Subject: Software Engineering

I have received many communications on the issue of software engineering, mostly suspect as a consequence of specific requests from APEGN or CCPE to write to the University. Forgive me for producing a “form letter” response, but it does have the advantage of providing consistent information to all of those who are concerned with the issue.

Several years ago the Canadian Council of Professional Engineers (CCPE) wrote about forty universities, warning that universities should not undertake academic programs labeled as software engineering outside Faculties of Engineering. Memorial University did not receive this letter, whether by design or oversight we do not know.

At the time, our Senate was discussing the offering of a software engineering option within Computer Science, a department within the Faculty of Science. Our Faculty of Engineering argued against this proposal.

A fer a long and sometimes acrimonious debate within Senate and Senate committees, including two special committees struck for the purpose of attempting to reconcile the issue. Senate voted to approve a software engineering option within the Computer Science Department within the Faculty of Science.

The degree is a Bachelor of Science degree. The degree certificate would not contain the words “software engineering.” We have offered that both the University Calendar and the student transcript would contain the words: “Completion of the Honors in Computer Science (Software Engineering) Program does not qualify persons to hold the designation ‘Professional Engineer’ as defined by various Provincial Acts governing the Engineering Profession.”

You will appreciate therefore that this is not an Engineering degree and that no accreditation is sought, and further that graduates are specifically told that they are not Professional Engineers as a consequence of graduating from this program.

We were in communication with CCPE during the many months of debate and discussion within the University Senate, and we have done our best to
Expanding the Pipeline

Broadening Ethnic Horizons in Computing

Last year one percent of the researchers in computer and computational science are African Americans, Native Americans, and Pacific Islanders. A spurt of an ongoing effort to encourage minority students to pursue careers in these fields, twenty-three stories of underrepresented students and professionals in the computing field will be featured in a new brochure, “Faces of Computing,” to be published by the CRA (ACM/IEEE Computer Society Coalition to Diversity in Computing).

Sources Of Inspiration

“We’re targeting minorities, especially high school students, to encourage them to seek higher education, college, graduate school, and post doctoral research in computer science and engineering,” said Sandra Johnson Baylor, IBM T.J. Watson Research Center, and one of the CDC’s co-chairs, along with A. B. Bernat of the University of Texas at El Paso. The CDC receives support from the Education, Outreach, and Training program of the NSF-funded Partnership for Advanced Computational Infrastructure (EOT-PA-CI), NCSA and NPA CI. It is also supported by the Computing Research Association, the Association for Computing Machinery (ACM), and the Institute of Electrical & Electronics Engineers Computer Society (IEEE-CS).

The CDC is striving in particular to reach minority students in their junior and senior years of high school, to encourage more students to choose careers in computing. The profiles in the brochure are a cross-section of success stories that includes students, people in the computing industry, and academia. “The goal is for those kids to be able to see people who look like them—people who are doing science or engineering work—so they will say to themselves, ‘I could do that, too,’” said Jesse Nelson, director of joint Educational Facilities in Washington, D.C., “a program that exposes high school students to various disciplines related to information technology, and the CDC committee member in charge of the brochure.”

The CDC’s support from NPA CI includes coordination of the brochure, according to Barbara Richmond, editor of the brochure. “NPA CI’s mission includes a strong outreach component, and we expect that this brochure, both in the printed and Web versions, will have a significant impact,” the said. “We are earnestly trying to turn minority young people on to the computer science field.”

Some of the people profiled in the brochure are sophomores in college—high school students can relate to peers at this level.

The CDC brochure is a complementary publication to the “Women in Computer Science” brochure previously printed by the CRA Coalition on the Status of Women in Computing Research (CRA-W). CDC and CRA-W are separate organizations, both supported by EOT-PA-CI.

“Women in Computer Science” was highly successful and, like “Faces of Computing,” features successful role models at all stages of their careers.

Faces and Profiles

“Faces of Computing” features profiles such as that of Paul Kabotie, president of Colorado-based Kabotie Software Technologies. Kabotie, a member of the Hopi tribe, was born on the Santa Clara pueblo in New Mexico. He is a member of the board of directors and vice chair of the American Indian Science and Engineering Society, a chapter of which he helped founded at the University of New Mexico when he was an undergraduate student at New Mexico State University. Kabotie is also an entrepreneur helping Native American communities. “We don’t need social programs. ’ ’

Among her mentees is a Swedish female that was the first woman in her country to receive a doctorate in computer science. A mong her mentees, one is an Afican American, and one is physically disabled.

She currently advises six doctoral students including two women. Her mentees are a Swedish female that was the first woman in her country to receive a doctorate in computer science. Among her mentees, one is African American, and one is physically disabled.
CRA Surveys CS Researcher Salaries in Industrial Labs

By William Gear

In November 1998, CRA conducted its second survey of computer science researchers with Ph.D.s who are employed in industrial laboratories. CRA initiated the survey in 1997 in response to the need for a survey that explicitly addressed the salaries paid to these researchers.

Eight companies, representing 644 employees in CS, completed the 1998 questionnaire, although not all respondents answered all questions. Companies that completed the survey received a summary of the data in January 1999.

The 1998 survey asked respondents to provide minimum, average, and maximum starting salaries, as well as salary figures for researchers with post-Ph.D. experience of 1 to 5, 6 to 10, 11 to 15, and 16 to 20 years. The averages of these numbers are shown in the accompanying graph. The graph plots the "base plus variable" 12-month salaries against post-Ph.D. experience. Fringe benefits are not included in the survey. Base salary is the annual salary that is specified in the job offer; variable salary includes items such as bonuses and the value of stock options (which respondents were asked to estimate).

Because companies adjust salaries at different times of the year, respondents were also asked to indicate the month in which annual salary adjustments were made. In order to compare these data with those of the annual CRA Taubee Survey of academic computer science salaries (which usually cover the period of September to August), the data were adjusted so they approximate the pay scale for the same period. (This was done by assuming that the average company will adjust its scales for computer science by 4 percent from 1998 to 1999; this is not the same as assuming an average salary increase of 4 percent because the actual salary increase people receive also factors in an additional year of experience.)

The graph also shows the corresponding data for 9-month academic salaries of all U.S. CS departments responding to the latest Taubee Survey (see CRN, January 1999, Table I). The experience level assumed for assistant, associate, and full professors are 3, 9, and 18 years, respectively.

CRA is currently conducting its survey of 1999-2000 industrial lab salaries. Results will be available in December 1999 to companies that complete the survey. The industry information in the graph is distributed with the permission of the companies that participated in last year's survey.

Dr. Gear, President of E C Research Institute, Inc., chairs RA's Industry Committee.

Community Highlights

CRA Conference at Snowbird 2000: A Snowbird Alert

The dates are July 9, 10, and 11, 2000 in Snowbird, Utah.

Mark your calendars now for CRA's Conference at Snowbird 2000! This biennial event is a "must" for chairs and lab managers, and the planning committee is putting together a program that will address many of the major issues in computing research in the new millennium. The conference will also include a workshop for new chairs as well as workshops centered on government affairs.

Refer to future issues of CRN as well as the CRA website (http://www.cra.org) for updates, including program details and registration/accommodation instructions. CRA will again be offering online registration for the conference. If you would like to suggest a topic for the program, please contact any of the following committee members:

Academic Sessions:

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Dave Nicol, Dartmouth University

Anita Borg, Xerox Palo Alto Research Laboratory

Community Highlights

Like academics in computer science, industrial scientists are concerned that the memo's disparagement of computer science is an attack on the discipline [Loui, "Computer Science: The Unlikely Decision," Science, December 1998], which has attracted national attention [Marger, “Journals Articles Are Poor Basis for Judging Engineering and Computing Professors, Report Says,” claims that traditional criteria for evaluating the scholarly contributions of academic computer scientists are inappropriate. The memo contends that the scholarship of experimental researchers should be judged not only by evaluating publications in journals but also by evaluating the impact of the artifacts that they create.

I agree with the CRA memo that the impact of a scholarly contribution should be a measure of its success, and that in some cases, industrial scientists may be more qualified to write evaluation letters than academic scientists. I am concerned that the memo's disparagement of journal publications as demonstration of scholarly achievements may discourage journal publication in computer science.

I have argued elsewhere that computer science is an engineering discipline [Loui, "Computer Science Is A New Engineering Discipline."]. Like academics in computer science, many academics in other engineering disciplines create artifacts or prototypes of artifacts. A sin experimental computer science, the new artifact must be demonstrably better than a previous device, system, or process for the same purpose. Results are announced at engineering research conferences that are as selective as the most prestigious computer science conferences. Many areas of engineering research are changing as rapidly as many areas of computing research. Yet the scholarly contributions of computer science are evaluated in the same way as in other scientific disciplines, through publications in scientific journals.

The CRA memo assembles that publication conference is superior to journal publication in computer science: "In those dimensions that count most, conferences are superior." A corroborating memo, the typical conference submission receives four to five evaluations, whereas the typical journal submission receives only two to three evaluations. The memo confuses quantity with quality. Over my long career, I have served as a reviewer for many conferences and journals, in both theoretical and experimental areas of computer

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Subscriptions: Call 202-234-2111, send e-mail to crn@cra.org or mail subscription inquiries to CRA, 1100 Seventeenth Street, NW, Suite 507, Washington, DC 20036-4642. A free subscription is available to qualified subscribers. One-year paid subscriptions are $30 in the United States, $45 (U.S.) in Canada and $54 (U.S.) elsewhere.

Change of Address: Write that a change of address must include the old and new addresses with zip + 4 if available. Please include a street address or P.O. Box.

Postmaster: Send address changes to: CRA, 1100 Seventeenth Street, NW, Suite 507, Washington, DC 20036-4642. Postal paid at Washington, DC.

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Recent Policy on IT Workers

By William Aspray

In the September 1999 issue of Computing Research News, I traced the early history of U.S. policy regarding information technology workers. The section described the difficulties of increasing the annual production of graduates in computer science. There were still too few graduates to meet industry and government needs. Academic research was increasingly oriented toward theoretical studies, and there was too little effort to acquire the facilities or funding to conduct high-quality experimental research. Faculty recruitment became harder and harder, and it was not uncommon for a large research university to have five or six qualified faculty positions in computer science.

Retention was also becoming a problem. Faculty and graduate students were increasingly being attracted away from the academic to the industrial sector. There were concerns that the academic community was "eating its seed corn" and that there would be insufficient faculty to train the next generation of computer professionals. Indeed, computer science doctorates were entering non-university jobs at twice the rate of the engineering field overall—a level that was regarded as unsustainable.

By 1985, undergraduate enrollments were creating heavier loads and faculty morale was lower. Even with increased undergraduate enrollments in computer science, there were still too few graduates to meet industry and government demands. By the end of the 1980s, the academic and industrial computer science communities began to realize that there would be insufficient faculty to train the next generation of computer professionals.

At an early stage, we suggested to CCPE that this was a matter for national attention giving our growing awareness of the number of universities who were offering such courses and degrees outside Faculties of Engineering (including some which had not yet had Faculties of Engineering) and the fact that some universities had already produced graduates. We received no response to a letter which made this suggestion, and shortly after we were sued in Federal Court for infringement of a trademark allegedly owned by CCPE/APEGN.

Given the fact that we had tried very hard over a long period of time to bring this matter to an amicable conclusion within the university, given the fact that we were unable to do so, and given the fact that a number of other universities were already offering similar programs, we really had no choice but to defend ourselves. The issue had by then evolved into a challenge of the right of universities to develop their own academic offerings, and would be made it clear to CCPE that academic programs, admissions, grading of courses, and training through existing NSF programs would not be affected.

The Feldman Report also called for new government policies—such as new tax laws, patent procedures, and antitrust legislation—to encourage competition for the best and brightest. Some people were detractors. The program was not, however, without its detractors. Some people were concerned that the centers would take funding away from the traditional individual research grants. For example, the ACM Executive Committee called for a program of traineeships, expanded equipment grants, and research computer network accessible to the entire research community, in place of the CER Program that was intended to reach only twenty-five schools.

The CERP Program was implemented, and, by most accounts, it was a success. It enabled a number of students to strengthen their research, especially experimental research, and increase the market for information technology products and retain faculty. In essence, the program helped broaden the base of universities that could produce strong computer research, training, and education. The program was renamed the "Institutional Infrastructure Program" in 1986, reflecting the fact that it had become more widespread and less narrowly focused.

Despite this success, however, the program did not immediately lead to a rapid increase in the number of doctorates, a goal that was not achieved until 1991.

Computing Comes of Age

Computer science and computing began to achieve a new national prominence. In 1986, the Networking and Information Technology Research and Development Act of 1986 established an ad hoc panel comprised of 150 or so leaders of research projects to identify as priorities: software, systems, and high-end computing.

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Association News

Distributed Mentor Project

Mentoring Undergraduate Women in Computing Research

The application deadline for the Computing Research Association’s Distributed Mentor Project for summer 2000 is January 31, 2000. The objective of the Distributed Mentor Project, which is funded by the National Science Foundation (NSF), is to increase the number of women entering graduate school in computer science and computer engineering (C&SE). The National Science Foundation awarded this project approximately $240K for 1994 and 1995, $330K for 1996, 1997 and 1998, and $630K for 1999, 2000, and 2001. The project brings together C&SE undergraduate and professors for a summer of research. The current coordinator for the project is Mary Jean Harrold, Ohio State University.

Students will be involved in research, learn how a research university operates, meet and interact with graduate students and professors, and work with successful researchers. This experience is invaluable for students who are considering applying to graduate school.

A committee will examine the applications and select at least twenty student/professor matches for funding. Notification of matches will be given by March 1, 2000.

Funding for the student consists of $550 per week for research, plus travel assistance. A student’s funding is intended to cover ten weeks of research in the summer of 2000, but alternative arrangements are possible. Mentors and their universities receive no funding. However, students and mentors who participate in the program may apply for funding to assist them in attending a conference after the summer of research.

Mentors and students will be given training packages on mentoring, and will participate in an electronic discussion group. This discussion group will provide additional mentoring opportunities while distributing the load among mentors. The discussion group will establish cohesive groups among all participants, and should be a source of support for mentors and students.

One aspect of the continuing project is a longitudinal evaluation, covering all years of the project (1994-2000). This third-party evaluation will provide formative feedback and assess the long-term impact of the project. The evaluation is not intended to check whether the performance of individuals who participate in the project; instead participants’ anonymity will be maintained as far as possible. All participants are expected to take part in the evaluation; the time involved will be minimal.

Evaluation reports are available on the Web at: http://www.cra.org/Activities/mentoring.

A applicants should be undergraduate students from U.S. colleges or universities who are seriously considering graduate study in C&SE. First consideration will be given to sophomores and juniors who have completed two or three years by the summer of 2000. However, first-year students with the skills needed for research, as well as those considering graduate school, are encouraged to apply.

The deadline for receipt of all application materials is January 15, 2000.

For more information and application procedures for students and professors visit http://www.cra.org/Activities/mentoring.

For questions regarding the Mentor Project please contact this year’s coordinator Mary Jean Harrold, harrold@cis.ohio-state.edu.

For printed brochures contact cra.org or mail requests to:

Computing Research Association
1100 17th Street, NW, Suite 507
Washington, DC 20036-4632.
Recent from Page 4

Workshops

Industrial Careers Workshop
Monday, June 19, 2000

Effective Teaching in Computer Science and
Engineering Workshop
Monday, June 19, 2000

Academic Careers
June 20, 2000

CRA workshops held in conjunction with the US-China Educational Conference in San Diego
http://www.cra.org/main/cra.events.html

Recent from Page 2

Computer science is a field in which I can
continually grow,” she said.

Horizons Continued on Page 20

Computer science is a field in which I can
continually grow,” she said.

Horizons Continued on Page 20

least twelve federal agencies. Computing had finally achieved national importance. Recognition of these changes and this national recognition indicated that computing was increasingly being viewed as important to the nation’s economic well-being. The IT workforce arose, the importance of computing and an organizational structure was in place to address the issue. Immigration

The Immigration Act of 1990, which tilted more toward career-based immigration and away from family-based immigration, would increase the number of high-tech workers who were being granted permanent visas to work in the United States. However, the increase was insufficient to meet the growing demand for IT workers. Science and engineering visas increased from 11,000 in the 1980s to 24,000 in 1993; of these, approximately one-tenth went to mathematics and computer science (e.g., 1,200 in 1992). But during the decade of the 90s, the demand for information technology workers grew dramatically because of the growing application of the Internet and the Y2K problem, and other reasons. In a free market economy, the federal government has only limited ability to regulate workforce supply and demand. Recent experience also had made the government wary of trying. In the late 1980s, some NSF program managers warned of a looming general “shortfall” of scientists and science teachers. Congress acted on these warnings, and the result was an overstimulation of the supply system and unemployment or underemployment for many new science doctorates in the early 1990s. Congressional hearings in 1992 led to harsh criticisms of NSF management from some of science’s strongest allies in Congress, and this has affected the government’s willingness to act to increase the supply of information technology teachers. One of the programs that emerged from the perceived science shortage of the late 1980s was a new temporary visa program for specialty workers that were viewed as being in short supply. These included foreign cuisine cooks, physical therapists, fashion models, and high-tech workers. The new H-1 B program was modeled on the H-1A temporary visa program that was initiated in 1989 for nurses. H-1 B visas were limited to 65,000 per year—perhaps 25,000 of which went to information technology workers (including computer science, the actual number). With an increasingly large unfilled demand for information technology workers, trade associations and industry began in 1997 to push for an increase in the number of H-1 B visas. Congress and the White House recognized the importance of information technology to the national economy, as well as the political clout of the high-tech industry, and legislation to increase immigration caps was passed in three years was passed in 1998. A push in 1999 to further raise or eliminate the caps was defeated by Congress, but it is expected that the issue will be considered again in the coming year.

The H-1B legislation is representa-
tive of a Clinton Administration economic policy that targets at the company level, rather than at the national level as it was during the Reagan years. One example of this company-level policy is pending legislation to provide tax credits to companies for training their workers, targeted primarily at companies employing information technology workers.

Women and Minorities

The information technology workforce shortage in recent years has been closely tied to the role of women and minorities in the workplace. If women and minorities were represented in the information technology workforce in the same percentage as they are represented in the population as a whole, the nation would have an adequate supply of workers to fill all of the IT openings (more than 300,000 unfilled positions, according to the Department of Commerce). The situation for minorities is vastly different as the vast majority of IT workers are male. The situation for women, on the other hand, is much more complex. Women and minorities are underrepresented in the educational pipeline. Women and minorities are underrepresented in the educational pipeline. Women and minorities are underrepresented in the educational pipeline. Women and minorities are underrepresented in the educational pipeline.

Evelyn Vasquez-Espinosa comes from a family that fostered his interest in math and science. “My mother, who was an instructor of mathematics, had been the first person to influence me in my life,” he said. He excelled in math and science in high school, but it wasn’t until he enrolled at the University of Puerto Rico in Mayaguez (UPRM) that he decided to become involved in electrical engineering. A former earning his

appropriations prospects for next year, as the release of the FY 2001 budget proposal is only four months away. n

Funding from Page 1

about half of its requested funding for new IT research. The Department of Energy’s plans for increased IT research funding were squelched entirely. The agency had requested $70 million for a new civilian Scientific Simulation Initiative as part of the IT initiative. A proponent of the proposal had even spoken of a new program that was needed given DOE’s significant investment in the A Advanced Strategic Computing Initiative. The appropriations prospects for any new or expanded DOE programs this year were poor—Congress’s relationship with the agency has deteriorated significantly after the mishandling of security lapses at DOE’s Sandia National Laboratory. In response, Congress has directed DOE to move its defense-related activities into a new semi-autonomous National Security Architecture. DOE’s proposal is only four months away. n

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**Professional Opportunities**

**Bowdoin College Department of Computer Science**

Bowdoin College invites applications for a tenure-track position at the rank of Assistant Professor or Instructor to begin in the Fall of 2000. Ph.D. preferred, ABD considered. The successful candidate will be expected to teach four courses per year ranging from introductory, core, and advanced undergraduate courses in a variety of areas of specialization; particular interest in graphics, scientific modeling, scientific visualization, and human-computer interaction. Applicants must possess a commitment to undergraduate education and demonstrate the potential to develop a productive research program. Bowdoin is a highly selective, coeducational, liberal arts college of 1,550 students located two hours north of Boston, close to Portland, along the Maine coast in a community of 24,000. The C S Department has just moved into a newly renovated building, along with the Mathematics and Physics departments, with whom we maintain close and collegial relationships. Departmental lab facilities include Macintoshes for the introductory courses, and a network of Sun workstations for use by students in intermediate and advanced courses. Further information about Bowdoin and the department is available at www.bowdoin.edu.

Applicants should send a letter of application, a curriculum vitae, statement of teaching philosophy and research interests, and arrange for three letters of reference to be sent to:

David Gamick  
Department of Computer Science  
8850 College Station  
Bowie, MD 20715

Bowie State University (the oldest historically black institution in Maryland and a regional comprehensive university) is one of the institutions in the University of Maryland System, which enrolls over 1,550 undergraduate and graduate students in thirty-six undergraduate and thirty-one graduate programs. It is centrally located between Baltimore and Washington-Annapolis corridors. You may wish to visit the campus website at www.bowdoin.edu.

 Applicants who submit their complete application by November 30, 2000, however, the positions will remain open until filled. The University is currently offering a competitive salary and an excellent benefits package.

**Bowie State University Department of Computer Science**

Bowie State University invites applications for four tenure-track appointments effective Spring 2000, at the Assistant/Associate Professor rank. Each position has a preference for excellent teaching, research, and curricular development.

Computer Science Program: (2) Candidates must have a Ph.D. degree in Computer Science. Preferred qualifications are computer network and web design, computer graphics, software engineering, operating systems, and database systems.

Computer Technology Program: (2) Candidates must have a Master's degree in Computer Science, Computer Information Systems, or related field with experience. Ph.D. preferred.

The Department offers BS (CSAB and Accredited) and MS degree programs, Post-graduate Certificate Program in Computer Science and BS degree program in Computer Technology. Twelve full-time faculty members serve 450 undergraduate and 70 graduate majors. The department has research collaborations with NASA, VUMC, and UNMPC.

**Brock University**

The Department of Computer Science and Engineering invites applications for a position at the rank of Assistant, Associate, or Full Professor to begin September 1, 2000. The successful candidate will be expected to contribute to a highly active Department which enjoys a strong record of research and teaching excellence. In addition, we have a close relationship with other groups on campus working on various areas of applied computing.

The Department has excellent computing resources that include PCs, Sun and SGI workstations, as well as SGI multiprocessor servers in addition, the Department has access to the university supercomputing facilities, high-speed campus networks, and national Internet. The Department has the resources and the support to attract excellent faculty to our department. The successful candidate will be expected to support the department's research and educational missions with high impact research and teaching. The Department is one of the institutions in the University of Maryland System, which enrolls over 1,550 undergraduate and graduate students in thirty-six undergraduate and thirty-one graduate programs. It is centrally located between Baltimore and Washington-Annapolis corridors. You may wish to visit the campus website at www.bowdoin.edu.

Please send a curriculum vitae and three letters of references sent directly to:

Office of Human Resources  
Atten: Computer Science Faculty Search Committee  
Brock University  
555 King Street West  
St. Catharines, Ontario  
L2S 3A1

Full consideration will be given to applicants who submit their complete application by November 30, 2000. However, the positions will remain open until filled. The University is currently offering a competitive salary and an excellent benefits package.

**Brock University**

The Department of Computer Science and Engineering invites applications for a position at the rank of Assistant, Associate, or Full Professor to begin September 1, 2000. The successful candidate will be expected to contribute to a highly active Department which enjoys a strong record of research and teaching excellence. In addition, we have a close relationship with other groups on campus working on various areas of applied computing.

The Department has excellent computing resources that include PCs, Sun and SGI workstations, as well as SGI multiprocessor servers in addition, the Department has access to the university supercomputing facilities, high-speed campus networks, and national Internet. The Department has the resources and the support to attract excellent faculty to our department. The successful candidate will be expected to support the department's research and educational missions with high impact research and teaching. The Department is one of the institutions in the University of Maryland System, which enrolls over 1,550 undergraduate and graduate students in thirty-six undergraduate and thirty-one graduate programs. It is centrally located between Baltimore and Washington-Annapolis corridors. You may wish to visit the campus website at www.bowdoin.edu.

Please send a curriculum vitae and three letters of references sent directly to:

Office of Human Resources  
Atten: Computer Science Faculty Search Committee  
Brock University  
555 King Street West  
St. Catharines, Ontario  
L2S 3A1

Full consideration will be given to applicants who submit their complete application by November 30, 2000. However, the positions will remain open until filled. The University is currently offering a competitive salary and an excellent benefits package.

**Brooklyn College, The City University of New York (CUNY)**

**Department of Computer Science and Information Science (CIS)**

We are seeking to fill two tenure-track positions at either the assistant or associate professor level. We are an urban liberal arts and sciences college with twenty-two full-time faculty, over 700 undergraduate and graduate students and over twenty affiliated doctoral programs. Brooklyn College is the CUNY Center. Several major research projects are currently underway. Extensive faculty and student SUNY/NAS and PC networks are used in teaching and research. We would prefer to hire two individuals, one specializing in any area of computer science, and a second specializing in multimedia computing.

A successful candidate will teach undergraduate and graduate courses in CIS and is expected to develop a research program in one of their areas of expertise. The successful candidate will have a broad knowledge of computer science and should have good teaching skills. The multimedia specialist will also work with the Department of TV and Radio and will help develop multimedia curricula for the College. For appointment at the rank of Associate Professor, a candidate for the position should have a Ph.D. in computer science or a related area. For the rank of Assistant Professor, a candidate should have a Ph.D. in an area relevant to computer science, and experience in the field. For appointment at the rank of Associate Professor, a candidate should have a record of participation in research projects and high-quality publications in the field. Please send a curriculum vitae and three letters of reference to:

Professor Aaron Tenenbaum  
Department of Computer Science  
Brooklyn College  
2900 Bedford Avenue  
Brooklyn, NY 11210

Email: bt@sci.brooklyn.cuny.edu

**Barat College**

**Department of Computer Science**

Barat College, a four-year liberal arts college located on the North Shore of Long Island, is seeking a full-time faculty member to teach courses in computer science. The successful candidate will teach a wide variety of courses at the undergraduate level and will demonstrate mastery of discipline and the ability to communicate subject matter effectively. Opportunities exist for curriculum design and development, student lab design and support. Other responsibilities include student advising, as well as professional and institutional relationships with other faculty in the Math/CS Department and with other departments and groups on campus. Responsibilities include teaching and advising undergraduates in computer science research projects, and contributing to the college’s efforts to enhance the academic environment through initiatives that emphasize speaking and writing. Salary and rank commensurate with credentials and experience.

A Barat College is a selective liberal arts college serving 1,900 undergraduates. Information about the Department, its traditional and new applied computing tracks is available on the Web at https://www.barat.edu/computer-science/. Please send a letter of application, curriculum vitae, statement of teaching and research interests, and arrange for three letters of reference from individuals at least one of whom can comment on teaching, to:

Dean of Faculty  
Barat College  
111 Cummington Street  
Boston, MA 02215

Barat College is an Equal Opportunity/Affirmative Action employer. Min. Mins, parsons with disabilities are particularly encouraged to apply.

**Barnard College**

**Department of Computer Science**

Barnard College invites applications for four tenure-track assistant professorships beginning September 2000. Qualifications: Ph.D. degree in computer science or closely related area such as mathematics. Teaching the department’s special interest is in candidates pursuing experimental computer science research, including: networking, operating systems, distributed systems, database systems, security, and security of networked systems, databases, information retrieval and visualization, and computer graphics.

Applicants are invited for four tenure-track assistant professorships beginning September 2000. Qualifications: Ph.D. degree in computer science, a strong research record in computer science, and experience in teaching computer science. The department has a special interest in candidates pursuing experimental computer science research, including: networking, operating systems, distributed systems, database systems, security, and security of networked systems, databases, information retrieval and visualization, and computer graphics.
California Polytechnic State University
Computer Science Department
Assistant/Associate/Full Professor, tenure-track positions beginning Fall 2000. The Department of Computer Science offers a strong program in computer engineering and computer engineering. The Department is seeking candidates for tenure-track positions beginning Fall 2000. Candidates must have a Ph.D. equivalent in Computer Science or in a closely related field. The individual selected will be expected to contribute to both new and ongoing research programs at Cal Poly and to both undergraduate and graduate courses. A detailed description of the Department is available at http://www.cs.calpoly.edu.

Send resume and names and addresses of five references to Professor Charles R. Mack, Chair of the Computer Science Department, California Polytechnic State University, 09213 Seattle Boulevard, Bakersfield, CA 93311-1099.

Review of applications will begin December 15, 1999 and will continue until the positions are filled. Fleni University is an Equal Opportunity/Affirmative Action Employer.

Professional Opportunities

Clemson University
Department of Computer Science
Chair
Clemson University invites applications and nominations for the position of Chair of the Department of Computer Science. The department will develop and maintain a national reputation for effective and innovative teaching and have a strong research record. A background in one or more of the Department's research focus areas (algorithms, graphics, and software engineering) is considered a plus. Applicants should be at level of experience that enables them to be appointed as a tenured full professor. The position is available beginning July 2000. Clemson University has twenty-one faculty positions, more than 500 undergraduate majors and more than 125 graduate students, and offers BA, BS (CSA-accredited), MS and Ph.D. degrees. Descriptions of faculty research projects and additional information about the Department are available at http://www.cs.clemson.edu.

Applications will be accepted in the town of Clemson, SC, is the land-grant university of the Carolina area and an enrollment of more than 12,000. Clemson is a small college town located on Lake Hartwell in the foothills of the Blue Ridge Mountains.

Quality candidates should send a curriculum vitae and names of three references to: Professor Charles R. Mack, Chair Department of Computer Science, Chair Search Committee, Clemson University, SC 29634-1974. Screening will begin January 1, 2000 and will continue until the position is filled. Qualified women and minority candidates are especially encouraged to apply. Clemson University is an Equal Opportunity/Affirmative Action Employer.

Clemson University
Department of Electrical and Computer Engineering
Applications are invited for faculty in the Department of Computer Engineering area of the Department of Electrical and Computer Engineering. The Department has active research programs in parallel and distributed computing, and networking. The Department of Computer Engineering area has strong research programs in parallel and distributed computing, and networking. There is significant interest in faculty who are comfortable with robotics and computer vision. Application documents should be sent to: Faculty Search Committee, Department of Electrical and Computer Engineering, 246 Tillman Hall, Clemson University, SC 29634-1301. Review of applications will begin November 15, 1999, and will continue until the positions are filled. Clemson University is an Equal Opportunity/Affirmative Action Employer.

Colorado State University
Department of Computer Science
The Department of Computer Science at Colorado State University is seeking candidates for two tenure-track faculty positions beginning Fall 2000. One of the positions is contingent upon the availability of funds. The appointments will be at Assistant or Associate Professor level. Applicants should have a Ph.D. equivalent in Computer Science or in a closely related discipline. Candidates should be able to demonstrate a strong commitment to teaching and research. In addition, candidates should have a strong interest in both teaching and research are expected. Applicants are sought in all areas of computer science with preference given to the areas of graphics, networking, and microprocessor design. Successful applicants will teach in our undergraduate and graduate computer science programs. The Department offers a competitive liberal arts college curriculum in computer science and is committed to promoting excellence in both teaching and research. Completion of a Ph.D. degree or equivalent in Computer Science is required. The Colorado State University's Department of Computer Science offers undergraduate and graduate degrees in Computer Science, including a B.S. in Computer Science and M.S. and Ph.D. programs.

For more information telephone: 661-463-8563, fax: 661-463-8570, or by E-mail: cs@calpoly.edu.

Applications and letters of recommendation should be sent to: Chair, Faculty Search Committee, Department of Computer Science, College of Engineering, Fort Collins, CO 80523. Clemson University is an Equal Opportunity/ Affirmative Action Employer. Women, minorities, and individuals with disabilities are welcome.

Computists International
Computists’ Weekly

Weekly digest of news about M.S., Ph.D. research and teaching jobs, grants, opportunities, industry news, research papers, websites, seminars, job fairs, philosophy, humor, etc. Browse and archive files at http://www.computists.com.

DePaul University
Department of Computer Science
The Department of Computer Science at DePaul University invites applications for two tenure-track faculty positions beginning Fall 2000. One of the positions is contingent upon the availability of funds. The Department is seeking candidates who can demonstrate a strong commitment to teaching and research. In addition, candidates should have a strong interest in both teaching and research. Applicants are sought in all areas of computer science with preference given to the areas of graphics, networking, and microprocessor design. Successful applicants will teach in our undergraduate and graduate computer science programs. The Department offers a competitive liberal arts college curriculum in computer science and is committed to promoting excellence in both teaching and research. Completion of a Ph.D. degree or equivalent in Computer Science is required. The Colorado State University's Department of Computer Science offers undergraduate and graduate degrees in Computer Science, including a B.S. in Computer Science and M.S. and Ph.D. programs.

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Drexel University

Department of Mathematics and Computer Science

Teaching and Research Positions

The Florida State University is in a period of significant growth in Computer Science and allied areas. The department invites applications for several tenure-track and non-tenure-track positions at all ranks. Last year the Department of Computer Science hired six new faculty and the growth is continuing. New faculty will have the opportunity to help shape the departments' future.

Teaching and Research Positions

Applicants are encouraged to apply for either a tenure-track or non-tenure-track position. Applicants should have a Ph.D. in Computer Science or related areas. A Ph.D. in Computer Science is desirable, but not required. Applicants should submit a curriculum vitae, a list of publications, and a statement of their research interests. Positions are filled until the department reaches its goals.

Applicants should send their letter of application, a curriculum vitae, a list of publications, and a statement of research interests to:

Donna Max, Executive Assistant to the Dean
School of Computer Science, Telecommunications, and Information Systems
DePaul University
243 South Wabash Avenue
Chicago, IL 60604-2200
E-mail: faculty-search@cs.depaul.edu

Applications must be received by the date of the appointment. Well qualified applicants will be asked to submit a full publication list and a curriculum vitae. Applicants should also provide three letters of reference. Applications must be received by the date of the appointment. Positions will begin in Fall 1999.

Duke University

Department of Computer Science

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Professional Opportunities

Georgia Institute of Technology
Computer College of Technology

Computing facilities are supported by two visualization research. The departmental one with ATM switches for network workstations, and a 16-processor Origin. Research and instruction include a closely related discipline, and a bandwidth communications.

Georgia State University

Preference will be given to applications from individuals conducting research emphasizing algorithmic problems involving bioinformatics, genomics, functional and post-genomic analyses, metabolic pathways, and other testing problem structures. See the Georgia Institute of Technology, Atlanta, GA 30332-0280, Fax: 404-894-9846. Additional, please include a URL pointing to your online resume and publications.

Georgia State University

The Department of Computer Science at Georgia State University invites applications for several tenure-track positions at the assistant professor level to the growing department. The successful applicant will have a unique opportunity to influence the direction of a growing department.

Georgia Tech's College of Computing

The college is consistently ranked as one of the "Best Values" among national liberal arts colleges in the U.S. News & World Report survey of quality and price in higher education. Small classes, a strong graduate program, and research emphasis in independent research and resident fellowships are encouraged. The college particularly welcomes applications from individuals in underrepresented groups.

Louisiana State University

The Department of Computer Science at Louisiana State University invites applications for a tenure-track faculty position at the assistant professor level to the growing department.

The Department of Computer Science Department of Computer Science, Indiana University

Knox College

Knox College invites applications for a tenure-track position at the assistant professor level to begin September 1, 2000. Candidates must have a Ph.D. in Computer Science and a closely related field (ABD will be considered). Women and minorities are strongly encouraged to apply. The position offers an attractive starting salary, the potential for excellence in teaching and research, and a variety of A-1 areas of specialization will be considered.

Louisiana State University

The Department of Computer Science at Louisiana State University invites applications for several tenure-track faculty positions at the assistant professor level. Preference will be given to candidates in parallel and distributed computing networks, bioinformatics, and knowledgebased systems, software engineering, intelligent agents, machine learning, and programming languages. The position is available immediately and will continue until the position is filled. Send cover letter, curriculum vitae, and three letters of reference to: Sahnny Johnson, Chair, Computer Science, Louisiana State University, 107 Bear Branch Hall, Amos, IA 50301-2083.

Louisiana State University

The Department of Computer Science at Louisiana State University invites applications for several tenure-track faculty positions at the assistant professor level to the growing department.

The college is consistently ranked as one of the "Best Values" among national liberal arts colleges in the U.S. News & World Report survey of quality and price in higher education. Small classes, a strong graduate program, and research emphasis in independent research and resident fellowships are encouraged. The college particularly welcomes applications from individuals in underrepresented groups.
**Professional Opportunities**

**Massachusetts Institute of Technology**
Department of Electrical Engineering and Computer Science
Faculty Positions

The Department of Electrical Engineering and Computer Science at MIT invites applications for several faculty appointments in the areas of networking, distributed systems, and verification. We will also consider candidates in related areas including autonomous computing, real-time operating systems, and real-time systems and verification. We will also consider outstanding candidates in other areas.

Faculty members are expected to develop a vibrant, self-funded research program and to participate in teaching at all levels. Applicants will be considered until the positions are filled. Information about the department is available at http://www.eeecs.mit.edu. Please send your curriculum vitae, a list of publications, a statement of research interests and their goals in both academic and industrial settings, and three letters of recommendation to: Head, Search Committee, Department of Electrical Engineering and Computer Science, 50-110, Cambridge, MA 02139. Applications should be received by December 1, 1999, but received applications will be considered until the position is filled. Information about the department is available at http://www.eeecs.mit.edu. Please send your curriculum vitae, a list of publications, a statement of research interests and their goals in both academic and industrial settings, and three letters of recommendation to: Head, Search Committee, Department of Electrical Engineering and Computer Science, 50-110, Cambridge, MA 02139.

The University is located in Lexington, which forms one vertex of the world- renowned Research Triangle Park. The Research Triangle area was recently recognized as one of the "seats of the world" in the U.S. and boasts a high concentration of high technology companies. The core of our networking activities takes place at North Carolina State University, an advanced technology community for university, corporate, and government R&D facilities and business incubators, which is quickly emerging as the Research Triangle area's newest growth area.

Interested candidates should send their curriculum vitae (including citizenship and visa status) and the names of four references to: Head, Search Committee, Department of Electrical Engineering and Computer Science, 500 Robison Drive, Campus Box 2806, Raleigh, NC 27695-2806.

Prospective candidates should also send access to the department's homepage (http://www.eeecs.niu.edu) and to send mail to: searchgncs.niu.edu.

The University is an EEO/AA Affirmative Action/Alternative A'ction employer.

**McGill University**
School of Computer Science
The School of Computer Science at McGill University invites applications for tenured or tenure-track faculty positions in networking and distributed systems for an initial appointment to be made on or before June 1, 2000. Applications for more senior positions are also welcome. A maestro of computer science expertise in networking and software engineering, software verification, network architecture, network monitoring, computer security, machine learning, model-checking, reusing complexity, using the Internet, and computing biology.

Hardware applications, including a curriculum vitae, a list of publications with copies of one or two sample reprints, a research proposal, and the names and addresses of three referees should be sent by: Head, Committee on Computer Science, McGill University, 3480 University Street, Montreal, QC H3A 2A7.

The review process will start Novem ber 15, 1999 and the search will continue until the position is filled. Information about the department is available at http://www.cs.mcgill.ca.

McGill University is committed to equity in employment and, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**New York University**
Computer Science Department
Faculty Hiring Committee

The Department of Computer Science at New York University seeks candidates for one or more faculty positions in the areas of operating systems and distributed systems. The successful candidate will have access to our state-of-the-art high-performance AT&T mainframe network, and the North Carolina Giga-Pop and Internet2 facilities.

The Department of Computer Science at New York University is an Equal Opportunity/Affirmative Action Employer. Women and minority candidates are encouraged to apply. Applications should include a cover letter describing current research and teaching interests, statement of research and teaching goals, curriculum vitae, a list of publications, and three letters of recommendation.

Send applications for these positions following the standard procedure to: Faculty Hiring Committee, Department of Computer Science, New York University, 251 Mercer Street, New York, NY 10012-1185.

New York University is an Equal Opportunity/Affirmative Action Employer.

**North Carolina State University**
Department of Computer Science
Operating Systems

The Department of Computer Science at North Carolina State University seek candidates for a faculty position in operating systems and distributed systems. The successful candidate will have access to our state-of-the-art high-performance AT&T mainframe network, and the North Carolina Giga-Pop and Internet2 facilities.

The University is located in Raleigh, which forms one vertex of the world-renowned Research Triangle Park. The Research Triangle area was recently recognized as one of the "seats of the world" in the U.S. and boasts a high concentration of high technology companies. The core of our networking activities takes place at North Carolina State University, an advanced technology community for university, corporate, and government R&D facilities and business incubators, which is quickly emerging as the Research Triangle area's newest growth area.

Interested candidates should send their curriculum vitae (including citizenship and visa status) and the names of four references to: Operating Systems Recruitment Committee, Department of Computer Science, North Carolina State University, Campus Box 8206, Raleigh, NC 27695-8206.

Prospective candidates should also send access to the department's homepage (http://www.csc.ncsu.edu) and to send mail to: searchgncs.ncsu.edu.

The University is an EEO/AA Affirmative Action/Alternative A'ction employer.

**Northern Illinois University**
Department of Computer Science

The Department of Computer Science at Northern Illinois University seeks candidates for a faculty position whose research interests are in the areas of autonomous computing, distributed systems, real-time computer systems, and autonomous computing, web-related systems and applications. The successful candidate will hold a Ph.D. in Computer Science or a related field and have recently completed, a doctorate. In addition, the successful candidate must have a strong background in operating systems and verification. We will also consider candidates in related areas including autonomous computing, real-time operating systems, and real-time systems and verification. We will also consider outstanding candidates in other areas.

Faculty members are expected to develop a vibrant, self-funded research program and to participate in teaching at all levels. Applications will be considered until the positions are filled. Information about the department is available at http://www.csc.niu.edu. Please send your curriculum vitae, a list of publications, a statement of research interests and their goals in both academic and industrial settings, and three letters of recommendation to: Operating Systems Recruitment Committee, Department of Computer Science, 2114 Hallie, Northern Illinois University, DeKalb, IL 60115. Applications will be considered until the position is filled.

The University is an Equal Opportunity/Affirmative Action A'ction Employer, women and minorities are encouraged to apply. Applications should include a cover letter describing current research and teaching interests, statement of research and teaching goals, curriculum vitae, a list of publications, and three letters of recommendation.

Send applications for these positions following the standard procedure to: Faculty Hiring Committee, Computing Department, Northern Illinois University, DeKalb, IL 60115. Information about the department is available at http://www.csc.niu.edu.

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Northern Illinois University

Department of Computer Science

Applications are invited for tenure-track faculty positions in the Department of Computer Science at Northern Illinois University. Successful candidates will hold a full-time faculty appointment, which is an interdisciplinary center within the College of Engineering. Applicants must have a Ph.D. degree in computer science or a closely related field. Experience in teaching and research in one or more of the following areas: software engineering, data management, and computer networks is desirable. A successful candidate will have a strong commitment to excellence in teaching and research and to excellence in service to the university and the discipline. The successful candidate will be expected to establish an active and sustainable research program leading to national and international recognition, and to develop a broad undergraduate and graduate teaching program. Northern Illinois University is an Equal Opportunity/Affirmative Action Employer.

Ohio State University

Department of Computer and Information Sciences

The Department of Computer and Information Sciences at The Ohio State University invites applications for one or more tenure-track faculty positions in Computer Science. The Department is one of the largest computer science departments in the United States and provides a stimulating and collegial research and teaching environment. The new faculty members will work with existing faculty in the Department and will benefit from the opportunities offered by the other departments and centers within The Ohio State University. Applications are encouraged from candidates with research focusing in one or more of the following areas: computer architecture and microstructure, computer networks and communication systems, software engineering, and computer security. Because of the Department’s interdisciplinary nature, candidates with expertise in any area that is complementary to the existing faculty are encouraged to apply. Interested candidates should submit a curriculum vitae, along with a cover letter, by e-mail to ciss_search@osu.edu. Closing date for applications is January 1, 2001. A Ph.D. or equivalent degree is required. The Ohio State University is an Equal Opportunity/Affirmative Action Employer.

Pennsylvania State University

Department of Computer Science and Engineering

The Department of Computer Science and Engineering invites applications for an endowed chair professorship. The endowed chair professorship is the highest award that can be bestowed in the field of computer science and engineering. Candidates for this chair should be outstanding researchers in computer science and engineering who have demonstrated leadership in their field and whose work has had a significant, broad impact on the field. The endowed chair professorship is endowed by an anonymous donor. Applications should be submitted by November 1, 2000. Further information is available from Chair, Department of Computer Science and Engineering, 1001 E. Pleasant Valley Road, University Park, PA 16802-2710. The Pennsylvania State University is an equal opportunity/affirmative action employer.

Oklahoma State University

School of Electrical and Computer Engineering

Applications are invited for a full-time faculty position in the Department of Computer Science in the School of Electrical and Computer Engineering at Oklahoma State University. The position will begin in Fall 2001. The successful candidate will have a Ph.D. degree in computer science or a closely related field. Applicants should have an active and sustainable research program leading to national and international recognition and the ability to actively participate in teaching, research, and service activities. Applications are encouraged from candidates with research focusing in one or more of the following areas: computer science, computer networks, and software engineering. A successful candidate will contribute to an interdisciplinary doctoral program in computer science. Applications should include a letter of intent, a curriculum vitae, statements of teaching and research interests, and the names, addresses, and telephone numbers of at least three references. Oklahoma State University is an Affirmative Action/Equal Opportunity Employer. Women and minorities are especially encouraged to apply.

Oklahoma State University

Department of Computer Science

The Department of Computer Science at Oklahoma State University is seeking applications for qualified candidates for the position of Professor and Chair of the Department. The position is expected to begin July 1, 2000. The successful candidate will have a Ph.D. in computer science and/or computer engineering and should have demonstrated excellence in research, teaching, and service. The Department is a growing department that is committed to excellence in research, teaching, and extension. It offers a full range of undergraduate and graduate programs, with over 150 undergraduate and 15 graduate students enrolled in the Department. The Department has 30 full-time and 5 part-time faculty members and is recognized for its research in database and information systems, computer networks, software engineering, and artificial intelligence. Oklahoma State University encourages applications from qualified women, minorities, and persons with disabilities. Please send curriculum vitae and names of three references to: Chair, Computer Science Head Search Committee, Computer Science Department, Oklahoma State University, Stillwater, OK 74078-1053, Telephone: 405-744-5668, E-mail: head-search@cs.okstate.edu. Closing date for applications is December 1, 2000. Further information is available from Chair, Faculty Search Committee, Computer Science Department, Oklahoma State University, Stillwater, OK 74078-1053, Telephone: 405-744-9097, E-mail: head-search@cs.okstate.edu. www.cs.okstate.edu. Oklahoma State University encourages applications from qualified women, minorities, and persons with disabilities. Women and minorities are especially encouraged to apply.

Oklahoma State University

Department of Computer Science

The Department of Computer Science at Oklahoma State University is currently seeking a qualified candidate to fill an endowed professorship in data mining and intelligent systems. Applications are encouraged from candidates with an active and sustainable research program leading to national and international recognition and the ability to actively participate in teaching, research, and service activities. Applications should include a letter of intent, a curriculum vitae, statements of teaching and research interests, and the names, addresses, and telephone numbers of at least three references. The position at Oklahoma State University is an endowed professorship and is endowed by an anonymous donor. Applications should be submitted by November 1, 2000. Further information is available from Chair, Department of Computer Science, Oklahoma State University, Stillwater, OK 74078-1053, Telephone: 405-744-5668, E-mail: head-search@cs.okstate.edu. www.cs.okstate.edu. Oklahoma State University encourages applications from qualified women, minorities, and persons with disabilities. Women and minorities are especially encouraged to apply.

Ohio State University

Department of Computer and Information Sciences

The Department of Computer and Information Sciences at The Ohio State University invites applications for a full-time faculty position in Computer Science. The Department is a growing department that is committed to excellence in research, teaching, and extension. It offers a full range of undergraduate and graduate programs, with over 150 undergraduate and 15 graduate students enrolled in the Department. The Department has 30 full-time and 5 part-time faculty members and is recognized for its research in database and information systems, computer networks, software engineering, and artificial intelligence. Applications are encouraged from candidates with research focusing in one or more of the following areas: computer science, computer networks, and software engineering. A successful candidate will contribute to an interdisciplinary doctoral program in computer science. Applications should include a letter of intent, a curriculum vitae, statements of teaching and research interests, and the names, addresses, and telephone numbers of at least three references. Oklahoma State University is an Affirmative Action/Equal Opportunity Employer. Women and minorities are especially encouraged to apply.

Ohio State University

Department of Computer and Information Sciences

The Department of Computer and Information Sciences at The Ohio State University invites applications for a full-time faculty position in Computer Science. The Department is a growing department that is committed to excellence in research, teaching, and extension. It offers a full range of undergraduate and graduate programs, with over 150 undergraduate and 15 graduate students enrolled in the Department. The Department has 30 full-time and 5 part-time faculty members and is recognized for its research in database and information systems, computer networks, software engineering, and artificial intelligence. Applications are encouraged from candidates with research focusing in one or more of the following areas: computer science, computer networks, and software engineering. A successful candidate will contribute to an interdisciplinary doctoral program in computer science. Applications should include a letter of intent, a curriculum vitae, statements of teaching and research interests, and the names, addresses, and telephone numbers of at least three references. Oklahoma State University is an Affirmative Action/Equal Opportunity Employer. Women and minorities are especially encouraged to apply.

Ohio State University

Department of Computer and Information Sciences

The Department of Computer and Information Sciences at The Ohio State University invites applications for a full-time faculty position in Computer Science. The Department is a growing department that is committed to excellence in research, teaching, and extension. It offers a full range of undergraduate and graduate programs, with over 150 undergraduate and 15 graduate students enrolled in the Department. The Department has 30 full-time and 5 part-time faculty members and is recognized for its research in database and information systems, computer networks, software engineering, and artificial intelligence. Applications are encouraged from candidates with research focusing in one or more of the following areas: computer science, computer networks, and software engineering. A successful candidate will contribute to an interdisciplinary doctoral program in computer science. Applications should include a letter of intent, a curriculum vitae, statements of teaching and research interests, and the names, addresses, and telephone numbers of at least three references. Ohio State University is an Affirmative Action/Equal Opportunity Employer. Women and minorities are especially encouraged to apply.
Professional Opportunities

Rice University
Department of Computer Science

The Department of Computer Science, the Department of Electrical and Computer Engineering, the Center for High Performance Software, and the Center for Multimedia Communication at Rice University expect to have at least four positions in the areas of computer science and engineering available starting in the academic year 2000-2001 and invite applications for faculty and staff positions. We are interested in receiving applications for appointments to the tenure-track faculty at the Assistant Professor level, Associate Professor, or Professor level. A Assistant Professor (however, appointment as an Associate or Full Professor may be considered for exceptionally well-qualified candidates), to the research faculty which may be at the rank of faculty fellow, senior faculty fellow, and distinguished faculty fellow (these are research positions), and to the research staff as a research scientist or as a postdoctoral research associate. We are especially interested in candidates with research experience in algorithms and complexity, artificial intelligence, compilers, computer graphics, computer systems, database management systems, digital libraries, distributed and mobile computing, embedded systems, high-performance hardware, information retrieval, networks, programming languages, software engineering, and parallel computing. We will consider doing candidates in other areas as well.

Applicants should hold a Ph.D. degree in Computer Science or a related discipline or expect to complete such requirements prior to assuming an appointment. Strong evidence of a commitment to excellence both in research and teaching is required for tenure-track appointment. Preference will be given to early applications.

The Department of Computer Science and of Electrical and Computer Engineering share superb research facilities. NSF Educational Innovation, Research Infrastructure and Science and Technology Center grants, along with major grants and contracts from both industrial organizations and government agencies, have enabled the departments to build parallel and multiprocessor systems laboratories, a large network of engineering workstations, an extensive local area network, a high-speed network test-bed, and access to scientific communities via NSF, NASA, and Department of Energy electronic networks. The Center for High Performance Software supports several major research projects and provides access to massively parallel computer systems located at several cooperating institutions. The Center for Multimedia Communication develops embedded systems, distributed systems, and network architectures for tethered and untethered multi-media communication applications through collaborative research efforts with the various academic departments and associated centers located in the new Computational and Information Systems building.

Rice is a well-endowed private university with a strong reputation for academic excellence, particularly in undergraduate teaching. It attracts outstanding students nationally and internationally and provides a stimulating environment for research, teaching, and joint projects with industry. Teaching loads are low to accommodate faculty research and faculty salaries are competitive.

Send a resume, a statement of research and teaching interests, as well as the names and addresses of at least three references to:

Computer Science and Engineering
Search Committee
Department of Computer Science
MS 132
Rice University
P.O. Box 1392
Houston, Texas 77251-1392
before January 15, 2000. Please specify the position for which you are applying.

For more information, see http://www.cs.rice.edu/ or call Iva Jean Jorgensen (713)284-4316 or fax (713)284-1292. Rice is an Equal Opportunity/Affirmative Action employer.

Rutgers University
Department of Management/Science and Information Systems

Senior Faculty Position

The Department of Management Science and Information Systems (MSIS) has a senior faculty opening starting in August 2000. A candidate must be active in research, have a proven scholarly excellence in Information Systems or a closely related field. The position will be given to candidates with interests in electronic commerce, informatics, databases, web engineering, human-computer interaction, and software engineering. Leadership in research and in curriculum development at the undergraduate, MBA and Ph.D. level is expected. Applications should be received by November 30, 1999 to receive full consideration. Being a U.S. citizen or permanent resident of Canada and visible minorities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. Appointment will be made from qualified U.S. citizens or permanent residents of Canada.

Applications should have a Ph.D. in engineering, computer science, mathematics or a related field. We consider creative experience in industry to be as relevant as academic experience. All our faculty members are expected to teach graduate, undergraduate, and service courses as well as supervise graduate student research. They must have a strong and demonstrated commitment to research in a university environment and will have normal faculty administrative and committee responsibilities.

McMaster University

McMaster University, recognized as one of the most innovative universities in Canada, has a new department, Computing and Software, in the Faculty of Engineering. It offers a new program in Software Engineering and an established program in Computer Science. The department currently has 21 faculty and is rapidly expanding. Our web page is www.cas.mcmaster.ca.

We are seeking new colleagues at all levels. We seek outstanding candidates from all areas of Software Engineering and Computer Science, but we are especially interested in applicants working in: performance prediction, biomedical computing, computers in communication systems, computer security, distributed data networks, high performance computing, real-time control systems, man-machine interfaces, and software design methods.

We treat Software Engineering as a branch of engineering distinct from Computer Engineering and Computer Science. We have designed an innovative new program to meet the engineering accreditation criteria of the Canadian Engineering Accreditation Board. Ability to be registered as a Professional Engineer in the Province of Ontario, or become registered within three years of appointment, will be considered an advantage.

Applicants should have a Ph.D. in engineering, computer science, mathematics or a related field. We consider creative experience in industry to be as relevant as academic experience. All our faculty members are expected to teach graduate, undergraduate, and service courses as well as supervise graduate student research. They must have a strong and demonstrated commitment to research in a university environment and will have normal faculty administrative and committee responsibilities.

McMaster University has an employment equity program that encourages applications from all qualified candidates, including women, aboriginal people, persons with disabilities and visible minorities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada.

Salary is commensurate with experience and qualifications. Applications, including a curriculum vitae, a statement detailing research and teaching interests and the names of five referees should be sent to: Chair, Department of Computing and Software, Faculty of Engineering, McMaster University, 1280 Main St. West, Hamilton, Ontario, Canada L8S 4L7.

Applications will be accepted until the positions are filled.
University of Arkansas
Department of Electrical Engineering and Computer Science
Faculty Position in Computer Science
The Department of Electrical Engineering and Computer Science at the University of Arkansas, located in the rapidly growing Capital Region of the State of Arkansas, invites applications and nominations for a faculty position at the rank of Assistant, Associate, or Full Professor. Applicants should have a Ph.D. in Computer Science and a demonstrated record of teaching excellence, research productivity, and scholarship. They should be committed to building a successful research program and to providing outstanding undergraduate and graduate instruction. The University of Arkansas is an AA/EO employer.

Tulane University
Department of Electrical Engineering and Computer Science
Faculty Position in Computer Science
The Department of Electrical Engineering and Computer Science at Tulane University invites applications for a tenure-track faculty position at the rank of Assistant Professor at the earliest available date. Applicants must have a Ph.D. in Computer Science or a closely related field. They should have a strong commitment to excellence in both teaching and research, and a record of scholarly and creative accomplishments. The college is interested in supporting research and scholarly activity that positions Tulane University as a preeminent research university. Tulane University is committed to diversity and encourages applications from women and minorities.

Texas Tech University
Department of Computer Science
The Department of Computer Science at Texas Tech University invites applications for a tenure-track faculty position at the rank of Assistant Professor at the earliest available date. Applicants must have a Ph.D. in Computer Science or a closely related field. They should have a strong commitment to excellence in both teaching and research, and a record of scholarly and creative accomplishments. The department has a vibrant undergraduate and graduate program in Computer Science and Software Engineering.

University of California, Berkeley
Department of Electrical Engineering and Computer Science
The University of California, Berkeley invites applications for tenure- track faculty positions at all ranks in the field of Computer Science. Applicants must have a Ph.D. in Computer Science or a closely related field. They should have a strong commitment to excellence in both teaching and research, and a record of scholarly and creative accomplishments. The department has a vibrant undergraduate and graduate program in Computer Science and Software Engineering.
University of California, Irvine
Department of Computer Science
Equity Statement

The Department of Information and Computer Science (ICS) has several tenure-track faculty positions open in the following areas of research emphasis:

A. Systems Software: Databases, algorithms, performance modeling, network security, and computer-supported cooperative work.

B. Computer-aided design.

C. Digital arts, biology, cognitive science, computing, knowledge-discovery in multimedia, and cryptography.

D. Objects of computer science: hardware and software engineering, bioinformatics or medical informatics.

A. Applicants are encouraged to apply for the position of Associate or Assistant Professor in Computer Graphics. Applicants are also considered in other areas, but exceptional candidates from all ranks will be considered. In all cases, candidates are expected to have a Ph.D. degree in Computer Science or a related field. The Ph.D. degree is highly desirable, especially in the areas identified above. Applications are further encouraged to obtain recommendations from people who are most familiar with the candidate's recent work.

B. Two outstanding candidates for Assistant or Associate Professor in Computer Science have recently been appointed. The applicants are highly qualified and have obtained recommendations from other prominent computer scientists.

C. Assistant Professor positions are still open in Computer Science, and the Department is actively recruiting candidates in various fields.

D. The University of California is an Equal Opportunity/Affirmative Action Employer. Women and Minorities are encouraged to apply. Applications are requested to be sent to the appropriate position(s) and must be received by January 15, 2000. All application materials must be received by January 15, 2000. Thereafter, no applications will be accepted. All application materials must be received by January 15, 2000. Applicants are requested to send their résumé, the names and addresses of at least four references, and a statement of research and teaching interests to Professor John L. Hennessy, Chair, Computer Science Department, Stanford University, Stanford, CA 94305-4045. The University of California is an Equal Opportunity/Affirmative Action Employer.
University of Florida Computing Research News

Kent State University. The Department of Computer and Information Science and Engineering is a well-established department known for its research in software engineering, networking and distributed systems, database systems, web applications, and security. Applications are encouraged from all areas of computer science and engineering, though applicants are principally sought in the area of software engineering.

The Department of Computer Science at the University of Minnesota offers degrees in the Colleges of Engineering and Information Science and Engineering. One of whom holds an endowed chair, and two members of the National Academy of Engineering. They have a strong commitment to excellence in research, teaching, and service. The University of Minnesota is a member of the American Association for the Advancement of Science and a recipient of the BellSouth Eminent Scholar's Chair in Computing.

The University of Kentucky Computer Science Department offers undergraduate and graduate programs. The Department provides good technical and research facilities, as well as Internet connections. It is an environment for creative and innovative research and participation in the most favorable in Canada to the home office.

The University of California, Berkeley, invites applications and nominations for one or more tenure-track positions, subject to the conditions specified below. Consideration for the positions will be given to all newly appointed faculty members who have earned a Ph.D. in Computer Science, and a strong commitment to teaching and research. Particular areas of interest include computer security, computer networks, distributed systems, computer science, machine learning, embedded systems, computer architecture, programming languages and emerging applications like cloud computing, bioinformatics, health care, and manufacturing.

Applications and nominations are solicited from qualified women and men from all areas of computer science and engineering. They are especially interested in candidates with expertise in all areas of applied and experimental computer science, such as programming languages, networking, computer graphics and computer vision, software engineering, and parallel and distributed software engineering.

Applications are invited for one or more tenure-track positions, subject to the conditions specified below. Consideration for the positions will be given to all newly appointed faculty members who have earned a Ph.D. in Computer Science, and a strong commitment to teaching and research. Particular areas of interest include computer security, computer networks, distributed systems, computer science, machine learning, embedded systems, computer architecture, programming languages and emerging applications like cloud computing, bioinformatics, health care, and manufacturing.
Professional Opportunities

University of Nevada, Reno: Department of Computer Science

The Computer Science Department at the University of Nevada, Reno is conducting a search to fill two tenure-track faculty positions. We are particularly interested in hiring faculty members with research interests in:

- computational science, including grid computing, visualization, and applications

Applications are invited for a tenure-track Assistant Professor position in the Computer Science Department to begin in January or August 2000. A Ph.D. in Computer Science or Computer Engineering is required by the date of appointment. Candidates should possess a demonstrated potential for quality research and a strong commitment to teaching at the undergraduate and graduate levels. Candidates with expertise and credentials appropriate for appointment as a tenured faculty member. The department is particularly interested in hiring faculty members with research interests in:

- computational science, including grid computing, visualization, and applications

To apply, send a letter of application, curriculum vitae, and the names of three references to:

Peter Revesz, CSE Search Committee Chair
Department of Computer Science
University of Nevada, Lincoln
Lincoln, Nebraska 68588-0115

Professor Varol, Chair
Computer Science Department/171
University of Nevada
Reno, NV 89557

Consideration of applicants will begin on December 1, 1999. UNR is an A/A

The computing environment at the University of New Mexico is diverse, responsive to dual career couples, and is a scenic half-hour drive to Lake Tahoe, one of the largest and most beautiful alpine lakes on the planet. The Pacific Crest Trail is nearby for hiking and the Lake Tahoe, one of the largest and most beautiful alpine lakes on the planet. The Pacific Crest Trail is nearby for hiking and the

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UNIVERSITY OF NOTRE DAME

The University of Notre Dame School of Computer Science is located in an outstanding environment at South Bend, Indiana, a city of approximately 100,000 people, approximately 40 miles from the University of Chicago and approximately 30 miles from the city of South Bend. The city of South Bend is the largest city in the state of Indiana and the county seat of St. Joseph County. South Bend enjoys strong research collaborations with the South Bend Institute of Technology, the University of Notre Dame, and several other institutions. The University of Notre Dame is one of the leading universities in the world, with a strong record of research, teaching, and service. The University of Notre Dame is an Equal Opportunity/Affirmative Action employer, and women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF SAN DIEGO

The University of San Diego, located in San Diego, California, is a private, Catholic, research university with a strong commitment to undergraduate education. The University of San Diego is located in a vibrant and diverse city with a mild climate year-round. The University of San Diego is an Equal Opportunity/Affirmative Action employer, and women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF SOUTHERN CALIFORNIA

The University of Southern California, located in Los Angeles, California, is a private, research university with a strong commitment to undergraduate education. The University of Southern California is located in a vibrant and diverse city with a mild climate year-round. The University of Southern California is an Equal Opportunity/Affirmative Action employer, and women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF WASHINGTON

The University of Washington, located in Seattle, Washington, is a public, research university with a strong commitment to undergraduate education. The University of Washington is located in a vibrant and diverse city with a mild climate year-round. The University of Washington is an Equal Opportunity/Affirmative Action employer, and women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF WISCONSIN-MADISON

The University of Wisconsin-Madison, located in Madison, Wisconsin, is a public, research university with a strong commitment to undergraduate education. The University of Wisconsin-Madison is located in a vibrant and diverse city with a mild climate year-round. The University of Wisconsin-Madison is an Equal Opportunity/Affirmative Action employer, and women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF WYOMING

The University of Wyoming, located in Laramie, Wyoming, is a public, research university with a strong commitment to undergraduate education. The University of Wyoming is located in a vibrant and diverse city with a mild climate year-round. The University of Wyoming is an Equal Opportunity/Affirmative Action employer, and women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF NEW MEXICO

The University of New Mexico, located in Albuquerque, New Mexico, is a public, research university with a strong commitment to undergraduate education. The University of New Mexico is located in a vibrant and diverse city with a mild climate year-round. The University of New Mexico is an Equal Opportunity/Affirmative Action employer, and women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF ROCHESTER

The University of Rochester, located in Rochester, New York, is a private, research university with a strong commitment to undergraduate education. The University of Rochester is located in a vibrant and diverse city with a mild climate year-round. The University of Rochester is an Equal Opportunity/Affirmative Action employer, and women and members of minority groups are strongly encouraged to apply.

UNIVERSITY OF ROCHESTER

The University of Rochester, located in Rochester, New York, is a private, research university with a strong commitment to undergraduate education. The University of Rochester is located in a vibrant and diverse city with a mild climate year-round. The University of Rochester is an Equal Opportunity/Affirmative Action employer, and women and members of minority groups are strongly encouraged to apply.

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UNIVERSITY OF ROCHESTER

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Professional Opportunities

University of Texas at El Paso
Department of Computer Science

The University of Texas at El Paso Department of Computer Science seeks qualified candidates to fill several tenure-track faculty positions at all levels. The department places a strong emphasis on interdisciplinary, multi-level research and teaching interests, and the needs of the department, as well as its diversity. Candidates should have outstanding promise and a strong commitment to both research and teaching. Exceptional candidates in other areas of computer science considered with the needs of the department as well.

The Department Offers BS, MS, and Ph.D. programs, and current faculty research interests include artificial intelligence, computer graphics, cryptography and data security, distributed systems, programming languages and software systems. We are committed to continuing the development of computer science at UWM and establishing it as an outstanding program. UWM is located near a pleasant residential neighborhood near the shores of Lake Michigan. More information on the Department and UWM can be obtained from http://www.cs.uwm.edu.

Applicants should send a curriculum vitae, along with the names and addresses of at least four references to: Faculty Recruiting Committee, c/o Shawn Darby, Department of Computer Science, 501 West Campus Drive, Rm 3190, University of Utah, Salt Lake City, UT 84112-9005.

The University of Utah is an Affirmative Action/Equal Opportunity Employer. The University of Utah firmly supports the principle of diversity and encourages nominations from women and minorities and is a smoke-free campus. The identities of finalists will be withheld until the names of all finalists is released on request.

Washington State University
School of Electrical Engineering and Computer Science

The School of Electrical Engineering and Computer Science (http://www.eecs.wsu.edu) invites applications and nominations for several positions to be filled in Computer Science and Computer Engineering. Computer Science at WSU may be found on our web site, and is the largest of several programs at WSU that are dedicated to the development of computer science at WSU and establishing it as an outstanding program.

Applications will be considered until the available positions are filled. Women and minority candidates are encouraged to apply. Inquiries about your application should be directed to the search committee chair. For more information, please contact the WSU Computer Science and Computer Engineering Department at http://www.eecs.wsu.edu.

The University of Washington, Tacoma
Department of Computer Science

The Department of Computer Science at the University of Washington, Tacoma is seeking qualified candidates to fill several tenure-track faculty positions at all levels. We are particularly interested in candidates who can contribute to areas of computer science of interest to the UWT community. Successful candidates are expected to guide masters level graduate students and to develop an independent and ongoing research program.

Applications are invited from all areas of computer science, and particularly welcomes candidates who are interested in teaching multiple levels of computer science courses. We are particularly interested in candidates who will bring new insights and diversity to the faculty. The University of Washington, Tacoma's computer science program is committed to diversity in all areas of academic and social life. We strongly encourage applications from women, race and ethnic minorities, and persons with disabilities.

Applicants should send a letter of application and resume to: Faculty Search, Department of Computer Science, University of Washington, Tacoma, 2130 Fulton Street, Tacoma, WA 98417-1080. In order to ensure full consideration applications should be received by February 1, 2000.

The University of Washington, Tacoma is an equal opportunity employer and welcomes applications from persons with disabilities.

University of Texas at Austin
Department of Computer Sciences

The Department of Computer Sciences at the University of Texas at Austin invites applications for positions at all levels. Faculty members across all areas of computer science and software engineering are expected to guide masters level graduate students and to develop an independent and ongoing research program.

Applications are invited from all areas of computer science, and particularly welcomes candidates who are interested in teaching multiple levels of computer science courses. We are particularly interested in candidates who will bring new insights and diversity to the faculty. The University of Texas at Austin's computer science program is committed to diversity in all areas of academic and social life. We strongly encourage applications from women, race and ethnic minorities, and persons with disabilities.

Applications will be considered until the available positions are filled. Women and minority candidates are encouraged to apply. Inquiries about your application should be directed to the search committee chair. For more information, please contact the UT Computer Science and Software Engineering Department at http://www.cs.utexas.edu.

The University of Texas at Austin is an Affirmative Action/Equal Opportunity Employer. The University of Texas at Austin firmly supports the principle of diversity and encourages nominations from women and minorities and is a smoke-free campus. The identities of finalists will be withheld until the names of all finalists is released on request.

Wake Forest University
Department of Mathematics and Computer Science

Applications are invited for a tenure-track position in computer science at the Assistant Professor level beginning August 2000. Duties include teaching computer science courses at the undergraduate level, and continuing research. A Ph.D. in computer science or equivalent is required. Preferred areas of research expertise include computer networks, software engineering, and theoretical computer science, but all specializations will be considered.

Applications will be accepted until the position is filled. Women and minority candidates are strongly encouraged to apply. Inquiries about the position should be directed to faculty-search@cs.uwm.edu.

The University of Washington, Tacoma, 2130 Fulton Street, Tacoma, WA 98417-1080.

University of Wisconsin-Milwaukee
Department of Electrical and Computer Engineering

The Department of Electrical and Computer Engineering at the University of Wisconsin-Milwaukee is seeking qualified candidates to fill several tenure-track faculty positions at all levels. We are particularly interested in candidates who can contribute to areas of computer science of interest to the UWM community. Successful candidates are expected to guide masters level graduate students and to develop an independent and ongoing research program.

Applications will be considered until the available positions are filled. Women and minority candidates are encouraged to apply. Inquiries about your application should be directed to the search committee chair. For more information, please contact the UWM Computer Science and Computer Engineering Department at http://www.eecs.uwm.edu.

The University of Wisconsin-Milwaukee is an Affirmative Action/Equal Opportunity Employer. The University of Wisconsin-Milwaukee firmly supports the principle of diversity and encourages nominations from women and minorities and is a smoke-free campus. The identities of finalists will be withheld until the names of all finalists is released on request.

Western Connecticut State University
Department of Mathematics and Computer Science

Two tenure-track positions (intermediate and upper levels) are available. A pointed academic rank dependent on candidate's background and experience. EE/CS in Ph.D. preferred. Mathematics BC with extensive relevant experience may be also considered.

Outlets teach in several areas of computer science, and one position requires teaching operating systems; participation in curriculum development; involvement in University community and development of the Computing and Software Systems department. Submit a cover letter, curriculum vita, copies of recent teaching materials, and evidence of teaching excellence. Review of applications will begin December 15, 1999, and continue until the positions are filled. Women and minority candidates are encouraged to apply. Applicants should send a letter of interest, and three letters of recommendation to: Dr. Ronald Katz Chair, Computing and Software Systems Department Western Connecticut State University P.O. Box 748 344 Main Street Danbury, CT 06810-7483

Western Connecticut State University is anequal opportunity employer committed to the recruitment and retention of a richly diverse faculty and student body. Women and minorities are strongly encouraged to apply.

The Department of Electrical Engineering and Computer Science at the University of Wisconsin-Milwaukee invites applications for at least one non-tenure-track position in computer science or equivalent is required. Preferred areas of research expertise include computer networks, software engineering, and theoretical computer science, but all specializations will be considered.

Applications will be accepted until the position is filled. Women and minority candidates are strongly encouraged to apply. Inquiries about the position should be directed to faculty-search@cs.uwm.edu.

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Yale University
Computer Science Department
The Computer Science Department is looking for highly qualified candidates for positions beginning in the 2000-2001 academic year. We seek to expand and broaden both the applied and theoretical sides of our research and teaching program, building upon and enhancing our current research in areas such as: parallel and distributed systems, algorithms and discrete mathematics, combinatorial optimization, compilers, complexity theory, computer vision and robotics, cryptography and security, distributed computing, computer graphics, formal methods and logic, functional programming, and parallel architectures. Other areas of particular interest include computational biology, computational neuroscience, computer geometry, graphics and visualization, databases, digital libraries, human-computer interaction, multimedia, networking and communications, real-time systems, and software engineering.

A Ph.D. in Computer Science or related discipline is required. Applicants should submit a curriculum vitae and have at least three letters of reference sent to:

Yale University
Office of the Provost
P.O. Box 208285
New Haven, CT 06520-8285.