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Congress Acts to Increase Science Funding, Stop TIA

By Peter Harsha

Congressional appropriators, feeling the pinch of growing deficits and an increased request for funding for continuing operations in Iraq, provided computing researchers a mixed bag in the first of the FY 2004 appropriations bills to gain approval by both the House and Senate. While Congress is poised to approve increases for science funding at the National Science Foundation (NSF)—including an increase to NSF's Computer and Information Science and Engineering (CISE) directorate—the amount of increase fell far below the level authorized by Congress and the President last year. On the defense side, though Department of Defense science and technology accounts will also see an increase this year, Congress prohibited any further research related to DARPA's controversial Terrorism Information Awareness (TIA) program and eliminated the office responsible for the program at DARPA.

As this issue goes to press just prior to the start of the 2004 fiscal year (beginning October 1, 2003), Congress has finished work on the FY 2004 versions of the Defense and Homeland Security appropriations bills. This is a notable improvement in pace over the FY 2003 appropriations process, which did not result in final agreements until February 2003, five months into the new fiscal year. The VA-HUD-Independent Agencies bill containing FY 2004 funding for NSF is expected to receive approval in early October.

Work remains to be done on nine appropriations bills and the emergency supplemental appropriations for the war in Iraq, and Congress has passed legislation that will keep the government running through October 31, 2003, without them.

A summary of the actions to date follows.

VA-HUD-Independent Agencies

Both the House and Senate versions of the FY 2004 VA-HUD-Independent Agencies appropriations bills contain increases for NSF, including increases to the CISE directorate. However, neither bill includes an increase that approaches the 15 percent annual increase authorized by both chambers and the President last year.

The House version of the bill already approved by the whole House (316 to 109) includes $5.639 billion for NSF in FY 2004, an increase of 6.2 percent over the FY 2003 appropriation. Within CISE, the House bill would increase FY 2004 to $609.8 million, an increase of 5.3 percent over FY 2003. The Senate version of the bill, reported out of committee but not yet approved by the full Senate, is slightly less generous, increasing NSF's budget overall to $5.586 billion—5.2 percent over FY 2003. Within the Senate bill, the CISE budget would also increase to $609 million.

The reports accompanying the bills include some information of interest to the computing community. The House bill includes the concern "that researchers are reaching the physical limits of current complementary metal oxide semiconductor process technology and that this will have significant implications for continued productivity growth in the information economy. The Committee encourages NSF to examine the challenges and timelines outlined in the International Technology Roadmap for Semiconductors and, where feasible, increase research support in this area accordingly." The Senate bill notes the importance of continued increases to CISE and NSF's important role in driving innovation in the Information Age. Both bills contain $10 million for the final year of funding for Terascale computing.

Given the new budget constraints imposed on appropriations this session—most notably because of the Administration's request for $87 billion in supplemental appropriations to support ongoing operations in Iraq—NSF fared better than average among federal agency appropriations. NASA, for example, was funded at the same level as in FY 2003.

The Senate should approve the VA-HUD-Independent Agencies bill in early October; then a House/Senate conference committee will meet to work out differences.

Defense

Congress overwhelmingly approved the FY 2004 Defense Appropriation, which provided a

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IBM Research: A Center of Innovation

By Alfred Spector

With 3,000 employees in eight laboratories in six countries, the IBM Research Division has a broad and aggressive agenda in most fields underlying information technology, particularly in computer science. From its origin in 1945 as a Columbia University-based laboratory devoted to science, IBM Research has continually evolved its scope and mission, and played an essential role in the rapidly changing IT industry by producing a constant stream of pioneering contributions to both science and technology.

Through its inventions and innovations, spanning nearly 50 years, IBM Research has been prominent in shaping the evolution of the computing industry. For example: the first magnetic hard disk for data storage, the 305 RAMAC (Random Access Method of Accounting and Control); FORTRAN, the first general-purpose high-level computer language that revolutionized computer programming; the one-device memory cell that became the industry standard for all Dynamic Random Access Memory (DRAM) chips; the relational database concept; the foundations of compiler optimization; speech recognition technology; RISC architecture; copper chip interconnects; and scalable parallel computing.

Among their many scientific achievements, IBM researchers have been recognized for introducing the concept of fractals, the invention of the scanning tunneling microscope, discovery of high temperature superconductivity in a class of ceramic materials, and pioneering nanotechnology. In recognition of their technical and scientific accomplishments, our researchers have received an array of prestigious awards and external honors, including five Nobel Prizes, five National Medals of Technology, four National Medals of Science, four ACM Turing Awards, a host of other society awards, as well as memberships in the National Academy of Science and National Academy of Engineering. In addition, more than 300 researchers have been elected fellows of such technical and

Alfred Spector

scientific societies as the ACM, AAAS, APS, IEEE, and INFORMS. We actively publish in major journals and conferences, and we win many best paper awards. The ideas and inventions that have emerged from our research laboratories have helped to generate one of the most valuable patent portfolios in the world, an indication of IBM Research's innovation.

The diversity of our worldwide research laboratories (http://www.research.ibm.com/worldwide/) provides a rich source of ideas and technical expertise, and each facility has its own distinct focus. Established

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Expanding the Pipeline

Research Career Mentoring Déjà Vu…

By Lori Pollock

A decade had passed. It was now June 2003. We were back in San Diego for the kickoff weekend of the Federated Computing Research Conference. The room was filled with 129 women in computer science and engineering from across the country. Senior female researchers from industrial and national laboratories and universities, funding agency directors, pre-tenure university faculty, and senior graduate students all gathered for the CRA-W Workshop on Research Careers for Women in Computer Science and Engineering. There was a shared sense of déjà vu as many of the women reminisced about the premiere workshop on academic research career mentoring held a decade ago, also with FCRC and also in San Diego! However, this year, besides program changes and many new faces, there was one significant difference. Mentees who had been sitting in the audience 10 years ago had now taken their places at the front of the room as qualified research career mentors. The personal positive impact of the early workshop was made undeniably evident when these mentors shared their stories.

Since 1993, CRA-W has held career mentoring workshops in conjunction with Supercomputing '94 and with FCRC in 1996 and 1999, and has been involved in mentoring sessions at the Grace Murray Hopper Celebration of Women in Computing and the 1996 Design Automation Conference. Holding the mentoring workshops in conjunction with disciplinary conferences enables attendees to attend a technical conference in their research area, and to leverage the networking skills learned at the mentoring workshop. By providing mentoring workshops every few years, CRA-W has been able to target a new generation of women researchers each cycle.

The goal of these workshops is to provide mentoring activities for women in professional research careers in computer science and engineering. The workshop is structured to provide researchers at all levels with critical information about the culture of and content required for professional research, and contacts with successful role models and mentors. For the past few instantiations, the workshop has lasted a day and a half; it has featured common sessions focusing on topics pertinent to all participants, and parallel sessions for topics of primary interest to a single constituency.

Usually attended primarily by junior academic researchers and senior graduate students, this year the pre-tenure track organized by Adele Howe included panels on the tenure process; getting funding; the job search process; and teaching, advising, and service. Panels in the post-tenure track, led by Mary Lou Soffa, focused on going up the ladder from associate to full professor, career options beyond research, and planning and realizing a successful sabbatical experience. The industry/national laboratory track, organized by Wendy Kellogg, included panels on models for research, career options, and strategies for success in industry and the national laboratories.

The common sessions focused on research as a career; establishing and nurturing research collaborations; bringing undergraduates into your research program; and time management, family, and quality of life issues. Each panel consisted of three panelists, with a total of 41 senior women speakers. The format was short presentations followed by open discussion. To facilitate networking between senior and junior researchers within the same research area, the first luncheon was organized to cluster researchers by general research topics.

Consistent with previous workshops, we received many comments from participants who indicated that the workshop has inspired them to make positive and important changes in their professional lives. Additionally, equipped with tips and guidance and inspirational stories, the women were excited to go home and share information and advice with others at their local institutions. The overwhelming success of these workshops can be attributed to a key combination of characteristics, including: relevant topic selection; successful senior women speakers who are able to share their stories and advice freely; an informal and comfortable atmosphere; short presentations of practical information in combination with plenty of open discussion time; opportunities for networking through breaks, meals, and evening events; travel support for speakers and participants who need assistance (through grants from NSF); and co-location with a large technical conference.

When the panelists who attended the workshop ten years ago were asked about the influence of the workshop on their lives, one enthusiastically noted that she decided as she sat in the audience that she wanted to be one of those women who demonstrated success and balance in their lives, and she left with a charge of energy setting out with that goal in mind. So many role models were presenting during the short day and a half that each person in the audience was bound to find herself feeling similar in personality and background to at least one of them, enabling her to easily identify with the goals and resulting successes of that person. The audience was overwhelmed with role models who are articulate people with families and very fruitful careers. In stark contrast to many women's home institutions, this environment creates an excitement to set new goals and meet new challenges.

CRA-W has initiated several other series of workshops with the goals of mentoring women in computer science and engineering in other ways. The first mentoring workshop directed toward graduate students and faculty members at all levels who are interested in undergraduate education was held at ACM SIGCSE Technical Symposium on Computer Science Education in 2002, followed by a second instantiation at SIGCSE in 2003. This series of workshops provides important information to women in undergraduate teaching and research who face particular challenges in pursuing and maintaining academic careers at primarily undergraduate academic institutions.

Also following the same model, the first Grad Cohort Workshop, sponsored by Microsoft, will be held February 6-7, 2004 in Seattle, Washington. It will welcome a cohort of female computer science and engineering students in their first year of grad school. These students will be participating in a program called the **Grad Cohort Program,** a new CRA-W project that will build and mentor a nationwide community of women through their graduate studies, as they make the transition from student to researcher. Students will meet for two days with 10 to 15 senior researchers who will share pertinent information on the transition from student to researcher, as well as more personal information and insights about their experiences, with a format similar to the career mentoring workshops.

Another mentoring project that involves a similar professional development seminar is the **Cohort of Associate Professors Project (CAPP),** sponsored by an ADVANCE grant from NSF. It aims to increase the percentage of computer science and engineering women faculty with the rank of full professor by forming and mentoring a cohort of women from the associate professor ranks. The two-day intensive CAPP Professional Development Seminar for this year's cohort will be held April 30-May 1, 2004 in Denver, Colorado. Cohort members, that is, recently promoted associate professors, will all attend, along with 15 women newly appointed as CRA-W Distinguished Professors. Critical career information will be discussed in a format that emphasizes role models, networking, and peer community building. A number of professional development workshops are planned to provide help with skills, strategies, career planning, and information gathering. The workshops will be highly interactive, including time for discussions and social interactions along with more formal presentations and panels.

While a decade has brought a bit of déjà vu, there has been a significant broadening in scope from the first mentoring workshop, with workshops now targeting many levels of the pipeline from entering graduate students, to senior graduate students and pre-tenure faculty, to post-tenure faculty, to industry and government lab researchers. In addition to workshops, the upcoming mentoring activities focus on forming cohorts that provide a longer-term mentoring experience. What will we be seeing a decade from now, in 2013?

Hopefully, a positive change in the pipeline.

Lori L. Pollock, Associate Professor, Department of Computer and Information Sciences, University of Delaware, chaired the 2003 CRA-W Research Career Mentoring Workshop.

Results of CRA Industrial Salary Survey of CS Research Labs

By Jim Horning

In October 2002, CRA conducted its sixth Industrial Salary Survey of CS Research Laboratories. Twelve organizations representing 706 researchers responded. (In 2001, eleven organizations with 689 researchers participated.) Of these 706 researchers, 87 percent held Ph.D.s, 9 percent master's degrees, 4 percent bachelor's degrees, and <0.1 percent other. Organizations were asked to provide data about base salary and total cash compensation (which includes items such as bonuses). Respondents were asked to report means and medians for each category. Companies that completed the survey received detailed results in January 2003. A summary of the results is presented in Tables 1 and 2.

Since the bursting of the Com/.com stock bubble, many stock options have lost their value, and evaluating the others would be highly speculative. We made no attempt this year to evaluate the contribution of options to total compensation.

Observations

The main finding of the 2001 survey was that there were gains in base salaries (except for new Ph.D.s), but that total compensation (including estimated value of options) had dropped significantly. The 2002 survey shows what may be a slight reversal of that trend, with both salaries and total cash compensation rising by about 5 percent. The exception is new Ph.D.s, where gains were noticeably smaller, and where the mean cash compensation dropped almost 4 percent.

Variable cash compensation remained fairly steady at about 8 percent of base salaries.

Comparing these data with the most recent Taulbee Survey salary data (see March 2003 issue of Computing Research News), it is clear that at all levels base (9-month) average faculty compensation remains substantially lower than industrial compensation. However, if we assume that faculty actually receive 12 months of compensation at the 9-month rate (i.e., 4/3 of 9-month compensation) through a combination of summer salary, consulting, book royalties, and other sources, then full-professor compensation lags industrial compensation for those with 11 to 15 years of experience by less than 10 percent. However, compensation for assistant and associate professors still lags that of comparably experienced industrial researchers by around 20 percent.

It is also interesting to take a slightly longer perspective on industrial trends. CRA's first Industrial Salary Survey was conducted in the fall of 1997. At that time nine companies, representing 655 individuals, reported average salaries ranging from $86K for new Ph.D.s to $171K for those with 16 plus years of post-Ph.D. experience. The five-year compound growth rate has been almost 4 percent for new Ph.D.s, and slightly negative for the most experienced group. However these numbers are not strictly comparable, since the 1997 data included "the estimated value of bonuses and stock plans as determined by each respondent."

Table 1. Base Salaries in Industrial Research Labs by Years of Post-Ph.D. Experience (thousands of dollars)

	2001		2002	
	Median	Mean	Median	Mean
New PhD	97.5	98.8	99.7	99.5
1-5 Years	105.2	107.1	110.4	112.9
6-10 Years	124.3	126.3	129.9	132.2
11-15 Years	134.2	134.3	140.8	141.7
16+ Years	138.0	139.3	147.1	147.5

Table 2. Total Cash Compensation* by Years of Post-Ph.D. Experience (thousands of dollars)

	2001		2002	
	Median	Mean	Median	Mean
New PhD	105.7	107.1	105.7	103.2
1-5 Years	113.1	114.9	117.1	120.6
6-10 Years	133.6	136.5	139.8	143.6
11-15 Years	143.7	145.0	151.1	152.8
16+ Years	147.2	150.2	157.3	159.0

* Total Cash Compensation is base salary plus additional cash (e.g., bonus) items.

In October 2003, CRA mailed questionnaires for the 2003 survey of industry lab salaries. Companies that complete the survey should receive the results in December.

I would especially like to thank Drew Sutter of CRA for his excellent efforts in collecting, analyzing, and organizing this data.

Dr. Horning is Chief Scientist of Network Associates Laboratories, and is a member of the CRA Board. He is Chair of CRA's Industry Committee.

For Department Chairs and Lab Directors

All Roads Lead to Snowbird, Utah

July 11-13, 2004
for
CRA's Conference at Snowbird 2004

Check: http://www.cra.org and CRN in January for Details

REMINDER TO CS&CE CHAIRS
(Ph.D-Granting Institutions)

Taulbee Surveys Were Due
November 3
Please make certain your survey has been submitted to:
http://www.cra.org/taulbee
Questions?
Contact: survey@cra.org

Nominees Sought for CRA Board

The Computing Research Association seeks your help in suggesting nominations for its Board of Directors. The deadline for receipt of nominations is **January 16, 2004**.

Each spring CRA's member organizations elect about one-third of the association's board members to three-year terms. Candidates are not required to be affiliated with CRA member organizations. It is important that the CRA Board represents the interests of the entire computing research community, and it is CRA's policy to solicit a broad range of candidates. From the nominations received, the elections committee selects the candidates whose names will appear on the ballot.

In past elections there has often been a shortage of industry nominations. For that reason, the committee particularly encourages the nomination of candidates from the industrial sector.

The CRA board is a working board, and all members are expected to actively participate. Although CRA has a small professional staff, board members have detailed involvement in all major projects. Recent and current projects include:

- Planning the biennial CRA Conference at Snowbird.
- Conducting the annual CRA Taulbee Survey.
- Conducting other surveys (e.g., industrial lab salaries; departmental budgets, space, personnel).
- Developing workshops on critical policy issues for computing research.
- Planning academic and industrial careers and effective teaching workshops.
- Increasing the participation of women and minorities in computing research, with the help of National Science Foundation grants.

In addition to actively participating in board projects, board members are asked to attend two board meetings per year and pay their travel costs to the meetings.

Further information on CRA and its activities is available on the Web at http://www.cra.org or by e-mailing elections@cra.org.

Please contact the person you are nominating before submitting his or her name to ensure that the nominee is willing to stand for election to the board. Those who are nominated are required to write a brief (not to exceed 100 words) statement supporting their nominations.

To receive a nomination form, send an e-mail request to elections@cra.org. Nominations must reach CRA by **January 16, 2004**.

CRA-W Anita Borg Early Career Award

The Committee on the Status of Women in Computing Research (CRA-W) is pleased to announce the Anita Borg Early Career Award. The award honors the late Anita Borg, who was an early member of CRA-W and an inspiration for her commitment to increasing the participation of women in computing research.

The annual award will be given to a woman in computer science and/or engineering who has made significant research contributions and who has contributed to her profession, especially in the outreach to women. This award recognizes work in areas of academia and industrial research labs that has had a positive and significant impact on advancing women in the computing research community, and is targeted at women who are relatively early in their careers (no more than 10 years past the Ph.D.).

Nominations should not exceed two pages in length and should describe the contributions on which the nomination is based. Letters in support of the nomination are welcome but not required. The deadline for nominations is **February 15, 2004**, and awards will be announced on or about April 15. The awardee will receive financial assistance toward travel to a conference where the award will be presented.

Send nominations, questions, or comments electronically to **craw_awards@cra.org** (in plain ASCII text or as a pdf or Word attachment). Alternatively, mail or fax to: CRA-W Anita Borg Award Committee, Computing Research Association, 1100 17th St. NW, Suite 507, Washington, DC 20036-4632. ▮

Opportunity for Graduate Students

CRA-W is pleased to announce the formation of the first Grad Cohort for Women Program. Cohort activities will kick off with a workshop February 6-7, 2004, in Seattle, Washington. This workshop, funded by a generous donation from Microsoft, is the cornerstone of CRA-W's new program. That program aims to increase the ranks of senior women by building and mentoring a nationwide community of women through their graduate studies. Ideally, we will form a new cohort from each entering class of graduate students.

At the first Grad Cohort Workshop, we will welcome Cohort participants—computer science and engineering students in their first year of grad school—into the community of computing researchers and provide them with a variety of professional role models. Students will meet for two days with 10 to 15 senior researchers who will share pertinent information on the transition from student to researcher, as well as more personal information and insights about their experiences. The rewards of a research career will be emphasized. The workshop will include a mix of formal presentations and informal discussions and social events. All participants—students and researchers—will be present for the whole time, making it possible for students to build mentoring relationships and develop peer networks that will form the basis for ongoing activities during their graduate careers.

If you are a student interested in participating in the Grad Cohort Program, please visit www.cra.org/craw/gradcohort for more information. Funding is available to cover travel expenses to the workshop; the application deadline is December 19, 2003. ▮

CRA-W's Distributed Mentor Project 2004

The Computing Research Association's (CRA) Committee on the Status of Women in Computing Research (CRA-W) will solicit applications early in 2004 from both students and mentors for the summer 2004 CRA Distributed Mentor Project (DMP) and Affiliated Distributed Mentor Project (ADMP). The application deadline will be on or after February 16, 2004. The online application, and more information about the DMP and ADMP programs, including web pages authored by previous DMP and ADMP students, will be available at http://cra.org/Activities/craw/dmp/

The objective of the DMP is to increase the number of women entering studies in the fields of computer science and engineering. It brings together CS&CE undergraduates and professors for a summer of research in 2004 at the mentor's research institution. 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.

Students typically receive $600 per week for research and, when appropriate, travel assistance. A student's funding is intended to cover 10 weeks of research in the summer of 2004, but alternative arrangements are possible. Additional funds are available to support student and mentor conference travel, either during the summer or afterwards, and for outreach activities promoting the DMP. In some cases, funding for mentors is also available.

This program is funded by a grant from the National Science Foundation with additional support from EOT-PACI, AAAI, USENIX, and the Henry Luce Foundation.

For more information about the DMP, see **http://cra.org/Activities/craw/dmp/** or contact the DMP coordinator, Nancy Amato, Texas A&M University, at dmp@cs.tamu.edu. ▮

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slight increase to basic defense research and included a provision to stop funding for the controversial Terrorism Information Awareness project at DARPA and dissolve the office that housed it. The program, an attempt to "design a prototype network that integrates innovative information technologies for detecting and preempting foreign terrorist activities against Americans," came under fire from a number of groups, including CRA, who saw the eventual deployment of such a system as a serious threat to American civil liberties and security.

However, CRA also argued, in a letter to the House and Senate negotiators, that while a prohibition on deploying the technology might be appropriate, prohibiting research into these areas would not be in the national interest.

"We wish to emphasize that the technologies proposed for research under TIA could have valid uses in many other contexts, including predicting failure of safety-critical components, identifying fraud in contracting, and identifying suspicious transfers of controlled materials," CRA Chair James Foley wrote. "Many other uses may be discovered as the technology matures, including in counter-terrorism. The military and the country have repeatedly benefited from the technological advantages that result from research into difficult computing problems—including information fusion, improved privacy technologies, and machine-learning algorithms for data mining. These are technologies that have been identified by many, including the National Research Council, as worthy of further study. The problems that need solving are, indeed, sufficiently hard ('DARPA-hard') as to be worth the time and investment as independent research thrusts." CRA urged that the conferees reject Senate language that would prohibit research in TIA-related areas and allow research to go forward.

Senate negotiators insisted on the more restrictive language, however. They cited not only DARPA missteps on TIA, but also concerns about controversial research into predictive markets (FutureMAP) that was quickly cancelled and, more recently, revelations that JetBlue Airways had voluntarily turned over more than 5 million customer travel records to a military contractor, as part of an unrelated database research project.

The conferees also dissolved DARPA's Information Assurance Office (IAO) where the TIA program idea had originated. IAO's former head, Adm. John Poindexter, resigned over the TIA controversy in August.

Conferees did insert vague language in the conference report that appears to allow work on TIA-related projects to continue at unspecified intelligence agencies, as long as that work does not focus on U.S. citizens. Senate appropriations staff would not comment on what the language meant.

Overall funding for defense basic research will remain essentially flat as a result of the appropriations agreement, rising to $1.418 billion for FY 2004 from $1.416 billion in FY 2003. The total investment in basic research, applied research, and advanced technology development will rise from $10.8 billion in FY 2003 to $12.2 billion in FY 2004.

Homeland Security

House and Senate negotiators finished work on the first Homeland Security appropriations bill, approving $874 million in research and development funding for the new agency, including $18 million in cyber security R&D. The $18 million is more than double the amount originally requested by the Administration ($7 million for FY 2004).

R&D work at the new agency will run the spectrum—from basic research to fully developed and deployed technologies in the hands of emergency workers. As a result, the department's new "DARPA-esque" research arm, the Homeland Security Advanced Research Projects Agency (HSARPA), will focus on short-term technologies, according to new HSARPA Deputy Director, Jane "Xan" Alexander.

Alexander, who comes to HSARPA after being a program director at DARPA, told a gathering of IT industry groups that the new research agency will focus on research horizons of 12 months or less because DARPA is focused on the "long-term" technologies.

The Homeland Security Appropriations was signed by the President on October 1, 2003.

More details about the funding levels contained in the FY 2004 appropriations bills can be found on the CRA Government Affairs web page at: http://www.cra.org/govaffairs ▮

IBM Research from Page 1

in 1961 as the Research Division's headquarters, the *T.J. Watson Research Center* (http://www.watson.ibm.com/), located in Westchester County, New York, includes three sites (Yorktown Heights and Hawthorne in New York, and Cambridge, Massachusetts). Its 1,700 employees conduct research in a very wide range of areas, including computer science, electrical engineering, life sciences, materials science, mathematics, and physics. The *Almaden Research Center* (http://www.almaden.ibm.com/) in California, with about 400 employees, focuses on computer science, storage technology, physical and materials science, and services research. The *Zurich Research Laboratory* (http://www.zurich.ibm.com/), established in 1956, specializes in computer science and communications technology. Researchers in the *Austin Research Lab* (http://www.research.ibm.com/arl/), which was founded in 1995, concentrate on high-speed microprocessors.

The *Haifa Research Lab* (http://www.haifa.il.ibm.com/) on the Haifa University campus in Israel conducts research in areas such as VLSI design, verification technology, storage, computer systems, and programming languages and environments. Research at the *Tokyo Research Laboratory* (http://www.trl.ibm.com/extfnt_e.htm), established in 1982, includes software and systems technology, knowledge management, speech technology, and optimization. The *China Research Laboratory* (http://www.research.ibm.com/beijing/) in Beijing was established in 1995. Its technical staff of more than 100 works in such areas as pervasive computing, multimodal interactions, information management, and business computing. Research's newest facility is the *India Research Lab* (http://www.research.ibm.com/irl/), established in 1998 on the campus of the India Institute of Technology in New Delhi. Researchers here work on e-commerce, knowledge management, machine translation, pervasive computing, and bioinformatics.

Amidst the challenges of capitalizing on its scientific and technological advances in a field of fast-paced change, IBM Research has explored and adapted approaches to accelerate the pace of transferring technology to development and to attaining success in the marketplace. A variety of ways have been implemented to expedite the transition of inventions into the marketplace. Joint programs with IBM's product development laboratories have been established to focus on solving the essential technical problems necessary to evolve the product line, from systems and software to semiconductors and storage products. For the last decade, Research has been expanding its focus by working with customers to achieve competitive advantage. Our work with customers includes the *First-of-a-Kind* (FOAK) program, begun in 1996, in which researchers and customers partner to create solutions to solve real-life business problems and to explore new technologies for emerging opportunities. In November 2002, we announced a new initiative, *On Demand Innovation Services* (ODIS), a services arm of IBM Research that extends the technical reach of IBM's Business Consulting Services by engaging researchers as consultants to bring innovative solutions to our clients' complex business problems in such areas as business optimization and analytics, supply chain, security and privacy, and mobile enablement. Our Emerging Business Organization is involved in accelerating the commercialization of select Research projects. Over the years, the division's philosophy has evolved and is summed up in the goal of being "Vital to the Future of IBM."

Research's wide-ranging technical agenda has a balanced portfolio of near- and long-term projects, as well as exploratory work that encompasses some 650 projects worldwide. Our recent initiatives in such areas as autonomic computing, low power, on-demand computing, information integration, grid computing, life sciences, continual optimization, unstructured information management, and natural language reflect the changes and opportunities to impact and transform our industry.

The Research Division is organized into five "strategy areas" which are aligned with the major business units of IBM. These are Services and Software, Storage Systems, Personal Systems, Science and Technology, and Servers and Embedded Systems.

About one-half of our technical staff is part of the Services and Software strategy where the key focus areas include:

- ***Distributed computing***. Our research activities here are aimed at autonomic computing, systems management, e-utilities, grid computing, messaging, networking, and security and privacy.
- ***Information and interaction***. This area centers on information management, unstructured information, and user interface technologies.
- ***Programming models and tools***. Our efforts in this focus area are directed toward pervasive computing, software lifecycle, and web application programming models.
- ***Solutions to business problems***. Here, our research encompasses such areas as analytics and optimization, collaboration, business process integration, digital media, and e-commerce.

Our strategy areas for Storage Systems, Personal Systems, and Servers and Embedded Systems have very healthy amounts of computer science in them, focusing on topics such as operating systems, computer architecture, power-aware systems, massive parallelism, HCI, and numerous others.

Technical activities in our strategy areas cross many disciplines, but the core disciplines are: chemistry (http://www.research.ibm.com/disciplines/chemistry.shtml), computer science (http://www.research.ibm.com/compsci/), electrical engineering (http://www.research.ibm.com/disciplines/electrical_eng.shtml), materials science (http://www.research.ibm.com/disciplines/materials_science.shtml), mathematical science (http://www.research.ibm.com/math/, and physics (http://www.research.ibm.com/disciplines/physics.shtml).

Researchers in many of these disciplines have organized themselves into Professional Interest Communities that span organizational and geographical boundaries. In computer science, for example, our extensive research program across our worldwide labs spans twenty different areas, from algorithms and theory, communications and networking, and data management to human-computer interaction, programming languages and software engineering, and the web. Our research areas in the mathematical sciences include operations research, statistics, algorithms and theory, and knowledge discovery and data mining.

IBM Research also has a long history of collaborating with the university community. Our interactions, both formal and informal, address the common interests of both the industrial research and academic sectors to explore scientific and technological challenges on a wide variety of topics. Our collaborations with faculty are international in scope. As part of our formal university programs, we have a highly competitive Ph.D. fellowship program to support outstanding doctoral students. We also have a Faculty Awards program to support innovative collaborative projects both in the United States and abroad.

Last year, we also sponsored the Eclipse Innovation Grant competition, a special faculty award program to promote the use of the Eclipse programming environment for research and teaching, and awarded 50 grants. Through our Shared University Research program, equipment grants are given to promote research of mutual interest. In addition, to foster our collaborative relationships, we invite visiting scientists and faculty to spend time at our labs. Many members of our research staff hold adjunct university appointments and some teach courses at nearby universities. Lastly, we have a significant summer internship program, which this past summer had approximately 400 students in the United States.

Participation in the technical community is an important aspect of the research environment. Staff members play an active role by participating in conferences and standards organizations, officiating in professional societies, as well as serving on conference organizing and program committees, editorial and technical boards, and advisory committees.

From its beginning, IBM's research efforts have been about the future. For IBM, it is our innovations that define our leadership in the industry. And it's this focus on innovation that will always propel us in our work.

For more information on IBM Research, please visit: http://www.research.ibm.com.

Alfred Spector (http://www.research.ibm.com/people/a/aspector/) is the vice president of Services and Software for IBM Research, and a member of CRA's Board of Directors. ■

CRA Offers Workshop for New Faculty and Advanced Graduate Students

The CRA Academic Careers and Effective Teaching Workshop is scheduled for **February 23-24, 2004** in the Washington, DC, area. Designed for new faculty and advanced graduate students in computer science, computer engineering, computational science, and other computing-related disciplines, it focuses on practical methods for having a successful and fulfilling academic career. Topics include learning styles, designing a course, lecturing effectively, and collaborative learning. Other sessions will discuss important aspects of the academic career, such as selecting and managing a research project, preparing a tenure dossier, time management and family issues, and writing a successful research-funding proposal.

The workshop will include talks by senior members of the two largest funding agencies for computing research, NSF and DARPA, and a session by NSF staff on how to write a good funding proposal.

CRA has received a grant from the National Science Foundation to assist a number of advanced graduate students interested in an academic career who want to attend the workshop. For details about the application process and other information, see: http://www.cra.org/Activities/workshops/academic.careers/ ■

Professional Opportunities

CRN Advertising Policy

See http://www.cra.org/main/cra.jobshow.html

Brown University
Department of Computer Science

The Department of Computer Science at Brown University invites applications for two faculty positions in computer science starting no later than September 1, 2004, one position at the assistant-professor level and one at open rank. We are recruiting in a wide range of topic areas, and are in particular interested in candidates who will foster, nurture and expand our existing strengths in experimental software systems, or will build new strengths that are synergistic with our current ones. Candidates at the Assistant level should show promise of significant future research activity and of teaching effectiveness; candidates at the Associate level should have an outstanding research program and be effective as a teacher and expositor; candidates at the Full level should have an exceptional international research reputation and have a strong interest and record in teaching. We especially value interdisciplinary research with impact and visibility beyond Computer Science. The department expects to increase its faculty by several positions over the next few years. Successful candidates will be in a position to influence and contribute to the future directions of the department.

Electronic application is strongly preferred; see the Computer Science Department's web page, http://www.cs.brown.edu, for procedural details. Review of applications will begin on December 1, 2003 and will continue until the positions are filled.

Candidates for the assistant-professor position must have completed all requirements for the doctoral degree by September 1, 2004, and should meet the teaching and research needs of the department. Initial appointments at the assistant-professor level will be for three years and are renewable.

Brown University is located in Providence, RI, on the shores of Narragansett Bay and 50 minutes from Boston. Providence is among the northeast's most livable cities and is home to vibrant and diverse intellectual, artistic and business communities.

Inquiries may be addressed to faculty_search_2004@cs.brown.edu.

Brown University is an equal opportunity/affirmative action employer and strongly encourages applications from women and minorities.

Bryn Mawr College
Keck Postdoctoral Research and Teaching Fellowships in Science/Mathematics

Postdoctoral fellowships supported by a grant from the Keck Foundation will provide up to three years of support for young scientists emerging from graduate programs in biology, chemistry, computer science, geology, mathematics and physics, with a traditional focus on research who also want to make a strong commitment to teaching and the mutually reinforcing benefits of teaching and research. Fellows will conduct research and teach with strong faculty mentorship. For application procedures and additional information about the Keck Fellowship Program see:

<http://serendip.brynmawr.edu/local/keck> http://serendip.brynmawr.edu/local/keck or

email <aalbano@brynmawr.edu>aalbano@brynmawr.edu.

Bryn Mawr College is an equal opportunity, affirmative action employer. The College is a diverse, multicultural, and international community, and particularly encourages applications from women and members of under-represented groups.

Bucknell University
Computer Science

Applications are invited for a tenure-track assistant/associate professor position beginning mid-August, 2004. A Ph.D. in computer science or computer engineering and a commitment to excellence in teaching and research are required. Position requires ongoing participation in the offering and development of the required programming languages course. Excellent salary and fringe benefits.

Bucknell is a highly selective private undergraduate institution. The B.S. programs are EAC and CAC accredited. The department currently has nine full-time faculty positions. The computing environment is based on 70 SUN workstations. More information about the program is found at http://www.eg.bucknell.edu/csci.

Applications will be considered as received and recruiting will continue until the position is filled. Please send a resume, graduate transcript (photocopy acceptable), and the name of three references to:

Gary Haggard, Chair
Dept. of Computer Science
Bucknell University
Lewisburg, PA 17837

Bucknell encourages applications from women and members of minority groups (EE0/AA).

Claremont McKenna College, Claremont (CA)
W.M. Keck Chair in Mathematics and Computer Science

Claremont McKenna College (CMC) announces a position in Computer Science, open to all fields of specialization, starting July 1, 2004. The appointment is at the Associate Professor level, but Full Professorship may be offered to an exceptionally qualified individual. When full professorship and tenure are granted, the candidate will receive the distinguished W.M. Keck Chair in Mathematics and Computer Science.

CMC is a highly selective undergraduate institution. It is a member of The Claremont Consortium that includes four additional undergraduate colleges and two graduate schools. An active community of over 50 faculties in computer science, mathematics, or statistics fosters exchange of ideas and collaboration.

Every applicant must hold a Ph.D. in Computer Science or related fields. A strong research record in Computer Science and excellent skills in teaching undergraduates are required.

All applications should include a CV, and a statement regarding teaching philosophy and research program. Letters of recommendation are required from three or more references.

For additional information about this position and Claremont McKenna College check the web site: www.claremontmckenna.edu. The Mathematics Department web page has a complete announcement of the position.

Clemson University
Department of Computer Science

The Department of Computer Science at Clemson University expects openings for tenure-track faculty positions at the Assistant Professor level in Computer Science and Information Systems. Outstanding candidates in all topic areas are encouraged to apply. Current faculty interests include algorithms and theory, databases, graphics & visualization, networking and systems, programming languages, and software engineering. Applicants should have a Ph.D. in Computer Science, Information Systems, or a related discipline.

The department has 19 faculty members, about 500 undergraduate majors, and over 100 graduate students. The department offers B.A., B.S., M.S., and Ph.D. degrees in Computer Science, and participates in inter-disciplinary programs in E-Commerce and Digital Production Arts. An immediate goal is to seek accreditation of the B. S. program in Computer and Information Systems. Clemson is the land-grant university of South Carolina and has an enrollment of approximately 17,000. TIME magazine named Clemson the Public College of the Year for year 2001. U.S. News & World Report ranks Clemson 35th nationally among public universities.

The University is located in Clemson, South Carolina, a small college town on beautiful Lake Hartwell at the foothills of the Blue Ridge Mountains. The area offers numerous outdoor activities. For additional details, please see www.cs.clemson.edu.

Electronic applications, including names of three references, should be sent to: search@cs.clemson.edu, preferably as a single PDF attachment. If unavoidable, hard copies may be mailed to:

Faculty Search Committee
Department of Computer Science
Clemson University
Clemson, SC 29634-0974

We will begin accepting applications immediately. Applications received by November 30 will receive full consideration. If positions are not filled, the search will continue until May 1, 2004.

Clemson University is an Affirmative Action/Equal Opportunity Employer.

Colby College
Department of Computer Science

One-year replacement position Full-time temporary position starting September 2004. Review of applications will begin February 1, 2004.

For more information, see http://www.cs.colby.edu/jobs/.

College of William & Mary

Applications are invited for several tenure-track faculty positions in Computer Science for either Spring 2004 or Fall 2004 at all academic ranks. Applicants must hold a Ph.D. in computer science or a related field. Appointment at the assistant professor level requires that the applicant must hold a Ph.D. at the time of appointment and demonstrate a strong research record and high interest in teaching.

Appointment at a senior level requires a documented record of sustained excellence in both research and teaching. We are primarily interested in individuals with research expertise in the following areas: algorithms, compilers, computational biology, computer and network security, database systems, and graphics and visualization. However, strong applicants from all other areas of computer science will be considered.

The College of William and Mary, consistently ranked in the elite group of the Best National Universities - Doctoral by U.S. News and World Report, has committed to a multi-year effort to build a strong Computer Science research program. The department currently consists of fourteen faculty members who support B.S., M.S. and Ph.D. programs. More information about the department and the University can be obtained at http://www.cs.wm.edu.

Applicants should submit a resume, statements of research and teaching purposes, the names of at least three references and any supporting documents to:

Faculty Search Committee
Department of Computer Science
College of William & Mary
P.O. Box 8795
Williamsburg, VA 23187-8795

Questions and application materials can be e-mailed to search@cs.wm.edu. Review of candidates will begin immediately and continue until all positions are filled.

The College is an EEO/AA employer.

Colorado State University
Department of Computer Science
Tenure-Track Faculty

The Department of Computer Science at Colorado State University solicits applications for a tenure-track faculty position preferably at the level of assistant professor, beginning Fall 2004. Applicants must have a Ph.D. in computer science or a related field, and demonstrate potential for excellence in research and teaching.

The department has over 600 undergraduate majors and 130 graduate students in Master's and doctoral programs. The department has 17 faculty with strong research programs in artificial intelligence, computer vision, software engineering, security, parallel computation and embedded systems.

Colorado State University, with an enrollment of 23,000 students, is located in Fort Collins, Colorado, at the base of the Rocky Mountains, 65 miles north of Denver. More information about the department can be obtained from the department home page at http://www.cs.colostate.edu.

Applicants should send a curriculum vitae and three reference letters to:

Faculty Search Committee
Computer Science Department
Colorado State University
601 South Howes, Room 211
Fort Collins, Colorado 80523-1873

Electronic applications should be submitted in Adobe Acrobat format. Inquiries should be directed to faculty-search@cs.colostate.edu or (970) 491-5862. Screening of applications will begin December 1, 2003 and continue until the position is filled. When semifinalists are identified, their files will be open to all faculty in the Department of Computer Science.

Colorado State University is an EEO/AA employer. Office of Equal Opportunity: 101 Student Services.

Columbia University
Department of Computer Science

The Department of Computer Science is seeking applicants for a tenure-track position. Applicants will be considered in the areas of computer graphics and computational geometry, should have a Ph.D. in a relevant field, and have demonstrated excellence in research.

Our department of 28 tenure-track faculty and 4 lecturers emphasizes excellence in research and teaching and attracts excellent Ph.D. students, virtually all of whom are fully supported by research grants. We have close ties to the nearby research laboratories of AT&T, IBM, Lucent, Siemens, Verizon, Telcordia Technologies, NEC, and other leading industrial companies, including the start-up companies of Manhattan's Silicon Alley and the financial companies of Wall Street. Columbia University is one of the leading research universities in the United States, and New York City is one of the cultural, financial, and communications capitals of the world. Columbia's enclosed campus tree-lined walks is located in Morningside Heights on the Upper West Side.

Applicants should submit summaries of research and teaching interests, CV, email address, and the names and email addresses of at least three references by filing an online application at http://www.cs.columbia.edu/recruit. Review of applications will begin on December 1, 2003.

Columbia University is an Equal Opportunity/Affirmative Action Employer. We encourage applications from women and minorities.

Dartmouth College
Director of Bioinformatics

Dartmouth seeks applications for a tenure-track, senior faculty appointment in either Computer Science or Biological Sciences as the Director of Bioinformatics. The successful candidate will have a research interest in a contemporary area of bioinformatics and be committed to the innovative use of computational technologies, requiring knowledge of biological science as well as an understanding of modern computer algorithms, architecture and infrastructure. It is anticipated that this work will involve the development of unique tools and methods for the analysis and visualization of experimental data. Applicants pursuing theoretical and/or experimental approaches to genomic or proteomic questions are especially welcome.

The successful candidate will be expected to conduct an independent research program and to participate in undergraduate and graduate education. The Director will provide the leadership to establish a cutting-edge structural/functional genomic research and bioinformatics environment at Dartmouth that integrates work being conducted in several different Dartmouth Programs. This will involve the coordination of research efforts in the Biological Sciences and Computational Science, as well as coordination with ongoing efforts at Dartmouth Hitchcock Medical Center. Excellent communication, organization and collaboration skills are required.

The salary will be commensurate with experience and qualifications. Applications should include a letter of interest, a research summary, a résumé and the names, addresses and telephone numbers of at least five references. Review of the applications will begin on October 15, 2003. Applications should be sent to:

Chair of the Bioinformatics Search Committee
Associate Dean of the Faculty for the Sciences
6045 Wentworth Hall
Dartmouth College
Hanover, NH 03755-3529

Dartmouth College is an Equal Opportunity/Affirmative Action employer. Women and minorities are encouraged to apply.

Dartmouth College
Faculty Positions in Computer Science

The Department of Computer Science seeks candidates for faculty positions starting in September 2004. We anticipate several tenure-track openings at the Assistant Professor level. Senior faculty appointments may also be possible.

Candidates in programming languages/compilers, security, systems, graphics, algorithms, robotics, and computational science are particularly encouraged to apply. Strong candidates in all areas of computer science will be seriously considered.

Persons interested should submit a curriculum vitae, a research statement, and a teaching statement. Please ask at least four professionals to send letters of reference, at least one of whom can comment on teaching. Full consideration will be given to applications that arrive by December 1, 2003. Please send application materials and general inquiries to:

Delia Mauceli
Computer Science Recruiting
Department of Computer Science
Dartmouth College
6211 Sudikoff Laboratory
Hanover, NH 03755-3510

Specific questions can be referred to Scot Drysdale, at recruit@cs.dartmouth.edu.

Information on faculty and their research, facilities, and graduate students is available at http://www.cs.dartmouth.edu. Our department is affiliated with the Institute for Security Technology Studies, and further information can be found at http://www.ists.dartmouth.edu.

Dartmouth is an equal opportunity/affirmative action employer and encourages applications from women and members of minority groups.

Eastern Connecticut State University
Computer Science Department

Two tenure-track Assistant/Associate Professor positions in Computer Science starting Fall 2004. Ph.D. in computer science

Professional Opportunities

or a related field is preferred; ABD considered. Candidates with background in databases, computer security, AI, or software engineering will receive preference. Submit application, vitae, transcripts, a statement of teaching philosophy and research interest, teaching credentials, and three current letters of recommendation to:

Dr. Jian Lin
Computer Science
Eastern Connecticut State University
Willimantic, CT 06226

Florida International University

School of Computer Science

Applications are invited for multiple tenure-track faculty positions at the level of Assistant, Associate or Full Professor. A Ph.D. in computer science or related area is required. Outstanding candidates are sought in all areas of computer science, but priority will be given to the areas of Bioinformatics, Databases and Data mining, Security, and Software Systems. Candidates with an added ability to forge interdisciplinary research collaborations will be favored. Successful candidates are expected to develop a high-quality funded research program and must be committed to excellence in teaching at both the graduate and the undergraduate levels.

Founded just 30 years ago, FIU has grown into a comprehensive research university, classified as "Doctoral-Research Extensive" by the Carnegie Foundation. FIU offers 190 baccalaureate, master's and doctoral degree programs in 19 colleges and schools. With over 35,000 students, it is one of the 30 largest universities in the United States. US News & World Report has ranked FIU among the top 100 public universities.

The School of Computer Science (SCS) is a designated program of excellence at the University and enjoys strong support of the university administration. Its research centers include the High Performance Database Research Center, Center for Advanced Distributed Systems Engineering, Distributed Multimedia Information Systems Laboratory, Bioinformatics Research Group, and Computer Security Research Group. With annual funding of over 2 million dollars, the School was ranked 65th in the country in research funding from Federal agencies in 2001. It has attracted substantial funding from NSF, NASA, ARO, AFOSF, BMDO, FEMA, ONR, AFRL, NIH, and other agencies. The School has excellent computing infrastructure and technology support. It has 29 faculty members and offers B.S., M.S., and Ph.D. degrees in Computer Science, as well as a B.S. in Information Technology. The School's enrollment has roughly doubled over the past 10 years, to approximately 1000 undergraduate majors, 70 Masters students, and 45 PhD students.

Applications, including a letter of interest, contact information, curriculum vitae, and the names of three references, should be sent to:

Chairperson
Recruitment Committee
School of Computer Science
Florida International University
University Park, Miami, FL 33199

Evaluation will begin January 15, 2004, and will continue until the positions are filled. Further information can be obtained from the School website *http://www.cs.fiu.edu*, or by e-mail to *recruit@cs.fiu.edu*.

Florida International University is a member of the State University System of Florida and is an equal opportunity/affirmative action/equal access employer.

The George Washington University

Department of Computer Science

Faculty Position in Computer Security and Information Assurance

The Department of Computer Science is seeking qualified applicants for a contract, non tenure-track faculty position at the Assistant Professor level beginning Fall 2004. We are particularly interested in candidates in the broad areas of computer and network security, and information assurance. The positions require a doctoral degree in Computer Science or a closely related field, evidence of strong research potential, as well as a commitment to quality teaching at both undergraduate and graduate levels.

The Department of Computer Science currently has 20 full-time regular faculty, 5 fulltime research faculty, numerous affiliate and adjunct faculty, over 200 undergraduate majors, and 250 graduate students. Major areas of research include distributed systems, networks, computer and network security, computer architecture and embedded systems, software engineering and systems, multimedia systems, computer graphics, and human computer interaction. The department houses several institutes and centers of excellence in areas such as graphics, networks and security, including certification as one of 50 national centers of excellence in information assurance education by the National Security Agency.

For further information, and additional information on our positions please refer to: http://www.cs.gwu.edu.

The George Washington University, located five blocks from the White House, is an urban campus in the heart of Washington, DC, and in the center of one of the largest information technology areas in the nation, including Northern Virginia and suburban Maryland, and within a few minutes from many federal agencies.

Review of applications will begin on December 1, 2003, and will continue until the position is filled. Applicants should send curriculum vitae, a research summary and at least three sealed reference letters to:

Chair
Computer Science Search Committee
Department of Computer Science
The George Washington University
Washington D.C. 20052
http://www.cs.gwu.edu
(202) 994-7181

The George Washington University is an equal opportunity/affirmative action employer.

The George Washington University

Department of Computer Science

Tenure-Track Faculty Positions in Bioinformatics

The Department of Computer Science is seeking qualified applicants for tenure-track faculty positions at the Assistant or Associate level. Both are in the area of bioinformatics or computational biology. Each position requires a doctoral degree in Computer Science or a closely related field, evidence of strong research potential, as well as a commitment to quality teaching at both undergraduate and graduate levels. Applicants for the Associate position, which offers leadership opportunities, must demonstrate a strong record of research and research funding.

The department, and the University as a whole, has recently initiated interdisciplinary programs in bioinformatics and computational biology, including a Master's degree program and an undergraduate program that is being partially funded a $1.7M educational grant from the Howard Hughes Medical Institute. An interdisciplinary group of faculty across the departments of computer science, biology, microbiology, biochemistry, statistics, physics and chemistry has formed a nucleus of research activity in this area. The university is committed to expanding this group starting with several positions this year in the departments of computer science, biology, physics and statistics. Recent highlights include several equipment grants, the Hughes grant and genomics and proteomics facilities.

The George Washington University, located a few blocks from the White House, is one of few in the region that features both an engineering school and medical school on the same campus. GW's Washington, DC, location places it in the center of a biotechnology community that is one of the largest in the world. GW has formal research and research training relationships with three area organizations that are leading members of this community: The Institute for Genomic Research (TIGR), Children's National Medical Hospital, and the Holland Laboratories of the American Red Cross.

The Department of Computer Science currently has 20 full-time faculty, 5 fulltime research faculty, numerous affiliate and adjunct faculty, over 200 undergraduate majors, and 250 graduate students. For further information about the department and our positions, please refer to: http://www.cs.gwu.edu (see the section for Prospective Faculty) and http://www.bioinformatics.gwu.edu.

Review of applications begins December 1, 2003, and will continue until the positions are filled. Applicants should send curriculum vitae, a research summary and at least three sealed reference letters to:

Chair
Computer Science Search Committee
Department of Computer Science
The George Washington University
Washington D.C. 20052
http://www.cs.gwu.edu
(202) 994-7181

The George Washington University is an equal opportunity/affirmative action employer.

Gettysburg College

Computer Science

Tenure-Track Assistant-Professor position in Computer Science

Gettysburg College invites applications for a tenure-track assistant-professor position in computer science beginning August 2004. A Ph.D. in computer science or a closely related field, promise of excellence in teaching, and a commitment to continued scholarship are essential. Applicants are expected to have a strong interest in undergraduate teaching and a desire to involve undergraduate students in their research programs.

Gettysburg College is a highly-selective liberal arts college located within 90 minutes of the Baltimore/Washington metropolitan area. Established in 1832, the College has a rich history and is situated on a 220-acre campus with an enrollment of 2,500 students. Gettysburg College celebrates diversity and invites applications from members of any group that has been historically underrepresented in the American academy. The College assures equal employment opportunity and prohibits discrimination on the basis of race, color, national origin, gender, religion, sexual orientation, age, and disability.

The College is deeply committed to the use of technology in higher education and has numerous computer enhanced classrooms and classroom/laboratories supported by a campus-wide high-speed internet connection. The Computer Science Department maintains and has exclusive use of a classroom/laboratory containing sixteen Sun Blade 150 workstations on its own network backbone.

The computer science major was established in 1987 and as a result of rapid growth the Department of Computer Science was established in 1999. The Department currently has four full-time faculty members. Thus, the successful applicant will have a unique opportunity to influence the direction of a dynamic young department.

The College is prepared to assist the successful candidate in establishing a research program. This assistance includes a paid pre-tenure leave program as well as start up funds to help to attain equipment for teaching and research. In addition, all department members are active in undergraduate research that frequently results in student presentations at national and regional conferences.

Send a letter of application, curriculum vitae, a statement of teaching interests, and scholarship goals within a liberal-arts environment, and three letters of recommendation to:

Professor Rodney S. Tosten, Chair
Department of Computer Science
Gettysburg College
Gettysburg, PA 17325

At least one letter must address teaching effectiveness.

Review of applications will begin immediately and continue throughout the current academic year until the position is filled.

Harvey Mudd College

Computer Science Department

Assistant Professor of Computer Science

The Computer Science Department of Harvey Mudd College intends to appoint a tenure-track Assistant Professor of Computer Science, to start 1 July 2004 (classes begin in September). We are searching for a candidate with a PhD in Computer Science who is excited by the undergraduate experience, and is devoted to excellence in teaching, as well as to the development of a research program involving undergraduates. Outstanding candidates in all areas of computer science will be considered. We are particularly interested in applicants with strengths in software architecture, databases, bioinformatics, and knowledge discovery. Applicants for one-year visiting appointments or partial appointments (such as sabbatical visitors) will also be considered.

Harvey Mudd College is a highly-selective undergraduate college (680 students) emphasizing science, mathematics, and engineering. It is a member of the Claremont Consortium that includes Pomona College, Scripps College, Pitzer College, Claremont-McKenna College, Claremont Graduate University, and the Keck Graduate Institute of Applied Life Sciences. While these institutions are run independently, the geographically-contiguous consortium collectively provides the equivalent of a small university environment to both its students and faculty.

Computer Science is the most popular major at Harvey Mudd after engineering. The CS faculty is large enough (10 positions) that most course sections have fewer than 20 students, and that a large variety of electives can be offered each semester, e.g., robotics and advanced algorithms. The normal teaching load is two courses per semester, plus supervision of Clinic and research projects. Visit http://www.cs.hmc.edu for more information about our department.

Qualified students engage in research and publication with faculty members. Our students are among the very brightest, and in 1997 won the ACM International Intercollegiate Programming Competition, giving us the distinction of being the first undergraduate institution to win the competition.

The department's Computer Science Clinic provides a strong link to the industrial community in the form of year-long student projects. Sponsors for projects have included major companies and laboratories not just from the Los Angeles and San Diego areas, but from Silicon Valley and across the country. The successful applicant is expected to become an active and enthusiastic participant as a Clinic supervisor, thus applicants interested in applications are encouraged.

Claremont is a pleasant suburban community in the foothills of the beautiful San Gabriel mountains, near the boundary between Los Angeles and San Bernardino counties. It is a 25-minute drive from either Pasadena or Orange County, with access to the cultural attractions of Los Angeles, as well as having ocean beaches and mountain ski areas within a short drive. Nearby educational institutions include Caltech, UCLA, UCR, UCI, and University of Southern California.

Applicants should respond with a curriculum vitae, a statement regarding teaching and research philosophy or plan, and supporting materials such as reprints. Concurrently, please ask three references to write to us directly. Reviews of applications will commence 15 January 2004. Email applications and reference letters (plain text preferred) are accepted: mike@cs.hmc.edu US mail is also acceptable:

Professor Michael A. Erlinger, Chair
Computer Science Department
Harvey Mudd College
301 E. Twelfth Street
Claremont, CA 91711

Harvey Mudd College is an Equal Opportunity Employer and is committed to the recruitment of candidates traditionally underrepresented on college faculties.

Indiana University Bloomington

School of Informatics

Tenure-Track faculty positions starting Fall 2004

The School of Informatics is the most important academic initiative at Indiana University in the past 30 years. Informatics is the study of information and information technology in its applied and social contexts.

The State of Indiana has committed new base funding that will allow the School to hire as many as 60 additional faculty over the next few years, 35 on the Bloomington campus. Our current faculty are strong researchers committed to teaching and mentoring, holding prestigious recognitions such as ACLS, Fulbright and NSF Career Awards, and memberships such as the CRA Board and the NSF CISE Directorate Advisory Committee. Their specialties include bio- and chemical informatics, human-computer interaction design, Web, text, and data mining, social and organizational informatics, and logical and mathematical foundations of informatics. Tenure-track positions at all ranks are available in these areas as well as in cybersecurity, music informatics, informatics of other scientific disciplines, new media, complex systems, modeling and simulation, and ethics and professionalization.

The School has strong ties to Computer Science, natural science departments, and other units at IU; joint appointments are possible. We have excellent work conditions including low teaching loads, attractive salaries, and world-class computing and library facilities. Located on the rolling wooded hills of southern Indiana, Bloomington is a culturally thriving college town with moderate cost of living. IU is committed to employing quality faculty who will enhance the rich diversity of our academic community.

We especially encourage applications from small research teams who wish to collaborate with one another at IU in the School of Informatics. Each candidate should apply separately, and include in their statement the rationale for hiring the entire group.

Applicants should submit a curriculum vitae, a statement of research and teaching, and the names of three references (six for associate and full professors) online at http://www.informatics.indiana.edu/positions/faculty/. Review of applications will begin immediately; the search will remain open until the positions are filled.

Indiana University

Computer Science Department

Faculty Position

The Indiana University Computer Science Department anticipates filling a tenure-track, assistant professor position beginning in the fall of 2004. Though applications from all areas of computer science are welcome, we are strongly interested in candidates with research interests in embedded systems, algorithms and programming languages.

The CS department, which is part of the College of Arts and Sciences, is working closely with our new School of Informatics which is also seeking to fill CS related positions.

A Ph.D. in Computer Science is required for all CS faculty positions. Applicants must have demonstrated potential for excellence and productivity in research. In addition, a strong contribution to the educational mission of the department is expected.

The department occupies a spacious limestone building with extensive state-of-the-art computing facilities. The attractive wooded

Professional Opportunities

campus of Indiana University is located in Bloomington, chosen as one of the most cultural and livable small cities in the US, and only one hour from the Indianapolis airport. To learn more about the department please visit our web site at www.cs.indiana.edu.

Please send a detailed CV and a list of references to:

Faculty Search
Computer Science Department
Indiana University
Lindley Hall 215
Bloomington, IN 47405-7104
email: search@cs.indiana.edu

Indiana University is an Equal Opportunity/Affirmative Action Employer. The Computer Science Department strongly encourages applications from women and minorities.

Iowa State University

Department of Computer Science

Tenure-Track Positions

The Department of Computer Science has several tenure-track faculty positions open for Fall 2004. Emphasis will be on hiring applicants at the assistant professor level in the areas of Software Engineering, Networks and Systems. We are especially interested in experimentalists that can complement our existing strengths in these areas. All positions require a Ph.D. in Computer Science or a closely related field. Candidates who are in the final stages of obtaining a Ph.D. will also be considered. For an assistant professor appointment, outstanding potential for research in computer science and promise of effective teaching at undergraduate through graduate levels is required.

The department currently consists of 26 full-time tenure-track faculty and offers B.S., M.S., and Ph.D. degrees in Computer Science. It also participates in inter-departmental graduate programs in Bioinformatics and Computational Biology, and Information Assurance. Both programs are supported by large multiyear training grants from the National Science Foundation. The department has about 600 undergraduates, 60 M.S. students and 80 Ph.D. students. The department has strong research and educational programs in Algorithms and Complexity, Artificial Intelligence, Bioinformatics and Computational Biology, Databases, Data Mining, Parallel and Distributed Computing, Information Assurance, Programming Languages, Multimedia Systems, Operating Systems and Networks, and Software Engineering.

A dynamic faculty, moderate teaching load (typically 3 courses per year with further reductions for junior faculty), strong graduate program, and well-funded research program provide an excellent academic environment. In addition interdisciplinary interactions facilitated by the Laurence H. Baker Center for Bioinformatics and Biological Statistics, the Information Assurance Center, DOE Ames Laboratory, and the Virtual Reality Center nurture cutting edge research and education.

Iowa State University is a major land-grant university located in Ames, Iowa. It is a pleasant, small, cosmopolitan city with a population of over 50,000 (including about 27,000 students), a vibrant cultural scene, an excellent medical clinic, and a secondary school system that ranks among the best in the United States. In 2002, Ames was ranked as the 20th best place to live in North America.

Applicants should send a curriculum vitae, including the names and addresses of at least three references to:

Chair of Search Committee
Department of Computer Science
Iowa State University
Ames, Iowa 50011-1041
Fax: 515-294-0258
Tel: 515-294-4377
E-mail: faculty-search@cs.iastate.edu
URL: www.cs.iastate.edu

Review of applications will begin on December 1, 2003 and will continue until the positions are filled.

ISU is an Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to apply.

Johns Hopkins University

Department of Computer Science

Faculty Applications

The Department of Computer Science at Johns Hopkins University is seeking applications for a tenure-track faculty position at all ranks and in all fields. Of highest interest are candidates who will further increase the national and international recognition of our research and teaching programs. We also invite applicants who wish to be considered for chairmanship of the department. All applicants must have a Ph.D. in computer science or a related field and are expected to show evidence of an ability and willingness to develop academic research and teach programs of the highest quality. Commitment to quality teaching at the undergraduate and graduate levels will be required of all candidates considered.

Johns Hopkins is a private University well known for its commitment to academic excellence. The Department of Computer Science is among the first rank of departments in the Whiting School of Engineering in terms of funded research activities and educational programs. In recent years, it has been experiencing rapid growth in the quality and scope of its programs. As part of this expansion, the department expects to occupy a new computer science building within 3 years.

See the department webpage at http://www.cs.jhu.edu for additional information about the department, including links to research laboratories and centers.

Applicants should apply using the Online Application which can be accessed from http://www.cs.jhu .edu/apply. If you have any problems or have any questions, please email fsearch@cs.jhu.edu Those applicants who cannot follow the above guidelines (e.g. do not have access to electronic facilities) may send their materials to:

Faculty Search Committee
Department of Computer Science
Room 224 New, Engineering Building
Johns Hopkins University
Baltimore, MD 21218-2694
Fax: 410-516-6134
Phone: 410-516-8577
fsearch@cs.jhu.edu

We encourage applications to be submitted as soon as possible; however, to ensure full consideration, complete applications (including the reference letters) should be received by February 1, 2004. The Johns Hopkins University is a EEO/AA employer.

Kalamazoo College

Department of Mathematics and Computer Science

Assistant or Associate Professor of Computer Science

Kalamazoo College invites applications for a tenure-track position in Computer Science at the Assistant or Associate Professor level beginning September 2004. Successful candidates must have a PhD in computer science or a related field. Salary competitive and consistent with level of experience.

Kalamazoo College, a highly selective liberal arts college of approximately 1300 undergraduates, is nationally known for its innovative program and its strong tradition in the sciences. The department offers a major and a minor in computer science. Faculty responsibilities include teaching at all levels of the undergraduate curriculum, developing an active research program, and supervising undergraduate student research projects. More information can be found at www.kzoo.edu/mathcs.

Completed applications received by December 1, 2003 will receive full consideration, with later applications reviewed until the position is filled. Send curriculum vitae; a statement describing teaching experience and philosophy; a statement describing research interests and how undergraduates might participate; undergraduate and graduate transcripts (unofficial acceptable); and three letters of recommendation to:

Dr. Alyce Brady, Director
Computer Science Program
Kalamazoo College
1200 Academy Street
Kalamazoo, MI 49006-3295

Kalamazoo College encourages candidates who will contribute to the cultural diversity of the College to apply and to identify themselves if they wish. EOE

La Salle University

Department of Mathematics and Computer Science

Assistant Professors

We invite applications for several tenure-track faculty positions in our undergraduate Computer Science and Information Technology programs and our graduate Computer Information Science and Information Technology Leadership programs, beginning Fall, 2004. A Ph.D. in Computer Science is preferred. These positions entail teaching nine to twelve hours each semester, student advising, and committee assignments.

Send cv and three letters of recommendation to:

Chair
Department of Mathematics and Computer Science
La Salle University
1900 West Olney Avenue
Philadelphia, PA 19141-1199
(elliott@lasalle.edu)

La Salle University is a Roman Catholic university in the tradition of the La Salle Christian Brothers and welcomes applicants from all backgrounds who can contribute to its unique educational mission. For a complete mission statement, please visit our Web site at www.lasalle.edu.

AA/EOE.

Lehigh University

Department of Computer Science and Engineering

Faculty Openings

Applications are invited for positions at both the assistant professor and senior levels in the Computer Science and Engineering Department (www.cse.lehigh.edu) of Lehigh University starting in August 2004. An earlier start date during the 2003-2004 academic year is also possible.

Effective teaching skills along with a demonstrated potential for research are essential prerequisites. Successful applicants will hold a Ph.D. in Computer Science, Computer Engineering, or a closely related field. Outstanding candidates in all areas of computer science will be considered. The department's highest priorities are in the areas of secure systems, bioinformatics, computer vision, and computer architecture.

Lehigh is ranked among the top 40 national universities with undergraduate and graduate programs in computer science and engineering the Gourman Report consistently ranks our undergraduate computer engineering program among the top 20 in the nation. In addition to offering B.A, B.S, M.S and Ph.D degrees in computer science and computer engineering, the department has instituted a Computer Science and Business program jointly with the College of Business and Economics. A bioinformatics program is also under development with other departments. The Computer Science and Engineering Department participates actively in interdisciplinary programs throughout the university, which provides many opportunities for sponsored research.

Lehigh is a private university, rated "most selective" by both Barron's and Peterson's guides. Located in a beautiful sylvan setting in Bethlehem, PA, 80 miles west of New York City and 50 miles north of Philadelphia, the area offers an excellent mix of urban and rural lifestyles. Lehigh University is committed to recruiting and retaining women and minorities.

Applications should include a cover letter, a vitae, and both teaching and research statements. Applications for these positions should be emailed to CSE-search@cse.lehigh.edu. In addition to including the name and address for at least three references, applicants should contact these references directly and ask that letters be sent by email to the above address. Applications will be evaluated on a rolling basis. Lehigh is an affirmative action and equal employment opportunity employer.

Marquette University

Department of Mathematics, Statistics and Computer Science

Assistant/Associate Professor

Marquette University invites applications for a tenure-track position in Computer Science, to begin Fall 2004. A Ph.D. in Computer Science or a closely related field is required by the time of appointment. Candidates whose primary interest relates to databases or a closely connected area will be preferred. In addition, preference will be shown to those with a demonstrated interest in research that complements current areas of study within the department. Requirements include a commitment both to quality teaching and outstanding scholarship. In order to be considered for appointment at advanced rank, the candidate must have an established reputation in the field and demonstrated organizational skills.

The department offers the successful applicant the opportunity to work in a multi-disciplinary environment where research is currently conducted in distributed computing, bioinformatics, biomathematics and biostatistics; in algebra, both abstract and computational, logic, and probability theory; and in mathematics education.

The department offers both undergraduate and graduate degrees in Computer Science, Mathematics and Mathematics Education. In addition, a terminal Master of Science in Computing is offered jointly with the department of Electrical and Computer Engineering; and a Master of Science in Bioinformatics is offered jointly with the Medical College of Wisconsin. For more information about the department and its programs see http://www.mscs.mu.edu.

Marquette is a Catholic, Jesuit university that offers undergraduates a vigorous liberal arts core combined with a choice of 60 majors. The Graduate School offers 39 master's and 11 doctoral degrees across 11 colleges and schools. The university offers to all members of its community the educational, professional and cultural advantages of its location in the heart of Milwaukee.

Applicants should submit a cover letter with a statement of research interests and teaching philosophy, together with a current CV, and should arrange for three letters of reference to be sent to:

Computer Science Hiring Committee
Department of Mathematics, Statistics and Computer Science
Marquette University
P.O. Box 1881
Milwaukee, WI 53201-1881

Email applications may be sent in postscript, Word or PDF format to cscomm@mscs.mu.edu. Review of applications will begin November 1 and continue until the position is filled.

Massachusetts Institute of Technology

Faculty Positions

The Department of Electrical Engineering and Computer Science (EECS) seeks candidates for faculty positions starting in September 2004. We anticipate openings for several faculty appointments for individuals who are completing, or who have recently completed, a doctorate. In special cases, a senior faculty appointment may be possible. Faculty duties include teaching at the graduate and undergraduate levels, research, and supervision of student research. We will consider candidates with backgrounds and interests in all areas of electrical engineering and computer science.

Candidates must register with the EECS search website at eecs-search.eecs.mit.edu. Materials may be submitted electronically to the website or sent to the address below. Candidate applications should include a description of your professional interests and your goals in both teaching and research. Each application should include a curriculum vitae and the names and addresses of three or more individuals who will provide letters of recommendation. Letter writers should submit their letters directly to MIT, either on the website or by mailing to the address below. Please respond by January 15, 2004.

Send all materials not submitted on the website to:

Professor John Guttag
Department Head, Electrical Engineering and Computer Science
Massachusetts Institute of Technology
38-403
77 Massachusetts Avenue
Cambridge, MA 02139

M.I.T. is an equal opportunity/affirmative action employer.

Miami University

School of Engineering and Applied Science, Department of Computer Science & Systems Analysis

Assistant/Associate Professor of Computer Science, Computer Engineering, and Electrical Engineering

The School of Engineering and Applied Science (www.eas.muohio.edu/csa) seeks applicants for two tenure track positions in Computer Science, one tenure track position in Computer Engineering, and one tenure track position in Electrical Engineering beginning fall 2004. Successful candidates will be expected to teach courses, conduct labs, perform service and maintain an active research program. We are primarily seeking applicants to begin at the rank of Assistant Professor, but will consider applicants qualified for Associate Professor. A Ph.D. in computer science, computer engineering, electrical engineering or related field is expected. ABDs will be accepted, but the doctorate must be completed by the time of the appointment. Screening of applications will begin October 2003 and continue until positions are filled.

Send resume, three letters of reference, and visa status (if applicable) to:

Michele Lea
Computer Science and Systems Analysis Dept.
School of Engineering and Applied Science
Miami University
Oxford, OH 45056
(Phone: 513-529-8342, Fax: 513-529-1524, Email: CSsearch@MUOhio.edu)

or for the computer engineering and electrical engineering positions send to:

Pam Messer
Manufacturing & Engineering Dept.
School of Engineering and Applied Science
Miami University
Oxford, OH 45056
(Phone: 513-529-2650, Fax: 513-529-1454, Email: ECEsearch@muohio.edu)

Electronic submissions are encouraged.

Miami University, located 35 miles north of Cincinnati, has 14,000 undergraduate and 1,800 graduate students. Miami has recently been recognized as a top value in higher education by The Fiske Guide to Colleges 2003 and the Kaplan-Newsweek College Catalog 2003; was again named a "Public Ivy" in the "The Public Ivies: America's Flagship Universities;" and was ranked among the 25 public universities in the nation by *US News & World Report 2004* college rankings; and the School of Engineering and Applied Science was ranked 22nd among the nation's top engineering programs (among schools that do not offer a Ph.D. in engineering).

Professional Opportunities

We encourage applications from a broad spectrum of individuals, including women and members of ethnic minorities. Miami University is an affirmative action/equal opportunity employer.

Northwestern University
Department of Computer Science
Faculty Openings: AI, Systems, and Theory at All Ranks
http://www.cs.northwestern.edu

The Computer Science Department at Northwestern University invites applications for three or more faculty positions at all professorial ranks in all areas with emphasis on AI, Systems, and Theory. Northwestern has built an excellent core faculty with expertise in artificial intelligence, bioinformatics, design, distributed and parallel systems, e-commerce, educational technology, graphics, information systems, multimedia systems, robotics, and theoretical computer science. Building on these core areas and broadening to other strategic areas of computer science, we have now embarked on a campaign to attain national leadership at the forefront of computer science. We seek ambitious, energetic, and innovative candidates to join this young, dynamic, and rapidly growing department and encourage applications from qualified underrepresented minorities and women.

Successful candidates must have demonstrated commitment to teaching as well as strong abilities to pursue research. Typical teaching load is three quarter courses per year. The department will move to a new $35 million building in 2005. Compensation and start-up packages will be highly attractive.

Northwestern is a top-ranked and well-endowed private university. It attracts the brightest students from all fifty states and from around the world. The main campus is located on the Lake Michigan shore in Chicago's upscale north suburb of Evanston. With its combination of natural beauty, rich culture and the nation's finest school districts, this area has long been recognized as one of the most desirable places to live in the U.S. Applicants should send a curriculum vita, statement of research and career objectives, and at least three references for junior positions and five for senior positions, by email to: facultysearch@cs.northwestern.edu or by postal mail to:

Faculty Search Committee
Department of Computer Science
Northwestern University
1890 Maple Avenue
Evanston, IL 60201

To ensure full consideration, applications should be received by January 12, 2004. Preference will be given to early applications, and interviews may start in late fall, 2003. Further information about the Department and the University can be found at http://www.cs.northwestern.edu and http://www.northwestern.edu.

Northwestern University is an Equal Opportunity, Affirmative Action employer.

OGI School of Science and Engineering
Faculty Positions

The Department of Computer Science and Engineering invites applications for faculty positions at all ranks. We invite applications from outstanding candidates in any area of computer science and engineering. The typical teaching load in CSE is 2 graduate-level classes per year.

Following an institutional merger in 2001, the Oregon Graduate Institute of Science and Technology (OGI) became one of the four schools of Oregon Health & Science University (OHSU). The merger is enabling the CSE department to expand in core disciplines of computer science and engineering and to establish strong interdisciplinary collaborations among researchers in computational, biological, and biomedical sciences.

OGI is located 12 miles west of Portland, Oregon, in the heart of the Silicon Forest. Portland's extensive high-tech community, diverse cultural amenities and spectacular natural surroundings combine to make the quality of life here extraordinary. To learn more about the department, OGI, OHSU and Portland, please visit www.cse.ogi.edu.

To apply send a brief description of your research interests, the names of at least three references, and a curriculum vitae with a list of publications to:

Chair, Recruiting Committee
Department of Computer Science and Engineering
OGI School of Science and Engineering at OHSU
20000 NW Walker Road
Beaverton, Oregon 97006

Applications sent in before January 15, 2004 will be given preference. All applications will be reviewed. The email address for inquiries is: csedept@cse.ogi.edu.

OGI/OHSU is an Equal Opportunity/ Affirmative Action employer. We particularly welcome applications from women, minorities, and individuals with disabilities.

Purdue University
Department of Computer Sciences

The Department of Computer Sciences at Purdue University invites applications for tenure-track positions beginning August 2004. Positions are available at the Assistant Professor level; senior positions will be considered for highly qualified applicants. Of particular interest are candidates in the areas of embedded and real-time systems, software verification and assurance, and pervasive and wireless computing. Successful candidates will be expected to strengthen the growth areas outlined in the departmental strategic plan, and to contribute to core areas, especially operating systems, programming languages and compilers, software engineering, and networking.

The Department of Computer Sciences offers a stimulating and nurturing academic environment. Forty faculty members direct research programs in analysis of algorithms, bioinformatics, compilers, databases, distributed and parallel computing, graphics and visualization, information security, networking and operating systems, programming languages and compilers, scientific computing, and software engineering. The department implements a strategic plan (see http://www.cs.purdue.edu/strategicplan/Aug03.pdf) for future growth which is strongly supported by the higher administration. This plan includes a new building expected to be operational in 2006 to accommodate significant growth in faculty size. Further information about the department is available at http://www.cs.purdue.edu.

Applicants should hold a Ph.D. in Computer Science, or a closely related discipline, be committed to excellence in teaching, and have demonstrated strong potential for excellence in research. Salary and benefits are highly competitive. Special departmental and university initiatives are available for junior faculty. Applicants are encouraged to apply electronically by sending a curriculum vitae, a statement of career objectives, and names and contact information of at least three references in Portable Document Format (PDF) to fac-search@cs.purdue.edu. Hard copy applications can be sent to:

Faculty Search Committee Chair
Department of Computer Sciences
Purdue University
West Lafayette, IN 47907-1398

Applications are being accepted now and will be considered until the positions are filled.

Purdue University is an Equal Opportunity/ Equal Access/Affirmative Action employer and is committed to building a diverse faculty of excellence.

Purdue University
Department of Computer Sciences

The Department of Computer Sciences invites applications for tenure-track positions, beginning August 2004, as part of a school-wide effort focused on "Management, Analysis, Visualization, and Security aspects of Massive Data". This area is one of seven multidisciplinary research areas initiated to provide new directions and synergies among scientists working in different disciplines and to accelerate the flow of expertise and inquiry across traditional departmental boundaries. To facilitate the growth of these research areas, new faculty are sought to fill positions in specific departments with joint or courtesy appointments in a second department.

Hires are expected to expand partnerships among researchers in different areas, develop solutions and tools for scientific problems, and empower researchers and disciplines that need to analyze massive data sets. This effort emphasizes four thrust areas: (i) databases, data mining, and statistical methods, (ii) visualization and simulation, (iii) computational infrastructures, and (iv) data integrity and security. In the first year of this effort, we expect to hire in the areas of data mining, computational infrastructures, and visualization.

Positions are expected to be filled at the assistant professor level or beginning associate professor level. More senior positions will be considered for highly qualified applicants. Applicants should hold a Ph.D. in a scientific field and are expected to produce a record of excellence in research and teaching. Successful hires should have a record of working in scientific fields involving very large data sets, solving research challenges that are both discipline specific and have cross disciplinary applications. More information and details on how to apply can found at http://www.science.purdue.edu/COALESCE.

Purdue University is an Equal Opportunity/ Equal Access/Affirmative Action employer and is committed to building a diverse faculty of excellence.

Rice University
Department of Computer Science

The Department of Computer Science at Rice University seeks applications for a tenure-track faculty appointment at the rank of Assistant Professor, to start July 2004. We welcome outstanding candidates in all areas of computer science. We are particularly interested in candidates with interest and experience in high-performance computing software, databases, or biological and biomedical applications of computer science. Exceptional candidates for higher ranks will be considered. The Department and the Center for High Performance Software at Rice also have openings for research positions, including research faculty (Faculty Fellows) at all ranks, research scientists, and postdoctoral researchers.

Applicants for both tenure-track and research positions should hold a Ph.D. degree or equivalent in computer science or a related discipline, or expect to complete such requirements prior to assuming an appointment. A commitment to excellence in both research and teaching is required for a tenure-track appointment. Early applications will be appreciated.

The Department has access to superb research facilities, including parallel and multiprocessor systems laboratories, a terascale computer (264 Itanium processors), large networks of workstations, and a high-speed network test bed. The University is located across the street from the Texas Medical Center, one of the premiere centers for medical research in the country. Houston's oil industry makes it a center for many kinds of computation, from high-performance modeling through real-time and embedded computing.

Rice University is a private university with a large endowment and a strong reputation for academic excellence, particularly in undergraduate education. 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.

To apply, send a resume, a statement of research and teaching interests, and the names and addresses of at least three references to:

Computer Science Search Committee
Rice University
MS 132
P.O. Box 1892
Houston, Texas 77251-1892

The deadline for applications is January 15, 2004. Please specify the position for which you are applying. For more information, see http://www.cs.rice.edu or call Iva Jean Jorgensen (713-348-3818), ivajean@rice.edu.

Rice University is an Equal Opportunity/ Affirmative Action Employer.

San Francisco State University
Computer Science
Assistant Professor

The Department of Computer Science invites applications for a tenure-track position at the Assistant Professor level. We are especially interested in expertise in areas related to Computing for Life Sciences, Software Engineering, and Digital Media, but other areas will also be considered. We are looking for a candidate who can teach a range of core courses, has a track record in applied research in their areas, can direct Masters student projects and thesis research, and can collaborate across department and discipline boundaries. Industrial and practical experience is a plus. The position begins Fall semester 2004.

San Francisco State University, a member of the California State University system, serves a diverse student body of 27,000 undergraduate and graduate students. The University seeks to promote appreciation of scholarship, freedom, and human diversity through excellence in instruction and intellectual accomplishment. SFSU faculty are expected to be effective teachers and demonstrate professional achievement and growth through research, scholarship, and/or creative work.

The campus is located in beautiful San Francisco in close proximity to the major universities and high-tech companies of the Bay Area. The Department of Computer Science serves over 1000 students (approximately 150 at the graduate level). We offer an ABET-accredited undergraduate program and a Master of Science program and are embarking on ambitious plans to create centers of excellence in Computing for Life Sciences and Software Engineering. An integral part of our graduate program involves collaboration with other departments within the University (such as Biology) and with local industry.

The successful candidate should have a Ph.D. in Computer Science or equivalent, and will be expected to teach courses at the graduate and undergraduate levels, to maintain an active record of funded research, to participate in the development of the centers of excellence, and to provide service to the campus and the community. For more information about the position and the department, please visit our website at: http://cs.sfsu.edu. Interested candidates should send a curriculum vitae, statements of research and teaching interests, and copies of representative publications to:

Dr. Gerald Eisman, Chair
Hiring Committee
Computer Science Department
San Francisco State University
1600 Holloway Avenue
San Francisco, CA 94132

Candidates should also arrange to have at least three letters of recommendation sent to the same address. Review of applications will begin December 1, 2003. Application deadline is January 5, 2004.

SFSU is an Affirmative Action/ Equal Opportunity Employer; women and minorities are encouraged to apply.

Stanford University
Department of Computer Science
Faculty Openings

The Computer Science Department of Stanford University invites applications for tenure-track faculty positions at the junior level (Assistant or untenured Associate Professor). We are seeking applicants from all areas of Computer Science, including Foundations, Artificial Intelligence, Graphics, Databases, Systems, Human Computer Interaction, and Networking. The department also has interest in applicants doing research at the frontiers of computer science, for instance biological computing, bio-informatics, computation and arts, or computational economics. Higher priority will be given to the overall innovation and promise of the candidate's work than to any specific area.

An earned Ph.D., evidence of the ability to pursue a research program, and a strong commitment to graduate and undergraduate teaching are required. Successful candidates will be expected to teach computer science courses at the graduate and undergraduate levels and to build and lead a team of graduate students in Ph.D. research. Further information about the Computer Science Department can be found at http://cs.stanford.edu.

Applications should include a curriculum vitae, statements of research and teaching interests and the names of at least four references. Candidates are requested to ask references to send their letters directly to our search committee. The letters should be sent in as soon as possible, but no later than the application deadline. All materials should be sent to:

Search Committee Chair
c/o Laura Kenny-Carlson
Computer Science Department
Stanford University, Gates 278
Stanford, CA 94305-9025

or via electronic mail to search@cs.stanford.edu.

The review of applications will begin on January 5, 2004, and applicants are strongly encouraged to submit applications by that date; however, applications will continue to be accepted until February 2, 2004. The positions are available beginning Autumn 2003.

Stanford University is an equal opportunity, affirmative action employer.

Swarthmore College
Computer Science Department
Swarthmore, PA 19081

Applications are invited for a leave replacement position at the Instructor or Assistant Professor rank to begin in August 2004. Depending on applicant interest and administrative approval, this could be a multi-year appointment. Swarthmore College is a small, selective, liberal arts college located in a suburb of Philadelphia. The Computer Science Department offers majors and minors in computer science at the undergraduate level. Applicants should have teaching experience and be comfortable teaching a wide range of courses at the introductory and intermediate undergraduate level. Fluency in C, Scheme and Java is desired.

We will consider all sub-areas of CS. A resume and three letters of reference should be sent to: Lisa A. Meeden at the above address. At least two of the letters should speak to the candidate's teaching ability.

Swarthmore College is an equal opportunity employer. Applications from women and members of minority groups are encouraged. We expect to begin interviewing in late January 2004. Applications will be accepted until the position is filled.

Texas A&M University
Department of Computer Science
Tenure-Track Faculty Positions

Applications are invited for tenure-track faculty positions, starting fall 2004, in the Department of Computer Science of the Dwight Look College of Engineering at Texas A&M University. As part of a long-term plan to increase the size and improve quality, the

Professional Opportunities

department is expanding in the following areas: software and bioinformatics. Top candidates in other areas will also be considered.

The candidates must have a Ph.D. degree and will be expected to teach, perform research, and supervise graduate students. We are primarily looking for candidates at the Assistant Professor level; outstanding candidates at the Associate and Full Professor levels will also be considered. The CS Department has 33 tenure-track faculty and nine lecturers. Texas A&M University CS faculty members are well recognized for their contributions to their fields. The Department currently has one ACM Fellow, five IEEE Fellows and eight PYI/NYI/CAREER awardees. In 2000, four faculty members received the IEEE Third Millennium Medal. Additional information about the department can be found at the following URL: www.cs.tamu.edu. Texas A&M University CS faculty applicants should apply online at: apply.cs.tamu.edu/tenuretrack.

For questions about bioinformatics, contact bioinfo_search@cs.tamu.edu. For questions about software, contact software_search@cs.tamu.edu.

Texas A&M University is an equal opportunity/affirmative action employer and actively seeks candidacy of women and minorities.

Tufts University

Department of Computer Science

The Department of Computer Science at Tufts University invites applications for two tenure-track faculty positions to commence in Summer or Fall 2004. For the first, we seek outstanding candidates in all applied areas of computer science, and especially welcome candidates with research and teaching interests in computer systems and systems-related areas such as software engineering, networking, and computer graphics. We are interested in attracting truly exceptional candidates at all levels and anticipate making an appointment at the Associate or Full Professor rank, although strong candidates at the Assistant Professor rank are also encouraged to apply.

We also are hiring for a second tenure-track position, at the Assistant or Associate professor rank, dedicated to the area of Computational Biology or Bioinformatics. For this position, preference will be given to candidates who can build interdisciplinary collaborations between different Tufts Arts, Sciences, and Engineering departments, and/or with the Tufts Medical or Veterinary Schools. It is anticipated that the successful candidate will have a primary appointment in the Department of Computer Science, but, depending upon the candidate's wishes and expertise, a joint appointment in a second relevant department, such as Biomedical Engineering, is also possible.

The Tufts CS department offers the BA, BS, masters and PhD degrees. We are part of the Tufts Engineering School which has recently entered an exciting growth phase. In addition to a commitment to research and graduate programs, all Tufts faculty share a genuine passion and interest in undergraduate education — we attract super undergraduates, place them in top jobs, graduate schools and internships, and often involve them in our research. Tufts is located only 3 miles from Cambridge, MA, home to Harvard and MIT, so opportunities for collaboration and participation in the rich intellectual life of the Boston area abound.

Applicants should submit a curriculum vitae, a statement of research plans, a statement of teaching interests, and ensure that at least three confidential letters of recommendation are sent directly to us.

Candidates are encouraged to visit http://www.cs.tufts.edu/facultysearch04/electronic.html for instructions on how to submit their materials electronically.

Alternately, these materials can be sent by hard copy mail to:

Lenore J. Cowen
Chair, Faculty Search Committee
Department of Computer Science
Tufts University
161 College Avenue
Medford, MA 02155

Screening of applications will begin January 1, 2004, and continue until the position is filled; all applications received by February 1, 2004 are assured of full consideration. Please indicate clearly if you are applying for the general Computer Science position or the Bioinformatics position.

Tufts University is an Affirmative Action/Equal Employment Opportunity Employer. Both our Dean of Engineering and the chair of the Computer Science department are women, and the Tufts Engineering School is considered to be a leader in creating an excellent atmosphere for women faculty, and faculty members of color, who are warmly encouraged to apply.

Union College

Computer Science Department

Department Chair

Union College invites applications and nominations for a department chair to be added to our current six tenure positions in Sept. 2004. The department offers a B.S. degree, has a small M.S. program, and, with Electrical and Computer Engineering, offers a B.S. in computer engineering.

The ideal candidate will be an established associate or full professor excited about leading a department in maintaining a strong program and in building closer ties with engineering, the sciences, and the arts. The college has a "converging technologies" initiative to support interdisciplinary work. Candidates should hold a Ph.D. in computer science and have a record of excellent teaching and research.

See www.cs.union.edu/chair.html for the full position description and application process. Union is committed to AA/EEO, and women and minorities are strongly encouraged to apply.

University at Buffalo, The State University of New York

Faculty Positions in Computer Science and Engineering

The Department of Computer Science and Engineering (CSE) has faculty openings at all levels. Excellent candidates in all areas of CSE will be considered, but we especially solicit applicants in biometrics and bioinformatics, high-performance computing, multimedia, and security.

The CSE Department has added nine new faculty members in the last three years. The faculty are affiliated with the world-class Center for Computational Research, the Center of Excellence in Document Analysis and Recognition, the Center of Excellence in Bioinformatics, the NSA Center of Excellence for Information Assurance, the Center for Cognitive Science, and the National Center for Geographic Information and Analysis. The faculty include AAAI, ACM, and IEEE Fellows and several award winners. The faculty are active in research and have generated $12 million external funding in the last one year.

Junior candidates are expected to have a Ph.D. in Computer Science/ Engineering or related field by August 2004, with a good publication record and potential for developing an externally funded research program. Senior candidates are expected to have an excellent record of publications and funded research as well as international stature commensurate with rank.

All applications should include a cover letter, curriculum vitae, and the names of at least three references; applicants for senior positions should have five references. In addition, all applicants should have letters of reference sent to the address below. The due date for applications and letters of reference is January 2, 2004.

Address for correspondence:
Chair
Faculty Search Committee
Department of Computer Science and Engineering
201 Bell Hall
University at Buffalo
Buffalo, NY 14260-2000
Email: cse-search@cse.buffalo.edu.

For more information about the department, the university, the city of Buffalo and Western New York, please visit our website, http://www.cse.buffalo.edu.

The University at Buffalo is an Equal Opportunity Employer/Recruiter.

University of Arizona

http://www.cs.arizona.edu

Department of Computer Science

Faculty Position in Bioinformatics

The Reference Job Number: 27169

Applications are invited for a tenure-track faculty position in the Department of Computer Science at the rank of Assistant, Associate, or Full Professor starting August 2004. Candidates must hold a doctorate in computer science or a related field, be committed to excellence in teaching, and demonstrate excellence in bioinformatics research.

The position is associated with the new Institute for Biomedical Science and Biotechnology. The Institute, housed in a new building, is one of the highest priority initiatives for the University of Arizona, integrating research across the Colleges of Science, Medicine, Pharmacy, and Agriculture, with several hires planned in bio- and cheminformatics. The Department of Computer Science has a long history of research accomplishment, influential software distribution, and substantial external funding. The ideal candidate would apply expertise in a core area of computer science to important problems in computational biology.

Applicants should send a curriculum vitae, research and teaching statements, and the names of at least three references to:

Prof. John Kececioglu, Chair
Bioinformatics Search Committee
Department of Computer Science
The University of Arizona
PO Box 210077
Tucson, AZ 85721-0077

Review of applications will start December 15, 2003 and continue until the position is filled. As an equal opportunity and affirmative action employer, the University of Arizona recognizes the power of a diverse community and encourages applications from individuals with varied experiences, perspectives and backgrounds - M/W/D/V.

The University of California, Berkeley

Department of Electrical Engineering and Computer Science

The University of California, Berkeley invites applications for tenure-track positions in Electrical Engineering and Computer Sciences at the Assistant Professor, Associate Professor, or Full Professor level, beginning in Fall Semester 2004, subject to budgetary approval.

Several faculty searches have been approved. We are also considering the possibility of joint searches with other UC Berkeley departments.

Applicants should have received (or be about to receive) a doctoral degree in Computer Science, Electrical Engineering, Computer Engineering, or a related field. A principal requirement is demonstrated excellence in research. In addition, potential for excellence in teaching and leadership are important requirements. Successful applicants will be expected to establish a quality research program and to teach both graduate and undergraduate courses in their general area of specialty.

Interested persons should send an application consisting of a resume, a one- to two-page statement of their future research and teaching interests/plans, a select subset of publications, and the names of three references whom you have asked to send in recommendations. Review of completed applications will begin December 15, 2003. We will not consider applications received after March 1, 2004.

Recommendation writers should send letters directly to the same address where applications are sent, to arrive before January 1, 2004 if possible. Reference letters will NOT be requested directly by the department.

Computer Science applications should be sent to:

CS Faculty Search Committee
c/o Debra Zaller, Computer Science
Academic Personnel
381 Soda Hall # 1776
UC Berkeley, CA 94720-1776

Electrical Engineering applications should be sent to:

EE Faculty Search Committee
c/o Jean Richter, Electrical Engineering
Academic Personnel
231 Cory Hall # 1770
UC Berkeley, CA 94720-1770

The University of California is an Equal Opportunity, Affirmative Action Employer.

University of California, Davis

Department of Statistics

Two positions at either tenure-track Assistant Professor or tenured Associate Professor beginning July 1, 2004. Requires Ph.D. in Statistics or related field. Preferred areas computational statistics, statistical learning, bioinformatics/biostatistics or time series/spatial statistics.

Send vitae, at least three reference letters, research statement, reprints/preprints, and transcripts (Ph.D. since 2002) by 12/1/03 to:

Chair, Search Committee
Dept. of Statistics
University of California
Davis, CA 95616
Email: search@wald.ucdavis.edu.

Affirmative action/equal opportunity employer.

University of California, Irvine

School of Information & Computer Science

Tenure-Track Faculty Positions

The School of Information and Computer Science (ICS) at the University of California, Irvine (UCI) is seeking excellent candidates for tenure-track positions in the following areas:

A. Ubiquitous Computing
B Software Engineering
C. Information Retrieval, Access, & Management
D. Scientific Computing
E. Networked Systems

These positions are for appointment in July 2004 and are at the rank of assistant professor, although exceptional candidates at all ranks will be considered. The School of ICS expects to grow substantially over the next decade and to recruit new faculty each year. Thus, outstanding candidates in other research areas are encouraged to contact us. ICS is also recruiting Distinguished Professors in a broad range of areas.

UC Irvine is targeted as a growth campus for the University of California. It is one of the youngest UC campuses, yet ranked 12th among public universities by US News & World Report. Salary and other compensation (including priority access to on-campus faculty housing) are competitive with the nation's finest public universities. For a view of UCI, see http://www.uci.edu.

The School of ICS is one of nine academic units at UC Irvine and was recently elevated to an independent school by the UC Regents. With approximately 2200 undergraduates, 330 graduate students, and 50 faculty members, ICS is the largest computing program within the UC system as well as the fastest-growing major at UCI. ICS' mission is to lead the innovation of new information and computing technology and study its economic and social significance while producing an educated workforce to further advance technology and fuel the economic engine. The School of ICS has excellent faculty, innovative programs, high quality students and outstanding graduates as well as strong relationships with high tech industry. For a perspective on ICS, see http://www.ics.uci.edu.

Applicants should have a Ph.D. in Computer Science or a related field and show strong teaching and research potential evidenced by scholarly publications. Senior applicants must also demonstrate a proven track record in funded research activities.

Screening will begin immediately upon receipt of completed application. Maximum consideration will be given to applications received by January 15, 2004. Applications will be accepted until relevant positions are filled.

Electronic application is highly preferred; instructions can be found at http://www.ics.uci.edu/about/jobs. Paper applications should include a cover letter indicating the area of primary research, a CV, three recent publications, and letters from three to five references, and should be sent to (specifying position letter):

Faculty Recruiting, Area < A | B | C | D | E >
School of Information and Computer Science
University of California, Irvine
Irvine, CA 92697-3425

The University of California, Irvine is an equal opportunity employer committed to excellence through diversity, has a National Science Foundation Advance Gender Equity Program, and is responsive to the needs of dual career couples.

University of California, Los Angeles

Department of Computer Science

The Department of Computer Science in the Henry Samueli School of Engineering and Applied Science at the University of California, Los Angeles, invites applications for tenure-track positions in all areas of Computer Science and Computer Engineering. Applications are also strongly encouraged from distinguished candidates at senior levels. The UCLA Campus administration is committed to significant growth in the faculty of the Computer Science Department, with a projection of 2-3 new faculty members per year for the next two years.

Quality is our key criterion for applicant selection. Applicants should have a strong commitment to both research and teaching and an outstanding record of research for their level. We seek applicants in any mainstream area of Computer Science and Computer Engineering.

To apply, please visit http://www.cs.ucla.edu/recruit. Faculty applications received by January 15 will be given full consideration.

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

University of California, Los Angeles

Department of Computer Science

The Department of Computer Science in the Henry Samueli School of Engineering and Applied Science at the University of California, Los Angeles, invites applications from distinguished scholars and teachers for the Jonathan B. Postel Chair in Computer Networks. Quality is our key criterion for applicant selection. Applicants should have a strong commitment to both research and teaching and an outstanding record of research.

Interested applicants should e-mail their CV and cover letter in a PDF file to jonpostelchair@cs.ucla.edu addressed to Professor Leonard Kleinrock. Faculty applications received by January 15, 2004 will be given full consideration.

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

Professional Opportunities

University of California, Riverside

Marlan and Rosemary Bourns College of Engineering

Faculty Positions in Computer Science & Engineering

The University of California, Riverside invites applications for tenure-track or tenured faculty positions in the Department of Computer Science and Engineering for the 2004-2005 academic year. Applicants must have a Ph.D. in Computer Science or in a closely related field. Areas of particular interest include: software engineering/programming languages, computational science, and graphics and visualization, but applications are welcome in all areas of Computer Science and Engineering. Senior candidates must have an exceptional research and teaching record. Junior candidates must show outstanding research and teaching potential. Salary will be competitive, and commensurate with appointment rank and qualifications.

UC Riverside is the fastest-growing member of the ten-campus University of California System, widely regarded as the most distinguished system of public higher education in the United States. The CSE Department has now grown rapidly to 24 full-time faculties, and expects to grow to about 40 over the next five years. The Campus- and College-wide expansion programs include a new state-of-the-art building soon to house the CSE and EE Departments. Annual research expenditures in the College are close to $352K/year per faculty. The CSE Department offers the B.S., M.S., and Ph.D. degrees. More information is available at http://www.cs.ucr.edu.

The city of Riverside, located about 60 miles away from Los Angeles, offers easy access to mountains, Pacific Ocean beaches, cultural activities, shopping, and other attractions. Applications and inquiries should be sent to:

Chair
Faculty Search Committee
Department of Computer Science and Engineering
University of California
Riverside, CA 92521-0304
909-787-5639
or by e-mail to: search@cs.ucr.edu

Applications must include curriculum vitae, list of publications, a statement of research and teaching objectives, and names and addresses of four references (junior candidates may have reference letters mailed directly to the department). Formal review of applications begins January 20, 2004.

Early applications are encouraged, however, late applications will be considered until the positions are filled.

The University of California, Riverside is an Equal-Opportunity/Affirmative-Action Employer.

University of California, San Diego

Department of Computer Science and Engineering

Tenured and Tenure-Track Positions

The Department of Computer Science and Engineering has several tenured and tenure-track faculty positions open for Fall 2004. We invite applications at all levels in all areas of computer science and computer engineering. Areas of particular interest include graphics and vision, machine learning and data mining, programming languages and compilers, large-scale software systems, sensor networks, embedded systems, computer architecture, e-commerce, algorithms, grid computing, security as well as storage systems and networks. However, excellent candidates in all areas will be seriously considered.

The department is in a period of exciting growth and has attracted extraordinary faculty in the past few years. It has excellent research programs in computer science and computer engineering as well as a strong interdisciplinary research program in computational biology and bioinformatics. It plays a leading role in the newly formed California Institute for Telecommunications and Information Technology and has close ties to the San Diego Supercomputer Center and the Center for Wireless Communications.

The department is about to start a new center, Center for Networked Systems, to promote research and industrial collaboration in the area of computer networking. For more information, please consult our web page http://www.cse.ucsd.edu. The department is looking for applicants with outstanding research credentials. Successful applicants are expected to lead a vigorous research program and to have a strong commitment to teaching. A Ph.D. in computer science or a related area is desired. Salary and rank will be commensurate with qualifications in conformance with University of California policies.

Lecturer Positions

The department invites applications for part-time and full-time lecturer positions in all areas of computer science and computer engineering. Demonstrated excellence in teaching is a requirement. In particular, we also invite applications from outstanding instructors for a full-time Lecturer position with teaching and administrative responsibilities, with the potential of Security of Employment, for which a Ph.D. degree is strongly desirable.

We encourage candidates to send applications as soon as possible. Faculty applications received by January 12, 2004 will be given full consideration. However, positions remain open until filled.

Please send a letter of interest, curriculum vitae including research interests and plans, the names and email addresses of at least four references to the Recruiting Chair (recruit@cs.ucsd.edu), and cite the position reference number 4-243-D. Please ask at least four of your letter writers to send their reference letters under separate cover, directly to the Recruiting Chair (recruit@cs.ucsd.edu). Letter writers should be directed to the following web site; http://charlotte.ucsd.edu/recruitment/ to view the University of California Statement of Confidentiality regarding letters of reference. The beginning of each letter needs to indicate that the writer has read the above linked statement. Email submission with PDF, Word or text attachments is preferred. Hard copy may be sent to:

Recruiting Chair
Department of Computer Science and Engineering – 0114
University of California, San Diego
La Jolla, CA 92093-0114

UCSD is an Equal Opportunity/Affirmative Action Employer; women and minority applicants, veterans and persons with disabilities are encouraged to apply.

University of California, Santa Cruz

Computer Engineering

Assistant Professor

The Computer Engineering Department of the Baskin School of Engineering at the University of California, Santa Cruz (UCSC) invites outstanding candidates to apply for a tenure-track Assistant Professor position starting Fall 2003, with the following areas of research interests: (1) embedded systems, (2) computer networks, (3) computer system design, and (4) robotics. The campus is especially interested in candidates who can contribute to the diversity and excellence of the academic community through their research, teaching and service. UCSC is the UC campus nearest to Silicon Valley and has close research ties with the computer industry.

Applicants should submit a CV, a statement of research plans, a statement of teaching interests, and ensure that at least three confidential letters of recommendation are sent directly, by the deadline of December 12, 2003. We strongly encourage electronic submission of your materials. Directions are provided at http://www.soe.ucsc.edu/jobs/. All letters will be treated as confidential documents; please direct your references to UCSC's confidentiality statement at http://www2.ucsc.edu/ahr/policies/confstm.htm. Alternatively, application materials may be mailed to:

Computer Engineering Search
Baskin School of Engineering
University of California
Santa Cruz, CA 95064

Please check our web site regularly to see if a potential tenured position is approved for hiring.

UCSC is an EEO/AA/IRCA Employer.

University of California, Santa Cruz

Computer Science

Assistant, Associate and Full Professor

The Department of Computer Science at UC Santa Cruz invites applications for tenured and tenure-track (Assistant, Associate, and Full Professor) faculty positions. We seek outstanding applicants in mainstream Computer Science, and particularly welcome those with research interests in Database Systems, Software Engineering, Computer Systems, and Security. The campus is especially interested in candidates who can contribute to the diversity and excellence of the academic community through their research, teaching, and service.

The department has strong graduate M.S. and Ph.D. programs with approximately 110 graduate students, as well as established B.A. and B.S. undergraduate programs. We are part of the Baskin School of Engineering which has entered an exciting growth phase. Research and instruction are supported by excellent computing facilities and state-of-the-art laboratories. UCSC is close to Silicon Valley and has strong ties with many of the high technology companies in the area. Faculty salaries are competitive and opportunities for consulting are extensive.

Rank: Assistant, Associate and Full Professor

Minimum Qualifications: For Assistant Professor positions: A Ph.D. or equivalent in Computer Science or a related field preferred by July 1, 2004; must be conferred by June 30, 2005; demonstrated potential for excellence in research; and a strong commitment to graduate and undergraduate teaching. Applicants are expected to develop externally funded research programs. For Associate and Full Professor positions: a Ph.D. or equivalent in Computer Science or a related field; demonstrated excellence in innovative research; a strong record of publications; proven distinction in university teaching at the graduate and undergraduate levels, and a proven track record of extramural funding, appropriate to the level of appointment.

Positions Available: July 1, 2004.

Apply to: Applicants should submit a curriculum vitae, a statement of research plans; a statement of teaching interests, and ensure that at least three confidential letters of recommendation are sent directly, by the deadline of January 12, 2004. We strongly encourage electronic submission of your materials. Directions are given at http://www.soe.ucsc.edu/jobs/. All letters will be treated as confidential documents; please direct your references to UCSC's confidentiality statement at http://www2.ucsc.edu/ahr/policies/confstm.htm. Alternatively, application materials may be mailed to:

Computer Science Search Committee
Baskin School of Engineering
1156 High Street
University of California
Santa Cruz, California 95064

Please indicate clearly whether you are applying for an (untenured) Assistant Professor, a (tenured) Associate Professor, or a Full Professor position. Refer to position #705 for untenured or #705T for tenured.

Closing Date: Screening will begin with applications received by January12, 2004 and continue during academic year 2003-04; to ensure full consideration, applications must arrive by the deadline.

For additional information on the positions, email to: recruit@soe.ucsc.edu.

UCSC is an Affirmative Action/Equal Employment Opportunity Employer. Women and minorities are encouraged to apply.

University of Chicago

Department of Computer Science

The Department of Computer Science at the University of Chicago is recruiting faculty at the junior and senior level in a wide range of topic areas, including but not limited to systems, AI, security, bioinformatics, computational linguistics, and all aspects of theoretical computer science.

The University of Chicago has the highest standards for scholarship and faculty quality - and the Computer Science Department's charge and goal is substantial growth through appointments that will enhance the quality and prestige of our University. We especially value faculty whose research has impact and visibility beyond Computer Science. The University and Argonne National Laboratory established the Computation Institute to facilitate such interdisciplinary research.

The Chicago Metropolitan area is diverse and exciting. The local economy is vigorous, with international stature in banking, trade, commerce, manufacturing, and transportation, while the cultural scene can boast diverse cultures, vibrant theater, world-renowned symphony, opera, jazz, and blues. Please send nominations or applications to:

Professor David B. MacQueen, Chairman
Department of Computer Science
The University of Chicago
1100 E. 58th Street, Ryerson Hall
Chicago, IL 60637-1581

Complete applications consist of (a) a curriculum vitae, including a list of publications and citizenship information, (b) three letters of reference (including one which addresses teaching ability) or a list of references for senior faculty applicants, (c) a research and teaching statement, discussing both past research and future plans. Applicants must have completed, or will soon complete, a doctorate. Applications must arrive by January 31, 2004.

The University of Chicago is an equal opportunity/affirmative action employer and encourages applications from under-represented minorities and women.

University of Illinois at Urbana-Champaign

Larry White Endowed Chair in Computer Science

http://www.cs.uiuc.edu

The Department of Computer Science invites nominations and applications for the Larry White Endowed Chair in Computer Science. This position is a regular, full-time, tenured appointment at the full professor level. An earned doctorate and credentials consistent with a tenured appointment at the full professor level are required. Individuals in all software areas of computer science will be considered.

Computer Science at Illinois is internationally recognized for its breadth and depth of research and has strong collaborative relations with the Beckman Institute for Advanced Science and the National Center for Supercomputing Applications (NCSA). The department is targeted to grow aggressively to over 60 faculty and will occupy the new Thomas M. Siebel Center for Computer Science in 2003, becoming the anchor of a new IT quadrangle on the UI campus.

Successful candidates must initiate and conduct independent research and perform academic duties associated with our BS, MS, and PhD programs; possess the ability to teach effectively at both the graduate and undergraduate levels; have expertise and academic abilities within the field of software design and development.

Salary is open and is based on qualifications. A starting date of August 16, 2004, is anticipated, but is open to negotiation.

To ensure full consideration, applications must be received by January 9, 2004. Early applications are strongly encouraged. Interviews may take place during the application period, but a final decision will not be made until ad closing.

Applicants should submit an application letter, curriculum vitae with a list of references, and a statement of career objectives via email (preferred) to: admin@cs.uiuc.edu, or via US Mail to:

Department of Computer Science
UIUC
c/o Larry White Chair Search
1304 W. Springfield Ave., 3315 DCL
Urbana, IL 61801

For further information, contact Lori Melchi (lmelchi@cs.uiuc.edu; 217 244-7949).

The University of Illinois is an Affirmative Action, Equal Opportunity Employer.

Computer Science Faculty Positions

Stony Brook University's Computer Science Department has several tenure-track faculty positions for Spring 2004/Fall 2004. We are particularly interested in receiving applications from junior candidates in experimental computer systems, specifically in wireless/mobile computing, security, and computer-human interaction.

The Computer Science Department currently has 41 faculty members and is expected to recruit additional members in the next few years. There are five main active research areas in the department: graphics/visualization, logic programming/database, concurrency/verification, computer systems, and algorithms. Detailed information on the research activities of these groups can be found in the department home page: *www.cs.sunysb.edu*. The Department is in a stage of significant expansion, including a new Computer Science building, along with a new New York State Center of Excellence in Wireless Internet and Information Technology. The Department is also associated with the Center for Data-intensive Computing at the neighboring Brookhaven National Laboratory.

Stony Brook enjoys close proximity to both New York City and Long Island's majestic ocean beaches. Its school districts are highly ranked nationally. Opportunities for industrial collaborations abound with many high-profile IT companies close by. Moreover, the Computer Science Department offers a congenial working environment.

Required: Ph.D. in Computer Science or a related discipline.

Review of applications will begin soon and will continue until the positions are filled.

Please send a detailed résumé, the names of at least three references, and three publications to: Chair of Faculty Recruiting Committee, Computer Science Department, Stony Brook University, Stony Brook, NY 11794-4400. Telephone: (631) 632-8470

Please also send at least three reference letters to the address above. Letters may also be E-mailed to *recruit@cs.sunysb.edu*. In addition, please E-mail a URL pointing to your online resume and publications.

Applications from women and minorities are particularly sought. AA/EOE. Visit *www.stonybrook.edu/cjo* for employment information.

STONY BROOK
STATE UNIVERSITY OF NEW YORK

Professional Opportunities

The University of Iowa

Computer Science Department

Assistant Professor Position, Fall 2004

The University of Iowa Computer Science Department is soliciting applications for a tenure-track position commencing August 2004. Applications from all areas of computer science are invited, including applied algorithms, artificial intelligence, computational biology, graphics and human-computer interaction, databases and information systems, security, systems and networking. The Department is committed to growth in research in emerging and interdisciplinary areas of computer science, especially in connection with our highly regarded programs in the health sciences. More emphasis will be placed on innovation and promise of the candidate's scholarship than on specific area.

Initial appointment is expected to be at the rank of assistant professor; visiting appointments may also be considered. The University of Iowa is a major national research university of about 30,000 students with a tradition of fostering interdisciplinary research and scholarship. Candidates must hold a PhD in computer science or closely related discipline. Competitive salary and benefits are offered; applications received by January 15, 2004, are assured of full consideration.

To apply, please send a curriculum vitae, research statement, and three letters of recommendation to:

Faculty Search Committee
Computer Science
University of Iowa
14 MacLean Hall
Iowa City, IA 52242-1419

Applications or queries may also be sent to cs_hiring@cs.uiowa.edu. More information can be found on http://www.cs.uiowa.edu/hiring.

The University of Iowa's Dual Career Network assists faculty spouses/partners in locating and securing employment. The University of Iowa is an affirmative action/equal opportunity employer. Women, minorities and individuals with disabilities are encouraged to apply.

University of Maryland, Baltimore County (UMBC)

An Honors University in Maryland

Information Systems Department

The Information Systems Department invites applications for multiple tenure-track faculty positions at the Assistant Professor level.

The Department is multi-disciplinary, placing a strong emphasis on the application of information systems. Consequently, we seek people who have an application-oriented approach to research and teaching. Candidates must have an earned PhD in a relevant area and must show strong potential for excellence in research and teaching. Non-traditional candidates with significant industrial or governmental background are encouraged to apply. Such candidates should either have experience in research and teaching or demonstrate potential to perform in these activities in an academic environment.

The Department offers a wide variety of courses at the Bachelors, Masters, and Doctoral levels, has one of the highest IS enrollments in the USA, and offers the only PhD program in Information Systems in Maryland. Further details on programs, research, and the faculty may be found at http://www.is.umbc.edu/. Consistent with the UMBC vision, the Department has excellent technical support, research, and teaching facilities.

The Department moved into a new building in Summer 2003, providing outstanding laboratory space and state of the art technology. The Technology Center, Research Park, and Center for Entrepreneurship are major indicators of continued research and outreach at UMBC.

Interested applicants should send a cover letter, a one-page statement of teaching interests, a one-page statement of research interests, and a curriculum vitae and have three letters of recommendation sent to:

Dr. Andrew Sears
Chair of Faculty Search Committee
Information Systems Department
UMBC
1000 Hilltop Circle
Baltimore, MD 21250-5398

For inquiries, please call Robin Schmidbauer at (410) 455-3206 or e-mail: schmidba@umbc.edu. Electronic submission of cover letter and curriculum vitae as PDF documents (sent to the preceding e-mail address) are preferred.

Review of applications will begin immediately and will continue until the positions are filled. These positions are subject to the availability of funds.

UMBC is an Affirmative Action/Equal Opportunity Employer and welcomes applications from minorities, women and individuals with disabilities.

University of Maryland, College Park

Department of Computer Science

The Department of Computer Science has several openings for faculty positions effective July 1, 2004. We invite applications from both junior and senior candidates to fill the following positions:

1. Computer Systems, particularly in operating systems, distributed systems, networks, or security.
2. Perceptual Interfaces, in particular audio user interfaces and audio for virtual environments.
3. Computational biology. This search is being conducted jointly with the Institute for Advanced Computer Studies, and interested candidates can submit their applications either directly to that program (see http://www.umiacs.umd.edu/research/bioinfo/ad.htm) or to our Department.
4. At least one, and possibly two, additional positions in any area of computer science including artificial intelligence, databases, scientific computing, human-computer interaction, software engineering, systems and theory.

Applications from women and minority candidates are especially welcome. We are pleased to announce that we have been awarded a Clare Booth Luce fellowship to provide both salary support and discretionary funding for an exceptionally qualified junior woman faculty member. The Luce Foundation will participate in the screening of candidates for this prestigious fellowship to ensure that they meet their high standards. Our Department is the only computer science department in the nation to receive such an award for 2004.

Candidates with established research programs will be considered for joint appointments between the Department and the Institute for Advanced Computer Studies, the Department of Electrical Engineering, and the Institute for Systems Research.

Candidates who are interested should send curriculum vitae, research summary, and the names of at least four references to:

University of Maryland
Department of Computer Science
Attention: Recruiting Committee
College Park, Maryland 20742-3255

At the time they apply, candidates should ask their references to send recommendations that address their research and teaching qualifications. We will begin the review of candidates to be interviewed by January 15, 2004; therefore, we encourage your early application.

Additional information about academic and research units within the Department of Computer Science at the University of Maryland is available on the World Wide Web: www.cs.umd.edu.

The University of Maryland is an Equal Opportunity, Affirmative Action Employer.

University of Massachusetts at Amherst

Faculty Position in Computer Science: sensor networks and systems

The University of Massachusetts, Amherst invites applications for a tenure-track faculty position at the assistant professor level with an emphasis on sensor networks and systems. We are particularly interested in candidates with research interests in embedded systems, networking, sensor databases, and data-centric computation. This new faculty position, which is in addition to our other faculty searches, is associated with the new NSF Engineering Research Center for Collaborative Adaptive Sensing of the Atmosphere (CASA) that is based at the University of Massachusetts. CASA is a collaborative multidisciplinary effort involving the Department of Electrical and Computer Engineering, the Department of Computer Science, and numerous academic and industrial partners.

Applicants must have a Ph.D. in Computer Science or related area and should show evidence of exceptional research promise. The Department of Computer Science has 37 tenure and research track faculty and 170 Ph.D. students with broad interdisciplinary research interests. The department offers first-class research facilities. Please see **http://www.cs.umass.edu** for more information. Applications should reference search R19629.

To apply, send a letter with your vitae and at least three letters of recommendation to:

Search R19629
c/o Chair of Faculty Recruiting
Department of Computer Science
University of Massachusetts
Amherst, MA 01003-9264

We will begin to review applications on November 1, 2003 and will continue until available positions are filled. Salary commensurate with education and experience; comprehensive benefits package. Inquiries and requests for more information can be sent to: facrec@cs.umass.edu.

The University of Massachusetts is an Affirmative Action/Equal Opportunity employer. Women and members of minority groups are encouraged to apply.

The University of Massachusetts, Amherst

Department of Computer Science

Faculty and Research Scientist Positions

The University of Massachusetts, Amherst invites applications for tenure-track faculty positions at the assistant professor level. Applicants must have a Ph.D. in Computer Science or related area and should show evidence of exceptional research promise. Candidates with an established record of strong research may also apply for positions other than at the assistant professor level. We particularly welcome candidates who would thrive in a highly collaborative environment in which projects often span several research groups.

The Department of Computer Science has 37 tenure and research track faculty and 170 Ph.D. students with broad interdisciplinary research interests. The department offers first-class research facilities. Please see http://www.cs.umass.edu for more information. Applications should reference search R19628.

We also invite applications for Research Faculty (R19627), Research Scientist (R19626), Postdoctoral Research Associate (R19626), and Research Fellow (R19626) positions in all areas of Computer Science. Applicants should have a Ph.D. in Computer Science or related area (or an M.S. plus equivalent experience), and should show evidence of exceptional research promise. These positions are grant-funded; appointments will be contingent upon continued funding.

To apply, send a letter with your vitae and at least three letters of recommendation to:

Search {fill in number from above}
c/o Chair of Faculty Recruiting
Department of Computer Science
University of Massachusetts
Amherst, MA 01003-9264

We will begin to review applications on November 01, 2003, and will continue until available positions are filled. Salary commensurate with education and experience; comprehensive benefits package.

Inquiries and requests for more information can be sent to: facrec@cs.umass.edu

The University of Massachusetts is an Affirmative Action/Equal Opportunity employer.

Women and members of minority groups are encouraged to apply.

The University of Michigan – Dearborn

Department of Computer and Information Science

Assistant/Associate Professors

The Department of Computer and Information Science (CIS) at the University of Michigan-Dearborn invites applications for tenure-track faculty positions. Rank and salary will be commensurate with qualifications and experience. Preference will be given to researchers in agent technologies, data mining, digital libraries, distributed systems, enterprise computing, information filtering and summarization, security, semantic web, workflow, XML and web databases, and web engineering.

The applicant must have a Ph.D. in CIS or a closely related discipline by the time of appointment and will be expected to do scholarly and sponsored research, as well as teaching at both the undergraduate and graduate levels. The CIS Department offers several BS and MS degrees. Doctoral programs are awaiting formal approval. The current research areas in the department include CAD/CAM integration, computer graphics, database systems, distributed systems and middleware, embedded software systems, geometric modeling, mobile computing, and multimedia information systems.

The University of Michigan-Dearborn is located in the southeastern Michigan area and offers excellent opportunities for faculty collaboration with many industries.

The University of Michigan-Dearborn is dedicated to the goal of building a culturally diverse and pluralistic faculty committed to teaching and working in a multicultural environment, and strongly encourages applications from minorities and women.

A cover letter, curriculum vitae including e-mail address, and three letters of recommendation should be sent to:

Dr. William Grosky, Chair
Department of Computer and Information Science
University of Michigan, Dearborn
4901 Evergreen Road
Dearborn, MI 48128-1491
Email: wgrosky@umich.edu
Internet:
http://www.engin.umd.umich.edu/CIS
Phone: 313.583.6424, Fax: 313.593.4256

The University of Michigan Dearborn is an equal opportunity/affirmative action employer.

University of Minnesota - Twin Cities

Department of Computer Science and Engineering

Faculty Positions

http://www.cs.umn.edu

The Department of Computer Science and Engineering at the University of Minnesota—Twin Cities invites applications for several open tenure-track and tenured faculty positions. These positions are primarily at the assistant professor level, but highly qualified applicants at higher ranks will also be considered. Accomplished researchers from all areas of computer science and engineering are encouraged to apply. Requirements include a Ph.D. in computer science, computer engineering, or a closely related discipline, a commitment to quality teaching, and the ability to carry out outstanding, high-impact research. Senior candidates must possess a distinguished record of research, teaching, and service.

The research and teaching missions of the Department encompass a wide range of areas, including networking and distributed multimedia, internet technologies, grid computing, cryptography and security, databases, data mining, software engineering, computer architecture, compilers, operating systems, programming languages, artificial intelligence, robotics and computer vision, natural language processing, computer graphics and visualization, algorithms and complexity theory, geometric computing and applications, human-computer interaction, geographic information systems, parallel/distributed computing, and scientific computing. Its faculty members, numbering thirty-five, have access to outstanding computing and research facilities both within the Department and at the various research centers on campus, including the Army High Performance Computing Research Center (*http://www.ahpcrc.org/*), the Minnesota Supercomputing Institute (*http://www.msi.umn.edu/*), and the Institute for Mathematics and its Applications (*http://www.ima.umn.edu*). The Department also plays a prominent role in the Digital Technology Center established recently at the University, and is conducting with the Center a separate search to fill chaired faculty positions in networking and wireless communications (*http://www.dtc.umn.edu/*). External research funding in the department has grown significantly over the past several years and annual research expenditures topped $5.2 Million recently. Additional information about the Department is available at its World Wide Web home page: *http://www.cs.umn.edu*.

The Twin Cities metropolitan area is a major center for the computer and medical technology industry, among others, and offers numerous opportunities for collaborative research and consulting. The Department enjoys an excellent rapport with local industry. The Twin Cities area is also renowned for its high quality of life, excellent public schools, and opportunities for year-round recreational activities, and consistently ranks highly in national surveys.

Applicants should submit a curriculum vitae, a research summary, and the names of at least three references electronically to *applications@cs.umn.edu*. (Submissions as a single PDF document are preferred.) Applicants who are unable to submit electronically may submit hardcopy to:

Chair, Faculty Recruiting Committee
Department of Computer Science and Engineering
University of Minnesota
4-192 EE/CSci Building
200 Union Street S.E.
Minneapolis, MN 55455

For full consideration, applications and reference letters should be received by February 2, 2004. However, the search will remain open until all positions are filled.

The University of Minnesota is an equal opportunity educator and employer.

University of Mississippi

Department of Computer and Information Science

Assistant Professor

The Department of Computer and Information Science invites applications for tenure-track positions at the Assistant Professor level.

Requirements include a Ph.D. or equivalent in computer science or a closely related field. The applicant must have the ability to teach both undergraduate and graduate students, conduct research in major areas of computer and information science, and supervise M.S. and Ph.D. students.

Applications are especially invited from individuals with the ability to teach in the systems area at the undergraduate and graduate levels.

Professional Opportunities

The BSCS program has been accredited by CSAB since 1990. The University is located in the historic town of Oxford in the wooded hills of north Mississippi, an hour drive from Memphis. Oxford has a wonderful small-town atmosphere with excellent schools.

Review of applications will begin immediately and will continue until the position is filled or an adequate applicant pool is reached. The applicant must provide evidence of research potential, effective communication skills, and a broad background in computing. Please send (email preferred) a complete application (including vitae, graduate courses, and visa/citizenship status) and the names of four references to:

Search Committee
Department of Computer and Information Science
University of Mississippi
201 Weir Hall
University, MS 38677
Email: search@cs.olemiss.edu
WWW: http://www.cs.olemiss.edu
Fax: (662) 915-7396

The University of Mississippi is an EEO/AA/Title VI/Title IX/ Section 504/ADA/ADEA employer.

University of Oklahoma

Faculty Position in Computer Science For Intelligent Systems

The School of Computer Science, in collaboration with the School of Aerospace and Mechanical Engineering and the School of Electrical and Computer Engineering, invites applications for a new faculty position with an emphasis in Intelligent Systems. Successful candidates will support a multidisciplinary effort to incorporate a new Intelligent Systems component in the Aerospace Engineering degree program and will be expected to develop and teach courses common to both Computer Science and Intelligent Aerospace Systems. Applicants must hold a Ph.D. in a relevant area and preference will be given to applicants with experience or training in the aerospace field. Research areas of interest include, but are not limited to, intelligent design, autonomous systems, robotics, machine learning, and embedded systems and software.

The Schools of CS, AME, and ECE offer ABET-accredited B.S. degrees, as well as M.S. and Ph.D. degrees. CS has a faculty of thirteen, about 325 undergraduates, and about 150 graduate students. Further details about these three schools can be obtained at www.cs.ou.edu, www.ame.ou.edu, and www.ece.ou.edu.

Applicants are requested to submit a letter of intent along with a curriculum vita and the names and addresses of three references to the address below. Applications will be reviewed as they are received; the search will continue until the position is filled.

Chair, Intelligent Systems Search Committee
School of Computer Science
University of Oklahoma
200 Felgar Street
Engineering Laboratory, Room 144
Norman, Oklahoma 73019
Phone: 405-325-4043, Fax: 405-325-4044
e-mail: IntellSearch@cs.ou.edu

The University of Oklahoma (www.ou.edu) is a comprehensive university located in Norman, Oklahoma. Norman has a population of 93,000 (1998 est.) and one of the best public school systems in the nation. The University and the Norman area offer a wide range of cultural and recreational activities. Norman is located near Oklahoma City (1,060,000 metro area). The University of Oklahoma's beautiful 2,000 acre Norman Campus serves over 22,000 students from all 50 states and 111 countries.

The University of Oklahoma is an Equal Opportunity/Affirmative Action Employer. Women and Minorities are encouraged to apply.

University of Oregon

Department of Computer and Information Science

The Department of Computer and Information Science invites application for one tenure-track faculty position open for fall 2004. The department's primary recruiting emphases are in the areas of programming languages and distributed informatics. Programming languages is broadly construed to include compiler construction, domain-specific languages, program analysis, etc. Distributed informatics may include distributed database systems, web engineering, distributed document architecture, and other aspects of future distributed information systems. Outstanding applicants in other areas may also be considered. Applicants must have a Ph.D. in computer science or a closely related field, a demonstrated record of excellence in research, and a strong commitment to teaching.

The CIS department has nineteen research faculty and two instructors and offers B.S., M.S., and Ph.D. degrees. We offer a stimulating and friendly environment for collaborative research both within the department and with other departments on campus. The CIS Department is associated with the Computational Intelligence Research Laboratory, the Cognitive and Decision Sciences Institute, the Computational Science Institute, and the Neuro-Informatics Center. More information about the department, its programs and faculty can be found at http://www.cs.uoregon.edu, or mail your request to:

University of Oregon
Dept. of Computer and Information Science
Eugene, OR 97403-1202

The University of Oregon is an AAU research university located in Eugene and within one hour drive of both the Pacific Ocean and the snow-capped Cascade Mountains.

Applicants should send their curriculum vitae, names of at least four references, a statement of research and teaching interests, and selected publications to:

Faculty Search Committee
Dept. of Computer and Information Science
University of Oregon
Eugene, OR 97403-1202
email: faculty.search@cs.uoregon.edu

Review of applications will begin in December 2003 and continue until the positions are filled.

The University of Oregon is an Equal Opportunity/Affirmative Action institution committed to cultural diversity and compliance with the Americans with Disabilities Act.

University of Puget Sound

Department of Mathematics and Computer Science

Assistant or Associate Professor of Computer Science

FT, tenure-line position; begins Fall 2004. Teach junior/senior-level courses in computer science, along with introductory courses. Three courses/semester. Ph.D. (ABD considered) in computer science or closely related field preferred, but a Ph.D. in a related field and Masters in computer science will be considered. Commitment to undergraduate teaching and liberal arts education essential. Preference will be given to candidates whose research interests can incorporate or generate undergraduate research projects.

To apply, submit interest letter, resume and three reference letters to be received by December 1, 2003 to:

Computer Science Search
University of Puget Sound
Campus Mail Box 1007
Tacoma, WA 98416-1007

An equal opportunity, affirmative action educator/employer.

University of Richmond

Mathematics & Computer Science Department

Faculty position in Computer Science

Applications are invited for a tenure-track position at the Assistant Professor level beginning Fall 2004. A Ph.D. in Computer Science is required. Candidates should have a commitment to excellence in undergraduate teaching together with the ability to maintain an active research program, preferably involving undergraduate students. The successful candidate will help support our introductory computer organization course and complement existing faculty interests. We are particularly interested in Architecture, AI, Software Engineering, Algorithms and Operating Systems, but are willing to entertain strong candidates in any area of computer science.

The University of Richmond is a predominately undergraduate, highly selective, private institution enrolling 3,500 students in schools of Arts and Sciences, Business, Leadership Studies, Law, and Continuing Studies.

Applicants should send a current curriculum vitae, statements detailing teaching philosophy and research interests, and copies of graduate and undergraduate transcripts to:

Dr. Lewis Barnett
Math & CS Dept.
University of Richmond, VA 23173

Applicants should also arrange for three letters of recommendation to be sent to Dr. Barnett. Electronic submissions are acceptable. (Send to lbarnett@richmond.edu)

Additional information may be found on the Web by visiting http://mathcs.richmond.edu/. Review of applications will begin on December 1, 2003. The University of Richmond is committed to increasing the diversity of our faculty and strongly encourages applications from women and minorities.

University of South Florida

Computer Science and Engineering

Applications are invited for several tenure-track faculty positions in the Department of Computer Science and Engineering. We are particularly interested in candidates with expertise in architecture, compilers, databases, design automation, distributed systems, networking, operating systems, security, software engineering, and VLSI design and test.

Applications are also invited for several non-tenure-track faculty positions with primary responsibilities in teaching in all areas of computer science and engineering.

Rank and salary will be commensurate with qualifications and experience. Applications will be accepted until the positions are filled.

The Department of Computer Science and Engineering (http://www.csee.usf.edu) has 19 faculty members and offers BS, MS, and PhD degrees. The graduate program serves some 180 students. The research program is well supported ($6.7M in 2002) by federal and state agencies including DARPA, NIH, NSF, ONR, and USGS, and industry. A strong partnership exists with the USF College of Medicine and the H. Lee Moffitt Cancer Center and Research Institute.

The application package should include a cover letter, curriculum vitae, names and contact information of at least three references, and a brief statement outlining research and teaching goals. It should be sent to the:

Search Committee Chair
Box C
Computer Science and Engineering
University of South Florida
4202 East Fowler Avenue
ENB-118
Tampa, FL 33620-5399

Applications are also accepted via email at faculty-search@csee.usf.edu.

The University of South Florida with about 40,000 students is among the top 20 largest schools in the nation located in Tampa Bay, a metropolitan area with a population of about 2.5 million.

According to Florida law, applications and meetings regarding them are open to the public. The University of South Florida is an Equal Opportunity/Equal Access/Affirmative Action Institution. Women and minorities are strongly encouraged to apply. Dual career couples with questions about opportunities are encouraged to contact the department chair.

The University of Texas at Arlington

Computer Science and Engineering Department

Faculty Openings for Fall 2004

The University of Texas at Arlington (UTA), Computer Science and Engineering (CSE) Department - CSE@UTA invites applications for multiple tenure-track faculty positions at all levels. However, preference will be given to positions at assistant or associate professor levels. All areas of computer science will be considered, including: computer security; bio-informatics, software engineering; pervasive computing; multimedia and video processing; intelligent systems; networks and telecommunications; database and data mining; and applied theory. UTA, part of The University of Texas System, is located in the heart of the rapidly growing Dallas/Fort Worth area, one of the nation's largest high-technology regions, with a flourishing industrial base and excellent opportunities for industry/university collaboration.

We at CSE@UTA are committed to excellence in research, teaching, and service. We are in the Fourth year of our "Top 25 Initiative" plan to reach a national top 25 ranking within 10 years. The initiative is strongly supported by all CSE@UTA stakeholders including the UTA administration, faculty, students and alumni, and industry partners. Since 2000, we have added 8 new tenure track faculty and 5 new full-time non-tenure track faculty to our roster of 38 full-time faculty. The number of our PhD students has more than doubled since 2000 and the actively funded research awards exceeded $5.8 million in 2002-03 academic year. Applicants must have an earned doctorate in computer science, computer engineering, or closely related fields and a commitment to teaching and scholarly research.

Applicants are expected to have an excellent record of professional accomplishments, commensurate with their level of experience. The faculty opening is anticipated for September 2004. Screening of applications will begin immediately and will continue until all positions are filled. Interested persons should submit a letter of application, a resume, and reference letters online at: http://www.cse.uta.edu/application/.

Please note that we do not accept hardcopy submissions. For additional information, please contact:

Dr. David Kung, Chair of Search Committee
Department of Computer Science and Engineering
The University of Texas at Arlington
Phone: 817-272-3605
Fax: 817-272-3070
Email: search@cse.uta.edu
http://www.cse.uta.edu

The University of Texas at Arlington is an Equal Opportunity/Affirmative Action Employer.

University of Texas at Austin

Department of Computer Sciences

Tenure-Track Positions

The Department of Computer Sciences of the University of Texas at Austin invites applications for tenure-track positions at all levels. Excellent candidates in all areas will be seriously considered.

All tenured and tenure-track positions require a Ph.D. or equivalent degree in computer science or a related area at the time of employment. Successful candidates are expected to pursue an active research program, teach both graduate and undergraduate courses, and supervise graduate students.

The department is ranked among the top ten computer science departments in the country. It has 38 tenure-track faculty members across all areas of computer science. The department participates in the University's Computational and Applied Mathematics interdisciplinary program. Austin, the capital of Texas, is located on the Colorado River, at the edge of the Texas Hill Country, and is famous for its live music and outdoor recreation. Austin is also a center for high-technology industry, including companies such as IBM, Dell, Motorola, Sematech, AMD, National Instruments, Tivoli, Trilogy, Computer Sciences Corporation, and Intel. For more information please see the department web page: http://www.cs.utexas.edu/.

The department prefers to receive applications online, beginning November 3, 2003. To submit yours, please visit http://recruiting.cs.utexas.edu/faculty/.

If you cannot apply online, please send a curriculum vitae, home page URL, description of research interests, and selected publications,

University of California, Merced
School of Engineering
Faculty Positions in Computer Science and Engineering

The University of California is creating a dynamic new university campus and campus community in Merced, California, which will open in August 2005 as the tenth campus of the University of California and the first American research university built in the 21st century. The School of Engineering invites applications for multiple tenure-track positions in Computer Science and Engineering, at all ranks and sub-disciplines, and is especially interested in receiving applications from senior scholars in the areas of networking, wireless, and distributed systems; computer algorithms and software engineering; high performance and parallel computing, and complex systems modeling; computer architecture, and embedded and pervasive computing; informatics and database systems; and computer systems security. Interested scholars and cohorts should send curriculum vitae, statements of research and teaching interests, and the names and addresses of five references to: David B. Ashley, Executive Vice Chancellor and Provost, University of California, Merced, PO Box 2039, Merced, CA 95344. Materials may be submitted electronically to: ucmfacultypositions@ucmerced.edu with the job number 923-03A in the subject line. For further information please contact Jeff Wright, Dean of Engineering at engineering@ucop.edu. The University of California at Merced is an Affirmative Action Equal Opportunity employer.

Professional Opportunities

and ask three referees to send letters of reference directly to:

Faculty Search Committee
Department of Computer Sciences
The University of Texas at Austin
1 University Station C0500
Austin, Texas 78712-0233
USA

Inquiries about your application may be directed to: faculty-search@cs.utexas.edu.

Applications will be considered immediately. For full consideration, please apply by January 16, 2004. Women and minority candidates are especially encouraged to apply. The University of Texas is an Equal Opportunity Employer.

The University of Texas at Dallas
Eric Jonsson School of Engineering and Computer Science
Department of Computer Science
Faculty Positions – Bioinformatics and Computational Biology

The Department of Computer Science of the University of Texas at Dallas, invites applications for tenure-track faculty positions in Bioinformatics and Computational Biology and related areas at the associate or full professor levels, starting Spring, Summer or Fall 2004. Candidates must have a Ph.D. degree in Computer Science, Software Engineering, Computer Engineering or equivalent. Candidates should have a strong record of research, teaching, and external funding. These positions may involve a joint appointment with one of the academic departments in the School of Natural Sciences and Mathematics. A significant start-up package has been budgeted for these positions.

The Department offers Ph.D. degrees in Computer Science, Software Engineering; M.S. Degrees in Computer Science with emphases (tracks) on Networks and Telecommunications, Traditional Computer Science, Intelligent Systems, and a Major in Software Engineering; Bachelor's degrees in Computer Science, Software Engineering (the first in the State of Texas). In addition, the department is part of Ph.D. and master's programs in two interdisciplinary fields, Computer Engineering and Telecommunications Engineering, whose faculty consists of members from Computer Science and Electrical Engineering. Currently the Department has a total of 40 tenure-track faculty and 17 senior lecturers. In Fall 2002, the Department of Computer Science moved into a new 152,000 sq. ft. building. In addition to individual faculty workstations, the department has many computer/research laboratories, equipped with around 300 high performance workstations and high-end PCs. The Academic Computer Center supports both UNIX based workstations and PCs as well as high-speed dial-in access to campus computing facilities.

The University is located in the most attractive suburbs of the Dallas metropolitan area. There are over 900 high-tech companies within 5 miles of the campus, including Texas Instruments, Nortel Networks, Alcatel, Ericsson, Hewlett-Packard, Nokia, Fujitsu, MCI, EDS, and Perot Systems. Almost all the country's leading telecommunication's companies have major research and development facilities in our neighborhood. Opportunities for joint university-industry research projects are excellent. The Jonsson School has experienced very rapid growth in recent years and will become a top-ranked engineering school in the next five years. The Jonsson School is strengthening and expanding its programs by recruiting outstanding faculty and Ph.D. students, increasing funded research, and establishing new programs. The Jonsson School will benefit from a $300 million program of funding from public and private sources over the next five years (see www.utdallas.edu/utdgeneral/news/). For more information, contact Dr. D.T. Huynh, Department Head, at 972-883-2169, or send e-mail to cs-search@utdallas.edu, or view the Internet Web page at http://www.utdallas.edu/dept/cs/.

The search committee will begin evaluating applications as soon as possible and will continue until the positions are filled.

Applicants should mail their resume with a list of at least five academic or professional references as soon as possible to:

Computer Science Faculty Search
The University of Texas at Dallas
P.O. Box 830688, M/S AD 23
Richardson, TX 75083-0688

The University of Texas at Dallas is an Equal Opportunity Affirmative Action employer and strongly encourages applications from candidates who would enhance the diversity of the University's faculty and administration.

CHAIRED FACULTY POSITIONS
WIRELESS COMMUNICATIONS AND NETWORKING

The Digital Technology Center (DTC) at the University of Minnesota in conjunction with the Department of Computer Science & Engineering (CS&E) and the Department of Electrical & Computer Engineering (ECE) invite applications for three faculty positions with endowed chairs (two ADC Telecommunications chairs and one Qwest chair). The appointments will be at the rank of Associate or Full Professor with tenure in one of these departments, or, potentially in related disciplines represented within the DTC. Areas of interest span all aspects of wireless and mobile communications, networking, multimedia distribution, distributed computing, and storage. Applicants must possess a distinguished research record, demonstrated ability in establishing and leading a highly visible research program, and a commitment to teaching at the graduate and undergraduate levels. A Ph.D. in a relevant discipline is required. Please see employment section at **www.dtc.umn.edu** for complete details.

Applicants should submit a curriculum vitae and the names of at least three references to:

Prof. David Du, DTC Search Committee Chair
c/o Ann Johns, Assistant Director for Human Resources
University of Minnesota, Digital Technology Center
599 Walter Library, 117 Pleasant St. SE, Minneapolis, MN 55455

You may also apply electronically to **johns@dtc.umn.edu**.

UNIVERSITY OF MINNESOTA
The University of Minnesota is an Equal Opportunity Educator and Employer.

The University of Texas at Dallas
Eric Jonsson School of Engineering and Computer Science
Department of Computer Science
Faculty Positions – Network Security and Information Assurance

The Department of Computer Science of the University of Texas at Dallas, invites applications for tenure-track faculty positions in Network Security and Information Assurance and related areas at the associate or full professor levels, starting Spring, Summer or Fall 2004. Candidates must have a Ph.D. degree in Computer Science, Software Engineering, Computer Engineering or equivalent. Candidates should have a strong record of research, teaching, and external funding. A significant start-up package has been budgeted for these positions.

The Department offers Ph.D. degrees in Computer Science, Software Engineering; M.S. Degrees in Computer Science with emphases (tracks) on Networks and Telecommunications, Traditional Computer Science, Intelligent Systems, and a Major in Software Engineering; Bachelor's degrees in Computer Science, Software Engineering (the first in the State of Texas). In addition, the department is part of Ph.D. and master's programs in two interdisciplinary fields, Computer Engineering and Telecommunications Engineering, whose faculty consists of members from Computer Science and Electrical Engineering. Currently the Department has a total of 40 tenure-track faculty and 17 senior lecturers. In Fall 2002, the Department of Computer Science moved into a new 152,000 sq. ft. building. In addition to individual faculty workstations, the department has many computer/research laboratories, equipped with around 300 high performance workstations and high-end PCs. The Academic Computer Center supports both UNIX based workstations and PCs as well as high-speed dial-in access to campus computing facilities.

The University is located in the most attractive suburbs of the Dallas metropolitan area. There are over 900 high-tech companies within 5 miles of the campus, including Texas Instruments, Nortel Networks, Alcatel, Ericsson, Hewlett-Packard, Nokia, Fujitsu, MCI, EDS, and Perot Systems. Almost all the country's leading telecommunication's companies have major research and development facilities in our neighborhood. Opportunities for joint university-industry research projects are excellent. The Jonsson School has experienced very rapid growth in recent years and will become a top-ranked engineering school in the next five years. The Jonsson School is strengthening and expanding its programs by recruiting outstanding faculty and Ph.D. students, increasing funded research, and establishing new programs. The Jonsson School will benefit from a $300 million program of funding from public and private sources over the next five years (see www.utdallas.edu/utdgeneral/news/). For more information, contact Dr. D.T. Huynh, Department Head, at 972-883-2169, or send e-mail to cs-search@utdallas.edu, or view the Internet Web page at http://www.utdallas.edu/dept/cs/. The search committee will begin evaluating applications as soon as possible and will continue until the positions are filled.

Applicants should mail their resume with a list of at least five academic or professional references as soon as possible to:

Computer Science Faculty Search
The University of Texas at Dallas
P.O. Box 830688, M/S AD 23
Richardson, TX 75083-0688

The University of Texas at Dallas is an Equal Opportunity Affirmative Action employer and strongly encourages applications from candidates who would enhance the diversity of the University's faculty and administration.

The University of Texas at Dallas
Eric Jonsson School of Engineering and Computer Science
Department of Computer Science
Faculty Positions

The Department of Computer Science of the University of Texas at Dallas invites applications from outstanding applicants for tenure-track faculty positions in all areas, at all levels, starting Spring, Summer or Fall 2004. Candidates must have a Ph.D. degree in Computer Science, Software Engineering, Computer Engineering or equivalent. The successful applicants must have a distinguished research and publication record. Applicants for senior positions must have an outstanding funding record and demonstrated leadership ability in developing and expanding funded research programs. Positions for Distinguished Chaired Professors are available.

The Department offers Ph.D. degrees in Computer Science, Software Engineering; M.S. Degrees in Computer Science with emphases (tracks) on Networks and Telecommunications, Traditional Computer Science, Intelligent Systems, and a Major in Software Engineering; Bachelor's degrees in Computer Science, Software Engineering (the first in the State of Texas). In addition, the department is part of Ph.D. and master's programs in two interdisciplinary fields, Computer Engineering and Telecommunications Engineering, whose faculty consists of members from Computer Science and Electrical Engineering. Currently the Department has a total of 40 tenure-track faculty and 17 senior lecturers. In Fall 2002, the Department of Computer Science moved into a new 152,000 sq. ft. building. In addition to individual faculty workstations, the department has many computer/research laboratories, equipped with around 300 high performance workstations and high-end PCs. The Academic Computer Center supports both UNIX based workstations and PCs as well as high-speed dial-in access to campus computing facilities.

The University is located in the most attractive suburbs of the Dallas metropolitan area. There are over 900 high-tech companies within 5 miles of the campus, including Texas Instruments, Nortel Networks, Alcatel, Ericsson, Hewlett-Packard, Nokia, Fujitsu, MCI, EDS, and Perot Systems. Almost all the country's leading telecommunication's companies have major research and development facilities in our neighborhood. Opportunities for joint university-industry research projects are excellent. The Jonsson School has experienced very rapid growth in recent years and will become a top-ranked engineering school in the next five years. The Jonsson School is strengthening and expanding its programs by recruiting outstanding faculty and Ph.D. students, increasing funded research, and establishing new programs. The Jonsson School will benefit from a $300 million program of funding from public and private sources over the next five years (see www.utdallas.edu/utdgeneral/news/). For more information, contact Dr. D.T. Huynh, Department Head, at 972-883-2169, or send e-mail to cs-search@utdallas.edu, or view the Internet Web page at http://www.utdallas.edu/dept/cs/.

The search committee will begin evaluating applications as soon as possible and will continue until the positions are filled.

Applicants should mail their resume with a list of at least five academic or professional references as soon as possible to:

Computer Science Faculty Search
The University of Texas at Dallas
P.O. Box 830688, M/S AD 23
Richardson, TX 75083-0688

The University of Texas at Dallas is an Equal Opportunity Affirmative Action employer and strongly encourages applications from candidates who would enhance the diversity of the University's faculty and administration.

The University of Texas at Dallas
Eric Jonsson School of Engineering and Computer Science
Department of Computer Science
Faculty Positions – Human Language Technology

The Department of Computer Science of the University of Texas at Dallas, invites applications for tenure-track faculty positions in Human Language Technology and related areas including a distinguished assistant professor position, starting Spring, Summer or Fall 2004. This unique position carries with it a fellowship well into six figures over the six-year term of the appointment. Candidates must have a Ph.D. degree in Computer Science, Software Engineering, Computer Engineering or equivalent. Candidates should have a strong potential for excellence in research, teaching, and external funding.

The Department offers Ph.D. degrees in Computer Science, Software Engineering; M.S. Degrees in Computer Science with emphases (tracks) on Networks and Telecommunications, Traditional Computer Science, Intelligent Systems, and a Major in Software Engineering; Bachelor's degrees in Computer Science, Software Engineering (the first in the State of Texas). In addition, the department is part of Ph.D. and master's programs in two interdisciplinary fields, Computer Engineering and Telecommunications Engineering, whose faculty consists of members from Computer Science and Electrical Engineering. Currently the Department has a total of 40 tenure-track faculty and 17 senior lecturers. In Fall 2002, the Department of Computer Science moved into a new 152,000 sq. ft. building. In addition to individual faculty workstations, the department has many computer/research laboratories, equipped with around 300 high performance workstations and high-end PCs. The Academic Computer Center supports both UNIX based workstations and PCs as well as high-speed dial-in access to campus computing facilities.

The University is located in the most attractive suburbs of the Dallas metropolitan area. There are over 900 high-tech companies within 5 miles of the campus, including Texas Instruments, Nortel Networks, Alcatel,

Professional Opportunities

Ericsson, Hewlett-Packard, Nokia, Fujitsu, MCI, EDS, and Perot Systems. Almost all the country's leading telecommunication's companies have major research and development facilities in our neighborhood. Opportunities for joint university-industry research projects are excellent. The Jonsson School has experienced very rapid growth in recent years and will become a top-ranked engineering school in the next five years. The Jonsson School is strengthening and expanding its programs by recruiting outstanding faculty and Ph.D. students, increasing funded research, and establishing new programs. The Jonsson School will benefit from a $300 million program of funding from public and private sources over the next five years (see www.utdallas.edu/utdgeneral/news/).

For more information, contact Dr. D.T. Huynh, Department Head, at 972-883-2169, or send e-mail to

cs-search@utdallas.edu, or view the Internet Web page at http://www.utdallas.edu/dept/cs/.

The search committee will begin evaluating applications as soon as possible and will continue until the positions are filled.

Applicants should mail their resume with a list of at least five academic or professional references as soon as possible to:

Computer Science Faculty Search
The University of Texas at Dallas
P.O. Box 830688, M/S AD 23
Richardson, TX 75083-0688

The University of Texas at Dallas is an Equal Opportunity Affirmative Action employer and strongly encourages applications from candidates who would enhance the diversity of the University's faculty and administration.

University of Victoria

Department of Computer Science
Canada Research Chairs

The Department of Computer Science at the University of Victoria seeks outstanding individuals in all areas for appointment to Canada Research Chairs at both the Tier 1 and Tier 2 level. For a Tier 1 appointment, the successful candidate will have an outstanding record of research and teaching, while a Tier 2 appointment is intended for candidates in the early to middle stages of their career with the potential to be a leader in the field. Full details are at http://www.csc.uvic.ca/news/career/CSC.CRC.advert.html

University of Washington

Department of Computer Science & Engineering
Tenure-Track, Research, and Teaching Faculty

The University of Washington's Department of Computer Science & Engineering has one or more open positions in a wide variety of technical areas in both Computer Science and Computer Engineering, and at all professional levels. A moderate teaching load allows time for quality research and close involvement with students. Our recent move into a beautiful new building, the Paul G. Allen Center for Computer Science & Engineering, allows many opportunities for new projects and initiatives. Information about the department can be found on the web at http://www.cs.washington.edu.

We welcome applicants in all CSE research areas (but especially candidates whose research interests include hardware). We expect candidates to have a strong commitment both to research and to teaching. The department is primarily seeking individuals at the Assistant Professor rank; however, under unusual circumstances and commensurate with the qualifications of the individuals, appointments may be made at the rank of Associate Professor or Professor. We are also seeking non-tenured Research Assistant Professors and Lecturers. Applicants for the tenure-track and research positions must have earned a doctorate by the date of appointment; those for the lecturer position must have earned at least a Master's degree.

Please apply online at http://www.cs.washington.edu/news/jobs.html, or if web access is impossible, send a letter of application, a resume, statement of research and teaching interests, and the names of four references to:

Faculty Recruiting Committee
Computer Science & Engineering
University of Washington
Box 352350
Seattle, WA 98195-2350

Applications received by January 30, 2004 will be given priority consideration.

The University of Washington is a recipient of a new National Science Foundation ADVANCE Institutional Transformation Award to increase the participation of women in academic science and engineering careers. We are building a culturally diverse faculty and encourage applications from women and minority candidates.

The University of Washington is an affirmative action, equal opportunity employer.

University of Waterloo

School of Computer Science
Tenure-Track Positions

The University of Waterloo invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of artificial intelligence, human-computer interaction, bioinformatics, and web data management. Exceptional candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A Ph.D. in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2004 calendar year.

With over 60 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies such as Watcom (now iAnywhere Solutions Inc.), Waterloo Maple Inc. and Open Text Corp.

Applications should be sent by electronic mail to: cs-chair@cs.uwaterloo.ca

or by post to:

Chair, Advisory Committee on Appointments
School of Computer Science
University of Waterloo
Waterloo, Ontario
Canada N2L 3G1

An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. These appointments are subject to the availability of funds.

University of Wisconsin-Madison

Computer Sciences Department
Faculty Positions

The Computer Sciences Department at the University of Wisconsin-Madison, consistently ranked among the top ten departments in the nation, has embarked on a multi-year effort to significantly enhance the strengths of the department. As part of this endeavor we have multiple faculty positions available beginning August 2004.

We invite applications from outstanding candidates in all areas of Computer Science. Applicants should have a Ph.D. in Computer Science or in a closely related field, and demonstrated strength in scholarly research. Appointment will be at Assistant Professor level, exceptional candidates at the senior level (Associate or Full Professor) will also be considered. Successful candidates will be expected to teach at the undergraduate and graduate level, in addition to establishing a significant and highly-visible research program.

Further information about the department may be found at http://www.cs.wisc.edu/.

Applicants should submit a curriculum vitae, a statement of research objectives and sample publications, and arrange for at least three letters of reference to be sent directly to:

Chair, Faculty Recruiting Committee
Computer Sciences Department
University of Wisconsin-Madison
1210 West Dayton St.
Madison, WI 53706-1613

Applicants are encouraged to submit their applications (along with supporting material) as soon as possible, but no later than January 26, 2004.

The University is an Equal Opportunity/Affirmative Action employer and encourages women and minorities to apply. Unless confidentiality is requested in writing, information regarding the applicants must be released on request. Finalists cannot be guaranteed confidentiality.

Faculty Positions at all Ranks

University of New Mexico
Department of Computer Science

The University of New Mexico

The Department of Computer Science invites applications for two tenured or tenure-track faculty positions at all levels. We welcome applicants from all branches of computer science; however, we are particularly interested in applicants with strong interest in interdisciplinary research and with specific research interests in the areas of: computational biology and bioinformatics; computational science including simulation, modeling and numerical methods; graphics and visualization; software; and systems. The department recently received an NIH COBRE grant which provides significant start-up funds for appropriate junior faculty.

The Department of Computer Science is committed to excellence in both undergraduate and graduate education, with a CAC ABET accredited BS degree program, as well as MS and PhD programs. Undergraduate enrollment in the department is about 200 students, and graduate enrollment is about 210 students. Our 18 faculty members have active research programs in areas including: algorithmics, artificial intelligence, automated reasoning, biologically inspired computation, computational biology, data mining, graphics and visualization, programming languages, systems, and theory. The department is funded by many NSF grants, including CAREER, QUBIC, and small, medium, and large ITR; by NIH grants in collaboration with the School of Medicine and with other institutions; by DARPA grants; and by contracts with Sandia and Los Alamos Laboratories.

The department enjoys strong research collaborations with the Santa Fe Institute, and Sandia and Los Alamos National Laboratories, all of which are located within a short drive. The department also has strong interdisciplinary research activities with the School of Medicine and the departments of Biology, Computer Engineering, Linguistics, Neuroscience, Physics and Psychology. The department is also associated with the UNM Center for High Performance Computing and the Arts Technology Center in the College of Fine Arts.

The University of New Mexico is located in Albuquerque, New Mexico. Albuquerque was recently ranked number one by the Milken Institute in high-tech economic growth among major American cities and is ranked number one in creativity among medium-sized cities in Richard Florida's book "Rise of the Creative Class." Albuquerque is an ethnically diverse city with a rich culture and a location offering unparalleled opportunities for outdoor adventure. The University is located within minutes of the Sandia and Manzano mountain ranges, which offer great opportunities for hiking, biking, rock climbing and skiing. The University of New Mexico is a Carnegie Doctoral/Research University-Extensive, a Minority Institution and a Hispanic Serving Institution, with approximately 30,000 students on the main and branch campuses. For further information about the Department of Computer Science at the University of New Mexico, see: **http://www.cs.unm.edu**

Candidates must have completed, or be about to complete, a doctorate in CS or a relevant area by August 15, 2004. Applicants should demonstrate a strong commitment to undergraduate and graduate education and the ability to establish a nationally visible research program.

For best consideration, applications must be received by January 15, 2004, although we will continue to accept applications until the positions are filled. Each application should include a curriculum vitae, a research statement, a teaching statement, and the names of four references. A cover letter should summarize your experience, indicate the level of the appointment you are seeking, refer to **JR# 5553 A/B**, and must include an original signature.

Printed applications should be sent to:

Arthur B. (Barney) Maccabe, Chair
Faculty Search Committee
1 The University of New Mexico
Department of Computer Science, MSC 01 1130
Albuquerque, NM 87131-1386

Email should be sent to: faculty_search@cs.unm.edu

The University of New Mexico is an Equal Opportunity/ Affirmative Action Employer and Educator.

Washington University in Saint Louis

Department of Computer Science and Engineering
www.cse.wustl.edu

Building upon the impressive recruiting successes of the last five years that included fifteen new tenure-track faculty, the Department continues to seek outstanding candidates likely to develop synergistic relationships with existing areas of research excellence. Only candidates having an exceptionally strong record of research accomplishments and a deep commitment to teaching will be considered.

The Department enjoys a great research reputation and impressive levels of research activity, e.g., annual research expenditures in the range of $250,000 to $450,000 per faculty member. Our doctoral graduates have been heading for successful careers in academia and industrial research centers. Noteworthy entrepreneurial endeavors attest to a highly respected technology transfer tradition and culture. Strict limits on undergraduate enrollments and the increasing popularity of Washington University allow us to offer small classes and close personal attention to a diverse student body of exceptional quality. Finally, progressive fiscal policies reward research, teaching, and innovation and foster a readiness to invest in promising new initiatives.

Qualified applicants should submit a complete application (cover letter, curriculum vitae, research statement, teaching statement, and three letters of reference) electronically to recruiting@cse.wustl.edu. All other communications should be directed to:

Dr. Catalin Roman, Chairman
Department of Computer Science and Engineering
Campus Box 1045
Washington University
One Brookings Drive
St. Louis, MO 63130-4899

Applications will be considered as they are received. Those arriving after February 1, 2004, may not be given full consideration.

Washington University is an equal opportunity/affirmative action employer.

Wayne State University

Department of Computer Science
Faculty Positions

The Department of Computer Science of Wayne State University invites applications for tenure-track faculty positions at the Assistant Professor level in the areas of Web Intelligence, Computer Graphics and Applications, and System Security. Excellent candidates from other areas of Computer Science will also be considered.

Candidates should have a Ph.D. in computer science or computer engineering. A successful candidate will have a strong interest in and commitment to research and teaching, a strong publication record in their area, and show a potential for obtaining external research funding.

The Department of Computer Science offers B.S., M.S. and Ph.D. degrees. Federal agencies as well as industries support a variety of research programs within the Department. The department also maintains active collaborative relationships with other centers and departments within the university. Wayne State University, located in Detroit's Cultural Center, is an urban research university serving over 33,000 students. Many outstanding residential communities and some of the nation's top 5% school districts are nearby. The University offers excellent benefits and a competitive compensation package.

Applicants should send a letter of intent, a statement of research and teaching interests and contact information for at least three references to:

Chair
Faculty Search Committee
Department of Computer Science
Wayne State University
Room 431 State Hall
5143 Cass Ave
Detroit, MI 48202
or electronically to: search@cs.wayne.edu

Review of applications will begin on January 12, 2004 and will continue until the positions are filled.

Wayne State University is an equal opportunity/affirmative action employer.

(cont'd)

Professional Opportunities

Worcester Polytechnic Institute
Computer Science Department
Tenure-Track Faculty Position - (starting August 2004)

Do you want the combination of a research university teaching load with a liberal arts college environment? Do you like engaging undergraduates together with graduates in long-term, open-ended projects? Would you enjoy doing interdisciplinary research, experiencing the interplay between technology and society, and helping students apply their technical skills in global settings?

If so, you should consider joining the faculty at WPI

WPI is an elite national university with an enrollment of 3,700, including 1000 graduate students. It has a core focus on engineering, science and the management of technology, and grants degrees in more than 30 disciplines. WPI's acclaimed and long-standing project-based undergraduate curriculum is singled out by professional societies as a model program. That curriculum, combined with a significant graduate program, offers faculty a unique balance between research and teaching.

The Computer Science Department is recruiting tenure-track faculty at the Assistant or Associate Professor levels for the Fall of 2004. Our current search priorities are in Software Engineering or areas closely related to Software Construction (such as Programming Languages and Formal Methods). However, outstanding candidates at any rank and in any area will get full consideration. Candidates should have a PhD in Computer Science or a closely related field, and the potential for excellence in research and teaching.

The department grants BS, MS, and PhD degrees in Computer Science, and is among the largest at WPI (with more than 600 majors and roughly 100 full-time MS and PhD students). Faculty research is funded by federal agencies (such as NSF, NIH, NSA, ONR, and DARPA) and industrial collaborators.

The department currently has 19 tenure-track faculty. We expect a steady increase in faculty size over the coming years and hope to maintain the exceptionally close-knit, collegial atmosphere we currently enjoy. Please refer to our web site at www.cs.wpi.edu for complete information.

WPI is in Worcester, Massachusetts, the second largest city in Massachusetts and the third largest in New England. It is approximately one hour from both Boston and Providence; cultural and recreational resources abound in the region. The UMASS medical center and large number of technology companies, colleges and universities in the immediate area make it ideal for dual career families.

To apply, submit a letter of application, which includes detailed Research and Teaching Statements, vitae, and the names, postal addresses and email addresses of at least three references to:

Recruiting Committee
Computer Science Department
WPI
100 Institute Road
Worcester, MA 01609-2280

Questions about the hiring process, as well as electronic applications should be addressed to: recruit@cs.wpi.edu.

For full consideration, applications should be received by 01/15/2004.

To enrich education through diversity, WPI is an affirmative action, equal opportunity employer.

CRA Welcomes New Members

Academic Departments
Kalamazoo College (MCS)
University of Alberta (CS)
University of Calgary (CS)
University of California, Riverside (CSE)
University of Maryland, Baltimore County (IS)
University of Pittsburgh (IS)

Associate Member
National University of Singapore (School of Computing)

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Change of Address: Note that a change of address must include the old and new addresses with ZIP+4. Please include a street address or PO Box number.

Postmaster: Send address changes to: CRA, 1100 17th Street, NW, Suite 507, Washington, DC 20036-4632. Postage paid at Washington, DC.

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February 13 Deadline for CRA Service Award Nominations

The Computing Research Association invites nominations for the CRA Distinguished Service Award and the A. Nico Habermann Award for 2004.

Distinguished Service Award

CRA makes an award, usually annually, to a person who has made an outstanding service contribution to the computing research community. This award recognizes service in the areas of government affairs, professional societies, publications or conferences, and leadership that has a major impact on computing research.

Recent Distinguished Service Award Recipients:

2003 - Ruzena Bajcsy, CITRIS, UC Berkeley
2002 - Andries van Dam, Brown University
2001 - Marjory Blumenthal, CSTB, National Research Council
2000 - Juris Hartmanis, Cornell University
1999 - Bill Joy, Sun Microsystems, and Ken Kennedy, Rice University
[For complete list, see: http://www.cra.org/main/cra.awards.html]

A. Nico Habermann Award

CRA makes an award, usually annually, to a person who has made an outstanding contribution to aiding members of underrepresented groups within the computing research community. This award recognizes work in areas of government affairs, educational programs, professional societies, public awareness, and leadership that has a major impact on advancing these groups in the computing research community.

Recent Habermann Award Recipients:

2003 - Rita Rodriguez, National Science Foundation
2002 - Valerie Taylor, Northwestern University
2001 - Anita Borg, Institute for Women and Technology
2000 - Roscoe Giles, Boston University
1999 - Sheila Humphreys, University of California, Berkeley
[For complete list, see: http://www.cra.org/main/cra.awards.html]

Nomination Procedure:

The deadline for receipt of nominations is **February 13, 2004**. Nominations should not exceed two pages in length and should *describe the contributions* on which the nomination is based. Letters in support of the nomination are welcome but not required. Questions or comments may be addressed to awards@cra.org.

Send nominations electronically to: awards@cra.org (in plain text or as a Word attachment). Alternatively, mail or fax to:

CRA Service Awards
Computing Research Association
1100 17th Street, NW, Suite 507
Washington, DC 20036-4632
Tel. 202-234-2111
Fax: 202-667-1066
E-mail: awards@cra.org
http://www.cra.org/main/cra.awards.html ▮

Transitions and News

The Alliance for Technology, Learning and Society (ATLAS) Institute at the University of Colorado at Boulder, directed by Bobby Schnabel, was one of two winners of the 2003 Educause *Award for Systemic Progress in Teaching and Learning*. ATLAS provides interdisciplinary educational and research programs in digital media, educational technology, and societal impacts that are designed to make information technology relevant and accessible to all people and communities.

Gene Spafford, Professor of Computer Science at Purdue University and a CRA board member, is serving as a part-time senior advisor in CISE at NSF on issues of security, privacy, and education for the next year. ▮