7	25	0	14294
ENGINEERS, N.E.C.	059	16128	552	360	1076	0	530	40	12	56	0	18794
COMPUTER SYSTEMS ANALYSIS AND SCIENTISTS	064	13716	775	479	544	21	3651	353	151	160	0	19850
OPERATIONS AND SYSTEMS RESEARCHERS AND ANALYST	065	5225	258	120	205	7	1813	296	36	61	5	8026
ACTUARIES	066	1123	52	7	60	0	434	42	8	16	0	1742
STATISTICIANS	067	1280	83	22	152	0	1240	171	95	94	8	3153
PHYSICISTS AND ASTRONOMERS	069	1430	9	16	143	7	75	0	0	6	0	1692
CHEMISTS, EXCEPT BIOCHEMISTS	073	5468	343	210	527	8	1140	135	79	223	5	8138
ATMOSPHERIC AND SPACE SCIENTISTS	074	262	12	0	4	0	55	0	5	0	0	339
GEOLOGISTS AND GEODESISTS	075	489	0	0	0	0	59	18	0	0	0	566
PHYSICAL SCIENTISTS, N.E.C.	076	337	42	7	20	0	104	0	0	5	0	515
AGRICULTURAL AND FOOD SCIENTISTS	077	633	45	0	17	0	369	19	0	17	0	1100
BIOLOGICAL AND LIFE SCIENTISTS	078	1768	158	33	138	0	1014	107	46	91	11	3366
FORESTRY AND CONSERVATION SCIENTISTS	079	807	47	2	11	0	127	7	0	0	0	1001
MEDICAL SCIENTISTS	083	824	67	25	70	8	628	34	55	94	7	1812
PHYSICIANS	084	30660	1429	1777	5175	20	5064	477	404	2556	5	47527
DENTISTS	085	11782	310	116	216	0	512	18	45	117	0	13116
VETERINARIANS	086	1449	16	8	16	0	201	22	14	0	0	1729
REGISTERED NURSES	095	3628	1246	235	350	6	2037	1905	3418	6026	175	120521
PHARMACISTS	096	8217	194	148	551	0	1529	100	101	248	0	11088
DIETITIANS	097	428	287	92	21	0	3187	1186	177	445	9	6132
OCCUPATIONAL THERAPISTS	099	242	49	9	7	0	1582	73	48	11	8	2029
PHYSICAL THERAPISTS	103	832	113	32	22	0	2374	254	84	59	0	3730
SPEECH THERAPISTS	104	389	7	23	0	0	3252	61	65	0	0	3899
THERAPISTS, N.E.C.	105	1359	539	77	50	0	2886	600	183	39	16	5815
PHYSICIANS ASSISTANTS	106	846	96	114	57	4	614	218	86	22	0	2053
TEACHERS, ELEMENTARY SCHOOL	156	48268	2497	1410	312	76	11859	9816	4012	779	142	179171
TEACHERS, SECONDARY SCHOOL	157	32091	1710	678	128	37	36305	2627	1025	213	65	74379
TEACHERS, SPECIAL EDUCATION	158	568	52	0	0	0	1803	182	17	17	17	2676
TEACHERS, N.E.C.	159	9616	934	652	241	0	13808	1265	517	278	52	27405

CENSUS COUNTS BY LOCATION WITHIN FOC

RUN DATE - APR 16, 1985

PHYSICIANS

(084)

PROFESSIONALS

LOCATION	MALES					FEMALES					TOTAL
	00	01	02	03	04	00	01	02	03	04	
ALBANY-SCHENECTADY-TROY, N.Y.	1189	30	17	162	5	195	20	17	87	0	1722
BUFFALO, N.Y. SMSA	1807	53	64	378	5	230	0	22	108	0	2667
NASSAU-SULLY, N.Y. SMSA	5543	125	278	736	0	534	21	41	395	0	7674
POUGHKEEPSIE, N.Y. SMSA	364	17	13	118	0	45	9	0	45	0	611
ROCHESTER, N.Y. SMSA	1567	49	71	199	0	225	7	0	48	5	2171
SYRACUSE, N.Y. SMSA	1094	8	29	70	0	154	9	0	48	0	1412
UTICA-ROME, N.Y. SMSA	239	0	20	64	0	38	0	0	0	0	361
BINGHAMTON, N.Y. PA. SMSA	391	0	36	90	0	22	0	0	25	0	564
NEW YORK, N.Y. N.J. SMSA	18787	1235	1324	3483	10	3733	377	340	1980	0	31269
TOTALS	30981	1517	1852	5300	20	5176	443	420	2737	5	48451

CENSUS COUNTS BY FOC WITHIN LOCATION

RUN DATE - JUN 24, 1985

LOCATION (STATE, COUNTY, OR SMSA) 360710000 ORANGE COUNTY

FEDERAL OCCUPATIONAL CODE PROFESSIONALS

TITLE	TTL CO	MALES					FEMALES					TOTAL
		00	01	02	03	04	00	01	02	03	04	
ACCOUNTANTS AND AUDITORS	023	542	8	2	7	0	157	18	0	4	0	738
UNDERWRITERS	024	12	0	0	0	0	0	0	0	0	0	12
OTHER FINANCIAL OFFICERS	025	270	4	2	0	0	200	0	7	0	0	483
MANAGEMENT ANALYSIS	026	120	0	0	0	0	5	8	5	0	0	138
PERSONNEL, TRAINING, AND LABOR RELATIONS SPECI	027	180	20	20	0	0	170	10	0	0	0	400
BUYERS, WHOLESALE AND RETAIL TRADE EXCEPT FARM	029	87	0	0	0	0	88	5	0	0	0	186
PURCHASING AGENTS AND BUYERS, N.E.C.	033	120	0	0	0	0	77	0	0	0	0	197
INSPECTORS AND COMPLIANCE OFFICERS, EXCEPT CON	036	121	0	0	0	0	15	0	0	0	0	136
MANAGEMENT RELATED OCCUPATIONS, N.E.C	037	8	0	0	0	0	28	0	6	0	0	36
ARCHITECTS	043	50	0	0	0	0	0	0	0	0	0	56
METALLURGICAL AND MATERIALS	045	12	0	0	0	0	5	0	0	0	0	17
PETROLEUM	047	0	0	0	0	0	0	0	0	0	0	0
NUCLEAR	049	3	0	0	0	0	0	0	0	0	0	3
CIVIL	053	175	7	8	6	0	0	0	0	0	0	196
ELECTRICAL AND ELECTRONIC	055	228	0	6	0	0	6	0	0	0	0	240
INDUSTRIAL	056	185	0	0	0	0	28	9	0	0	0	222
MECHANICAL	057	89	0	0	8	0	0	0	0	0	0	97
ENGINEERS, N.E.C.	059	181	0	6	17	0	0	0	0	0	0	204
COMPUTER SYSTEMS ANALYSIS AND SCIENTISTS	064	205	19	13	0	0	20	0	0	0	0	257
OPERATIONS AND SYSTEMS RESEARCHERS AND ANALYST	065	44	0	0	0	0	13	0	0	0	0	57
ACTUARIES	066	0	0	0	0	0	0	0	0	0	0	0
STATISTICIANS	067	13	0	0	0	0	0	0	6	0	0	19
PHYSICISTS AND ASTRONOMERS	069	0	0	0	0	0	3	0	0	0	0	3
CHEMISTS, EXCEPT BIOCHEMISTS	073	153	3	0	11	0	10	0	0	0	0	177
ATMOSPHERIC AND SPACE SCIENTISTS	074	7	0	0	0	0	0	0	0	0	0	7
GEOLOGISTS AND GEODESISTS	075	10	0	0	0	0	0	0	0	0	0	10
PHYSICAL SCIENTISTS, N.E.C.	076	18	0	0	0	0	6	0	0	0	0	24
AGRICULTURAL AND FOOD SCIENTISTS	077	29	0	0	0	0	0	0	0	0	0	29
BIOLOGICAL AND LIFE SCIENTISTS	078	39	0	0	0	0	0	0	0	0	0	39
FORESTRY AND CONSERVATION SCIENTISTS	079	13	0	0	0	0	0	0	0	0	0	13
MEDICAL SCIENTISTS	083	13	0	0	7	0	18	0	0	0	0	38
PHYSICIANS	084	292	7	0	67	0	1	0	0	21	0	388
DENTISTS	085	128	0	0	0	0	0	0	0	0	0	128
VETERINARIANS	086	43	0	0	0	0	0	0	0	0	0	43
REGISTERED NURSES	095	58	9	0	0	0	1784	65	24	0	7	1947
PHARMACISTS	096	115	0	0	0	0	19	9	0	0	0	143
DIETITIANS	097	0	0	0	0	0	66	13	0	0	0	79
OCCUPATIONAL THERAPISTS	099	23	0	0	0	0	20	0	0	0	0	43
PHYSICAL THERAPISTS	103	22	0	0	0	0	29	0	0	0	0	51
SPEECH THERAPISTS	104	5	0	0	0	0	40	0	0	0	0	45
THERAPISTS, N.E.C.	105	43	13	0	0	0	55	18	0	0	0	129
PHYSICIAN ASSISTANTS	106	9	0	0	0	0	18	0	0	0	0	27
TEACHERS, ELEMENTARY SCHOOL	156	1010	47	11	4	9	1976	113	31	14	9	3229
TEACHERS, SECONDARY SCHOOL	157	719	0	10	0	0	705	19	12	0	0	1465
TEACHERS, SPECIAL EDUCATION	158	12	0	0	0	0	22	0	10	0	0	44
TEACHERS, N.E.C.	159	168	2	2	0	0	187	14	9	0	0	382

CENSUS COUNTS BY LOCATION WITHIN FOC

RUN DATE - APR 16, 1985

SUPERVISORS, POLICE AND DETECTIVES

(414)

PROFESSIONALS

LOCATION	MALES					FEMALES					TOTAL
	00	01	02	03	04	00	01	02	03	04	
ALBANY-SCHENECTADY-TROY, N.Y.	312	0	0	0	0	15	4	0	0	0	331
BUFFALO, N.Y. SMSA	295	6	0	0	0	0	0	0	0	0	301
NASSAU-SUFFOLK, N.Y. SMSA	2138	50	33	2	0	7	0	0	0	0	2230
POUGHKEEPSIE, N.Y. SMSA	72	0	0	0	0	0	0	0	0	0	72
ROCHESTER, N.Y. SMSA	200	0	11	0	0	6	7	0	0	0	224
SYRACUSE, N.Y. SMSA	161	0	0	0	0	0	0	0	0	6	167
UTICA-ROME, N.Y. SMSA	72	0	0	0	0	0	0	0	0	0	72
BINGHAMTON, N.Y.-PA. SMSA	35	0	0	0	0	0	0	0	0	0	35
NEW YORK, N.Y.-N.J. SMSA	2284	271	115	9	9	36	65	0	0	0	2789
TOTALS	5569	327	159	11	9	64	76	0	0	6	6221

LOCATION (STATE, COUNTY, OR SMSA) 360000000 NEW YORK

FEDERAL OCCUPATIONAL CODE PROFESSIONALS

TITLE	TTL CD	MALES					FEMALES				TOTAL	
		00	01	02	03	04	00	01	02	03		04
COUNSELORS, EDUCATIONAL AND VOCATIONAL	163	6429	1051	495	72	7	6984	1601	458	60	33	17190
LIBRARIANS	164	3048	292	185	138	14	11261	722	222	298	22	16202
ARCHIVISTS AND CURATORS	165	832	52	28	31	0	818	40	10	7	7	1825
ECONOMISTS	166	6120	211	211	262	5	3456	227	139	95	6	10732
PSYCHOLOGISTS	167	5444	330	198	28	5	5694	919	239	70	6	12939
SOCIOLOGISTS	168	104	4	8	0	0	88	0	0	7	0	211
SOCIAL SCIENTISTS, N.E.C.	169	493	31	32	34	0	470	17	15	10	0	1102
SOCIAL WORKERS	174	12775	4568	1718	264	66	23172	7987	2314	410	47	53321
CLERGY	176	11974	1114	545	279	0	976	108	19	10	7	15032
LAWYERS	178	51136	1086	719	320	16	7760	526	273	107	14	61957
TECHNICAL WRITERS	184	3318	141	35	50	6	1946	141	19	13	0	5669
EDITORS AND REPORTERS	195	15144	509	827	400	16	15903	672	558	252	9	34281
CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	203	3345	1401	707	550	8	9680	1961	797	931	38	19418
HEALTH TECHNOLOGISTS AND TECHNICIANS, N.E.C.	208	3062	703	248	170	5	5015	1338	384	97	15	11037
INSURANCE ADJUSTERS, EXAMINERS, AND INVESTIGATORS	375	5919	279	251	112	0	6907	1198	455	142	0	15263
INVESTIGATORS AND ADJUSTERS, EXCEPT INSURANCE	376	7613	870	511	189	18	10822	2172	771	234	28	23228
SUPERVISORS, POLICE AND DETECTIVES	414	5862	333	152	11	9	78	76	0	0	6	6527
SUPERVISORS, PRODUCTION OCCUPATIONS	633	94699	8048	8205	1316	190	16060	2731	4547	375	91	136262
FOC TOTALS		631376	43983	29102	21284	810	477243	68181	25979	17275	1029	1316262

CENSUS COUNTS BY FOC WITHIN LOCATION

RUN DATE - JUN 24, 1985

LOCATION (STATE, COUNTY, OR SMSA) 360710000 ORANGE COUNTY

FEDERAL OCCUPATIONAL CODE PROFESSIONALS

TITLE	TTL CD	MALES					FEMALES					TOTAL
		00	01	02	03	04	00	01	02	03	04	
COUNSELORS, EDUCATIONAL AND VOCATIONAL	163	94	10	13	0	0	42	0	7	0	4	170
LIBRARIANS	164	40	0	0	0	0	96	0	4	0	0	140
ARCHIVISTS AND CURATORS	165	43	0	0	0	0	6	0	0	0	0	49
ECONOMISTS	166	38	0	0	0	0	31	0	0	0	0	69
PSYCHOLOGISTS	167	56	0	0	0	0	54	8	0	4	0	122
SOCIOLOGISTS	168	0	0	0	0	0	0	0	0	0	0	0
SOCIAL SCIENTISTS, N.E.C.	169	5	0	0	0	0	0	0	0	0	0	5
SOCIAL WORKERS	174	225	34	9	0	0	348	50	10	0	8	684
CLERGY	176	219	27	11	0	0	25	0	0	0	0	282
LAWYERS	178	342	0	0	0	0	28	0	0	0	0	370
TECHNICAL WRITERS	184	19	0	0	0	0	9	0	0	0	0	28
EDITORS AND REPORTERS	195	161	0	12	0	0	97	0	7	0	0	277
CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICAL	203	81	0	0	0	0	193	8	6	9	0	297
HEALTH TECHNOLOGISTS AND TECHNICIANS, N.E.C.	208	38	0	0	0	0	99	18	6	2	0	163
INSURANCE ADJUSTERS, EXAMINERS, AND INVESTIGAT	375	115	0	6	0	0	42	0	0	0	0	163
INVESTIGATORS AND ADJUSTERS, EXCEPT INSURANCE	376	80	0	0	0	0	123	0	7	0	0	210
SUPERVISORS, POLICE AND DETECTIVES	414	167	0	13	0	0	0	0	0	0	0	180
SUPERVISORS, PRODUCTION OCCUPATIONS	633	1931	79	80	6	0	289	10	28	0	0	2423
FOC TOTALS		9228	289	224	138	9	7253	395	191	54	28	17809

CENSUS COUNTS BY LOCATION WITHIN FOC

RUN DATE - APR 16, 1985

PSYCHOLOGISTS

(167)

PROFESSIONALS

LOCATION	MALES					FEMALES					TOTAL
	00	01	02	03	04	00	01	02	03	04	
ALBANY-SCHENECTADY-TROY, N. Y.	177	0	0	0	0	208	17	0	0	0	402
BUFFALO, N. Y. SMSA	286	11	6	0	0	182	96	0	0	0	581
NASSAU SUFFOLK, N. Y. SMSA	951	57	13	5	0	717	98	41	0	6	1888
POUGHKEEPSIE, N. Y. SMSA	197	0	0	2	0	91	0	0	7	0	297
ROCHESTER, N. Y. SMSA	338	34	0	10	0	252	92	0	0	0	726
SYRACUSE, N. Y. SMSA	155	0	0	0	0	161	13	7	0	0	336
UTICA-ROME, N. Y. SMSA	95	8	0	0	0	43	0	0	0	0	146
BINGHAMTON, N. Y. - PA. SMSA	104	0	6	0	0	123	0	0	0	0	233
NEW YORK, N. Y. - N. J. SMSA	3004	218	179	18	5	3768	603	197	67	0	8059
TOTALS	5307	328	204	35	5	5545	919	245	74	6	12668

CENSUS COUNTS BY FOC WITHIN LOCATION

RUN DATE - JUN 24, 1985

LOCATION (STATE, COUNTY, OR SMSA) 360000000 NEW YORK

FEDERAL OCCUPATIONAL CODE PROFESSIONALS

TITLE	TTL CD	MALES						FEMALES						TOTAL
		00	01	02	03	04	00	01	02	03	04			
COUNSELORS, EDUCATIONAL AND VOCATIONAL	163	6429	1081	495	72	7	6384	1601	458	60	33	17190		
LIBRARIANS	164	3048	292	185	138	14	11261	722	222	298	22	16202		
ARCHIVISTS AND CURATORS	165	832	52	28	31	0	818	40	10	7	7	1825		
ECONOMISTS	166	6120	211	211	262	5	3456	227	139	95	6	10732		
PSYCHOLOGISTS	167	5444	330	199	28	5	5694	919	239	70	6	12933		
SOCIOLOGISTS	168	104	4	8	0	0	88	0	0	7	0	211		
SOCIAL SCIENTISTS, N.E.C.	169	493	31	32	34	0	470	17	15	10	0	1102		
SOCIAL WORKERS	174	12775	4569	1718	264	66	23172	7987	2314	410	47	53321		
CLERGY	176	11974	1114	545	273	0	876	109	19	10	7	15032		
LAWYERS	178	51136	1086	719	320	16	7760	526	273	107	14	61957		
TECHNICAL WRITERS	184	3318	141	35	50	6	1946	141	19	13	0	5669		
EDITORS AND REPORTERS	195	15144	500	827	400	16	15903	672	558	252	9	34281		
CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	203	3345	1401	707	550	8	9690	1361	797	931	38	19418		
HEALTH TECHNOLOGISTS AND TECHNICIANS, N.E.C.	208	3062	703	248	170	5	5015	1338	384	97	15	11037		
INSURANCE ADJUSTERS, EXAMINERS, AND INVESTIGATORS	375	5919	279	251	112	0	6907	1138	455	142	0	15263		
INVESTIGATORS AND ADJUSTERS, EXCEPT INSURANCE	376	7613	870	511	183	18	10822	2172	771	234	28	23228		
SUPERVISORS, POLICE AND DETECTIVES	414	5862	333	152	11	9	78	76	0	0	6	6527		
SUPERVISORS, PRODUCTION OCCUPATIONS	633	94699	8048	8205	1316	190	16050	2731	4547	375	91	136262		
FOC TOTALS		631376	43983	29102	21284	810	477243	68181	25979	17275	1029	1316262		

CENSUS COUNTS BY FOC WITHIN LOCATION

RUN DATE - JUN 24, 1985

LOCATION (STATE, COUNTY, OR SMSA) 360710000 ORANGE COUNTY

FEDERAL OCCUPATIONAL CODE PROFESSIONALS

TITLE	TTL CD	MALES					FEMALES					TOTAL
		00	01	02	03	04	00	01	02	03	04	
COUNSELORS, EDUCATIONAL AND VOCATIONAL	163	94	10	13	0	0	42	0	7	0	4	170
LIBRARIANS	164	40	0	0	0	0	96	0	4	0	0	140
ARCHIVISTS AND CURATORS	165	43	0	0	0	0	6	0	0	0	0	49
ECONOMISTS	166	38	0	0	0	0	31	0	0	0	0	69
PSYCHOLOGISTS	167	56	0	0	0	0	54	0	0	4	0	122
SOCIOLOGISTS	168	0	0	0	0	0	0	0	0	0	0	0
SOCIAL SCIENTISTS, N.E.C.	169	5	0	0	0	0	0	0	0	0	0	5
SOCIAL WORKERS	174	225	34	9	0	0	348	50	10	0	8	684
CLERGY	176	219	27	11	0	0	25	0	0	0	0	282
LAWYERS	178	342	0	0	0	0	28	0	0	0	0	370
TECHNICAL WRITERS	184	19	0	0	0	0	9	0	0	0	0	28
EDITORS AND REPORTERS	195	161	0	12	0	0	97	0	7	0	0	277
CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICAL	203	81	0	0	0	0	193	8	6	9	0	297
HEALTH TECHNOLOGISTS AND TECHNICIANS, N.E.C.	208	38	0	0	0	0	99	18	6	2	0	163
INSURANCE ADJUSTERS, EXAMINERS, AND INVESTIGATORS	375	115	0	8	0	0	42	0	0	0	0	163
INVESTIGATORS AND ADJUSTERS, EXCEPT INSURANCE	376	80	0	0	0	0	123	0	7	0	0	210
SUPERVISORS, POLICE AND DETECTIVES	414	167	0	13	0	0	0	0	0	0	0	180
SUPERVISORS, PRODUCTION OCCUPATIONS	633	1931	79	80	6	0	289	10	28	0	0	2423
FOC TOTALS		9228	289	224	138	9	7253	395	191	54	28	17809



University Counsel

North Carolina State University

Box 7001, Raleigh 27695-7001
(919) 737-2319

February 3, 1986

MEMORANDUM

TO: Dr. Lawrence Clark

FROM: Clauston Jenkins *gj*

In December, 1985, the Chancellor appointed a small screening committee to begin the search for a new Director of Athletics to replace Willis Casey who had announced his plans to retire on July 1, 1986. The committee developed a job description and placed ads in the Chronicle and the NCAA News. We gave applicants until January 31, 1986 to respond. We received 63 applications by that date.

During the period between the middle of December when the position was first advertised and the end of the application period, a strong base of support developed on behalf of basketball coach Jim Valvano. He was the unanimous choice of all the head coaches and the assistant athletic directors. At the end of application period, he indicated that he was interested in being considered for the position.

The committee interviewed Coach Valvano on February 1, 1986 and unanimously voted to recommend to the Chancellor that at this time he only consider Valvano for Director of Athletics. The committee made the recommendation because it felt such action would have a strong positive influence on the morale of the members of the Department of Athletics and because we felt that Coach Valvano represented the type of leadership that the Department needs at this time.

Since this is a promotion from within, and since the recommendation is partly based on considerations of departmental morale, we request a waiver of the further steps in the affirmative action process. It should be noted that we did indeed advertise the position and review applications, and comply with all the requirements of affirmative action up to the point of the interview. Given the considerations and the timing, compliance with the other requirements at this time would appear to be unproductive.

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Sul Ross State University, Alpine, TX
SUNY/College of New Paltz, New Paltz, NY
Temple Junior College, Temple, TX
Texas Tech University, Tyler, TX
United States Naval Academy, Annapolis, MD
University of Akron, Akron, OH
University of Alabama at Birmingham, Birmingham, AL
University of Alabama, Alabama, University, AL
University of California, Berkeley, CA
University of California, Los Angeles, CA
University of Connecticut Health Center, Farmington, CT
University of Detroit, Detroit, MI
University of Florida, Gainesville, FL
University of Illinois, Urbana, IL
University of Lowell, Lowell, MA
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West Virginia University, Morgantown, WV
Western Kentucky University, Bowling Green, KY

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ASSISTANT CITY ATTORNEY

POSITION AVAILABLE: The City of Suffolk, Virginia is accepting applications for the position of Assistant City Attorney.

QUALIFICATIONS: This is a responsible position assisting the City Attorney in the administration of the legal affairs of the City, who assists as legal advisor to the City Council, the City Manager and all departments under his direction, the School Board and the Department of Social Services as directed by the City Attorney. Applicants must have comprehensive knowledge of local, State and Federal laws, contracts and real property; be eligible to practice law in the Commonwealth of Virginia; have education equivalent to graduation from an accredited law school and have three (3) years experience as a practicing attorney (local government experience preferred).

SALARY RANGE: \$30,852 - \$40,510.

SUBMIT RESUME OR FOR APPLICATION CONTACT: Department of Personnel, City of Suffolk, 441 Market Street, P.O. Box 1858, Suffolk, VA 23434, Telephone No. (804) 934-3111, ext. 220.

DEADLINE FOR APPLICATIONS: June 15, 1986.

AN EEO/AA EMPLOYER

BLOOD BANK DIRECTOR

THE AMERICAN RED CROSS BLOOD SERVICES, Rochester Region, is seeking a Blood Bank Director with an M.D. The applicant must have experience in blood banking and administration, have an interest in research and teaching, and be qualified for an academic appointment on the faculty of the University of Rochester School of Medicine and Dentistry.

The American Red Cross Blood Services, Rochester Region provides all the blood products for 43 hospitals in a 15-county area. It collects 100,000 units of blood per year and produces 250,000 blood products. The Director of Blood Services is responsible for a program staff of 170. The director interacts with leadership volunteers on a regular basis.

Interested candidates should submit their curriculum vitae to: Chairman, Search Committee, c/o Personnel Department, American Red Cross, 50 Prince Street, Rochester, NY 14607.

Equal Opportunity Employer/AA

ASSISTANT CITY MANAGER. Salary \$40,387 - \$59,415. Located in north central Florida, a university city with 85,000 citizens. Administrative work managing information systems, financial services, community development, human resources and related management services. Master's degree in public or business administration and five years progressively responsible relevant experience highly desirable; or any equivalent combination of education and experience. Six percent city contribution to the deferred compensation plan. Under Florida law resumes will be subject to public view. Send resume and salary history to: City of Gainesville, Human Resources Department, P.O. Box 490, Gainesville, FL 32602.

EO/AA Employer

ASSISTANT DISTRICT ATTORNEY Positions - for qualified and competitive law school graduates who have taken the New York State Bar Examination and have passed or are awaiting results. Starting salary for non-admitted attorneys \$25,012; for admitted attorneys \$28,351. Persons hired are required to move into Nassau County within one year. Send resume to: Executive Assistant, District Attorney, Nassau County District Attorney's Office, 262 Old Country Road, Mineola, NY 11501. EOE/AA.

TELEVISION

MANAGER- PUBLIC TELEVISION THE PENNSYLVANIA STATE UNIVERSITY

WPSX-TV, a public television station licensed to The Pennsylvania State University, is seeking candidates for the position of Manager. The Manager would be responsible for overall management of the station in the areas of programming, production, development, instruction, operations and engineering, and business.

WPSX-TV, Channel 3, serves all or parts of 29 counties in Central Pennsylvania with a staff of approximately 100 persons. WPSX-TV also operates PENNARAMA, an instructional cable television service to 500,000 households.

The production schedule of WPSX-TV includes public affairs, drama, music, and instruction at all levels.

Requires a Bachelor's degree, or equivalent, in communications and/or adult continuing education, advanced degree desirable, and 7-10 years of experience in public television and/or educational communications, including three in major managerial responsibilities. Experience in a large college or university setting is also desirable.

Send letter of application, resume and salary requirements to:

Employment Division

Department A-54

248 Calder Way, Room 304
University Park, PA 16802-4729
Application Deadline: May 29, 1986

An Equal Opportunity/Affirmative Action Employer

ADMINISTRATIVE ANALYST

City of Suffolk - Requires BS or BA in Political Science, Government, Business, Public Administration or related Degree. Responsible for grants management, report writing and governmental liaison duties with other agencies and/or legislative bodies. Application deadline May 30, 1986. Salary range \$16,167 - \$21,116. Apply: Personnel Department, P.O. Box 1858, Suffolk, VA 23434. EOE/AA

GENERAL MANAGER, CONTRA COSTA WATER DISTRICT (Concord, CA). Salary open D.O.Q. Reports to a 5-member elected Board of Directors, supervises staff of 175 and oversees a \$41 million budget. Prefer Bachelor's degree and several years senior management experience in a water utility. Send resumes to: KORN/FERRY INTERNATIONAL, Attn: Jim B. Clarke, 1800 Century Park East, Suite 900, Los Angeles, CA 90067.

AA/EOE

CHIEF ENGINEER

WBCN seeks organized energetic FCC licensed engineer with experience in studio and transmitter facility construction and maintenance. Responsible for budgeting, supervision of technical staff, FCC compliance, equipment acquisition and maintenance. Send resume to: General Manager, 1265 Boylston Street, Boston, MA 02215. An Equal Opportunity Employer M/F.

ASSISTANT DIRECTOR Office of Fellowships and Grants Smithsonian Institution

Qualified applicants are sought with three years of relevant professional level experience, for the position of Assistant Director of the Office of Fellowships and Grants. Salary range: \$31,619-\$37,539 PA. This central administrative office is responsible for the management of selected institutional research and programmatic fellowship awards. The Assistant Director supports the Director in developing policies and programs for the proper and efficient daily operations. Candidates should be knowledgeable in the administration and development of programs of higher education and research grant support, as well as having knowledge of the conduct of research. Submit by May 31, 1986, a resume (with a curriculum statement), curriculum vitae, and a concise written summary of your experience, training, and personal accomplishments relevant to your experience with the administration of fellowships and/or granting programs and experience with administration of research programs and/or research institutions to: Employment Office, Smithsonian Institution, Washington, DC 20560, ATTN: MPA-86-186-F. An Equal Opportunity Employer.

MANAGEMENT ANALYST: This is professional analytical work with the Grand Rapids, Michigan involved in monitoring and evaluating the efficiency and effectiveness of thirty-five divisions of local government and 2,000 employees. This position works out of and receives assignments from the executive offices and is responsible for all phases of performance analysis including detailed studies to identify, define, analyze and recommend solutions to management problems. *Qualification Requirements:* Bachelor's degree in public or business administration and four years experience in management analysis of which two shall have been in the government field, or an equivalent combination of training and experience. A Master's degree in public administration preferred. Salary range: \$26,877 to \$34,304 per year. Applicants should send resume immediately to: Henry T. Vry, Acting Personnel Director, Room #16, City Hall, 300 Monroe Ave. N.W., Grand Rapids, MI 49503, (616) 456-3176. Filing deadline: May 31, 1986. An Affirmative/Equal Opportunity Employer.

MINORITY BUSINESS ENTERPRISE COORDINATOR

Graduate of 4-year college or university with degree in marketing, business or finance and two years experience in business development and/or technical assistance to minority business or business in general with emphasis on the construction industry. This position is responsible for promoting greater minority business participation with the City. Send resume and salary history to: City of Fort Myers, P.O. Drawer 2217, Fort Myers, FL 33902. Attention: Personnel Director, EOE.

THE UNIVERSITY OF NORTHERN IOWA. Temporary, one-year position in ARCHAEOLOGY beginning in August, 1986. Demonstrated excellent research skills, Ph.D. or doctorate near completion. Teaching load of three undergraduate classes. Required courses are Human Origins, Methods in Archaeology, and Old World Prehistory. Members of protected classes are especially urged to apply. Applicants should send resume and the names and telephone numbers of three referees by May 31, to: Dr. Norris M. Durham, Head, Department of Sociology and Anthropology, University of Northern Iowa, Cedar Falls, IA 50614. An Equal Opportunity Employer.

ASSISTANT ENGINEER

Must have FCC general class license or equivalent and minimum of 2 years commercial broadcast experience. Responsible for studio equipment and transmitter maintenance and on-call duty. Must be able to work flexible hours. Send resume to: Business Manager, WBCN, 1265 Boylston Street, Boston, MA 02215. An Equal Opportunity Employer M/F.

PUBLISHING

The Institute for Scientific Information
has the following opportunities

SCIENCE INFORMATION ANALYST LITERATURE ALERTING SERVICE

We have an excellent opportunity for an individual with a degree in the life sciences to assume responsibility for product coordination in our Current Awareness Division. This division provides customized literature services in such areas of biotechnology, medicine, pharmacology and environmental sciences to a worldwide community of doctors and researchers.

Responsibilities include interfacing with researchers and analyzing topic areas to assure that these are responsive to the current needs of the research community. This involves ongoing review of current topics and development of new topics based on changing trends in research.

Requirements include a Bachelor's degree in the life sciences coupled with related graduate work or work experience which involved searching the scientific literature.

We offer competitive starting salary and company paid benefits package including dependent care assistance plan for On-Site-Child Care Center. Send resume with salary requirements to:

Manager, Professional Recruiting and Staffing
INSTITUTE FOR SCIENTIFIC INFORMATION
3501 Market Street
Philadelphia, PA 19104

Equal Opportunity/Affirmative Action Employer

DIRECTOR OF COUNSELING, ACADEMIC ADVANCEMENT PROGRAM

UCLA's expanding Academic Advancement Program, (AAP) has an immediate opening for a Director of Counseling Services to manage and supervise delivery of counseling services for 4,500 underrepresented, low-income and minority students. These programmatic services include professional and peer counseling, learning skills instruction. The Director of Counseling Services will report to the Director of AAP. As part of a rapidly changing urban environment, UCLA's AAP is at the forefront of providing retention services to a culturally diverse undergraduate student mix in a higher education setting.

Qualified candidates should have demonstrated skills in providing academic support services to underprepared low-income minority students at the college or university levels as well as practical and theoretical knowledge of professional and peer counseling processes and strategies. Strong interpersonal, analytical, supervisory, budget management and written skills are required. PhD preferred.

Salary range is \$31,236 to \$37,668 per year. UCLA offers an excellent benefit program. To apply, please send resume with cover letter indicating specific qualifications for the position, by June 7, 1986 to: University of California, Los Angeles, Search Committee, Academic Advancement Program, 1209 Campbell Hall, 405 Hilgard Avenue, Los Angeles, CA 90024. An Affirmative Action Employer.

• MAKE IT YOURS. •

UCLA

PRESIDENT

AUGUSTA COLLEGE

A Senior Unit of
The University System of Georgia

With the retirement of its President, Augusta College is seeking a chief executive officer to begin duties as early as January 1, 1987. The President reports directly to the Chancellor of the University System and will have a major role in filling several key administrative positions also being vacated by retirements.

Augusta College offers its largely nonresidential student body, of approximately 3800, more than three dozen programs leading to associate, baccalaureate, and master's degrees in liberal arts, education, and business. The College boasts an excellent academic reputation, one of the System's largest libraries, a radio station, an 18-hole golf course, and a lake-front recreational area.

Among the qualifications and abilities desired in the person chosen as President are:

- An earned doctorate.
- Teaching and administrative experience at the college level.
- Skill in communicating with students, faculty, staff, and community leaders.
- Ability to lead the institution in developing academic, management, and financial plans and to represent those plans to policy makers.
- Intellectual, emotional, and ethical qualities which command respect.

Nominations are encouraged. Applications consisting of a resume with names, addresses, and phone numbers of three references should be received no later than June 20, 1986. Send all correspondence to:

Dr. Stephen H. Hobbs, Chairman
Presidential Search and Screen Committee
Augusta College
2500 Walton Way
Augusta, GA 30910

*Augusta College is an Affirmative Action/
Equal Opportunity Institution*

LAKE MICHIGAN COLLEGE

VICE PRESIDENT, ADMINISTRATIVE SERVICES. Responsible for financial operations in other administrative services, including legislative liaison, physical plant, food and conference services, payroll, purchasing and accounting. Master's degree, five to ten years experience in higher education finance required. Knowledge of construction supervision and computer services preferred. Salary commensurate with education and experience.

DEAN, LIBRARY AND LEARNING RESOURCES. Administers library, media and duplicating services; develops and administers telecommunications and learning resources. Master's degree, five to seven years experience in learning resource management required. Knowledge of telecommunications preferred. Salary commensurate with education and experience.

Send nominations and applications consisting of a letter, resume and transcripts postmarked by June 20, 1986 to: Jean K. Christensen, Director, Human Resources, Lake Michigan College, 2755 E. Napier, Benton Harbor, MI 49022.

Lake Michigan College, a comprehensive community college, is located in the southwest corner of Michigan ninety miles from Chicago. Fully accredited by North Central, the college is a two year, public, coeducational institution, dedicated to the intellectual, growth, cultural enrichment, and career education of the community residents.

An Affirmative Action/Equal Opportunity Employer

ASSISTANT PROFESSOR COMPOSITION AND COMMUNICATION

Tenure-track position starting September, 1986. To teach composition and courses in professional writing concentration. Experience in journalism, editing, public relations or advertising helpful. Publications desirable. Ph.D. and teaching experience on college or university level required. Send letter of application, vitae, three current recommendations, transcripts for all degrees and self-addressed stamped postcard for acknowledgment by May 30, to:

Martha McGowan, Chair, English Department,
University of Lowell, Lowell, MA 01854.

The University of Lowell
is an Equal Opportunity/Affirmative Action,
Title IX, 504 Employer

UNIVERSITY OF LOWELL

U.S. NAVAL ACADEMY

ASSOCIATE DEAN (ADMINISTRATION)

The Naval Academy invites candidates for the newly defined position of Associate Dean for Administration. The Associate Dean will report to the Academic Dean and supervise the Assistant Dean for Finance and the Assistant for Faculty Affairs. The Associate Dean will administer the appointment, development, and advancement of both military and civilian faculty; work closely with military budget officers; prepare budget documents; and recommend the allocation of funds between four academic divisions encompassing seventeen departments.

Qualifications. Earned doctorate; credentials for appointment to faculty in mainstream discipline. Experience in higher education administration plus experience with Department of Defense budgetary procedures. Senior military experience preferred, but not required.

Position. This is an excepted position within the federal Civil Service. The successful candidate will assume office between August 1 and 15, 1986.

Application. Must be received by May 23, 1986. Send letter of application and resume, with names, addresses, and telephone numbers of three or more references to: Major David L. Smith, USMC, Secretary, Associate Dean Search Committee, Office of the Academic Dean, U.S. Naval Academy, Annapolis, MD 21402. *The U.S. Naval Academy is an Equal Opportunity/Affirmative Action Employer.*

TECHNICAL WRITER

The Institute for Scientific Information has an excellent opportunity for an individual with 1 to 2 years of experience producing articles on scientific topics. Background in biological, chemical, or physical sciences important. Ability to work collaboratively, handle several simultaneous projects, meet strict deadlines, and integrate detailed material from diverse fields. Must adapt quickly to house style. Knowledge of microcomputer-based writing a plus, or B.A./B.S. equivalent in relevant subject area.

We offer competitive starting salary and company paid benefits package including dependent care assistance plan for On-Site Child Care Center. Send resume with salary requirements and 3 nonreturnable writing samples related to this description to:

Manager, Professional Recruiting & Staffing

INSTITUTE FOR SCIENTIFIC INFORMATION

3501 Market Street
Philadelphia, PA 19104

Equal Opportunity/
Affirmative Action Employer

DIRECTOR OF AFFIRMATIVE ACTION



Framingham State College
Framingham, Massachusetts

RESPONSIBILITIES:

The Director of Affirmative Action reports directly to the President of the College and ensures that the College has an appropriately diverse composition and follows egalitarian procedures. The Director is also responsible for the College's compliance with federal and state regulations regarding Affirmative Action and Equal Opportunity and for the development, implementation and reporting of such activities.

QUALIFICATIONS:

Academic credentials and/or experience suitable to fulfill the duties and responsibilities of the position; knowledge of higher education principles, practices and procedures desirable; knowledge of the development and implementation of Affirmative Action procedures; professional competence as an administrator as evidenced by professional growth and recognition thereof by professional colleagues; the ability to gain respect and confidence of all groups within the College and external communities.

THE COLLEGE:

Framingham State College, located 20 miles west of Boston, offers a unique combination of strong arts and sciences and professional programs in a traditional New England college environment. Founded in 1839 as the first public teachers college in the Nation, the College will celebrate its sesquicentennial in 1989.

APPLICATION:

Applications must be postmarked by June 16, 1986. Completed applications must include a letter of application, a resume, and three recent letters of professional recommendations.

Anticipated starting date is September 2, 1986. Salary is commensurate with experience.

Applications should be sent to: Professor James D. Eng, Chairperson, Search Committee for Director of Affirmative Action, c/o The Office of the President, Dwight Hall, Framingham State College, Framingham, MA 01701.

Framingham State College is an Equal Opportunity/Affirmative Action Employer. Minorities, women and physically challenged persons are particularly encouraged to apply.

Coordinator Of Minority Programs College of Science The Pennsylvania State University

The College of Science at The Pennsylvania State University at University Park seeks a Coordinator of minority programs who will be responsible for the development, coordination, and implementation of programs and policies affecting the recruitment and retention of minority students in the College. The Coordinator will work with individuals and agencies inside and outside the University and will assist College administrative officers in furtherance of these efforts. The position is Fixed Term (funded on an annual basis, through June 30, 1987, with strong probability for renewal) and reports to the Associate Dean for Resident Instruction.

Requires a Bachelor's degree in mathematics, the sciences, counseling, or related field, plus 2-4 years of effective experience working with minority or other special student populations in mathematics or science in a large university setting, or a Master's degree in a related field plus 1-2 years of effective experience. A Master's degree is preferred.

Application deadline is May 31, 1986 or until position is filled.

Send letters of application, complete resume and salary requirements to:

Employment Division Dept. A-47

248 Calder Way, Room 304
University Park, PA 16802-4729

An equal opportunity/
affirmative action employer

DEAN OF GENERAL EDUCATION

Milwaukee Area Technical College is the largest two-year vocational, technical, and adult education institution in the United States. Designed as a multi-campus urban district, MATC has a comprehensive campus in beautiful downtown Milwaukee and three smaller campuses serving approximately 75,000 students annually, with an annual operating budget of \$100 million, and employing 1,400 full-time staff.

MATC has an opening for Dean of General Education. This position reports to the Executive Dean and is responsible for the overall planning, direction and implementation of educational programs and activities of the General Education Division. This division, comprised of 10 managers, 178 faculty and 16 staff members, offers three occupational programs (Police Science, Occupational Music and Chemical Technology) in addition to a wide variety of other educational programs and services.

Successful candidates will have a Master's Degree (Doctorate is preferred) in a related area; 5 years of related work experience, two of which must have been in an administrative capacity and two in a teaching capacity. Must also have ability in the areas of: adult education, budgeting, curriculum development and administrative leadership. Salary range is \$42,550 to \$55,300; with the normal hiring range of \$42,500 to \$48,900. An excellent benefit package is included. To be considered, call: (414) 278-6576 for a job description and application form, which must be completed and returned by June 9, 1986.

Milwaukee Area Technical College
An Equal Opportunity/
Affirmative Action Employer

AFFIRMATIVE ACTION OFFICER (Bilingual in Spanish and English). The Administrative Office of the Courts of the State of New Jersey is seeking a qualified individual to assist in the development of policy, guidelines and procedures for the implementation of programs concerning equal employment opportunity and affirmative action practices for the Judiciary. Provides services to the general and Spanish speaking population. Visits colleges and other facilities in NJ and other states to recruit job applicants. Salary range is 29K-49K. Requires a Bachelor's degree and 4 years of technical experience in the planning, implementation, investigation and/or monitoring of affirmative action programs and/or programs designed to further the training and employment opportunities of protected class members. One year of which must have been in charge of an EEO/AA program in at least a medium sized public or private organization. Applicants must be able to read, write, speak and understand Spanish and English languages to perform the duties of the position. Applicants who do not possess the required education may substitute experience as indicated on a year for year basis. A Master's degree in public administration, personnel administration or related field may be substituted for 1 year of experience. A Law degree may be substituted for 2 years of experience. Send resumes by June 30, 1986 to: **Richard Sotak (AA), Judiciary Personnel Office, Richard J. Hughes Justice Complex, CN-037, Trenton, NJ 08625. The Judiciary of New Jersey is an Equal Opportunity/Affirmative Action Employer.**

ASSISTANT PERSONNEL DIRECTOR COMPENSATION AND BENEFITS

Arizona State University seeks an Assistant Director of Compensation and Benefits for a key administrative position in the Personnel Department. Arizona State University, located in metropolitan Phoenix, has an enrollment over 40,000 and employs more than 6,000 faculty and staff.

The Assistant Director of Compensation and Benefits administers compensation, classification and benefit plans for Arizona State University as part of a three university system. Primary duties consist of the management of classification and compensation programs for administrators and staff and the management of benefit plans for all employees including group health, life and disability plans, tuition waivers and retirement plans.

Requires Bachelor's degree in Personnel or related field and four years of professional human resource administration experience specializing in compensation and benefits. Supervisory experience in a large public or private organization preferred. Applicants must possess a thorough knowledge of current classification and compensation theories and laws; experience in developing salary plans for non-exempt and contract staff and experience in administering benefit programs. We are seeking a creative and articulate candidate who can work effectively with the administrative, academic and support personnel. Salary: \$35,000-\$40,000 DOE.

Please send letter of application, resume, names, addresses and telephone numbers of three references and salary history to: **Personnel Department, Academic Service Building, Arizona State University, Tempe, AZ 85287.** Position closes June 30, 1986.

AN EQUAL OPPORTUNITY/ AFFIRMATIVE ACTION EMPLOYER

POLITICAL SCIENCE: Tenure-track position at small state university, effective September. Required: doctorate in American Government and/or Constitutional Law, ability to teach variety of political science courses. Desired: college teaching experience, ability to teach American history survey. Minority applications encouraged. Send letter, vitae, transcripts, and at least 3 current recommendations by May 26 to: **Dean James Pate, Westminster University, Livingston, AL 35470. Equal Opportunity Employer.**

LANSING COMMUNITY COLLEGE HANDICAP, MINORITY & FEMALE FACULTY AND ADMINISTRATIVE EMPLOYMENT BANK

Lansing Community College invites any handicapped, female, or minority persons who are interested in becoming candidates for faculty and administrative positions to submit application materials to: **ATTN: David Davidson, Personnel Department, 534 N. Capitol Ave., P.O. Box 40010, Lansing, MI 48901-7210.** The purpose of this request is to develop an extensive file of handicapped, minority and female individuals seeking academic employment.

Lansing Community College, with its urban setting in downtown Lansing, is the third largest community college in Michigan. Over 22,000 students are enrolled at LCC in more than 300 certificate and degree programs which include career preparation and transfer programs in business, liberal arts and sciences, health careers, and technology. LCC is known and respected nationwide for its academic excellence, technological capabilities, and comprehensive programs.

LCC is an EOE/AA Employer

WOMEN AND MINORITY VITA BANK

The University of Tennessee at Chattanooga seeks to increase the representation of women and minority candidates in the applicant pool for faculty and administrative positions. Accordingly, a women and minority vita bank is being established to assist Search Committees in fulfilling the institution's commitment as an *Affirmative Action/Equal Opportunity Employer*. Interested persons should send vitae to:

**Dr. Barbara Wofford
Director of Affirmative Action
101 Founders Hall
The University of Tennessee at Chattanooga
Chattanooga, TN 37403**

NORTHEASTERN UNIVERSITY SCHOOL OF LAW, Boston, seeks an Assistant/Associate Director of Admissions to recruit, counsel, and participate in evaluation and selection of applicants for outstanding Cooperative Education Law School. Primary responsibility includes coordinating minority recruitment program. To qualify you will need a Bachelor's degree, Master's preferred. Previous directly related professional experience, preferably in law/graduate school required. Must be willing and able to travel nationally. Salary negotiable based on qualifications/experience. Please send resumes to: **Director of Admissions, Northeastern University School of Law, 400 Huntington Avenue, Boston, MA 02115. Minorities encouraged to apply. Northeastern is an Equal Opportunity/Affirmative Action, Title IX University.**

SPANISH INSTRUCTOR

Salary: \$22,342-\$36,524 for 10 months with master's degree, plus liberal fringe benefits.

Requirements: Master's degree in Spanish, native or near native fluency in Spanish and English. Ability to teach second language preference. Experience teaching Spanish at high school or college level.

Employment date: Sept. 1986.

Send letter of application, resume, official copies of college transcripts, language proficiency report, three letters of recommendation and separate statement of your philosophy of foreign language instruction no later than May 30, 1986 to:

**John E. Pinter
Division of English
HENRY FORD COMMUNITY COLLEGE
5101 Evergreen
Dearborn, MI 48128**

AA/EOE

TEXAS TECH UNIVERSITY DEAN OF ARTS AND SCIENCES

Texas Tech University invites applications and nominations for the position of Dean of the College of Arts and Sciences. Texas Tech is one of the four major comprehensive universities in Texas and has an enrollment of more than 23,000 students. The university is located in Lubbock, a city of about 200,000 that is known for its pleasant climate and hospitality. The College of Arts and Sciences has approximately 8,500 student majors, offers a broad spectrum of degree programs through the doctorate and courses in the arts, humanities, mathematics and social, behavioral, and natural sciences, and serves the undergraduate programs of other colleges in the university. The College of Arts and Sciences has a large number of special and interdepartmental programs. Full-time faculty equivalents number 640.

The Dean is expected to provide leadership of the College of Arts and Sciences in its quest for excellence in teaching, research, and service. The Dean is responsible for developing and maintaining a climate conducive to learning and active degree programs in which faculty and students develop their creative and intellectual capabilities. Specific responsibilities include undergraduate and graduate program development, maintenance of high academic standards, program review and evaluation, budgetary management and control, academic planning, recruitment of outstanding faculty, faculty and staff development, recruitment of students, awareness of the needs of non-traditional students, research support, fund raising and resource allocation.

Responsible to the Vice President for Academic Affairs and Research, the Dean serves as spokesperson for the College to the university and external academic communities, to professional organizations and agencies at state, regional, and national levels, and to the general community.

Qualifications include: 1) an earned doctorate and qualifications for the rank of professor in one of the Arts and Sciences disciplines, 2) appropriate administrative experience leading to the Dean's level of responsibility, 3) a notable record of achievement in teaching and scholarly/creative achievement, 4) demonstrated support for the acquisition of external funding, 5) ability to work effectively with faculty, students, and other administrators, and 6) evidence of leadership in professional activities and public service.

Position to be filled by January 1, 1987; salary commensurate with qualifications. Nominations, or letter of application with resume and names of at least four references, should be sent to: **Dean W. Frank Newton, Chair, Dean of Arts and Sciences Search Committee, Texas Tech University, School of Law, Lubbock, TX 79409; telephone (806) 742-3793.** Deadline for receipt of application materials is **September 1, 1986.**

TEXAS TECH UNIVERSITY
IS AN EQUAL OPPORTUNITY/
AFFIRMATIVE ACTION EMPLOYER

TEACHING POSITIONS, Instructor positions in ENGLISH. One year, non-tenurable, M.A. in English required, not the Doctorate. 9 months salary, \$15,500, August 25, 1986. Contact: **J. Lasley Dameron, Interim Chairman, Dept. of English, Memphis State University, Memphis, TN 38152.** Deadline July 1, 1986. AA/EOE.

DIRECTOR OF HIGHER EDUCATION OPPORTUNITY PROGRAM: Responsibilities include: Supervising program recruitment, application and activities and monitoring academic progress of Program students; developing and completing required proposals and reports; and coordinating all support staff activities. Master's Degree in Educational Administration, Counseling, or a related field required. Experience in special programs for under-prepared and/or minority students desired. Submit letter of application and resume before May 1, 1986 to: **Dr. J. Reynolds, Dean of Student Affairs, SIENA COLLEGE, Loudonville, NY 12211. AA/EOE**

FLORIDA ATLANTIC UNIVERSITY
*A Four-year and Graduate Institution
of the State University System
of Florida*

Seeks applications for the new position of **DIRECTOR OF UNDERGRADUATE STUDIES**. The Director will be responsible for coordinating the administration of undergraduate curricula and degree programs, the freshman scholarship program, and academic advisement and orientation. The Director will also be responsible for articulation with the Florida Community College System as well as the area secondary schools and will have some involvement with student recruitment programs. The position may include a tenure-track departmental appointment. The Director reports to the Associate Vice President for Academic Affairs. The 12 month salary minimum is \$35,000. Requirements include Ph.D. or equivalent in an academic discipline (field open), at least five years of combined experience in university teaching and administration, and record of publication.

The deadline for application is June 12, 1986. Submit letter of application and full curriculum vitae (2 copies) to: Dr. Ronald R. Schultz, Chair of Undergraduate Studies Search Committee, Department of Geography, Florida Atlantic University, Boca Raton, FL 33431. An Affirmative Action/Equal Opportunity Institution.

**UNIVERSITY OF MINNESOTA
COLLEGE OF EDUCATION**

The College of Education at the University of Minnesota is seeking people to become part of a pool of potential faculty members who may be hired in areas of need in instructional units of the College. These areas will be in agricultural education, business and marketing education, home economics education and industrial education, all in the Department of Vocational and Technical Education. Potential faculty would be hired in ranks consistent with their level of experience in teaching, research and service in the appropriate field. A doctorate is required and salary is competitive and commensurate with experience. Members of minority groups are particularly encouraged to apply. Applications will be accepted into the pool during the 1985-86 academic year. Call (612) 373-9880 to request a complete job description or, send a letter of interest and current vitae to: Ruth A. Robinson, University of Minnesota, College of Education, 104 Burton Hall, 178 Pillsbury Dr. S.E., Minneapolis, MN 55455. *The University of Minnesota is an Equal Opportunity Employer and Educator and specifically invites and encourages applications from women and minorities.*

**STUDENT DEVELOPMENT
PROGRAM COORDINATOR**

The University of Akron, Department of Student Development, is seeking a Program Coordinator, beginning July 1, 1986. Coordinator will be responsible for the activities and advisement of the University Program Board and other student organizations. Bachelor's degree required with one to three years of activities advisement experience. Application deadline May 30, 1986. Send cover letter, resume, and the letters of reference to: Mary Beth Golemo, Director of Student Development, Box A, The University of Akron, Akron, OH 44325. (216) 375-7021. *The University of Akron is an Equal Education and Employment Institution.*

**DIRECTOR OF POLICY
AND PROGRAM PLANNING**

Nominations and applications are invited for the position of Director of the Division of Policy and Program Planning of the Minnesota Higher Education Coordinating Board. The Board's jurisdiction includes public and private post-secondary education institutions in the state.

The position requires an understanding of the issues facing post-secondary education now and in the future, an understanding of state government, the ability to represent the agency with the Minnesota higher education planning community, and the ability to manage the following kinds of activities:

- Academic planning and program review;
- Development of quality indicators and the assessment of quality;
- Analysis of the impact of fiscal policy through models or simulations;
- Analysis of the impact of enrollment policy.

The director of the Division of Policy and Program Planning fills a key position on the agency's management team. The director is responsible for many projects simultaneously and for completing them on schedule. He or she must be able to critically evaluate the analyses and reports developed by the division's 10 full-time professional staff members and three part-time professional staff members, and must work well with data processing staff.

Candidates must include an advanced degree and three years experience in administration and planning.

Salary: \$39,260-\$54,960 plus benefits. Submit letter of application or nomination with current resume by June 1, 1986 to:

**Executive Director
Minnesota Higher Education
Coordinating Board
400 Capitol Square Bldg., 550 Cedar Street
St. Paul, MN 55101**

**AN AFFIRMATIVE ACTION/
EQUAL OPPORTUNITY EMPLOYER**

**ASTRONOMICAL
WRITER/PRODUCER**

The American Museum of Natural History-Hayden Planetarium is seeking a writer/producer whose duties will include assisting in the writing and producing of program scripts coordinated with music, visuals and special effects and in the preparation of astronomically related press releases. Will also be involved in the production of school, public and special programs; answering public inquiries on astronomical matters; helping coordinate the Planetarium's annual program of continuing education courses for adults and the young and giving live school programs as part of the Planetarium's regular offerings.

Candidates must have a bachelor's degree in Astronomy; be able to communicate astronomical information to the lay public and have related planetarium experience. The Museum/Planetarium offers excellent benefits. For consideration, resumes must be submitted along with salary requirements to: Mr. Lee Vilenky, Personnel Department, The American Museum of Natural History, Central Park West at 79th Street, New York, NY 10024. An Equal Opportunity Employer.

ELEMENTARY EDUCATION: Assistant Professor. Tenure track position beginning August 16, 1986. Requires an earned doctorate and a minimum of five years of elementary school teaching in public schools. Responsibilities include teaching elementary methods courses especially language arts and math, coordinating elementary laboratory experiences and supervising student teaching, advising and research. Salary dependent upon qualifications. Submit vitae, transcripts and letters of reference by June 1, 1986 to: Dr. Herbert Haffner, Search Committee Chair, School of Education and Human Services, University of Detroit, 4001 W. McNichols, Detroit, MI 48221. *An Affirmative Action/Equal Opportunity Employer.*

**UNIVERSITY OF SOUTH ALABAMA
DIRECTOR - THE UNIVERSITY
OF SOUTH ALABAMA
BROOKLYN CENTER**

Applications are invited for the position as Director of the University of South Alabama Brooklyn Center. The Director is responsible for the administration of the Brooklyn Center, a 327 acre campus on Mobile Bay. The primary mission of the Brooklyn Center is to provide a complete conference center environment for approximately 35,000 adults per year. The Brooklyn Center provides complete lodging, classroom, and food service for its clients. It also includes an 18-hole golf course. The Director is responsible for the development and control of an approximately two million dollar budget. A faculty appointment is possible.

Qualifications: Master's degree required, doctoral preferred, with a minimum of five years experience in continuing and adult education. Salary is open and dependent on qualifications.

Letter of application, resume, and three references should be submitted to:

**Search Committee
Office of the Dean of Continuing Education
and Special Program
Administration Building 280
University of South Alabama
Mobile, AL 36688**

Deadline, June 15, 1986.

The University of South Alabama is an Equal Opportunity/Affirmative Action Employer.

**TREASURER
CONNECTICUT COLLEGE
New London, Connecticut**

Connecticut College, a coeducational liberal arts college, with an enrollment of 1900 students and an operating budget of \$30,000,000, seeks a treasurer who will be the chief financial and business officer of the college.

In addition to usual treasury and control experience, applicants should be competent in general administration, strategic planning, internal auditing, and the use of management information systems. Experience should also include monitoring the work of an investment manager, familiarity with college and university budgeting procedures and fund accounting, and external relations with financial institutions.

The Treasurer reports to the President and is a member of the President's Senior Staff.

A minimum of 15 years general financial experience is required.

Compensation will be dependent on experience and will be competitive with that of college chief financial officers. Retirement and other benefits are provided. Please send a letter stating interest in the position, with a resume by May 28 to the Office of the President, Connecticut College, 270 Mohegan Avenue, New London, CT 06320.

An Equal Opportunity Employer

SECONDARY EDUCATION: Assistant Professor. Tenure track position beginning August 16, 1986. Requires an earned doctorate and a minimum of five years of secondary school teaching in public schools, administrative experience desirable but not essential. Responsibilities include both administration and teaching in the secondary teacher education program including coordinating laboratory experiences and supervising student teaching, advising and research. Salary dependent upon qualifications. Submit vitae, transcripts and letters of reference by June 1, 1986 to: Dr. Herbert Haffner, Search Committee Chair, School of Education and Human Services, University of Detroit, 4001 W. McNichols, Detroit, MI 48221. *An Affirmative Action/Equal Opportunity Employer.*

ASSISTANT DIRECTOR
Operations Related Instruction Division

Salary: Commensurate with education and experience for 48-week administrative contract, plus liberal fringe benefits.

Requirements: Master's degree in industrial or vocational education, higher education administration, instructional technology or related field. Two years experience in industrial skilled trade or related technical occupation. Two years experience with computerized instruction. Successful teaching and/or administrative experience and knowledge of computer systems at higher education or corporate training levels preferred.

Employment date: August 1, 1986.
Send letter of application, resume and official copies of college transcripts no later than June 16, 1986 to:

Edward Allard, Director
Trade and Apprentice Instruction
Related Instruction Division

HENRY FORD COMMUNITY COLLEGE
5101 Evergreen
Dearborn, MI 48128

AA/EEO

HIGHER EDUCATION POLICY

The Department of Educational Administration and Policy Studies at the University of Pittsburgh is seeking a faculty member for a one-year, non-tenure stream appointment in the area of higher education administration and policy. An earned doctorate in higher education, economics, public administration, sociology, or a related field is required.

Applications and nominations, accompanied by a current vitae and a description of qualifications for the position, should be sent to:

Search Committee
University of Pittsburgh
School of Education
5701 Forbes Quadrangle
Pittsburgh, PA 15260

The closing date for the position is May 30. The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer.

ACADEMIC COORDINATOR: to serve as Director of the American Indian Graduate Program, a recruitment/retention program for American Indian graduate students. The successful candidate will have an MPH degree, 3 or more years of administrative experience in health or human service organizations, and familiarity with American Indian health programs and organizations. Salary range begins at \$28,548. Send c.v., letters of reference, and a statement indicating how you match the specifications for the position by July 1, 1986 to: Chair, AIGP Search Committee, 19 Earl Warren Hall, School of Public Health, University of California, Berkeley, CA 94720. The University of California is an Equal Opportunity/Affirmative Action Employer.

NEBRASKA: EDUCATION COORDINATOR AND INSTRUCTOR, Assistant Program Director, Division of Medical Technology, School of Allied Health Professions. A tenure-track faculty position. Applicant must be a certified medical technologist with experience in medical technology education, clinical laboratory service and research. An advanced degree and demonstrated supervisory skills are required. Send curriculum vitae to: Phyllis Muellenberg, Director, Division of Medical Technology, University of Nebraska Medical Center, 42nd and Dewey, Omaha, NE 68105.

An Equal Opportunity Employer

COORDINATOR/ASSIST. TO DIRECTOR SPECIAL SERVICES. Bachelor's (Master's preferred) in education, counseling or teaching field. 2 yrs. experience administrative experience, ability to write, PR skills. Federally funded. Start Sept. 1. Application deadline June 15, 1986. Send resume, three letters of reference, transcript to: Personnel Dept., University of North Carolina at Monticello, AL 35115. The University of Monticello is an AA/EEO.

DIRECTOR OF INSTRUCTIONAL MEDIA SERVICES

Loyola University of Chicago invites nominations and applications for a position which has as its primary responsibility leadership of the university's production and use of media for instructional purposes. In meeting that responsibility the individual selected will administer a full-time staff of 10 that includes specialists in instructional design, and in graphics, photographic and video production. The primary mission of the recently organized unit is to serve the instructional needs of Loyola students and faculty for media design and production.

The director will be expected to work actively with faculty and staff professionals in the field of instructional media, with the application of satellite and cable television as educational delivery systems.

The position reports to the Office of the Senior Vice President and Dean of Faculties. Candidates should have significant experience in educational media technologies, as well as the skill and experience to administer effectively the budget, personnel and programs of a service unit in a large university. They should also possess the ability to function as a liaison role with faculty. An appropriate doctorate is preferred.

The salary is competitive and dependent upon qualifications of the individual selected.

Applications and nominations should be sent by June 6 to the following address:

Dr. Ralph L. Pearson
Dean, University College
Loyola University of Chicago
820 North Michigan Avenue
Chicago, IL 60611

Loyola University of Chicago is an Affirmative Action/Equal Opportunity Employer.

EAST TENNESSEE STATE UNIVERSITY
INSTRUCTORS/
ASSISTANT PROFESSORS

Division of Developmental Studies seeks applications from persons qualified to teach Developmental Studies courses in Mathematics (1 position), Reading (2 positions), Study Skills (1 position). Appointments are full-time track positions. Master's Degree and appropriate training and experience are required. Prior college teaching experience in remedial/developmental courses highly desirable. Appointment will be at the Instructor or Assistant Professor level. Salary will be commensurate with qualifications and experience. The letter of application and vitae should be sent to: Dr. Emmett Essin, Interim Director, Division of Developmental Studies, c/o Personnel Office, Box 24070A, ETSU, Johnson City, TN 37614. Review of applications will begin May 15, 1986, and will continue to be accepted until positions are filled. ETSU is an Affirmative Action/Equal Opportunity Employer.

DIRECTOR OF PHYSICAL PLANT AND PLANNING

Florida Atlantic University is seeking applicants for the position of Director of Physical Plant. The director reports to the Vice President, Administrative Affairs, and is responsible for the administration, supervision, planning, operation and maintenance of physical plant activities of a medium sized multi-campus state university. Candidates must have a bachelor's degree in engineering or appropriate field and at least six years of applicable management experience. Preference will be given to applicants with progressively responsible experience in supervising physical plant and planning activities in a university setting. Salary negotiable in the 40's depending on experience. Deadline for applications is June 26, 1986. Send resume to: Director of Personnel, Room 138, Administration Building, Florida Atlantic University, Box N.W. 20th St., Boca Raton, FL 33431. An Equal Opportunity/Affirmative Action Employer.

MASS COMMUNICATION/
SPEECH INSTRUCTOR

Salary: \$22,342-\$36,524 for 10 months with Master's degree, plus liberal fringe benefits.

Requirements: Master's degree in mass communication, with emphasis in radio and television production. Successful college level teaching experience. Radio and television production and management work in broadcast or college. Broadcast journalism skills desirable.

Employment date: September 1986.

Send letter of application, resume, official copies of college transcripts, letters of recommendation, statement of philosophy of mass communication instruction and other demonstrations of teaching competencies no later than June 6, 1986 to:

Dr. Aileen Sundstrom
Performing Arts Department
HENRY FORD COMMUNITY COLLEGE

5101 Evergreen
Dearborn, MI 48128

AA/EEO

MEDIA COMMUNICATION. Tenure track faculty position, beginning August, 1986. Ph.D. plus five years academic/professional experience or Master's plus additional experience. Dynamic professor with leadership qualities will develop growth potential of the program and build relationship with local media and community. Must be able to teach in one or more areas in media including media management, theory and aesthetics, television production and journalism. Program desires to develop graduate level media management science. Salary: \$35,000-\$45,000.

Governors State University is located in a suburban area 35 miles south of the Chicago Loop. By May 30, 1986 candidates should send resume, letter of application, and three letters of reference to: Temple Gilbert, Search Committee, College of Arts and Sciences, Division of Communication, Governors State University, University Park, IL 60466. An EEO/AA Employer.

HEALTH & PHYSICAL EDUCATION
INSTRUCTOR

Salary: \$22,342-\$36,524 for 10 months with master's degree, plus liberal fringe benefits.

Requirements: Master's degree in physical education with emphasis in Olympic history and psychology/sociology of sports and course work in sports officiating, theory of basketball and team sports. Successful classroom teaching experience in above named areas and activity teaching experience in basketball, volleyball, softball and soccer. Must have expertise necessary to develop Sports Management program.

Employment date: Sept. 1986.

Send letter of application, resume, official copies of college transcripts, three letters of recommendation and other demonstrations of teaching competencies no later than June 27, 1986 to:

Search Committee
Health & Physical Education Department
HENRY FORD COMMUNITY COLLEGE

5101 Evergreen
Dearborn, MI 48128

AA/EEO

PHYSICAL EDUCATION: Tenure-track teaching position at small state university, effective September. Required: doctorate in physical education, secondary teaching experience. Desirable: college teaching experience, academic administrative experience. Appointee will be one of two candidates for position as Division Chairperson in Health, Physical Education, and Recreation. Minority applications encouraged. Send letter, vitae, transcripts, at least three current letters of recommendation to: Dean James Patrenos, Livingston University, Livingston, AL 35470. Equal Opportunity Employer.

**ASST. DIRECTOR OF ATHLETICS
FLORIDA ATLANTIC UNIVERSITY**

Description: Florida Atlantic University invites nominations and applications for the position of Assistant Director of Athletics. Florida Atlantic is a member of the State University System of Florida, Division II of the NCAA, and sponsors 12 intercollegiate sports. **Responsibilities:** The Assistant Director will assume day-to-day management responsibilities for the department in both men's and women's programming with special emphasis in financial and budgetary matters; communication skills are vital and the successful candidate must have a thorough understanding of NCAA rules. **Qualifications:** BA, MA preferred and at least 3 years of administrative experience preferably at the college level. **Salary range:** \$25,000-\$30,000 - 12 month contract. **Application deadline:** June 2, 1986. **Starting date:** August 1, 1986. Letter of nomination or application along with a resume and a list of 3 references to be sent to: Jack Mehl, Director of Athletics, Florida Atlantic University, P.O. Box 3091, Boca Raton, FL 33431. *Affirmative Action/Equal Opportunity Employer.*

WOMEN'S VOLLEYBALL/SOFTBALL: Head coaching position at small state university. Also, some teaching in one or more areas of HPER. Required: master's degree in or related field, experience as coach and player in volleyball and softball. Desirable: college coaching and recruiting experience. Minority applications encouraged. Send letter, vitae, transcripts, at least three current recommendations by May 26 to: James Pate, Athletic Director, Livingston University, Livingston, AL 35470. *Equal Opportunity Employer.*

INSTRUCTOR OF TECHNOLOGIES

Responsibilities include teaching drafting, machine tool, technical welding and precision inspection. Bachelor's degree required. Master's preferred. Two years work experience in related areas; teaching experience desired. Applications must be postmarked by June 1, 1986 and include 1) letter of application, 2) comprehensive vitae, 3) names of three references, and 4) college transcripts. Send to: Jean K. Christensen, Director of Human Resources, Lake Michigan College, 2755 E. Napier Avenue, Benton Harbor, MI 49022. *Lake Michigan College is an Equal Opportunity/Affirmative Action Educational Institution and Employer.*

**EAST TENNESSEE STATE UNIVERSITY
TECHNOLOGY POSITIONS**

The Department of Technology at East Tennessee State University invites applications for two positions. Position 1 is for one year temporary appointment to teach general electronics courses, an electronic fabrication course and an electronic communications course. Required qualifications include an appropriate advanced degree and significant related experience. A minimum of two years of teaching experience at the college level is required. Position 2 is a tenure track position in the construction technology program. Required qualifications include an advanced degree in civil or construction engineering (Doctorate preferred), at least two years of college level teaching and a record of scholarly activity. Both positions require interpersonal skills and an ability to communicate effectively in English. A strong commitment to undergraduate teaching, advising students and participation in faculty committee assignments are also expected. Positions begin August 1, 1986. Send letter of application and resume along with name, address, position and phone number of at least three professional references to: Chairperson, Department of Technology, Box 19060A, East Tennessee State University, Johnson City, TN 37614. Selection will begin June 1, 1986. *East Tennessee State University is an Affirmative Action/Equal Opportunity Employer/M/F.*

**ASSISTANT PROFESSOR
IN LANDSCAPE ARCHITECTURE**

The faculty of the Department of Landscape Architecture, University of California at Berkeley, invite applications for two tenure-track positions in landscape design, to be effective July 1, 1987.

The Department is committed to strengthening the field of landscape design to ensure that it is not only functionally and aesthetically sound, but is based upon a solid understanding of ecological processes and social responsibilities.

Applicants for these tenure track positions should have direct experience in form-giving, creative design. Design ability and potential as evidenced in design products, awards, publications, or other forms of recognition, are principal requisites for these posts. An advanced degree is required, and a professional degree in a design field is desirable. The candidate will be expected to participate in both undergraduate and graduate level teaching, and to pursue an area of scholarly research.

The Department is especially interested in the further development of the following sub-fields, in which expertise or interest would be desirable: microcomputer applications in design and graphics, ecological design, and communications in design (including photography and video).

Submit applications (including letter of interest, biographical statement and names and addresses of references) to: Robert H. Twiss, Chairman, Department of Landscape Architecture, University of California, Berkeley, CA 94720. Deadline for receipt is July 31, 1986.

University of California is an Equal Opportunity/Affirmative Action Employer.

**SUL ROLL STATE UNIVERSITY
ASSISTANT PROFESSOR**

Ph.D. in Agricultural/Business Economics or related area; interest in range management and animal production in a semi-arid climate; ability to teach agronomy courses desirable; prefer practical skill or experience in directing and applying relevant agricultural economy/business research and management technique at the community level; experience with microcomputer programming software application in business, finance, and management desirable. Fall, 1986 appointment; competitive entry level salary; excellent benefits; tenure track position. Teach, supervise, and advise undergraduate and graduate students in agricultural business and agricultural economics. Sul Ross State University is a fully accredited institution with an enrollment of approximately 2000, located in an arid west Texas in the scenic Davis Mountain region of the Chihuahuan desert. Review of applications will begin June 15, 1986. Send letter of application, resume, official transcripts and three letters of recommendation to: Personnel Office, Box C13, Alpine, TX 79832, (915) 837-8058. *Equal Opportunity/Affirmative Action Employer.*

BUSINESS STATISTICS: Assistant Professor, Tenure Track position starting September 1986 to teach business statistics, operations management and math to undergrad business majors. Ph.D. preferred. MBA required. Teaching and/or business experience desirable. Send resume to: Dr. James R. Nolan, Dept. Head, Quantitative Business Analysis, SIENA COLLEGE, Loudonville, NY 12211. *AAE/OE.*

AUTOMOTIVE TECHNOLOGY: Instructor. Salary range \$18,680 to \$25,700. Qualifications - Minimum of Associate Degree or equivalent in Automotive Technology or related field; six years related occupational experience. Supervisory/teaching experience and automotive machining background a plus. Application cut-off May 30, 1986. Send resume, letter of recommendation and transcripts to: Glenda Boswell, Danville Community College, 1008 South Main Street, Danville, VA 24541. *Equal Opportunity/Affirmative Action Employer.*

**Massachusetts Institute of Technology
DEPARTMENT OF ARCHITECTURE**

INSTRUCTOR/RESEARCH ASSOCIATE IN ISLAMIC ARCHITECTURE, responsible particularly for teaching and research on curriculum development in the field of Islamic Architecture in South and Southeast Asia; for planning and organization of international seminars; for the supervision of student research activities; will assist in teaching design studios and workshops in the "Design for Islamic Cultures" program in the School of Architecture and Planning. Up to 15% of time spent outside the United States.

Requirements: First professional degree in architecture (M. Arch or equivalent) and an advanced degree in architecture (Master of Science in Architecture or equivalent). At least one year of professional experience in architectural practice in South or Southeast Asia. Experience in research in that region and ability to develop case studies for teaching purposes. First hand knowledge of institutions and specialists involved in architectural research in South and Southeast Asia. Experience in organizing international professional seminars. Willingness to work and travel extensively internationally. Fluency in at least one of the languages of the region (e.g., Urdu, Hindi, Bahasa). Salary: \$8,800-\$29,400.

Send 2 copies of resume, cover letter and list of 3 references by July 1, 1986 to: Mr. Y.R. Isar, Director, Aga Khan Program, MIT 10-390, 77 Massachusetts Ave., Cambridge, MA 02139. *An Equal Opportunity Employer.*

**ELECTRICAL/ELECTRONICS
TECHNOLOGY INSTRUCTOR**

Instructor in Electrical or Electronics Technology prepared to teach courses in an Associate Degree Program. Position available September 16, 1986 for an initial appointment ending June 15, 1987. **Position Qualifications:** 1. Minimum requirements are a Bachelor's Degree in Electrical or Electronics Technology, Electrical Engineering, Engineering Technology or related field. 2. Related occupational experience is required. 3. Be prepared to teach courses in electronics, electricity, electrical machines, electronic controls, and other related courses. 4. Be prepared to provide technical assistance and participate in the recruitment of students, and to be involved in program development. 5. Faculty applicants must have previous training or a willingness to develop competencies necessary to design and implement college courses in a quality program. **Position Responsibilities:** The primary responsibility is teaching. Faculty loads are normally scheduled on an average load of 15 credit hours per quarter. Office hours, advising, and collateral duty assignments are maintained. Other college and program duties may be assigned. Teaching schedules normally include day and evening assignments and may include off-campus classes. **Position Rank/Salary:** Academic rank and salary are determined on the basis of experiential qualifications of the applicant. The cut-off date for applications is May 25, 1986. Letters of application, a completed application form, all official supporting transcripts and three recent letters of recommendation for this position should be submitted to: the Personnel Department, J. Sargeant Reynolds Community College, P.O. Box C-32040, Richmond, VA 23261-2040. *EOE*

ELECTROMECHANICAL INSTRUCTOR

Responsibilities include teaching hydraulics, pneumatics, electronics, technical mathematics, and technical physics. Bachelor's degree required, Master's preferred. Two years work experience in related areas; teaching experience desired. Applications must be postmarked by June 1, 1986 and include 1) letter of application, 2) comprehensive vitae, 3) names of three references, and 4) college transcripts. Send to: Jean K. Christensen, Director of Human Resources, Lake Michigan College 2755 E. Napier Avenue, Benton Harbor, MI 49022. *Lake Michigan College is an Equal Opportunity/Affirmative Action Educational Institution and Employer.*

COMPUTER TECHNOLOGY INSTRUCTOR/PROGRAM HEAD

Instructor in Computer Technology prepared to teach courses in installation, maintenance, and repair of computers and peripherals. Position available September 16, 1986 for an initial appointment ending June 15, 1987. Position Qualifications: 1. Minimum requirements are a Bachelor's Degree in Computer Technology, Electrical and/or Electronics Technology, Engineering Technology, or a related field. 2. Related occupational experience is required. 3. Be prepared to teach courses in electronics, machine and other languages; systems architecture; maintenance and trouble-shooting of computers and related hardware; and other courses related to computer technology and electronics technology. 4. Be prepared to provide leadership in academic advising, recruitment of students, and program development for an Associate of Applied Science Degree program in Computer Technology. 5. Faculty applicants must have previous training or a willingness to develop competencies necessary to design and to implement college courses in a quality program. Position Responsibilities: The primary responsibility is teaching. Faculty loads are normally scheduled on an average load of 15 credit hours per quarter. Office hours, advising, and collateral duty assignments are maintained. Program Head duties will be assigned as needed. Schedules normally include day and evening assignments and may include off-campus classes. Position Rank/Salary: Academic rank and salary are based upon academic and experiential qualifications of the applicant. The cut-off date for applications is May 25, 1986. Letters of application, a completed application form, all official supporting transcripts and three recent letters of recommendation for this position should be submitted to the: Personnel Department, J Sargeant Reynolds Community College, P.O. Box C-32040, Richmond, VA 23261-2040. EOE

GOVERNORS STATE UNIVERSITY COMPUTER SCIENCE FACULTY POSITIONS

Applications are invited for two 12-month Tenure-track positions in Computer Science which include one month paid vacation and one month professional development. Salaries are competitive. One position requires a Ph.D. in Computer Science or a related field. The other requires an M.S. in Computer Science although a Ph.D. is preferred and is required for eventual tenure.

Experience in software engineering and systems analysis and design is required for one of the positions, with additional experience or interest in artificial intelligence, operations research preferred. Teaching responsibilities include: software engineering, systems analysis and design, and if qualified, artificial intelligence, and/or operations research, as well as other undergraduate courses. Teaching responsibilities for the second position will depend on the experience of the individual chosen and on the needs of the existing curriculum. These individuals will also assist in developing an M.S. curriculum and are expected to engage in research in their areas of specialization in computer science.

Governors State University is located in a suburban area 35 miles south of the Chicago Loop. The University has an enrollment of 5300 upper-division and graduate students in the Colleges of Arts and Sciences, Business and Public Administration, Education, and Health Professions.

Please send resumes to:

Dr. Reino Hakala, Chairperson
Computer Science Search Committee
Governors State University

University Park, IL 60466-3199

Starting date: Fall 1986. Applications will be accepted until the positions are filled. Positions are contingent upon availability of funds. An AA/EEO university which invites applications from minorities and women.

ADMINISTRATIVE COMPUTER SYSTEMS PROJECT MANAGER

The University of Lowell is seeking a Manager for the in-house group which is implementing and maintaining Information Associates Software running on a VAX. This person should be an experienced leader and also willing to roll up his/her sleeves when necessary.

Experience requirements are a minimum B.S. or B.A. degree, project management/supervisory experience, three to five years in VMS project environment, three to five years programming with COBOL, DATATRIEVE, excellent communication skills, basic accounting knowledge, exposure to educational/academic administration, user interface/interested in working with users.

Interested candidates, please submit application and resume no later than May 29, 1986 to: Dr. Thomas Costello, Vice President, Technical Resources, University of Lowell, 1 University Avenue, Lowell, MA 01854 or call (617) 452-5000, ext. 2554.

The University of Lowell
is an Equal Opportunity/Affirmative Action
Title IX, 504 Employer

UNIVERSITY OF LOWELL

COMPUTER: PROGRAM COORDINATOR to be responsible for the development of a hardware/software environment including parallel computers, UNIX processors, ethernet network and networks to other research institutes. Qualifications: M.S. or Ph.D. in computer science or electrical engineering plus hardware/software, VAX and UNIX background. Salary up to \$40K depending on qualifications. Contact: Dr. Larry Davis, UMACS, University of Maryland/College Park, MD 20742. Deadline 5/31/86. AA/EOE.

ASST. PROF., tenure-track position in STAT avail. Sept, 1986. Duties include teaching and research with consulting opportunities. Resumes, 3 letters of recommendation (until position filled but no later than Aug. 1, 1986) to: Arvind K. Shah, Dept. of Math & Stat, Univ. of South Alabama, Mobile, AL 36688. AA/EOE

MATERIALS SCIENCE FACULTY POSITION

MICHIGAN STATE UNIVERSITY

The Department of Metallurgy, Mechanics and Materials Science at Michigan State University is seeking to fill a tenure-track faculty position at the assistant professor level in Materials Science/Engineering. The successful candidate must have an earned doctorate in Materials Science/Engineering or Physical Metallurgy. The candidate will be expected to carry out effective teaching at the undergraduate and graduate level of subjects such as phase transformation, x-ray and electron diffraction, thermodynamics of solids and related subjects. A very strong interest in research is vital for this position and the successful candidate will also have the opportunity to interact with the Composite Materials and Structures Center at Michigan State University. The closing date for applications is July 1, 1986. Send letter of application, resume and three references to: Professor G. Gottstein, Chairperson Search and Selection Committee, Department of Metallurgy, Mechanics and Materials Science, Michigan State University, East Lansing, MI 48824.

Michigan State University is an Affirmative Action/Equal Opportunity Employer.

ASSOCIATE PROFESSOR AND DIRECTOR OF BIOSTATISTICS

Ph.D. in Biostatistics with background in Public Health required to serve as Director of Biostatistics with the Division of Oncology, Department of Internal Medicine. Must be familiar with cancer research studies and have advanced training in statistics and computer programming utilizing MICRO, SPSS, BMPD, MIDAS and Tellgraf software. Duties include directing research studies involving biostatistical data analysis and the design and development of protocols. Send resume to: Code 172, P.O. Box 02188, Detroit, MI 48201. Wayne State University is an Equal Opportunity/Affirmative Action Employer.

COMPUTER, MATH & BUS. AD.

GROVE CITY COLLEGE seeks candidates for Sept. 1986 teaching vacancies in 3 departments. Computer position calls for teaching upper-level undergraduate students on VAX. Math includes calculus to upper-level courses. Bus. Ad. position needs expertise in accounting, management & marketing. Master's degree required. Ph.D. preferred, along with demonstrated excellence in teaching. GCC is independent, Christian college with top-rated students & ex. facilities. EOE. Send vitae to: Dr. Ronnie Veltri, Executive Suite, Grove City College, Grove City, PA 16127.

COMPUTER SCIENCE INSTRUCTOR PROGRAMMER - Nine month, tenure track position. Effective date - August 25, 1986. Salary: \$20,000-24,000, depending on education and experience. Bachelor's degree in computer science required, master's degree preferred. Will be required to provide 24 semester credit hours per academic year in undergraduate computer science courses and to write grants and programs. Reply to: Dr. Jimmy E. Smith, Division Chairman, New Mexico State University at Alamogordo, P.O. Box 477, Alamogordo, NM 88311-0477, (505) 437-6860. Deadline for application is June 15, 1986. Complete application consists of 1) letter of application; 2) detailed resume; 3) college transcripts; and 4) list of three appropriate references.

NMSU-A is an EEO/AA Employer

ASSISTANT PROFESSOR

Seeking Graphic Designer/Artist for tenure-track Assistant Professor position starting September, 1986. Requirements are MFA with graphic design/illustration preferred; university teaching experience with strong record of professional accomplishments; demonstrated teaching ability in illustration, visual design, ad design, typography, layout, lettering, drawing and possible familiarity with photography and computer art. Interested candidates, please send letter of application, transcripts for all degrees, three letters of reference, slide portfolio and/or reproduction of professional student work with SASE by May 20, 1986 to: Dr. Liana Cheney, Chairperson, Art Department, University of Lowell, Lowell, MA 01854.



The University of Lowell
is an Equal Opportunity/Affirmative Action
Title IX, 504 Employer

UNIVERSITY OF LOWELL

DIRECTOR OF ARTS SERVICES

Faculty of Fine and Performing Arts seeks person experienced in publicity, audience development, box office management, program planning, supervision and training of student interns, and maintaining liaison with regional arts organizations and professional artists. BA degree or higher, professional study or experience in Theatre or Music preferred. A Master's degree in Arts Administration would be advantageous. Salary \$19,000-\$21,000. Begin 9/1/86. Resume and references by 6/15/86 to: William Finn, Dean, Fine and Performing Arts, Box 10, SUNY College, New Paltz, NY 12561. EO/AA. Women and minorities are urged to apply.

CREATIVE ARTS: The Division of Creative Arts announces an opening in Art at the assistant professor or instructor level. MA or MFA degree with teaching experience at the college level preferred. Responsibilities include teaching sections of Art Appreciation (survey) and other courses chosen from ceramics, acrylic and oil painting, design, and other areas of special skills. Salary commensurate with qualifications. Effective August 18, 1986. Send letter of application, resume and copies of transcripts to: Personnel Director, WEST VIRGINIA INSTITUTE OF TECHNOLOGY, Montgomery, WV 25136.

AA/EOE

ART: Tenure-track position at small state university, effective September. Required: M.F.A. or doctorate; versatility in teaching, to include drawing, painting, ceramics, art history survey; elementary school experience. Desirable: college teaching experience. Minority applicants encouraged. Send letter, vitae, transcripts, and at least 3 current recommendations by May 26 to: Dean James Pate, Livingston University, Livingston, AL 35470. Equal Opportunity Employer.

SPEECH-LANG PATH: CFY position, supervision available, Scottish Rite Clinic for Childhood Language Disorders; serve as coordinator and provider of diagnostic and intervention services for residential and day clients in intensive speech and language program. Earned master's degree in speech-lang path; available September 1, 1986; \$12,000 for 9 months. Send letter of interest, vitae, three letters of recommendation and transcript to: Dr. Loretta G. Brown, Station 240, University of Montevallo, Montevallo, AL 35115.

AA/EOE

ANALYTICAL FACULTY POSITION

Position is to start in September, 1986 in Ph.D. granting department with active analytical group. Must develop strong research program and participate in undergraduate and graduate courses. Preference given to candidates with research interest and experience in atomic spectroscopy. Salary and rank commensurate with experience. Please send vitae, brief statement of research program, three letters of recommendation, and transcripts by June 1, 1986 to: Dr. Arthur C. Watterson, Department of Chemistry, University of Lowell, 1 University Avenue, Lowell, MA 01854. The University of Lowell is an Equal Opportunity/Affirmative Action, Title IX, 504 Employer.



UNIVERSITY OF LOWELL

ENGINEERING AND COMPUTER ENGINEERING DEPARTMENT, UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN anticipates possible tenure and tenure-track faculty appointments in several disciplines beginning June 30, 1986, or thereafter until December 16, 1986. Ph.D. required. Salary open, based on qualifications.

Responses to this announcement must be received by June 30, 1986. Interviews may take place prior to the application deadline of June 30, 1986. However, no final decision will be made until after June 30, 1986. All candidates judged as qualified for the position will be interviewed. Contact: T.N. Trick, Head, Electrical and Computer Engineering Department, 1406 W. Green Street, Urbana, IL 61801. Telephone: (217) 333-2301. Please cite Announcement Number EE1/85A when applying.

The University of Illinois
at Urbana-Champaign
Is an Affirmative Action/
Equal Opportunity Employer

NASHVILLE STATE TECHNICAL INSTITUTE (a two-year technical college) in Nashville, TN is seeking applicants for positions of Department Head and Assistant Professor in the Institute's Electrical Engineering Technology Department. The responsibilities for both positions involve teaching, course development, and student counseling. The Department Head position is administrative with reduced teaching loads whereas the Assistant Professor position involves primarily teaching with light administrative duties. Applicants for the Department Head position must possess a minimum of a Master's degree in either EE or EET and applicants for the Assistant Professor must possess at least a B.S. Degree in EE or EET. A strong background in the electrical power industry and a Professional Engineer's license is desired. Salary is commensurate with the applicant's qualifications and experience. Deadline for filing application is June 16, 1986. Mail resume to: Personnel, Nashville State Technical Institute, PO Box 90285, 120 White Bridge Road, Nashville, TN 37209.

Nashville Tech is an Equal Opportunity/
Affirmative Action Employer

THE DEPARTMENT OF MECHANICAL ENGINEERING at Michigan State University has tenure-track position open at the Assistant/Associate/Full Professor level in the area of Heat Transfer and Combustion. Specialization in heat transfer, combustion and turbulence and their interactions with a direction towards power producing systems is desired. Interactions with the transportation industry, especially the automotive industry, will be highly desirable. A Ph.D. degree or nearing completion of a program leading to a Ph.D. degree is required. Duties include teaching, development of a strong funded research program and other professional activities. Please reply with a resume and names, addresses, and telephone numbers of at least three references to: Dr. J.R. Lloyd, Chairperson, Department of Mechanical Engineering, Michigan State University, East Lansing, MI 48824-1226. Applications will be accepted until May 15, 1986 or until the position is filled. MSU is an Affirmative Action/Equal Opportunity Institution.

SPEECH AND HEARING SCIENTIST: Assistant Professor, full-time, 10-month tenure track position in a new research-instructional facility. Available September 1, 1986. Earned doctorate required, computing experience and application to clinical populations desirable. Responsibilities include: teach undergraduate and graduate courses, establish a productive laboratory, supervise student research and participate on departmental committees. Salary competitive and commensurate with qualifications and experience. To insure full consideration apply by May 15, 1986. Send a letter of application, vitae, transcripts, publication reprints, and names of three references to: Dr. Paul A. Cooke, Chair, Search Committee, Department of Audiology and Speech Sciences, Michigan State University, East Lansing, MI 48824-1212.

MSU IS AN AFFIRMATIVE ACTION/
EQUAL OPPORTUNITY INSTITUTION

SCOTTISH RITE CLINICAL FELLOWSHIP YEAR APPOINTEE IN SPEECH-LANGUAGE PATHOLOGY. Serve as Coordinator of Educational programs for clients enrolled in intensive speech and language intervention whether as residential or day students providing coordination of educational and therapeutic services 36 hours per week. Planning for the needs of clients enrolled in the Scottish Rite Clinic for childhood language disorders is the primary responsibility. Term of the contract will be for 9 mos., Sept. 1 through May. Application deadline: Until filled. Apply to: Dr. Loretta Brown, Station 240, University of Montevallo, Montevallo, AL 35115. The University of Montevallo is an Affirmative Action/Equal Opportunity Institution.

REFERENCE LIBRARIAN

The McGoogan Library of Medicine, University of Nebraska Medical Center, is seeking qualified applicants for a Reference Librarian position. Under the supervision of the Head of Reference, the person provides general reference assistance; including bibliographic instruction; answers ready reference queries; formulates and processes on-line bibliographic search requests using NLM, BRS, and Dialog; and is directly involved in the library's user education programs, which includes end-user training on BRS/Colleague and PaperChase. Special responsibilities include providing consumer reference assistance to Nebraska residents for subject requests referred through the Consumer Health Information Resource Services (CHIRS) Program, and actively participating in the development of the reference and CHIRS collections. The minimum qualification for this position is a MLS from an ALA-accredited library school. Highly desirable: 2 to 3 years professional library experience and/or training, coursework in medical librarianship, and experience with microcomputers and/or automated library systems. The library will be implementing an integrated library system in January 1987. This is a faculty specific term appointment leading to tenure with appropriate rank, privileges, responsibilities, and fringe benefits. Salary is negotiable from \$16,500, depending on experience. Deadline for applications: June 30, 1986. Interested individuals should send a resume and names of 3 references to: Phyllis Bellows, Administrative Assistant, McGoogan Library of Medicine, 42nd & Dewey Avenue, Omaha, NE 68105. *The University of Nebraska is an Equal Opportunity/Affirmative Action Employer.*

WAYNE STATE UNIVERSITY LIBRARIES PUBLIC SERVICES LIBRARIAN

SHIFFMAN MEDICAL LIBRARIAN

Description: Public Services Librarian to 1) coordinate database searching and library instruction, 2) prepare medical library newsletter, 3) supervise circulation operation, including participation in system-wide automated library system, and 4) manage reference collection development. Other duties include reference service (weekends on a rotational basis), library instruction, collection development and faculty liaison. A tenure track position based on standards of evaluation and quality of performance in professional assignments, creative or scholarly work, and contribution to the profession.

Qualifications and Desired Characteristics: Master's degree in an ALA-accredited library school is required. A minimum of two years professional experience in a health sciences library preferred. Experience in searching one or more of the standard database services, preferably BRS. Familiarity with OCLC searching preferred. Effective communication and interpersonal skills required. Evidence of scholarly, creative or professional contributions desired.

Other Information: The Shiffman Medical Library serves the School of Medicine, the College of Pharmacy and Allied Health Professions, as well as the information needs of the entire University community.

Liberal fringe benefits, dental and health plan options, TIAA/CREF, tuition support for family members, minimum salary of \$19,000-\$20,000, rank competitive and negotiable based on experience and qualifications.

Send applications and/or nominations to: James F. Williams, II, Associate Director of Libraries, 1340 University Library, Wayne State University, Detroit, MI 48202.

Position open immediately and will remain open until filled. Applications received by June 30, 1986 will give first consideration. *Wayne State University is an Affirmative Action/Equal Opportunity Employer.*

The University of Alabama Libraries RECORDS MANAGER POSITION

SEARCH EXTENDED. A Records Manager is sought to direct, coordinate, and monitor an active university-wide Records Management Program, established at The University of Alabama in 1978 for administrative, fiscal, legal, and historical records of the university. The Records Manager administers and coordinates the Program, works to promote and expand its services, and plans for its continuing records holding areas; analyzing responsibilities of the Records Manager include inventorying, appraising, and scheduling records; supervising record audits; arranging for transfer and storage of records; maintaining records holding areas; analyzing and describing records; and monitoring university-wide compliance with records management policies and procedures, as formulated by the Records Review Work Group. The Records Management Program is part of the Division of Special Collections and Programs of The University of Alabama Libraries. The Records Manager has Administrative/Professional status within the University Libraries and is not eligible for tenure.

QUALIFICATIONS: At least three years experience in records management work preferably at a college or university. Bachelor's degree, M.A. in American History, American Studies, or a closely related academic field, plus formal training in records management or archives required. Certified Records Manager preferred. Strong organizational skills, the ability to supervise staff and students, and the ability to interact effectively with administrators, faculty and staff required. **SALARY RANGE:** \$17,900 to \$24,500, depending on qualifications and experience. **FRINGE BENEFITS:** Vacation - 22 working days per year, sick leave, Blue Cross/Blue Shield Major Medical, Annuity Plans. Send letter of application, resume, and the names and addresses of three references by the application deadline, June 30, 1986 to: Dr. Douglas E. Jones, Interim Dean of Libraries, The University of Alabama, P.O. Box 5, University, AL 35486. **PROJECTED STARTING DATE:** September 1, 1986 (earlier starting date negotiable). For additional information contact Joyce H. Lamont, Curator, Special Collections and Programs, telephone (205) 348-5512.

THE UNIVERSITY OF ALABAMA
IS AN EQUAL OPPORTUNITY/
AFFIRMATIVE ACTION EMPLOYER

SUL ROSS STATE UNIVERSITY CATALOG LIBRARIAN

Master's degree from an ALA accredited program; one year professional cataloging experience; OCLC and Dewey classification experience preferred. September 1, 1986 appointment. Salary \$20,956 annually, excellent benefits. Plans and supervises work of three classified support staff; does original cataloging and classification using Dewey classification; classifies subject headings; revises filing; manages retroconversion project and assists in collection development. Sul Ross State University, located in the scenic Davis Mountain region of west Texas, has an enrollment of approximately 2000, offers associate, bachelors and masters degree programs.

Submit letter of application, resume and list of three references before June 30, 1986 to: Personnel Office, Box C13, Alpine, TX 79832, (915) 837-8058. *An Equal Opportunity/Affirmative Action Employer.*

LIBRARIAN I. Provides general reference services in a public library. Some night and weekend work required, and reference experience desired. Will supervise one library assistant and pages. Requires M.S. degree in library school. AA/EEOE. Salary: \$16,479 annually. Application must be received by 5:00 p.m. May 23, 1986, at: City of Chesapeake, Personnel Dept., P.O. Box 15225, Chesapeake, VA 23320.

I.D. WEEKS LIBRARY UNIVERSITY OF SOUTH DAKOTA

Coordinator, Computer-Assisted
Bibliographic Service
and Reference Librarian

DUTIES AND RESPONSIBILITIES: Serves as principal searcher for the library's Computer-Assisted Bibliographic Service (CABS); trains and provides consultation to two other searchers, administers contracts with search service vendors, publishes and promotes searching to the university community. As a Reference Librarian, the CABS Coordinator works assigned hours at the main reference desk, including evening and weekend rotation, gives lectures and tours for the bibliographic instruction program, and is assigned faculty liaison and collection development projects, depending on the individual's interests and subject expertise. Additional responsibilities include supervision of the interlibrary loan department, which is staffed by one paraprofessional plus student help.

MINIMUM QUALIFICATIONS: An ALA-accredited master's in library science plus extensive experience with BRS or DIALOG.

ADDITIONAL DESIRABLE QUALIFICATIONS:

1. Second master's degree in a subject field (will be required for promotion and tenure);
2. Knowledge of additional search services;
3. Knowledge of microcomputer applications including OCLC, DIALOG, and mainframe computing, and other types of library automation;
4. Administrative and supervisory experience plus ability to work well with the university community;
5. Experience or knowledge of reference and/or interlibrary loan services.

SALARY: \$18,000 minimum for a 12-month tenure-track appointment. Rank of Instructor or Assistant Professor.

APPLICATION PROCEDURE: Send resume and letter of application with names, addresses and telephone numbers of three references to:

Marcia Sprules
Director of Library Services
I.D. Weeks Library
University of South Dakota
414 East Clark Street
Vermillion, SD 57069-2390

APPLICATION DEADLINE: All applications postmarked on or before July 11, 1986, will be considered.

*Equal Opportunity/
Affirmative Action Employer*

LIBRARIAN I - Mobile Public Library, Mobile, Alabama. Beginning level position. Master's in Library Science from an ALA accredited graduate school required. Salary: \$15,564. Benefits: paid health and dental insurance for individual and dependents; sick leave; vacation; and other fringes. We are seeking out-going, motivated self-starters who wish to work in the public library setting. *MLL is an Affirmative Action/Equal Opportunity Employer committed to meeting affirmative action goals set for our system. We encourage qualified minority applicants.* An employment register will be established from which applicants will be selected for a one year period. Send resume and transcripts to: Personnel Officer, Mobile Public Library, 701 Government Street, Mobile, AL 36602.

LIBRARY DIRECTOR - Academic library, 250,000 vols., 80,000 docs., staff of 33. Significant experience administering academic library, online systems; ability to teach and participate in research programs. MLS and eligibility for security clearance required; naval experience and Ph.D. preferred. *EEOE.* Application to: Dean of Academics, Naval War College, Newport, RI 02841 by May 30.

LIBRARY: Social Sciences Reference Librarian. Western Kentucky University Libraries is seeking a librarian to begin August 16, 1986. Responsibilities include collection development, library instruction and online searching in history, government and law; reference service in the Law Library and at the general reference desk; library liaison with the History and Government departments and the Warren County Bar Association; and the supervision of the Law Library, including one full-time library assistant and student assistants. Share in weekend and evening reference duty. An ALA-accredited MLS and a minimum of one year of academic/research library reference experience required. Preferred qualifications include: a Master's degree in history or government; online searching experience or training; experience in bibliographic instruction; and law library experience or knowledge of legal sources. A faculty rank position. Salary commensurate with qualifications and experience. Please send by June 1 a letter of application, a resume and three letters of reference to: Library Search, Office of Academic Affairs, Western Kentucky University, Bowling Green, KY 42101. An Affirmative Action/Equal Opportunity Employer.

LIBRARIAN II: HEAD CATALOGING LIBRARIAN. Southwest Texas State University. Responsible for all activities relating to organizing, cataloging, classifying and processing all learning resources received by the University Library. Supervises five librarians, eleven support staff, and student workers. Reports to and reports on University Library. Qualifications: ALA-MLS; minimum of five years professional experience including monographs cataloging using OCLC; successful managerial and supervisory experience; thorough knowledge of LC Cataloging principles and procedures, and OCLC system operations; ability to plan highly complex operations, mobilize staff for effective action, and monitor success; demonstrated ability to work harmoniously with others. Salary: \$21,024 minimum for twelve months. Good fringe benefits, no state or local income taxes. SWTSU is located in San Marcos between Austin and San Antonio on I-35. Enrollment exceeds 19,000. To apply, send letter of application, resume, and the names of three references by June 13, 1986 to the: Personnel Office, Southwest Texas State University, San Marcos, TX 78666-4615. Posting No. 182.

AA/EOE

BEGINNING LIBRN. POSITIONS (LIBRN. II) The Mpls. Public Library will accept and hold on file, beginning immediately and through December 31, 1987, resumes, references, applications and transcripts for beginning librn. positions for 4 areas: reference, children's, branch, and cataloging. If an opening occurs in one of these areas, notice of the opening will be sent to those who have indicated interest in that area. Reqmt.: M.L.S. Sal. Range: \$23,400-\$33,306. Send resumes, indication of position or areas of interest, copies of transcripts and letters of reference to: Elizabeth Shover, Personnel Office, Mpls. Public Library, 300 Nicollet Mall, Mpls. MN 55401 (Tel: 612-372-6614). An Affirmative Action Employer.

HEAD OF CARDIOLOGY

The State University of New York at Buffalo is recruiting a Head of Cardiology at the Buffalo General Hospital, an 850-bed acute care teaching hospital with a large cardiology and cardiac surgery service. Responsible for the direction of clinical and academic cardiology programs at the BGH, and integration with cardiology programs at other major SUNYAB clinical facilities. Candidates should have appropriate clinical, academic and administrative background, demonstrated research experience, be Board Certified in Cardiology, and eligible for academic appointment.

Please respond to: Gerald Logue, M.D., Chairman of Cardiology Search Committee, 100 High Street, Buffalo, NY 14203.

Affirmative Action/
Equal Opportunity Employer

BIBLIOGRAPHIC INSTRUCTION/INFORMATION SERVICES LIBRARIAN (SEARCH REOPENED AND REVISED). Manage, develop, and evaluate the main library bibliographic instruction program in library/orientation activities. Other responsibilities include: reference, with evening assignment, reference collection development, and online searching. Accredited MLS and two years professional experience in an academic library with strong evidence of BI experience required. Salary \$17,500 - \$21,000 depending upon qualifications. No state or local income tax. 12-month tenure track appointment, faculty rank and status, benefits. Send application letter, resume, and names of three references by July 15, 1986 or until position is filled to: Personnel Office, East Tennessee State University, P.O. Box 24070A, Johnson City, TN 37614-0002. ETSU is an Affirmative Action/Equal Opportunity Employer.

LIBRARY DIRECTOR. City of Santa Ana, CA (Pop. 225,000) Salary \$4,109-\$5,805/month, D.O.G. Reports to Executive Director, City's Cultural, Recreation and Community Services Agency and serves as staff to Library Advisory Board. Responsible for day-to-day operations and short and long term planning for City's Library System. Requires Master of Library Science with Ph.D. preferred. Minimum eight years as head librarian or assistant librarian. Prefer multi cultural experience plus knowledge of budget and financial operations, planning, collection management, telecommunications and information resource systems. Send resumes to: Korn/Ferry International, Inc., and Clarke, 1800 Century Park East, Suite 900, Los Angeles, CA 90067.

An Equal Opportunity Employer

TENURE-TRACK FACULTY POSITION - ORGANIC CHEMISTRY: A tenure track faculty position in synthetic organic chemistry is available as of September 1986. This search will continue until the position is filled. Applicants must have an earned doctorate and postdoctoral experience is required. The appointment will presumably be at the assistant professorship level. Commitment to excellence in graduate and undergraduate teaching and in creative research is essential. Please submit a curriculum vitae, outlines of research plans, and have three letters of recommendation sent to the: Chair, Faculty Search Committee, Department of Chemistry, Northeastern University, Boston, MA 02115. Northeastern University is an Equal Opportunity/Affirmative Action, Title IX Employer and particularly welcomes applications from female and minority candidates.

UNIVERSITY OF FLORIDA - DEPARTMENT OF MEDICINE seeks an Instructor in Medicine with M.D. degree and 3-5 years postgraduate training in Cardiology. Extensive training in diagnosis and management of patients with complex arrhythmias is required. A major commitment of time will be allocated for working in Electrophysiology Laboratory. Recruiting deadline September 1, 1986; anticipated starting date September 1, 1986. Contact: C.R. Conti, M.D., Professor and Chief, Box J277, JHMHC, University of Florida, Gainesville, FL 32610. An Equal Opportunity/Affirmative Action Employer.

PATHOLOGY & MICROBIOLOGY

The University of Nebraska Medical Center is seeking a clinical chemist, assistant professor, with M.D., Ph.D. degrees and board certification in anatomic and clinical pathology with special interests in diagnosis of gastrointestinal diseases and demonstrated academic productivity by publications. Tenure track. C.V. to: David T. Purtilo, M.D., Professor & Chairman, Pathology and Microbiology, UNMC, 42nd & Dewey Ave., Omaha, NE 68105. An Equal Opportunity/Affirmative Action Employer.

CHEMISTRY FACULTY

Tenure-track position available Sept. 1986. Will teach instrumental analysis, general and physical chemistry. Ph.D. preferred. Send resume, names and addresses of three references by 5/30/86 to:

Dr. John G. Brewer
Armstrong State College
11935 Abercorn Street
Savannah, GA 31419-1997

AA/EOE

RESEARCH ASSOCIATE

Ph.D. required in Biochemistry, Chemistry or Physics. Experience in NMR spectroscopy required. Duties will include studying the dynamic response of tumor biology to chemotherapy and the role of tumor biology in therapy to aid in the clinical management of cancer. Send resume to: Code 180, P.O. Box 02188, Detroit, MI 48201. Wayne State University is an Equal Opportunity/Affirmative Action Employer.

ATHLETIC TRAINERS/ PHYSICAL THERAPIST

Northeastern University, Boston, has 2 openings for Athletic Trainers and 1 opening for an Athletic Trainer/Physical Therapist. As a member of the Sports Medicine and Rehabilitation Staff, you will assist in the daily management of injury referrals from the student Health Center and Orthopedic referral clinic. You'll work as Team Trainer for Women's/Men's intercollegiate teams as assigned and needed and supervise student athletic trainers. The Athletic Trainer/Physical Therapist will also work with patient referrals requiring knowledge of registered therapists.

To qualify for all positions you will need Certification by the National Athletic Trainers Association. The Athletic Trainers require B.S. in Physical Education, M.S. or M.Ed. with Athletic Training exposure during graduate school or equivalent experience. The Athletic Trainer/Physical Therapist require B.S. or M.S. in Physical Therapy and eligible for registration in MA.

Salary negotiable, includes outstanding benefit package. Send resume to: Mr. John Baynes, Lane Health Center, 135 Forsyth, Northeastern University, 360 Huntington Avenue, Boston, MA 02115. Northeastern is an Equal Opportunity/Affirmative Action, Title IX Employer.

CHAIR, DEPARTMENT OF OSTEOPATHIC MEDICINE. Position requires academic, clinical, organizational and administrative experience. Responsible for educational, research and patient care programs within the department. Board certified or eligible in surgery, the surgery sub-specialties, anesthesiology or ob/gyn. Salary is negotiable and commensurate with credentials and experience. Excellent benefit program. Submit curriculum vitae and four (4) letters of reference to: Bernard M. Kay, D.O., Chair of the Search Committee, Michigan State University, College of Osteopathic Medicine, East Lansing, MI 48824. Applicants will be considered as of February 1, 1986. MSU is an Affirmative Action/Equal Opportunity Employer.

INSTRUCTOR/ ASSISTANT PROFESSOR

Endocrinologist - Academic position available immediately for BC/BE university trained endocrinologist as Instructor/Assistant Professor level. Commitment to student and house staff teaching and clinical/basic research required. Forward C.V. to: Anita Damann, M.D., Acting Division Director of Endocrinology, University of Medicine and Dentistry of New Jersey, 100 Bergen Street, (AAR), Newark, NJ 07103.

An Equal Opportunity Employer

DEPARTMENT OF NURSING FACULTY POSITIONS

The University of Lowell Department of Nursing invites applications from Nurses educated with doctorates. Teaching positions on undergraduate and graduate levels are available, contingent upon funding in the following areas:

- Administration of Nursing Services-Graduate
- Community Health with a Focus on Maternal/Child Health-Undergraduate Also
- Certified Nurse Practitioners (Gerontology, Family, and Pediatrics)

Interested candidates, please contact: Dr. May Futrell, Chair, University of Lowell, Department of Nursing, 1 University Avenue, Lowell, MA 01854.

The University of Lowell
Is an Equal Opportunity/Affirmative Action
Title IX, 504 Employer

UNIVERSITY OF LOWELL

NURSING SERVICE ADMINISTRATOR

Jacksonville State University, located in Northeast Alabama, is seeking applications for the position of Nursing Service Administrator. Duties: A challenging position for an individual interested in an innovative and creative professional opportunity. Provides leadership to staffing a modern 100-bed hospital located in a university setting. Jacksonville Hospital is affiliated with Jacksonville State University College of Nursing which provides a unique opportunity for the blending of service and education. Qualifications: Master's in Nursing Administration/Supervision preferred. Minimum preparation BSN with 10 years experience in nursing administration/supervision. Salary: Commensurate with education and experiential background. Please send letter of application and resume to: Personnel Services, Jacksonville State University, Jacksonville, AL 36205.

An Equal Opportunity/
Affirmative Action Employer

Search reopened, ASSOCIATE DEAN, GRADUATE PROGRAMS. Attractive opportunity for qualified individual; appointment September 1, 1986. Successful applicant will hold earned PhD and MS in Nursing. Will work closely with Chairs of five departments and School of Graduate Studies. Master's Program 70+ students, and 10 doctoral students. Fall 1986, School anticipates \$400,000+ in extramural funds through 1989. Academic environment strongly supportive of research. Minorities strongly encouraged to apply. Letter of application and CV should be forwarded to: Chairman, Search Committee for Associate Dean, Graduate Programs, School of Nursing, Medical College of Georgia, Augusta, GA 30912. Closing date for applications - June 3, 1986. EOE/AAP.

EVENING COORDINATOR/INSTRUCTOR-LVN PROGRAM - TJC has a challenging opportunity for a full time LVN Evening Program Coordinator/Instructor. Prefer Master's Degree in nursing or closely related field. Minimum requirements include RN, BSN with recent relevant clinical experience. Duties include both classroom and clinical instruction along with some administrative responsibilities. Twelve month position. Salary is competitive and from Faculty Salary Schedule. Excellent benefit package. Apply at: Personnel Office, Administration Building, Temple Junior College, 2600 South First Street, Temple, TX 76501. An Affirmative Action/Equal Opportunity Employer.

NURSING FACULTY - Challenging opportunity to function creatively in large, accredited baccalaureate, master's and doctoral degree programs. Nurse faculty involvement with other professionals in a large medical center. Faculty appointments available in most clinical areas. Master's preparation required, doctoral preferred. Equal Opportunity/Affirmative Action Employer. Contact: Assistant Dean for Baccalaureate Programs or Assistant Dean for Graduate Programs, School of Nursing, University of Alabama at Birmingham, Birmingham, AL 35294.

NURSING: Tenure-track teaching position in NLN-accredited ADN program at small State university, effective September. Required: master's in maternal-child, obstetrical, or pediatric nursing, or BSN with firm commitment to MSN. Desirable: obstetrical or pediatric clinical experience, teaching experience in RN program, knowledge of CAI. Minority applicants encouraged. Send letter, vitae, transcripts, at least three current letters of recommendation by June 9 to: Dean James Pate, Livingston University, Livingston, AL 35470. Equal Opportunity Employer.

Applications invited from NURSE EDUCATORS who hold doctoral degrees for positions teaching on undergraduate and graduate levels in:

- Adult Nursing
- Community Nursing
- Mental Health-Psychiatric Nursing
- Nursing Administration
- Parent-Child Nursing

Rank and salary commensurate with education and experience. Research is expected and supported. Minorities are encouraged to apply. Send applications and nominations to: Mary E. Conway, Ph.D., F.A.A.N., Dean and Professor, School of Nursing, Medical College of Georgia, Augusta, GA 30912. EOE/AAP

HEALTH EDUCATION: Tenure-track teaching position at small State university, effective September. Required: doctorate in health education consistent with State certification requirements; secondary teaching experience, desirable; college teaching experience, academic administrative experience. Appointee will be one of two candidates for position as Division Chairperson in Health, Physical Education, and Recreation. Minority applications encouraged. Send letter, vitae, transcripts, at least three current letters of recommendation by June 9 to: Dean James Patrenos, Livingston University, Livingston, AL 35470. Equal Opportunity Employer.

DEPARTMENT OF NEUROLOGICAL SURGERY

The George Washington University School of Medicine & Health Sciences invites applications and nominations for this position. An academic neurological surgeon is being sought who will provide leadership in teaching, research, and clinical care, and be a strong administrator for an active University program. Please send curriculum vitae and correspondence to: Chairman of the Search Committee: John P. Adams, M.D., 2150 Pennsylvania Avenue, NW, Room 916-E, Washington, DC 20037. Deadline for receipt of applicant documents is August 30, 1986.

The George Washington University is
An Equal Opportunity/Affirmative Action Employer

NURSING FACULTY

Full time tenure track faculty positions available in National League of Nursing accredited program at both Charleston and Morgantown campuses. Master's in Nursing required; teaching experience and doctoral degree preferred. Salary and rank commensurate with preparation and experience. Send curriculum vitae to: Dean, School of Nursing, West Virginia University, Morgantown, WV 26506. Telephone (304) 293-4831. Equal Opportunity/Affirmative Action Employer.

FACULTY POSITION IN HEALTH EDUCATION: Applications are invited for appointment as Assistant Professor/Associate Professor of Health Education in the School of Public Health, University of California, Berkeley, beginning Fall 1986 or later. Responsibilities include health education teaching at the Master's and doctoral levels, research, and community service. Qualifications include a doctoral degree in health education or related field; active research involvement in a relevant program area; knowledge of current issues in health education and public health; and demonstrated competence in health education teaching, practice, and research. A full position description is available upon request to apply, send curriculum vitae, and completed applications to: Chairman, Health Education Search Committee, Room 513 Warren Hall, School of Public Health, University of California, Berkeley, CA 94720, by July 15, 1986. The University of California is an Equal Opportunity/Affirmative Action Employer.

DEPARTMENT OF PSYCHOLOGY

The Department of Psychology at East Tennessee State University has a one-year position open in experimental psychology at either the assistant or associate professor level, effective August 15, 1986. Responsibilities include teaching primarily undergraduate courses. Candidates qualified to teach general psychology, experimental psychology, physiological psychology, learning, or statistics are encouraged to apply. PhD is preferred. Salary commensurate with qualifications. Interviews will begin May 15, 1986 and will continue until the position is filled. East Tennessee State University is an Equal Opportunity Employer. Send three letters of reference, vitae, and copies of publications to: Dr. James Perry, Acting Chairman, Department of Psychology, P.O. Box 21970A, East Tennessee State University, Johnson City, TN 37614.

FACULTY POSITION open for person with Ph.D. and experience in Psychology/Pharmacology and Neurophysiology. Appointee will assume major responsibility for developing research studies in behavioral teratology and in supervision of graduate and undergraduate students. Must have established ability to conduct independent research and publish results. Send resumes to: Dr. Ernest Abel, Wayne State University, 275 E. Hancock, Detroit, MI 48201. Wayne State University is an Equal Opportunity/Affirmative Action Employer.

GOVERNORS STATE UNIVERSITY

UNIVERSITY PROFESSOR OF PSYCHOLOGY

(1) Tenure track position, 12 month contract, including 1-month's paid vacation and 1-month for professional development. Required teaching of undergraduate and graduate courses in developmental psychology, abnormal psychology, personality theories, and data analysis (experience in Bio-med or SPSS-X desired), MA theses supervision. Doctorate, prior teaching experience, and excellent interpersonal skills required.

UNIVERSITY PROFESSOR OF COUNSELING

(1) Tenure track position, 12 month contract, including 1-month's paid vacation and 1-month for professional development. Required teaching of graduate courses in beginning and advanced counseling skills (individual, family in group), also supervision of practicum students in mental health settings. Expertise desired in an additional area such as vocational counseling, life span development, rehabilitation counseling. Doctorate, prior evidence of superior teaching, and excellent interpersonal skills required. Active professional involvement and interest in supervision and clinical or counselor training are desired.

Governors State University is located in a suburban area 35 miles south of the Chicago Loop. The University has an enrollment of 5,300 upper-division and graduate students in the colleges of Arts and Sciences, Business and Public Administration, Education, and Health Professions.

Positions contingent upon availability of funds. Submit vitae and letter of application to: Professor Terri Schwartz, Chair, Search Committee, Division of Psychology and Counseling, Governors State University, University Park, IL 60466. Application review will begin on June 9, 1986.

Governors State is an Affirmative Action/Equal Opportunity University and invites applications from women and minorities.

PSYCHIATRIST to serve as Assistant Professor/Associate Professor/Professor, with the VA Medical Center and the Department of Psychiatry, University of Florida. Responsibilities include patient care, teaching, and research, with possibility of Chief of Service. Must have M.D. Degree and be Board eligible or certified in Psychiatry. Application deadline: 5/30/86. Anticipated starting date: 7/1/86. Send CV and three letters of recommendation to: Carlos Muniz, M.D., Professor of Psychiatry, Department of Psychiatry, Box J-256, JHMHC, University of Florida, Gainesville, FL 32610.

Equal Opportunity/
Affirmative Action Employer

FACULTY POSITIONS IN PHYSIOLOGY

The Department of Physiology is seeking candidates for TWO FACULTY (12 month, tenure track) POSITIONS AT THE ASSISTANT PROFESSOR LEVEL. We are seeking individuals with interests in the regulation of vascular permeability and organ fluid balance for one position and in the area of cardiovascular or pulmonary physiology for the other. Requirements include Ph.D. or M.D., a strong background in general physiology, and the ability to develop own research program. Will share responsibility for teaching Medical Physiology Course. Opportunities exist for collaborative research and participation in graduate education. Submit curriculum vitae, statement of research interests, and the names of three references by June 6, 1986, to: Dr. Michael E. Maron, c/o The Office of Human Resources, Northeastern Ohio Universities College of Medicine, Rootstown, OH 44272. An Affirmative Action/Equal Opportunity Employer.

THE DEPARTMENT OF CLINICAL PSYCHOLOGY, University of Florida has three positions available. The first position is a one-year temporary non-tenure accruing visiting assistant professor position available August 1, 1986. Must have Ph.D. in clinical psychology and completed APA accredited internship. Application deadline June 15, 1986. The second position is a half-time 30-month temporary non-tenure visiting assistant professor position available July 1, 1986. Ph.D. in psychology with specialty in memory and aging desirable. Application deadline May 31, 1986. The third position is a one-year temporary non-tenure accruing visiting associate in clinical psychology. Position available July 1, 1986. Clinical psychology postdoctoral experience with major emphasis related to chronic pain desired. Application deadline July 1, 1986. Send resume and three letters of recommendation to: Chair, Search Committee, Dept. of Clinical Psychology, University of Florida, Box J-165, JHMHC, Gainesville, FL 32610. Affirmative Action/Equal Opportunity Employer.

CLINICAL PSYCHOLOGIST

As a result of program expansion, the Dept. of Psychiatry seeks a master's level clinical psychologist to work as a member of a multidisciplinary team in the Dept. of Psychiatry's inpatient and outpatient services at the University Hospital. This staff pos. includes active involvement in specialty clinics and unique opportunities to be involved in clinical research programs. The position is full time and includes appl. at an instructor's level in the Dept. of Psychiatry, The Pennsylvania State University College of Medicine at the Hershey Medical Center. Skills in psychological testing as necessary, including measurements of intelligence, organicity, and projective testing. Submit resume to: Anthony Kales, M.D., Dept. of Psychiatry, Hershey Medical Center, The Pennsylvania State University, P.O. Box 450, Hershey, PA 17033. Deadline for applications is June 7, 1986. An EOE/AA.

ACADEMIC EMERGENCY PHYSICIAN: Full time staff/faculty position available for aggressive and enthusiastic individual with strong teaching ability and research interest. Level I Trauma Center, hospital based helicopter services, fixed-wing air transport services, EMS paramedic base station. Please send curricula vitae within 21 days from date of publication to: Betty L. Bryson, MD, F.A.C.S., Director of Emergency Medical Services, University of Nebraska Medical Center, 42nd & Dewey Ave., Omaha, NE 68105. An Affirmative Action/Equal Opportunity Employer M/F/H/V.

MEDICAL DIRECTOR, PUBLIC HEALTH PROGRAM - DEPARTMENT OF HEALTH SERVICES, COUNTY OF LOS ANGELES. Serves as the chief medical advisor to the Assistant Director of Health Services and has immediate responsibility for Environmental Management, Public Health Program, Heratim, and Communicable Disease Control. Requires Certification by the American Board of Preventive Medicine and two years experience in a highly responsible management capacity directing a public health service in a metropolitan setting, including experience in program administration, program planning and implementation, and program budgeting - OR - American Board of Preventive Medicine eligibility and three years experience as described above. California State Physician and Surgeon's Certification authorized by the Board of Medical Examiners of the State of California is required. Knowledge of laws and regulation relating to environmental management highly desirable. Must have excellent management communications and interpersonal skills. Salary range from \$67,656 to \$88,416 per year. Send confidential resume and references by 1986 to: Norman R. Nelson, Kom/Permy International, 1800 Century Park East, Suite 900, Los Angeles, CA 90067. Minorities/women strongly urged to apply.

CLINICAL PSYCHOLOGIST/COUNSELING PSYCHOLOGIST: Southwest Missouri State University Counseling Center is seeking two (2) doctoral level persons to provide therapeutic assistance to students, faculty and staff with emotional, social, or personal concerns. Responsibilities include participation in outreach programs, research, and supervision of master's level graduate assistants. Eligibility for licensure within one year of appointment as a psychologist in Missouri is required. Salary range is mid to upper 20's. Appointment is on a 12-month basis. Applications are due by July 15, 1986. However, the search will remain open until the positions are filled. Send vitae, copies of all transcripts, a letter of interest including professional goals, and a list of three professional references with addresses and phone numbers to: Douglas Hatfield, Director, Counseling and Testing Center, 311 Carrington Hall, Southwest Missouri State University, Springfield, MO 65804.

SMU is an EO/AA Employer

PSYCHOLOGY: Teach courses in social and educational psychology. One year appointment as instructor or assistant professor. Master's required, doctorate and college teaching experience preferred. Clinch Valley College is a residential undergraduate branch of the University of Virginia. The college offers the baccalaureate degree in many of the traditional liberal arts and some professional programs. Applications will be received until the position is filled. Send application with resume and names and addresses of at least three references to: E.F. Low, Jr., Dean of the College, Clinch Valley College of the University of Virginia, Wise, VA 24293.

Equal Employment Opportunity (M/F)
Affirmative Action Employer

RESEARCH INSTRUCTOR OF MEDICINE

A non-tenure track position to conduct individual and collaborative research in experimental and clinical mapping of electrical cardiac fields. Position requirements include a doctoral degree in electrical engineering, computer science or one of the biomedical sciences. Additionally the applicant must have demonstrated experience and expertise in 1) mapping of electrical cardiac fields, 2) advance systems and applications programming, and 3) computer interface hardware. Evidence of previous independent research is desirable. Applications must be postmarked by 6/2/86. Applications received after that date may be considered if no qualified candidates have applied by that time. Send resume and references to: Dr. R.L. Utah, CVRTI, Bldg. 100, University of Utah, Salt Lake City, UT 84112. An EEO/AA Employer.

DEPUTY CHAIRMAN, DEPARTMENT OF PEDIATRICS - Childrens Hospital of Los Angeles, University of Southern California School of Medicine. Childrens Hospital serves as the major pediatric teaching institution of the University. The Department of Pediatrics has full-time staff, house staff, fellowship and research programs. Research and demonstrated leadership capabilities, administrative abilities and experience in academic Pediatrics, including research, qualifying for rank of Associate Professor or Full Professor. Must be Board Certified in Pediatrics and qualify for licensure in California. Send Curriculum Vitae to: Robert L. Baehner, MD, Chairman of Academic Affairs and Physician-in-Chief, Childrens Hospital of Los Angeles, P.O. Box 54700, 4650 Sunset Boulevard, Los Angeles, CA 90054-0700. CHLA and USC are Equal Opportunity/Affirmative Action Employers.

AMBULATORY CARE

Ambulatory Care physician needed for Veterans Administration Hospital. Academic position in the Department of Internal Medicine. Send CV and four letters of reference to: J. Kelly Smith, M.D., Professor and Chairman, Department of Internal Medicine, P.O. Box 21,160A, Quillen-Dishner College of Medicine, East Tennessee State University, Johnson City, TN 37614-0002. Women and minorities are encouraged to apply. ETSU is an Equal Opportunity/Affirmative Action Employer.

DIAGNOSTIC RADIOLOGIST/VAH: The University of Florida College of Medicine and the Veterans Administration Hospital is currently recruiting for a general radiologist in an academic environment. Assistant professor to professor level depending on experience. Applicant must be board certified and eligible for licensure in the State of Florida. Application deadline: June 15, 1986. Starting date: July 1, 1986. Applications to:

Chatrachai Virapongse, M.D.
Associate Professor and Chief
University of Florida
Department of Radiology
Box J-374; JHMC
Gainesville, FL 32610
(904) 376-1611, ext. 6064

An EO/AA Employer

OBSTETRICS AND GYNECOLOGY

Faculty positions available in gynecologic oncology, general obstetrics and gynecology, maternal-fetal medicine, and reproductive endocrinology and infertility. Candidate must be board eligible or board certified and eligible for state license. Faculty rank and salary commensurate with experience. Send curriculum vitae to: Robert J. Sokol, M.D., Professor and Chairman, Department of Obstetrics and Gynecology, Wayne State University/Hutzel Hospital, 4707 St. Antoine, Detroit, MI 48201.

An Equal Opportunity Employer

The George Washington University Medical Center - Washington, DC - Department of Medicine seeks an INTERNSIST to serve as MEDICAL DIRECTOR of an ambulatory care center serving the gay community in the Washington, DC area. The candidate should have research interests in clinical epidemiology and/or infectious diseases. C.V. and Biblio. to: Jorge C. Rios, M.D., 2150 Pennsylvania Avenue, N.W., No. 406, Washington, DC 20037.

Affirmative Action/
Equal Opportunity Employer

EXECUTIVE DIRECTOR - LOS ANGELES COUNTY/UNIVERSITY OF SOUTHERN CALIFORNIA MEDICAL CENTER. Directs the administration of health services programs for the various hospitals and units of (LAC/USC) Medical Center. Position reports to the Assistant Director of Hospitals for the Department of Health Services, County of Los Angeles. Requires at least five (5) years of experience as a hospital administrator or chief executive officer of a hospital. Preferred experience in a large teaching acute general hospital setting. Must have excellent communications and interpersonal skills. Salary range from \$63,528 to \$78,913 per year. Send confidential resume by June 6, 1986 to: Norman C. Roberts, Korn/Ferry International, 1800 Century Park East, Suite 900, Los Angeles, CA 90067. Minorities/women strongly urged to apply.

HEALTH PHYSICIST - Faculty position anticipated beginning Summer 1986 (rank and salary open) - A major duty is the supervision of the University's Radiation Safety program through its Radiation Safety Office (staff of six including two M.S. level health physicists) and integration of its activities into the graduate level academic program of the Department. Other functions include teaching graduate-level courses in basic radiation physics and/or applied health physics; and developing health physics research. Doctoral degree or equivalent and several years experience in operational health physics and/or teaching are minimum requirements. Health Physics Board Certification and career emphasis on occupational and environmental aspects of radiation protection are essential. University of Pittsburgh, Department of Radiation Health, Graduate School of Public Health, Pittsburgh, PA 15261; Attn: Neil Wald, M.D., Chairman. Telephone: (412) 624-2732. The University of Pittsburgh is an Equal Opportunity/Affirmative Action Employer.

THE UNIVERSITY OF TEXAS HEALTH CENTER AT TYLER IS SEEKING A BOARD CERTIFIED/EQ/LBGLBE ONCOLOGIST

This position requires strong clinical skills in oncology. The Health Center is a state funded institution and part of The University of Texas System mandated by the legislature to care for patients from throughout the state who have cancer diseases. However, because of our location (100 miles east of Dallas, TX), referral pattern, and University affiliation, the oncology-hematology section provides care for patients with a wide variety of malignancies. If you are looking for a rewarding, professional challenge, a salary commensurate with the responsibilities, and excellent fringe benefits, send your curriculum vitae to: Allen B. Cohen, M.D., PhD
The University of Texas Health Center at Tyler
P.O. Box 2003
Tyler, TX 75710
(214) 877-3451, Ext. 2033
Affirmative Action/
Equal Opportunity Employer

RESEARCH ASSOCIATE

Ph.D. required for full time position in a research laboratory in the Division of Oncology. Knowledge of research in the areas of cellular and molecular studies of resistance to anticancer agents, DNA damage and repair in conjunction with chemotherapy/radiation chemotherapy, hyperthermia research experimental chemotherapy, Phase I clinical pharmacokinetics, human tumor stem cell studies or biochemical pharmacology of anticancer agents desired. Send curriculum vitae to:
CODE 176
P.O. Box 02188
Detroit, MI 48201

WSU is an Equal Opportunity/
Affirmative Action Employer

UNIVERSITY OF FLORIDA - DEPARTMENT OF MEDICINE seeks Assistant/Associate Professor with M.D. degree/Board eligible for Medical Oncology. Must have experience in clinical research with special interest/strengths in developmental therapy of solid tumors and clinical teaching. Recruiting deadline June 30, 1986, anticipated starting date, August 1, 1986. Apply with CV and Bibliography to: Roy S. Weiner, MD, Chief, Box J277 JHMC, University of Florida, Gainesville, FL 32610. An Equal Employment Opportunity/Affirmative Action Employer.

ASSISTANT OR ASSOCIATE PROFESSOR OF MEDICINE. Position available for M.D. interested in the field of nutrition; board certified in Internal Medicine and Nutrition; experience in teaching, patient care and research preferred. Apply to: Carroll M. Leevy, Professor and Chairman, Dept. Medicine, (AAR) University of Medicine and Dentistry of New Jersey, 100 Bergen St., Newark, NJ 07103. An Equal Opportunity/Affirmative Action Employer.

SONOMA DEVELOPMENTAL CENTER

PHYSICIAN & SURGEON: Must be certified or eligible for certification by the Calif. Board of Medical Quality Assurance or the Calif. Board of Osteopathic Examiners and completion of an internship.

PSYCHIATRIC SOCIAL WORKER: MSW and LCSW issued by the Calif. Board of Behavioral Science Examiners are required, except for new graduates an out-of-state applicants (license must be secure within a one to three year period, depending on credential status).

OCCUPATIONAL THERAPIST: Completion of an approved clinical internship and registration with the National Registry of the American Occupational Therapy Association, or eligible for such registration is required.

TEACHER: Physically Handicapped, Severely Handicapped and Speech Development & Correction. * Must possess valid Calif. standard credentials before appointment. *Test for SD&C anticipated by July. Call or write for test date.

Sonoma Developmental Center is located in the heart of Sonoma Valley Wine County and approx. 45 minutes north of San Francisco. Excellent benefit program and child care facilities on grounds.

Interested candidates can call or write to receive job specifications and State application: Elliott Fowe, Recruiter

SONOMA DEVELOPMENTAL CENTER
P.O. Box 1493
Eldridge, CA 95431
(707) 938-6443 or TDD (707) 938-6761

An Equal Opportunity/
Affirmative Action Employer

CHAIRPERSON DEPARTMENT OF ORTHOPAEDIC SURGERY

A Chairperson of the Department of Orthopaedic Surgery is being sought by the George Washington University School of Medicine and Health Sciences, Washington, DC. A fully accredited residency program is centered at the George Washington University Hospital. Five affiliated institutions participate in an active clinical, teaching and research program. Candidates should have demonstrated experience in an academic setting in administration, research, teaching and clinical care. The George Washington University is an Affirmative Action/Equal Opportunity Employer. Interested individuals should send a curriculum vitae before August 30, 1986 to: Burton S. Epstein, M.D., Chairman, Search Committee, Room 4236 S, The George Washington University Hospital, 901-23rd Street, N.W., Washington, DC 20037.

ASSISTANT PROFESSOR. Full-time, temporary position to teach general biology courses in the Department of Biology/Health Services. Qualifications: master's degree plus 10 semester hours of graduate credits; four years of teaching experience or its equivalent to be determined by department/dean/provost. Send letter, detailed resume, transcripts, and names and addresses of three references to: Mr. Daryl L. Lake, Associate VP for Human Resources, Box 3, Edinboro University of PA, Edinboro, PA 16444, no later than May 19, 1986. An Affirmative Action/Equal Opportunity Employer.

GENERAL SURGEON - The East Tennessee State University Department of Surgery invites applications for Board Certified General Surgeons; preference will be given to individuals with special interest in Trauma, Nutrition, or Surgical Oncology. Applications with a current curriculum vitae should be sent to: Armand LeFemine, M.D., Interim Chairman, Department of Surgery, East Tennessee State University, Johnson City, TN 37614. ETSU is an Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to apply.



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FACULTY POSITION IN FOREST ECONOMICS

The Department of Forestry at Michigan State University invites applications for the position of Assistant Professor of Forest Economics. This tenure track appointment will be on a twelve month basis. A professional forestry degree is required and Ph.D. degree in Resource Economics or International Economics is desired. International experience in forest economics is desirable.

Duties will be 60% teaching and 40% research. Undergraduate teaching responsibilities include one or more courses in international forestry and resource policy. Successful applicant will also be expected to develop and teach a graduate level resource economics course, advise M.S. and Ph.D. students as part of the department's vigorous graduate program, and pursue appropriate research in forest economics. In addition, the successful applicant will be a member of the University's multi-departmental Resource Economics Faculty.

Position will remain open until July 1, 1986 or until an outstanding candidate is found. A letter of application, resume, transcripts, and three letters of recommendation should be sent to: Dr. Larry W. Tombaugh, Chairperson, Department of Forestry, Michigan State University, East Lansing, MI 48824-1222. Michigan State University is an Equal Opportunity/Affirmative Action Employer.

RESEARCH ASSOCIATE

Ph.D. required with experience in collagen isolation, purification, spectrochemistry, fibrillogenesis, and residue modification, electrophoresis, separation of collagen types, gradient sedimentation, histology techniques, cell-culture techniques, fluorescence microscopy, and immunologic assays. Knowledge of collagen chemistry and biochemistry, osteoarthritis, rheumatoid arthritis, monoclonal antibodies and statistics. Duties will include human tissue specimen collection, processing, biochemical analysis, and data analysis. Send curriculum vitae to:

CODE 162
P.O. Box 2143
Detroit, MI 48201

WSU is an Equal Opportunity/
Affirmative Action Employer

PLASTIC SURGEON POSITION: Applicant should be board certified or board eligible in plastic surgery. Applicant should have experience in surgical research and a strong interest in teaching. Current references must be provided on request. Deadline for applications is June 30, 1986. Send curriculum vitae to: Dr. Walter J. Porjes, Professor and Chairman, Department of Surgery, East Carolina University, Greenville, NC 27834. Equal Opportunity/Affirmative Action Employer.

VIRGINIA - Instructor/Assistant Professor of Dental Computer Resources. The successful candidate must have extensive experience in writing large system programs for systems analysis. The position has overall responsibility for all aspects of computing and information processing to include managerial information systems management, systems development, systems engineering and operations and office products administration. Required advanced degree or extensive experience in dental education setting. Experience with H.R. 3000 preferred. *Equal Opportunity/Affirmative Action Employer.* Send resume and names of three references to: Dr. James Revere, Jr., Medical College of Virginia, School of Dentistry, P.O. Box 566, Richmond, VA 23298.

ASSISTANT PROFESSOR OF ANATOMY:

Applications are invited for a full-time-track position available Oct. 1, 1986. Preference will be given to applicants with postdoctoral experience in, but not limited to, neurobiology, immunology/hematology, cell biology or cardiovascular anatomy. The successful candidate will be expected to pursue a vigorous research program and obtain extramural funding. Teaching responsibilities will be initially minimal but the candidate must be able to contribute to the teaching program. Candidates should send a current curriculum vitae, a statement of research plans and expertise and the names of 3 referees to: Dr. Gordon L. Todd, Anatomy Department Search Committee, University of Nebraska Medical Center, 42nd and Dewey Ave., Omaha, NE 68105. Closing date for applications is September 1, 1986. *The University of Nebraska is an Affirmative Action/Equal Opportunity Employer.*

AN EXCELLENT OPPORTUNITY now exists at Sterling College. If you are a counselor with composition skills, or if you are an English major with a Master's Degree, and have outstanding skills in composition, you will want to apply. The Academic Opportunity Center will be hiring a Counselor/Composition Specialist for a full-time position. Send resume by June 1, 1986, to: Sterling College, Sterling, KS 67579 or call (316) 278-2173, Extension 423. *EOE. Minorities and Handicapped are encouraged to apply.*

OPHTHALMOLOGIST - East Tennessee State University Department of Surgery invites applications from ophthalmologists. Board Certified/Board Eligible Ophthalmologists; preference will be given to individuals with special interest/training in retina. Nominations/applications, with a curriculum vitae, should be sent to: Barbara O. Kimbrough, M.D., Department of Surgery, ETSU College of Medicine, Johnson City, TN 37614. *ETSU is an Affirmative Action/Equal Opportunity Employer. Women and minorities are encouraged to apply.*

CONNECTICUT COORDINATOR OF PATIENT CARE

Primary responsibility for the screening, categorization, assignment and reassignment of patients to predoctoral, advanced and auxiliary students. Overall responsibility for treatment planning, management of the School's information systems for tracking patient treatment and student progress and directing quality assurance. Minimum qualifications: D.D.S./D.M.D., experience in general practice and knowledge of information systems. Send resume to: Dr. James E. Kennedy, School of Dental Medicine, University of Connecticut Health Center, Farmington, CT 06032. *An Affirmative Action/Equal Opportunity Employer. M/W/H*

VIRGINIA - RESTORATIVE DENTISTRY.

Full-time faculty position available August 1, 1986. Opportunity for preclinical and clinical fixed prosthodontics. Candidates should be board certified or eligible in fixed prosthodontics and must possess excellent clinical skills. Teaching and research responsibilities are desirable. Salary and appointment level negotiable depending on individual qualifications and experience. *Equal Opportunity/Affirmative Action Employer.* Send application and curriculum vitae to: Dr. J.R. Estleman, Interim Chairman and Associate Professor of Restorative Dentistry, Medical College of Virginia, Virginia Commonwealth University, P.O. Box 566, MCV Station, Richmond, VA 23298.

Eastern Connecticut State University ASSISTANT DIRECTOR OF ADMISSIONS AND RECORDS

Eastern Connecticut State University seeks applicants for the position Assistant Director of Admissions and Records. Responsibilities include high school and community college outreach, interviewing prospective students, attendance at college fair/college night programs, making decisions on student applicants and other related activities. Travel required. Other requirements: Bachelor's Degree and two to three years in college admissions work or related activity; strong communications skills; demonstrated effectiveness in ability to relate to peers, young persons, guidance personnel and non-traditional students. Master's Degree preferred. These qualifications may be waived for individuals with appropriate alternate experience. Rank: Administrator 3, 12 month position with liberal employee fringe benefits. Salary competitive. Send resume, official transcripts, letters of recommendation, and salary history by June 9, 1986 to: Arthur C. Forst, Jr., Ph.D., Director of Admissions and Records, Eastern Connecticut State University, Willimantic, CT 06226. *Eastern Connecticut State University is aggressively recruiting qualified female and minority applicants for this position in an effort to bring greater diversity to its workforce and community.*

Dr. Larry Clark
Box 9101
*
41-21215-2 605
N CAROLINA STATE UNIV
ADMINISTRATOR OF EEO
RALEIGH, NC. 27607

This section to be filled in by
the Department/Division.NCSU Form No. C-91-313Date Vacancy
Occurred October 7, 1983

THE UNIVERSITY OF NORTH CAROLINA
General Administration

CENTRAL FACULTY POSITION LISTING SERVICE

INSTITUTION: North Carolina State University

1. **Position description** (discipline, school or department, specialities, required, rank)

Assistant Director of Undergraduate Admissions. Challenging 12 month position now available for self-assured, energetic and enthusiastic individual. Extensive public contact and travel involved. Responsibilities include participation in college day/night programs, interviewing prospective students and their parents, coordinating academically talented student recruitment program, coordinating advanced placement program, developing transfer evaluation guidelines for community and junior colleges in North Carolina, involvement in office projects, and handling routine office correspondence.

2. **Qualifications** (education, experience, other)

Baccalaureate degree or higher. Some admissions experience preferred. Must have a pleasant outgoing personality, possess good written and oral communication skills and have the ability to deal effectively with high school students- college students, and parents.

3. **Proposed effective date of employment:** October 15, 1983

4. **Name and address of person to whom application should be made:**

Mrs. Anna Keller
Director of Admissions
P. O. Box 5126
North Carolina State University
Raleigh, N. C. 27650

The University of North Carolina is comprised of the sixteen public senior institutions of higher education in North Carolina. Faculty and other academic appointments are the responsibility of each institution. The Central Faculty Position Listing Service is an information service available upon request to the constituent institutions and to individuals seeking employment. Persons interested in a position should apply directly to the individual listed in item 4. Inquiries about positions received by the University General Administration will be referred to the appropriate institutional officer for response.

The University of North Carolina is an
affirmative action/equal opportunity employer

Handwritten: REC. 11-9-83