POSITIONS AVAILABLE

CAREER OPPORTUNITIES-NATIONWIDE

EXPERIENCED CANDIDATE'S PHARMACEUTICAL/ BIOMEDICAL ONLY-CHEMISTS/QA/QC/ PROCESS/PROJECT/VALIDATION/REGAFFAIRS/ FORMULATIONS-E-mail RESUME TO: pa@ansara.com. FAX: 413-731-1486

ENHANCED SEPARATION TECHNOLOGY, DIRECTOR OF ENGINEERING (HOUSTON, TX). Enhanced Separation Technology, LLC, a manufacturer of separation equipment and mass transfer has a director of chemical engineering opportunity available. Requires MS in Chemical engineering with 15+ years related experienced. Experience with process design of distillation, extraction, absorption and mist elimination is required with sizing and designing distillation equipment, systems and specifications. 10+ years of departmental supervision experience is necessary. Good communications skills and AIChE member in good standing. Attractive compensation & benefits package & a progressive work environment. Please email resume to hr@est-us.com or FAX: (908) 222-1158 www.est-us.com EOE.

COMPUTATIONAL FLUID DYNAMICS (CFD) MODELER/NEW YORK OFFICE

Seeking entry level candidates with minimum of 1-5 years experience in computer modeling using CFD based software packages, preferably Fluent. Candidate's primary role will be CFD modeling. However, experience with other hydraulic modeling software is also beneficial. The position involves CFD modeling and design of hydraulic components in water and wastewater treatment systems including, open channel flow, pump wetwells, rapid mixing/flocculation, clearwells and UV reactors for disinfection credit, and two phase modeling including gravity sedimentation, dissolved air flotation, and ozonation. Successful candidates should have a degree in Civil, Environmental, Chemical, or Mechanical Engineering. A Master's degree in Environmental Engineering and background in fluid mechanics is beneficial. Must be capable of working closely with other CFD modeling staff and Project Engineers responsible for water and wastewater treatment plant design. Should possess excellent computer, writing, communication, interpersonal skills, and ability to accurately interpret mechanical drawings to be used for the CFD modeling. Experience with CAD, computational numerical methods, and programming proficiency using C/C++ language for development of custom CFD subroutines, is desired. Please send covering letter and resume to: Cheryl Proto, Director of Human Resources, Hazen and Sawyer, P.C., 498 Seventh Ave., NY, NY 10018 or e-mail cproto@hazenandsawyer.com. Hazen and Sawyer is an Equal Opportunity Employer.

HUMAN GENOME SCIENCES, ENGINEERING SUPERVISOR

Human Genome Sciences seeks a Supervisor to oversee our Engineering Operations group at our existing biopharmaceutical manufacturing facility with both Microbial and Mammalian manufacturing trains. This will involve developing appropriate engineering systems/tools to facilitate the consistent design and operation of manufacturing facilities, including recruiting/developing/training staff and ensuring compliance with all HGS requirements. Additional duties will include coordinating communications with manufacturing and support groups and overseeing all engineering document management systems. Along with a related Engineering degree, we require at least 5 years of biopharmaceutical experience, including previous technical supervisory skills, a basic knowledge of electrical/mechanical/process/ civil/structural engineering, and a fundamental understanding of FDA and overseas regulatory requirements as they relate to biopharmaceutical manufacturing. Process engineering and management experience in a GMP setting and background working with outside engineering companies, plus excellent verbal, written, presentation and interpersonal skills are also required. We provide a competitive salary and excellent benefits. Apply online by visiting our website at www.hgsi.com and search by Job Title or Job ID# 337. Human Resources, Human Genome Sciences, 9410 Key West Avenue, Rockville, Maryland 20850. EOE.

U.S. ENVIRONMENTAL PROTECTION AGENCY (EPA), OFFICE OF RESEARCH AND DEVELOPMENT (ORD) EPA is seeking three highly qualified scientists to lead research and development in one of the fields listed below. Further hires are possible. The incumbent should be a nationally recognized authority and investigator in an area of widespread scientific interest. His/her reputation as a scientific leader is such that he/she serves as a recruiting attraction for those wishing to work under his/her inspiration and guidance. Applicants need a PhD or equivalent experience. These are Scientific/Technical (ST) Professional positions in the ORD. The ST shall be based in one of ORD's Laboratories or Centers. Minimum rate of basic pay shall equal 120% of the GS-15-1 rate.

The incumbent will be responsible for one of the following:

- 1. Surface Water Hydrology; 2. Systems Ecology;
- 3. Human Exposure; 4. GIS/Spatial Analysis;
- 5. Atmospheric Sciences; 6. Environmental-Epidemiology;
- 7. Risk Assessment Modeling; 8. Genomics/Proteomics;
- 9. Bioinformatics

Applicants may submit a short resume, vision statement, and 2-3 publications to Jayne Ramsey at U.S. EPA/ORD (8101R), 1200 Pennsylvania Avenue, NW, Washington, DC 20460. For more information, go to http://www. epa.gov/ORD/htm/jobs_ord.htm, or contact Jayne Ramsey at (202) 564-6736 or ramsey.jayne@epa.gov. U.S. Citizenship Required. Applications must be postmarked by January 10, 2003. EPA is an Equal Opportunity Employer.

GE SILICONES, TECHNICAL MARKETING ENGINEER A division of GE Specialty Materials, headquartered in Waterford, NY is a world leader in the manufacture and sale of silicone products in the automotive, personal care, construction, labelsystems, electronics and consumer hardware industries has an opening in their Southfield, MI location. You will provide technical leadership and support on coating materials, processing and equipment to our customers in the Automotive, Consumer, and Fabrication industries; identifying, leading and managing growth, productivity and cost reduction programs with customers and equipment manufacturers by leveraging the Silicones Technology, Commercial and Quality teams. Qualified candidates must have a BS in Chemistry, Chemical, Mechanical or Industrial Engineering plus two years work experience in plastics/silicones including one year experience with coating and/or silicone materials, processing, and equipment; demonstrated project management skills; strong communication and presentation skills. Job requires working in customer manufacturing facility for extended periods (all 3 shifts when necessary) and some domestic travel. Apply for the above position by referencing GESM/269541/WB461 in the subject line of your e-mail message. Please use the following e-mail address: opportunities@gecareers.com (TEXT ONLY, NO ATTACHMENTS). We offer a competitive salary, outstanding benefits package and the professional advantages of an environment that supports your development and recognizes your achievements. We are an Equal Opportunity Employer

ACADEMIC OPENINGS

THE UNIVERSITY OF WYOMING, THE DEPARTMENT CHEMICAL AND PETROLEUM ENGINEERING Opening for an Assistant/Associate Professor of Chemical Engineering. Candidates who possess an earned doctorate in chemical engineering or a closely related field and who are interested in teaching and developing an externally funded research program — especially in, but not limited to, the broad areas of biochemical engineering, biomaterials, and pharmaceuticals — are invited to mail or email their application, resume, statements of teaching and research interests, and at least three references to: Prof. Maciej Radosz, Head, Department of Chemical and Petroleum Engineering, University of Wyoming, Laramie, WY 82071-3295. Radosz@uwyo.edu http://wwweng.uwyo.edu/chemical Tel: (307) 766-2500. We will begin the application review process in January 2003. The University of Wyoming is an AA/EEO employer.

CLASSIFIED LISTINGS CONTINUED

WASHINGTON UNIVERSITY IN ST. LOUIS, THE DEPARTMENT OF CHEMICAL ENGINEERING. Applications and nominations are invited for a tenure track position starting Fall 2003. The rank is open but preference will be given to entry-level positions. The department seeks individuals with outstanding academic record, who are dedicated to excellence in education and research. Although candidates with research interest in all related areas to chemical engineering will be considered, preference will be given to individuals with a strong background in the areas of bioengineering (biomedical and biochemical) and nanotechnology. Successful candidates are expected to develop a recognized program of externally funded research and demonstrate a strong commitment to undergraduate and graduate education. Interested individuals should send a letter of application including a statement of research and teaching interests and plans, current resume, copies of pertinent publications, and names and contact information of at least three references to: Chair, Faculty Search Committee, Department of Chemical Engineering, Campus Box 1198, Washington University, St. Louis, MO 63130. Screening of applicants will begin in December 2002 and will continue until the position is filled. Washington University is an equal opportunity/equal access/affirmative action institution.

JOHNS HOPKINS UNIVERSITY, DEPARTMENT OF CHEMICAL ENGINEER-ING. The Johns Hopkins University, Department of Chemical Engineering seeks outstanding applicants for tenure-track faculty positions at the junior or senior level available starting September 1, 2003. Candidates who hold a doctorate in chemical engineering, materials science, or a related field should apply. All areas of chemical engineering will be considered but applicants with expertise in the area of materials, nanotechnology, interfacial science, biomaterials, and related fields are especially encouraged. Applicants should send or e-mail a resume and the names of at least three references to: Professor Michael J. Betenbaugh, Chair, Department of Chemical Engineering, Johns Hopkins University, 3400 N. Charles Street, Baltimore MD 21218. Telephone: (410) 516-5461/8294; e-mail: beten@jhu.edu. Women and minorities are strongly encouraged to apply. Johns Hopkins University is an EEO/AA employer.

UNIVERSITY OF MINNESOTA, CHEMICAL ENGINEERING AND MATERIALS SCIENCE. The Department of Chemical Engineering and Materials Science at the University of Minnesota seeks to fill a faculty position in chemical engineering at the assistant professor level (tenure track). Candidates should have a distinguished academic record, including a Ph.D., and outstanding potential for establishing an independent research program, and a commitment to both undergraduate and graduate teaching in a highly interdisciplinary department. Research experience in computational biology and bioinformatics is required. The suitable candidate must be experienced in developing research programs in bioinformatics and computer modeling, including studies of the interactions of antimicrobial peptides with bacterial membranes, the molecular mechanisms of protein-lipid interactions in lung surfactants, and the development of protein fold recognition techniques. Send a complete CV including a list of publications, three references, and a brief (200-500 word) description of research goals to: Faculty Search Committee Chair, c/o Julie Murphy, Department of Chemical Engineering and Materials Science, University of Minnesota, 151 Amundson Hall, 421 Washington Avenue SE Minneapolis, MN 55455, Applications are due by December 31, 2002. Information on the Department, the current faculty and the University is available at http://www.cems.umn.edu. The University of Minnesota is an equal opportunity educator and employer.

PENN STATE, ASSISTANT, ASSOCIATE OR FULL PROFESSOR OF BIOENGI-**NEERING** The Pennsylvania State University invites applications for tenure track positions in its new Department of Bioengineering at its University Park campus. Through the generosity of the Whitaker Foundation, Penn State has expanded its longstanding graduate program into a new Department with an undergraduate major leading to the BS degree in Bioengineering. This major consists of a core curriculum of bioengineering courses and specialized instruction in the areas of tissue and cellular engineering, biotransport, bioinstrumentation and devices, medical imaging, biomaterials, and biomechanics. Bioengineering at Penn State has a 30 year history of multidisciplinary graduate training and our new Department has solid institutional support to promote faculty growth and development. Stimulating and productive interactions between engineering and life science faculty are abundant and revolve around well supported research programs in Penn State's Materials Research Laboratory, Center for Locomotion Studies, Life Science Consortium, and the Institute for Biomedical Engineering at the Milton S. Hershey Medical Center. For more details, visit our department at http://bioeng/psu.edu. Applicants should have a Ph.D. in Bioengineering, or a related field with an emphasis on engineering applications to the life sciences. Preference will be given to applicants with research interests in BioMems, Micro/Nano-Technology, Medical Imaging, Tissue Engineering and analysis of physiological systems at the tissue, cellular and molecular level. Send curriculum vitae, statement of research and teaching objectives, and names of three references by March 1, 2003 to Dr. Herbert H. Lipowsky, Professor and Chairman, Department of Bioengineering, Pos #: C-14492, Penn State, 205 Hallowell Building, University Park, PA 16802, Penn State is committed to affirmative action, equal opportunity and the diversity of its work force.

UNIVERSITY OF SOUTH ALABAMA, CHEMICAL ENGINEERING FACULTY POSITION AVAILABLE The Department of Chemical Engineering at the University of South Alabama invites applications for a tenure-track position as an Assistant Professor with expertise in Process Control. US citizenship or permanent residency is required. Deadline for receipt of applications is February 1, 2003. For further information visit our web site at: http://sun1.che.usouthal.edu/

TULANE UNIVERSITY, DEPARTMENT OF CHEMICAL ENGINEERING.

We invite applications for a full-time faculty position. Rank and salary will be commensurate with qualifications. We seek an outstanding individual with a Ph.D. in Chemical Engineering or closely related field. Demonstrated excellence in research and a strong commitment to teaching are essential. All research areas will be considered, but preference will be given to process control/design, biotechnology and advanced materials. We especially encourage applications from women, minorities, and persons with disabilities. Applicants should submit a curriculum vitae, research and teaching plans, and a list of references to: Chair, Faculty Search Committee, Department of Chemical Engineering, Tulane University, New Orleans, LA 70118. Complete applications should be received by December 1st, 2002 for full consideration; applications accepted thereafter until the position is filled. Tulane is an affirmative action, equal opportunity employer.

UNIVERSITY OF MARYLAND BALTIMORE COUNTY, TENURE-TRACK POSI-TIONS The Department of Chemical and Biochemical Engineering is seeking to fill two tenure-track faculty positions. Faculty candidates at the assistant, associate, or full professor level will be considered. Applicants must have a Ph.D. in chemical or biochemical engineering or in a closely related discipline. We seek outstanding candidates who have a commitment to excellence in teaching and who will develop and lead a research program with successful external fund-

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ing. The research interests of candidates should complement the department's emphasis in biochemical and biomedical engineering. The Department has state of the art facilities and excellent opportunities exist for interaction with a number of federal laboratories and local industry. Interested candidates should send a resume and a statement of teaching and research interest to: Professor Govind Rao, Chair, CBE Faculty Search Committee, Department of Chemical and Biochemical Engineering, University of Maryland Baltimore County, 1000 Hilltop Circle, Baltimore, MD 21250. Candidates should also arrange to have three letters of reference sent to the same address. Applications without a biochemical and Biomedical focus will not be acknowledged. Screening of candidates will start immediately and will continue until positions are filled. For more information about our university and department, please visit our website at http://www.umbc.edu/cbe UMBC is an AA/EOE.

WEST VIRGINIA UNIVERSITY, ENGINEERING SCIENTIST. The Industries of the Future - West Virginia program at West Virginia University is seeking an engineering scientist with experience in developing proposals and conducting research to improve industrial energy and resource efficiency. For further information, visit http://iofwv.nrcce.wvu.edu.

CARNEGIE MELLON, THE DEPARTMENTS OF CHEMICAL ENGINEERING AND BIOMEDICAL ENGINEERING Seeking applicants for one or two tenure-track faculty positions, preferably, but not restricted, at the Assistant Professor level. We seek outstanding candidates who are committed to excellence in education and research in bioengineering. Specific areas of interest include bioinformatics, biosensors/ microelectromechanical systems, cellular processes and tissue engineering. Candidates must hold a Ph.D. degree, preferably in Chemical Engineering or Biomedical Engineering. The positions are for 50/50 joint appointments between Chemical Engineering and the newly formed Biomedical Engineering Department. Applicants should submit a CV, statement of research and teaching interests and names of three references to: Dr. Dennis Prieve, Chemical Engineering Department, Carnegie Mellon University, Pittsburgh, PA 15213-3890.E-mail: dcprieve@andrew.cmu.edu. Reviews will begin December 1, 2002. Carnegie Mellon University is an Equal Employment Opportunity/Affirmative Action/ Equal Access Employer.

CARNEGIE MELLON UNIVERSITY, TENURE TRACK POSITIONS. CMU expects to make at least six tenure-track appointments in Biomedical Engineering. Appointees are expected to build interdisciplinary research programs and contribute to an expansion of educational offerings. Joint appointments with other departments in engineering, science and computer science strongly considered. Applicants invited in: Bioinformatics; BioMEMS; Bone Tissue Engineering & Biomaterials, Tissue Endocrinology & Angiogenesis; Computational Biomechanics; Image & Signal Processing; Medical Robotics & Assisted Living. Interested applicants send curriculum vitae, statement of research interests, teaching goals, and three letters of recommendation by email to biomed@andrew.cmu.edu. Please use "Search Committee ATTN Ms. Hilda Diamond" in the subject field

UNIVERSITY OF COLORADO, FACULTY ADVERTISEMENT

(www.colorado.edu/che). Chemical Engineering, two faculty openings at junior level, with higher rank considered for exceptional candidates. Duties include undergraduate and graduate teaching, research and service. Research areas open.

Applicants should send vita, research and teaching statements,

and names/addresses of three references to;

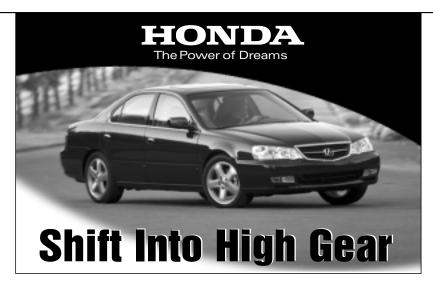
Prof. W. Fred Ramirez,

Department of Chemical Engineering,

University of Colorado, Boulder, CO 80309-0424.

Applications accepted until position filled;

reviews begin October 2002. The University of Colorado is committed to diversity and equality in education and employment.



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CLASSIFIED LISTINGS CONTINUED

UNIVERSITAT ROVIRA I VIRGILI, TARRAGONA (SPAIN).

The Department of Chemical Engineering is seeking applicants for two tenure-track faculty positions at the rank of Associated Professor. Applicants must be citizens of any member state of the European Union and must have a PhD or ScD. in Chemical Engineering, Chemical, Mechanical Engineering or closely related discipline. We seek outstanding candidates who possess the potential and commitment for excellence in undergraduate and graduate teaching and research in biotechnology or process control or transport phenomena or materials and polymers or molecular modelling or process systems engineering or heterogeneous catalysis. Applicants should send a curriculum vitae, copy of doctor's degree, the names and addresses of three referees, and a statement of research and teaching interest to: The Chair of The Search Committee, Dept. d'Enginyeria Química, Escola TEcnica Superior d'Enginyeria Qulmica, Universitat Rovira i Virgili, Av. PaÔsos Catalans, 26, 43007 TARRAGONA, Spain (phone 34-977559643; Fax 34-977559621; eq2@etseq.urv.es). The final date for receipt of applications is November 30, 2002.

RICE UNIVERSITY, THE CHEMICAL ENGINEERING DEARTMENT AT. Applications are invited or nominations for a tenure-track or tenured faculty position. The successful candidate should have a distinguished academic record, demonstrated excellence in research, and a strong commitment to both graduate and undergraduate education. Preferred research areas are computational chemical engineering (including process control/design and reaction engineering), and advanced materials. However, outstanding candidates with other interests will be given full consideration. Level of appointment depends on qualifications. Please send resume, list of references, and a research plan to Chair, Faculty Search Committee, Chemical Engineering Department, MS-362, Rice University, P.O. Box 1892, Houston, TX 77251-1892. Rice is an Equal Opportunity/Affirmative Action employer

RICE UNIVERSITY, TENURE TRACK FACULTY POSITIONS IN BIOENGINEERING AT The Department of Bioengineering at Rice University invites applications for tenure-track faculty positions. Applicants should have a strong multidisciplinary background in their respective field and substantial experience in independent research and in obtaining competitive funding. We are particularly interested in researchers with exceptionally strong research expertise and interest in working at both the macro level of tissues and micro/nanoscale level of cells, organelles and molecules. The successful applicant would establish research collaborations with institutions at the adjacent Texas Medical Center, groups at the Institute of Biosciences and Bioengineering at Rice University and with the Keck Center for Computational Biology in Houston. Applicants would be expected to develop and teach courses in the areas of biomedical engineering at the undergraduate and graduate levels. Applicants should send a curriculum vitae, which includes a list of publications, a statement describing their proposed research and names of at least three references to: Rice University, Department of Bioengineering MS-142, Attn: Professor Larry V. McIntire, Chair P O Box 1892, Houston TX 77251-1892.For full consideration, applications should be received by December 31, 2002. Rice University is an equal opportunity employer.

UNIVERSITY OF CALIFORNIA, SANTA BARBARA, CHEMICAL ENGINEERING FACULTY POSITION. The Department of Chemical Engineering at the University of California, Santa Barbara invites applications for an anticipated faculty position at the Assistant Professor level, to start July 1, 2003. Candidates must have a Ph.D. in chemical engineering or a related field, but are not restricted to particular areas of research. We seek outstanding individuals who will contribute to the academic programs of the department and have the potential to become leaders in their fields of research. Applications from exceptionally distinguished senior candidates will also be considered. Please send resume, reprints of representative publications, a statement of research and teaching plans, and a list of four references to: Professor David J. Pine, Chairman, Department of Chemical Engineering, University of California, Santa Barbara, CA 93106-5080 before December 10, 2002. The University of California is an equal opportunity/affirmative action employer.

VANDERBILT UNIVERSITY THE DEPARTMENT OF CHEMICAL ENGINEERING

Applications are invited for a tenure-track faculty position at the Assistant Professor level for Fall 2003. A Ph.D. with a distinguished academic record is required. Responsibilities include teaching undergraduate and graduate courses and establishing an externally funded, scholarly research program. Outstanding candidates for higher ranks can be considered. The Department has three research focus areas: bioengineering, materials, and environmental engineering. We seek candidates who can contribute fundamentally and broadly, through experiments and/or computations, to one or more of these focus areas. Interdisciplinary research opportunities exist with researchers in other departments in the School of Engineering, the natural sciences, and medicine. Department faculty participate in University-supported interdisciplinary research initiatives such as the Vanderbilt Institute for Integrative Bioengineering Research and Education (VIIBRE) and the Vanderbilt Institute for Nanoscale Science and Engineering (VINSE). Vanderbilt University, a national arboretum, is located on 330 park-like acres one and one-half miles from downtown Nashville. The University has ten schools, which provide a full range of undergraduate, graduate, and professional programs. Faculty share a commitment to excellence in teaching at all levels. Interested persons should send their curriculum vitae, a statement of research and teaching interests, and names and addresses of three or more references to Prof. M. Douglas LeVan, Chair, Department of Chemical Engineering, Vanderbilt University, VU Station B 351604, Nashville, TN 37235. Women and minorities are strongly encouraged to apply. Vanderbilt University is an Affirmative Action/Equal Opportunity employer.

THE UNIVERSITY OF MICHIGAN, DEPARTMENT OF CHEMICAL ENGI-NEERING University of Michigan seeks faculty candidates with distinguished academic records, or exceptional potential, and a commitment to both undergraduate and graduate education. The most important criteria for selection are the quality of the candidate's research, communication skills, and the potential of the candidate to establish an internationally renowned, independent research group. Appointments at all professorial levels will be considered. In addition to welcoming applications in all research areas, the department is seeking to fill interdisciplinary positions in bioengineering and energy/environmental engineering. Applicants interested in joint appointments with other departments, such as Materials Science or Biomedical Engineering, or other Departments in or outside of Engineering, are also encouraged to apply. Please send nominations and applications with supporting materials to Professor Ronald Larson, Chair, Department of Chemical Engineering, University of Michigan, Ann Arbor, MI 48109-2136. Minorities and women are encouraged to apply. The University of Michigan is a non-discriminatory, affirmative action employer.

UNIVERSITY OF KENTUCKY, CHAIRPERSON, DEPARTMENT OF CHEMICAL AND MATERIALS ENGINEERING. The Department of Chemical and Materials Engineering invites nominations for the position of Department Chair. We seek an energetic and motivated leader who is committed to excellence in undergraduate and graduate instruction, and who will facilitate innovative research in both core and multi-disciplinary areas. The successful candidate should have a Ph.D. in chemical engineering or materials engineering, or in a closely related field, and a distinguished record of academic scholarship commensurate with appointment at the level of Professor. The Department of Chemical and Materials Engineering at the University of Kentucky offers B.S., M.S., and Ph.D. degrees in both Chemical Engineering and Materials Science and Engineering. The department currently has approximately 200 undergraduates, 70 graduate students, and 25 faculty. In addition to its programs in Lexington, the department offers the B.S. in Chemical Engineering at UK's Extended Campus in Paducah, KY. For more information on the department and its research activity, please see: http://www.engr.uky.edu/CME/. Review of applications will begin in December 2002 and will continue until the position is filled; a starting date of Fall 2003 is anticipated. Applicants should submit a brief statement of interest, curriculum vita, and the names of three references to: Dr. Douglass Kalika, Search Committee Chair, Department of Chemical and Materials Engineering, University of Kentucky, Lexington, KY 40506-0046 (E-mail: kalika@engr.uky.edu). The University of Kentucky is an Affirmative Action/Equal Opportunity Employer.

UNIVERSITY OF DELAWARE, FACULTY POSITION, DEPARTMENT OF CHEMICAL ENGINEERING The Department of Chemical Engineering at the University of Delaware invites applications for a tenure-track faculty position. An appointment at the Assistant Professor level is anticipated, but applicants suitable for positions at all ranks will be considered. Successful applicants will be expected to lead vigorous research programs, teach, and advise students at both the undergraduate and graduate levels. The Department has strong research programs in bioengineering, control, kinetics and catalysis, colloid and surface science, polymers and composites, thermodynamics, separations, and materials science. Applications in all research areas will be considered, but the Department is particularly interested in expanding its programs in biochemical and biomedical engineering and in biomaterials. A Ph.D. or equivalent in chemical engineering or a related field is required. Please send curriculum vitae, a description of research and teaching interests, and the names, addressees, telephone numbers, and e-mail addresses of three references by December 13, 2002 to Professor A.M. Lenhoff, Search Committee Chairman, Department of Chemical Engineering, University of Delaware, Newark, DE 19716-3110. The curriculum vitae and letters of reference shall be shared with departmental faculty. The University of Delaware is an Equal Opportunity Employer, which encourages applications from Minority Group Members and Women.

THE UNIVERSITY OF MISSOURI-ROLLA (UMR) DEPARTMENT CHAIR

Nominations are invited for and applications from dynamic and visionary individuals for the position of the Department Chair. The successful candidate will maintain the academic and research programs currently existing in the department and will provide the vision and leadership to elevate its stature. The Chair is expected to guide the department in directions that will enhance the success of its students, faculty and staff, and that will meet state and global needs. The successful candidate should possess a demonstrated ability for leadership, management, administration, and effective communication with all stakeholders, as well as a strong record and commitment to quality teaching, research, professional activities and overall excellence in academic scholarship. The ChE department (soon to be renamed Chemical and Bioengineering Department) has 11 full-time and 1 adjunct faculty members. The department offers B.S., M.S. and Ph.D. degrees in chemical engineering with about 200 chemical engineering undergraduate and graduate students and houses many instructional and research laboratory facilities. Also, the department offers a Biochemical Engineering Emphasis degree within the BSChE degree program and is establishing a BS Bioengineering Degree program. The new chair will direct both the chemical engineering and bioengineering degree programs. The department enjoys a strong reputation for its academic quality at the state and national levels, and the successful candidate is expected to maintain and further enhance this reputation. The successful candidate must have an earned Ph.D. in Chemical Engineering with the desirable area of expertise in biochemical engineering/bioengineering; have a demonstrated record of effective

teaching, successful performance and management of externally funded research programs in the general area of biochemical engineering/bioengineering, and overall excellence in academic scholarship. The Chair is expected to be appointed at a rank of tenured full professor, must be eligible for or registered as a Professional Engineer, and assume the Chair position on or about July 1, 2003. Applications must include current curriculum vitae, statement of interest and vision, evidence of academic, administrative and leadership experience and the names and addresses of five professional references. Screening of applicants begins January 15, 2003 and applications will be accepted until the position is filled. Send applications to: Human Resource Services, Reference #R53846. University of Missouri-Rolla, 1870 Miner Circle, 1202 North Bishop, Rolla, MO 65409-1050. UMR is an AA/EEO employer. Females, minorities and persons with disabilities are encouraged to apply.

GEORGIA TECH, GEORGIA INSTITUTE OF TECHNOLOGY, THE SCHOOL OF CHEMICAL ENGINEERING Georgia Tech is seeking outstanding individuals for several tenure-track positions. Successful applicants will have a Ph.D. in Chemical Engineering or a related discipline. We seek the best possible candidates, irrespective of research field. However, we are especially interested in candidates in all aspects of biotechnology, nanotechnology, microelectronics, electrochemistry, environmental engineering, and energy utilization. A curriculum vitae, a statement of research and teaching interests, and names and addresses of at least four professional references should be submitted to Ronald W. Rousseau, Professor and Chair, School of Chemical Engineering, Georgia Institute of Technology, Atlanta, GA 30332-0100. Georgia Tech is an equal opportunity employer and a unit of the University system of Georgia.



The Chemical Engineering Department at the University of Houston (www.chee.uh.edu) seeks tenure-track faculty candidates with a proven record of, or exceptional promise for, effective teaching and pioneering research. Although applications in other research areas will receive consideration, we are especially interested in candidates specializing in:

- bioengineering (molecular emphasis);
- polymeric materials (synthesis emphasis);
- reactive & catalytic materials.

Rank and salary will be commensurate with qualifications and experience. Appointment to our faculty requires a PhD in Chemical Engineering or a related field.

Please send a *curriculum vitae*, detailed description of research and teaching interests, your e-mail address, and names **and e-mail addresses** of at least three references to:

Chemical Engineering Faculty Search Committee Engineering Bldg. 1, Rm. S-222 University of Houston Houston, TX 77204-4004

The University of Houston is an Equal Opportunity/Affirmative Action employer. Women, minorities, veterans, and persons with disabilities are encouraged to apply.

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GEORGIA INSTITUTE OF TECHNOLOGY, DEPARTMENT CHAIR

Nominations and applications are sought for the Hercules, Inc./Thomas L. Gossage Chair in Chemical Engineering. Candidates should be interested in both undergraduate and graduate education and have significant research accomplishments in one or more of the following areas: materials synthesis or processing, any aspect of biotechnology, and energy conversion. Candidates from academia, industry, and national labs are encouraged to apply. Information about the School of Chemical Engineering and links to other activities at Georgia Tech can be located at the website www.che.gatech.edu. Search committee review of credentials will begin immediately, but nominations and applications will be accepted for consideration until the position is filled. A resume, names and addresses of references, and a statement of research interests should be submitted to Ronald W. Rousseau, Professor and Chair, School of Chemical Engineering, Georgia Institute of Technology, Atlanta, GA 30332-0100. Georgia Tech is an equal opportunity employer and a unit of the University system of Georgia.

UNIVERSITY OF NOTRE DAME, CHEMICAL ENGINEERING FACULTY OPENINGS The Department of Chemical Engineering at the University of Notre Dame is pleased to announce openings for tenured or tenure track faculty at any rank. A Ph.D. or equivalent degree is required. Applicants should show potential for development of an outstanding research program and possess a strong commitment to graduate and undergraduate education. The chemical engineering faculty at Notre Dame collaborates extensively both inside and outside the department and thus applicants should expect to benefit from and contribute to these activities that include the Center for Molecularly Engineered Materials, Center for Environmental Science and Technology and the Center for Transgene Research. Bioengineering or advanced materials are fields of particular interest, but outstanding candidates in other areas will be given full consideration. Applicants should send their curriculum vitae, statement of teaching and research interests and the names and complete addresses of at least four references to: Professor Mark J. McCready, Department of Chemical Engineering, 182 Fitzpatrick Hall, University of Notre Dame, Notre Dame, Indiana 46556-5637. Notre Dame is an equal opportunity/affirmative action employer.

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for an assistant professor position in biological engineering. We require a candidate who can establish a vigorous research program, and who has a record of demonstrated success in research between engineering and biology. Please visit http://www.biotech.ubc.ca for full details. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents

THE UNIVERSITY OF TEXAS AT AUSTIN, FACULTY RECRUITING IN CHEM-ICAL ENGINEERING The Department of Chemical Engineering invites applications for a tenure track faculty position at the Assistant Professor level. While not restricted to any particular area, the Department is emphasizing hiring in biotechnology and environmental science and engineering. A Ph.D. is required and applicants must have an outstanding record of research accomplishments and a strong interest in undergraduate and graduate teaching. The successful candidates are expected to teach core chemical engineering undergraduate and graduate courses, develop a research program, collaborate with other faculty, and be involved in service to the university and the profession. Applications from women and minorities are encouraged. Interested persons should submit a detailed curriculum vitae including academic and professional experience, statements regarding their teaching philosophy and research plans, a list of peer reviewed publications and other technical papers, and the names, address and telephone numbers of three or more references to: Chairman, Department of Chemical Engineering, The University of Texas at Austin, Austin, TX 78712-1062. The University of Texas is an Equal Opportunity/Affirmative Action Employer.

UNIVERSITY OF ALBERTA, ASSISTANT PROFESSOR, CHEMICAL AND MATERIALS ENGINEERING The Department of Chemical and Materials Engineering, University of Alberta, invites applications for a tenure-track faculty position at the Assistant Professor level in the general areas of energy and/or energy and the environment. The position is currently open and will be filled as soon as possible. Candidates must either hold a PhD in Chemical Engineering, or related field, or expect to receive one shortly after taking up their appointment. Successful candidates will be expected to establish viable and productive research programs, and teach both graduate and undergraduate courses. The position is intended to complement our current strength in Utilization of Fossil Energy Resources and Interfacial Phenomena. One component of the research program will be air-borne toxin emission control from coal combustion, to complement an NSERC-EPCOR-AERI Industrial Research Chair in Advanced Coal Cleaning and Combustion Technology. For information about our Department, please consult our web site at http://www.ualberta.ca/CMENG/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. A resume, the names of three confidential references, and a statement of current research interests and plans for future research should be sent to: Dr. J.F. Forbes, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Applications are requested prior to December 15, 2002. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA, CHEMICAL AND MATERIALS ENGINEERING

The Department of Chemical and Materials Engineering, University of Alberta, as part of the research program that is being conducted under the NSERC-EPCOR-AERI Industrial Research Chair in Advanced Coal Cleaning and Combustion Technology, is seeking a candidate for the position of Research Associate. The candidate should have combined expertise in Chemical Engineering, Coal Cleaning and Combustion Technology, and Coal Combustion Emission Control. Strong background in Chemistry, in particular in analytical chemistry will be an asset. The candidate must have a high level of physical understanding of coal combustion emission. The candidate should have demonstrated research independence with minimum supervision and have published in prestigious learned journals. The position is available for an initial one year. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates should apply, prior to December 1, 2002, directly to: Professor Zhenghe Xu, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, T6G 2G6, Canada. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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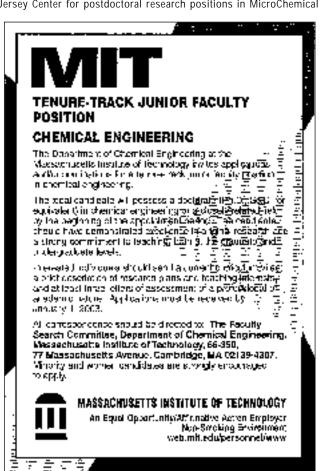


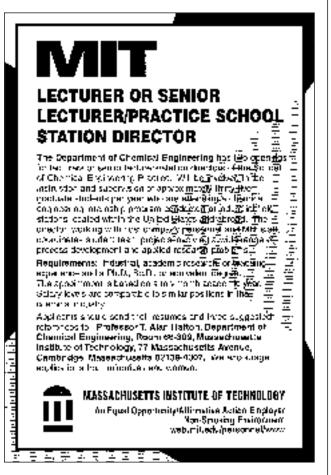
STEVENS INSTITUTE OF TECHNOLOGY, TWO TENURE-TRACK FACULTY POSITIONS IN BIOMEDICAL ENGINEERING. New Jersey Center for MicroChemical Systems, Department of Chemical, Biochemical and Materials Engineering, Stevens Institute of Technology has openings for two tenuretrack faculty positions at any professorial rank in the Department of Chemical, Biochemical and Materials Engineering (http://www.soe.stevenstech.edu/cbme/). The Department has about 150 undergraduate students and 60 graduate students with annual research expenditures over \$2.5M. Under the auspices of the New Jersey Commission on Science and Technology and with several major federal government grants and industry matching support, we are in the process of establishing the New Jersey Center for MicroChemical Systems. Our vision is to become a global leader in developing innovative micro-kinetic test and design methodologies for rapid MicroChemical Systems development, demonstration and commercialization in partnership with industry and government for miniature power, on-demand chemical production and biomedical applications. We are particularly looking for two additional faculty members to highlight the biomedical engineering dimension of our new research initiative. Ideal candidates will have Ph.D. degrees in Biomedical Engineering, Chemical Engineering, or Materials Science and Engineering. The candidates are also expected to teach in the undergraduate biomedical engineering program and to enhance current graduate programs. Consideration of applicants will continue until the positions are filled. Applicants should send a curriculum vitae with a plan of research and an educational plan, and be prepared to arrange for three letters of reference to be sent to: Prof. W. Y. Lee, Department Director, Department of Chemical, Biochemical, and Materials Engineering Stevens Institute of Technology, Castle Point on Hudson, Hoboken, New Jersey 07030

STEVENS INSTITUTE OF TECHNOLOGY, THREE POSTDOCTORAL RESEARCH POSITIONS Stevens has immediate openings for in the New Jersey Center for postdoctoral research positions in MicroChemical

Systems, which is being established under the auspices of the New Jersey Commission on Science and Technology and with federal government and industry support. The Center is housed in the Department of Chemical, Biochemical and Materials Engineering (http://www.soe.stevenstech.edu/cbme/). Stevens is located on a scenic, 55-acre, park-like campus in Hoboken, New Jersey, just across the Hudson River from midtown Manhattan. Founded in 1870 in Hoboken, New Jersey, Stevens is one of the leading technological universities in the country. We are looking for candidates with expertise in: (1) chemical reaction engineering/heterogeneous catalysis, experience in microreaction engineering will be a plus (2) computational transport phenomena modeling and simulations, and (3) microarray kinetic evaluation tools and methodologies. Applicants should send curriculum vitae and be prepared to arrange for three letters of reference to: Prof. A. Lawal Department of Chemical, Biochemical, and Materials Engineering, Stevens Institute of Technology, Castle Point on Hudson, Hoboken, New Jersey 07030. alawal@stevens-tech.edu

THE DEPARTMENT OF CHEMICAL ENGINEERING, UNIVERSITY OF WISCONSIN-MADISON UW-Madison seeks outstanding individuals with a Ph.D. and a strong background relevant to chemical engineering. These tenure track positions will be at a rank commensurate with the qualifications and background of the successful candidates. Candidates should have a distinguished academic record, exceptional potential for creative research, and a commitment to both undergraduate and graduate instruction. For more senior applicants, an outstanding reputation in the field of specialty is a prime requirement. Applications with supporting documents and a list of at least three references should be sent to Professor Thomas F. Kuech, Faculty Search Committee, Department of Chemical Engineering, University of Wisconsin-Madison, 1415 Engineering Drive, Madison, WI 53706. The Search Committee will begin reviewing applications in October, 2002. Applications received prior to December 31, 2002 will receive full consideration. The University of Wisconsin is an equal opportunity/ affirmative action employer.





CLASSIFIED LISTING S CONTINUE

NEW MEXICO STATE UNIVERSITY, TENURE-TRACK FACULTY POSITION

The Department of Chemical Engineering is seeking to fill a tenure-track position available beginning Fall Semester 2003. Rank is Assistant or Associate Professor based on qualifications. Applicants must have a Ph.D. in chemical engineering or closely related field in hand by the start date. Candidates with industrial experience and P.E. registration are preferred. Evidence of current contributions to the profession is required. We seek outstanding applicants who have a distinguished academic record, a commitment to excellence in both undergraduate and graduate teaching; and who will conduct a nationallyrecognized, externally-funded research program. All research areas will be considered, but preference will be given to candidates with experience in areas, which complement the department's current research activities. See our home page, http://chemeng.nmsu.edu for background information on the department. All applications must include: resume, description of research and teaching interests, and names of three references. Review of applications will begin November 30, 2002. Second review of applications will be January 3, 2003 and will continue until the position is filled. New Mexico State University is an EEO/AA Employer. Offer of employment contingent upon verification of individual's eligibility for employment in the United States. Please send applications to: Dr. M. Mitchell, Chair, Search Committee, Dept. of Chemical Engineering, New Mexico State University, Box 30001, MSC 3805, Las Cruces, NM 88003-8001. Please include a fax number and/or e-mail address where we may contact you. Other contact information: Fax: (505)646-7706, Phone: (505)646-1214, E-mail: chemeng@nmsu.edu.

THE OHIO STATE UNIVERSITY. DEPARTMENT CHAIR, CHEMICAL ENGINEERING, After 9 years of distinguished service, the current Chair, L.-S. Fan, wishes to devote more time to research and teaching. With this in mind, the department will seek to succeed Professor Fan with a Chair similarly dedicated to ensuring that Ohio State Chemical Engineering emerges as one of the pre-eminent departments in the United States. Opportunities for the new department chair to build are considerable: Among other current faculty openings are two highly attractive endowed chairs - The Taine McDougal Chair and The Ohio Eminent Scholar Chair in Nanotechnology. Moreover, it is likely that Chemical Engineering will be housed in new quarters within this decade. Alumni support is exceptional, both in its quality and in its generosity. The Ohio State University, founded in 1871, is one of the largest land-grant universities in the country, with 50,000 students, 4,000 faculty and 20,000 staff members. Located in Columbus, the capital of Ohio, it enjoys a rich cultural life in an urban setting with a close-knit community atmosphere. The Department of Chemical Engineering, one of the oldest in the country, has 13 full-time and 3 active emeritus faculty, 80 graduate students and 400 undergraduate students. The annual research budget exceeds \$4.5 million. In addition to the capacity for highly effective leadership, the new Chair should have an exceptionally distinguished record of scholarship and a strong commitment to teaching excellence. Candidates should have a Ph.D. degree in Chemical Engineering or an allied field. Applicants should submit, in hard copy, a detailed curriculum vita and names and addresses of four references to: Professor Martin Feinberg, Department of Chemical Engineering, The Ohio State University, 140 West 19th Avenue, Columbus, Ohio 43210-1180. Phone: 614/688-4883, Fax: 614/292-9271, Email: feinberg.14@ohio-state.edu.

OHIO EMINENT SCHOLAR CHAIR IN NANOTECHNOLOGY at The Ohio State University. The state of Ohio has awarded a very prestigious Ohio Eminent Scholar Chair in Nanotechnology to The Ohio State University. The chair will be housed primarily in the Department of Chemical Engineering, but the holder of the chair will have connections to the interdisciplinary Center for Materials Research and other departments within the university. We seek applications from highly distinguished scholars whose work has been influential in applying molecular science and technology to chemical or biochemical systems at the nanoscale level. Applicants should submit a detailed curriculum vita, names and addresses of four references, and a statement of teaching and research interests to: Professor Martin Feinberg, Department of Chemical Engineering, The Ohio State University, 140 West 19th Avenue, Columbus, Ohio 43210-1180. Phone: 614/688-4883, Fax: 614/292-9271, Email: feinberg.14@ohio-state.edu. The Ohio State University is an Equal Opportunity/Affirmative Action Employer.

THE OHIO STATE UNIVERSITY, CHEMICAL ENGINEERING DEPARTMENT

Seeking applicants for several newly created tenure-track Assistant/Associate professor positions with consideration of exceptional candidates at full professor rank. All research areas will be considered, with special interest in particle technology, bioengineering/ tissue engineering, environmental engineering, and nanofabrication. Candidates should have a Ph.D. degree in Chemical Engineering or allied field and a demonstrated outstanding research record with a strong commitment to teaching excellence. Applicants should submit a detailed curriculum vita, names and addresses of three references, and a statement of teaching and research interests to: Professor Martin Feinberg, Department of Chemical Engineering, The Ohio State University, 140 W. 19th Avenue, Oh 43210-1180. Phone: 614/688-4883, Fax: 614/292-9271, Email: feinberg.14@ohio-state.edu. The search will remain open until the positions are filled. OSU is an Equal opportunity/ Affirmative Action Employer.

THE OHIO STATE UNIVERSITY, DISTINGUISHED PROFESSOR IN CHEMICAL **ENGINEERING** The Department of Chemical Engineering at Ohio State University is seeking applicants for a senior position to be appointed as "Taine G. McDouglas Professorship in Engineering." All research areas will be considered, with special interest in particle technology, polymers, and biomaterials. The Ohio State University, founded in 1871, is one of the largest land-grant universities in the country, with 50,000 students, 4,000 faculty and 20,000 staff members. Located in Columbus, the capital of Ohio, it enjoys a rich cultural life in an urban setting with the close-knit community atmosphere of the Midwest. The Department of Chemical Engineering, one of the oldest in the country, has 13 full-time and 3 active emeritus faculty, 80 graduate students, 400 undergraduate students and over 3,000 alumni, who are very supportive of the Department. The annual research budget exceeds \$4.5 million. Candidates should have a Ph.D. degree in Chemical Engineering or allied field and an outstanding research record with a strong commitment to teaching excellence. Review of applications will begin February 1, 2002, and will continue until the position is filled. Applicants should submit a detailed curriculum vita, names and addresses of four references, and a statement of teaching and research interests to: Professor Martin Feinberg, Department of Chemical Engineering, The Ohio State University, 140 West 19th Avenue, Columbus, Ohio 43210-1180. Phone: 614/688-4883, Fax: 614/292-9271, Email: feinberg.14@ohio-state.edu.

UNIVERSITY OF SOUTHERN CALIFORNIA, DEPARTMENT OF CHEMICAL **ENGINEERING FACULTY POSITIONS** Department of Chemical Engineering at the University of Southern California has faculty positions at the Assistant, Associate, and the Full Professor levels. The successful candidate must have a Ph.D. in chemical engineering or a closely related field, and will be expected to conduct high quality, externally funded research, to teach at the undergraduate and graduate levels, and to provide service to the Department and to the School of Engineering. The research area is open. However, candidates with research interests in the areas of complex fluids, polymers and biomaterials, genetic engineering, and biosensors are particularly encouraged to apply. In addition to a dynamic faculty, USC has much to offer to a qualified candidate, including (1) many large interdisciplinary research clusters in one of the leading schools of

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engineering in the United States; (2) the Alfred E. Mann Institute for Biomedical Engineering; (3) USC's high performance computing group, one of the leading groups in the world; (4) the Keck School of Medicine with multidisciplinary research programs, and (5) USC's location in Southern California, one of the world's largest centers of high-technology industries. Qualified candidates are invited to submit a curriculum vitae, a summary of projected research activities and teaching interests, and a list of references to Chair, Faculty Search Committee, Department of Chemical Engineering, University of Southern California, Los Angeles, CA 90089-1211. Screening will begin December 1, 2001, and candidates will be considered until the positions are filled. USC is an Affirmative Action/Equal Opportunity employer.

FACULTY POSITION IN CHEMICAL ENGINEERING, UNIVERSITY OF ROCHESTER, ROCHESTER, NEW YORK The Department of Chemical Engineering, University of Rochester, invites applications for a tenure-track position at the assistant professor level. The current search represents the University's continuing commitment to advanced materials. Expertise in biomaterials with a strong engineering flavor is especially encouraged to complement Department's existing strengths; please visit www.che.rochester.edu for relevant information. This new position provides excellent opportunities for professional growth through collaborations with the School of Medicine, the Laboratory for Laser Energetics, and the Departments of Biomedical Engineering, Chemistry, Optics, and Physics. The applicants should have a Ph.D. in Chemical Engineering or a related field, a strong commitment to education at the B.S., M.S. and Ph.D. levels, and the potential for developing a renowned research program. Review of applications will begin immediately and continue until the position is filled. Please submit a curriculum vita, a set of representative publications, a summary of research accomplishments to date, a statement of research and teaching plans, and the names with contact information of three references to: Shaw H. Chen, Professor and Chair, Department of Chemical Engineering, University of Rochester, Rochester, NY 14627-0166. The University is an Affirmative Action/Equal Opportunity Employer

BUCKNELL UNIVERSITY, ASSISTANT PROFESSOR Applications are invited for an entry-level tenure-track assistant professor position in chemical engineering, beginning fall 2003, and requiring potential for excellence in teaching and scholarship within a program, which emphasizes the undergraduate experience. Please visit the Bucknell chemical engineering department on the web at: www.eg.bucknell.edu/academics/depts/cheq/ for full details.

UCLA CHEMICAL ENGINEERING DEPARTMENT UCLA is seeking applicants for a faculty position effective 2003/2004 academic year. Candidates must have a PhD degree in chemical engineering or a related field, and be able to teach undergraduate and graduate courses and direct MS and PhD theses. All ranks will be considered and the research area is open. At the assistant professor level we are looking for candidates with distinguished academic records, who will develop imaginative research and teaching programs, and will become future leaders in the profession. Associate and full professor candidates should be nationally recognized for their accomplishments. Resumes, reprints of selected publications, a statement of research plans and a list of four references should be forwarded to: Professor Vasilios Manousiouthakis, Chair, Chemical Engineering Department, UCLA, 5531 Boelter Hall, Los Angeles, CA 90095-1592. UCLA is an equal opportunity employer.

THE UNIVERSITY OF SOUTH CAROLINA, DEPARTMENT OF CHEMICAL **ENGINEERING** Applications are invited for tenure-track positions at all ranks to start in August 2003. Candidates should have an outstanding academic record, commitment to excellence in undergraduate and graduate education, and the ability to establish a vigorous research program. Candidates with backgrounds in nanotechnology, biomedical engineering, or other areas that complement our existing strengths (see www.che.sc.edu) are encouraged to apply. Please send resume, research and teaching plans, and references to Professor Harry Ploehn, Search Committee, Department of Chemical Engineering, University of South Carolina, Columbia, SC 29208. Review of applications will continue until the positions are filled. The University of South Carolina is an AA/EOE and encourages applications from underrepresented groups in engineering.

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