MODERN LANGUAGE ASSOCIATION OF AMERICA

62 Fifth Avenue, New York 10011 • Telephone (212) 741-5588

MLA JOB INFORMATION LIST: SUMMER SUPPLEMENT

15 June 1976

The following is information on new positions in English and foreign languages received by the Job Information Service after the April List went to press. If you wish to resubscribe to the Job Information Lists for 1976-77, please use the form enclosed with this Supplement.

BRADFORD COLLEGE, BRADFORD, MA 01830

ENGLISH

Instructor. One-year appointment. Load: fiction workshop, journalism, contemporary American literature, 1 comp. MFA or Ph.D. required. Application deadline: 15 July 1976. Affirmative Action employer. James N. Valhouli, Chairman, English Department.

MIDDLEBURY COLLEGE, MIDDLEBURY, VT 05753

American Literature. Assistant Professor with a special competence in the American Renaissance. A.B.D. or Ph.D. Deadline for applications: 1 July 1976. Letters only to Howard M. Munford, Chairman, Department of American Literature.

STOCKTON STATE COLLEGE, POMONA, NJ 08240

Instructor of English in Department of Literature and Language, to teach remedial/developmental reading and writing courses with emphasis on diagnosis and prescription of individual verbal communications disabilities; work cooperatively with core of skills faculty in Basic Studies Program to qualify academically disadvantaged students for full college participation. M.A. in composition and/or reading; demonstrable teaching ability. Salary: \$10,115. Equal Opportunity/Affirmative Action Employer. Contact: Martin M. Jones, Dean, Faculty of Arts and Humanities.

SYRACUSE UNIVERSITY, SYRACUSE, NY 13210

ENGLISH/POET

Practicing poet with significant publication, equipped by training (M.A. or M.F.A. desired) and teaching experience to conduct workshops in writing poetry at upperclass and/or graduate levels, and to teach a course in literature. Visiting Professor, probably at Associate Professor rank, for fall semester 1976. An Equal Opportunity Employer. Send credentials to Donald Dike, Department of English. A.W. Hoffman, Chairman.

SLIPPERY ROCK STATE COLLEGE, SLIPPERY ROCK, PA 16057

ENGLISH

Rank according to qualifications, for person to teach journalism courses, supervise student newspaper and journalism internships; remainder of teaching in freshman composition and/or literature courses. Ph.D. plus teaching experience required; 19th or 20th century American literature specialization, publications desirable. Send resume and transcripts to Dr. Stephen Curry, Chairperson, Search Committee, Department of English. Closing date for applications: 15 July 1976. An Equal Opportunity/Affirmative Action Employer.

FROSTBURG STATE COLLEGE, FROSTBURG, MD 21532

ENGLISH

English Instructor. One-year replacement position, teaching 9 hours freshman composition, 3 hours sophomore literature. Minimum: M.A., 2-terms experience teaching above courses. Preferred: further graduate work, experience with competency-based instruction. Salary range: \$10-\$13,000. Application deadline: 30 June 1976. Affirmative Action Employer. Send letter and vita to Don Smith, Head, Department of English.

VIRGINIA POLYTECHNIC INSTITUTE & STATE UNIVERSITY, BLACKSBURG, VA 24061 ENGLISH The Department of English seeks at least three assistant professors, Ph.D. in hand. Primary responsibility: freshman composition. Other fields of competency: Milton, 17th Century, English as a Foreign Language, Linguistics, Anglo-Saxon/Medieval. Apply to Professor Hilbert H. Campbell, Department of English. Deadline: 5 July 1976. An Equal Opportunity/Affirmative Action Employer.

NORTH CAROLINA WESLEYAN COLLEGE, ROCKY MOUNT, NC 27801

ENGLISH

Assistant Professor, English. Candidates should have (1) Ph.D. completed; (2) emphasis on Renaissance and medieval literature, preferably with interest in the history of the English language; (3) an enthusiasm for teaching freshman composition; (4) teaching experience. We regret we will be unable to answer all applications, and in the event a campus interview seems appropriate, to pay the candidate's travel expenses. Send applications to Dr. Raymond E. Bauer, Academic Dean.

CASE WESTERN RESERVE UNIVERSITY, CLEVELAND, OH 44106

September 1976: Assistant Professor, Ph.D. in hand; two-year appointment with possibility of renewal. Required: specialization in 18th century British literature with strong competence in at least one other literary area or area of related skills, e.g., writing, journalism, or film. Vitas should be sent immediately to Roger B. Salomon, Chairman, Department of English. An Equal Opportunity/Affirmative Action Employer.

COLLEGE OF WOOSTER, WOOSTER, OH 44691

ENGLISH

Position for someone trained as a generalist, but with a background in 19th and 20th century English literature and in drama, an interest in underclass cross-disciplinary programs, and experience in teaching composition. Ph.D. required. Affirmative Action/Equal Opportunity Employer. David Moldstad, Chairperson, Department of English.

ANTIOCH COLLEGE, YELLOW SPRINGS, OH 45387

AMERICAN LITERATURE/CREATIVE WRITING

Creative writer, especially of fiction, with American literature competence, or a specialist in American literature with competence in fiction writing. Antioch is an Affirmative Action/Equal Opportunity Employer and encourages applications from minorities and women. Send résumés to Personnel Department, Antioch College.

DE PAUW UNIVERSITY, GREENCASTLE, IN 46135

CREATIVE WRITING

An appointment will be made in creative writing (primarily fiction) at the rank of instructor or assistant professor, beginning the second semester of the 1976-77 school year, with a possibility of beginning in the first semester. Ph.D. (or A.B.D.), or M.F.A. with publication in fiction and proved ability to teach composition. Publication of poetry only not sufficient. Department of English.

UNIVERSITY OF SOUTH DAKOTA, VERMILLION, SD 57069

Assistant Professor of English Linguistics, to teach transformational grammar at upper division/ graduate level, traditional grammar at sophomore level, and freshman composition. Apply by 15 July 1976 to Panhaol Block Chairman Dopartment of English Faugl Opportunity/Affirmative

Assistant Prof. of English, to teach several sections of freshman composition, technical writing, and remedial composition; probably at least one upper-division course in American lit. Ph.D. in American lit. required, with experience in technical writing and teaching remedial composition. Salary commensurate with experience. Starting date: 1 Sept. 1976. Appointment permanent, subject to contract provisions for achieving tenure status. Send applications and vitae to Dr. Mary Clearman, Chairman, Department of Languages and Literature. Deadline: 30 June 1976. Equal Opportunity/Affirmative Action Employer.

MILLIKIN UNIVERSITY, DECATUR, IL 62522

Several part-time positions available for freshman composition, and possibly in journalism/mass media, for the fall of 1976. A.B.D. and teaching experience required for composition, M.A. for journalism. Will be interviewing on campus. Patricia Rice Sandoval, Chairman, English Dept.

UNIVERSITY OF BENGHAZI, BENGHAZI, LIBYAN ARAB REPUBLIC

Twenty ESL positions in Department of English. Requirements: M.A. in TESL or applied linguistics and two years of teaching experience. Applicants lacking experience might be considered. If the B.A. degree is in TESL, the M.A. may be in another field such as literature. Applicants must have native-level fluency in English. Salaries begin at U.S. \$11,450, with increments for experience possible; housing allowance equivalent to U.S. \$235 per month for single person, \$337 per month for married couple; round-trip transportation paid at beginning and end of contract. Contract terms: contracts are for two years, with ten months' residency in Benghazi per annum and two months' leave in July and August. It is regretted that it is not possible to make arrangements for unmarried women. Applicants should send a résumé and covering letter as soon as possible via registered airmail. Address all correspondence to: Academic Appointments Office, University of Benghazi (Gar-Younis), Benghazi, Libyan Arab Republic.

One two-year position will probably be available for someone with a Ph.D. (in hand) and with a background in generative-transformational syntax and phonology. Must have speaking knowledge of Portuguese or Spanish. Additional training in sociolinguistics desirable. Position requires teaching two-three courses per semester plus dissertation advising in Master's degree program. Salary at current exchange rates: approximately U.S. \$15,000 per year. Profa. Marianne Esztergar, Coordenadora, Pos-Graduacai em Linguistica, Pontificia Universidade Catolica de Campinas, Caixa Postal 317, 13100 - Campinas, SP, Brazil.

FREE UNIVERSITY OF BERLIN, JOHN F. KENNEDY INSTITUTE

The John F. Kennedy—Institute for North American Studies at the Free University of Berlin announces a vacancy for a Professor (AH 5) in the field of American Studies. Tenured position for a teacher and scholar with experience in main fields of American Studies (such as, for instance, minorities, popular culture, women's studies, history and theory of American Studies). Applicants (Ph.D.) should be willing to cooperate in interdisciplinary projects and to participate in administrative duties. A good working knowledge of German is required. Applications, including curriculum vitae, list of publications, experience in teaching and research, should be submitted not later than 1 October 1976. Address: John F. Kennedy—Institut fur Nordamerikastudien, Freie Universitat Berlin, Lansstrasse 5-9, D-1000 Berlin 33. Further information on request.

UNIVERSITY OF PUERTO RICO, RIO PIEDRAS, PR 00931

Probable opening for one or two linguists with doctorate, preferably with specialties in American dialectology and Psycho and Quantitative Linguistics. Good knowledge of Spanish recommended. Thomas Noel, Chairman, Department of English.

WESTMINSTER CHOIR COLLEGE, PRINCETON, NJ 08540 FRENCH/GERMAN/ITALIAN/REMEDIAL READING
(1) Full-time position, Ph.D. preferred, to teach elementary and intermediate French and German.

(2) Part-time position in elementary Italian. Ph.D. preferred.

(3) Part-time position in developmental/remedial reading. Prefer Ph.D. but will consider other applicants.

Westminster is a private music college. Applications to Mrs. Nicholas, Chairman, Arts and Sciences Department.

UNIVERSITY OF MASSACHUSETTS, AMHERST, MA 01002

Assistant Professor of Japanese, beginning fall 1976, on a regular, renewable contract. Requirements: Ph.D. (or equivalent) in linguistics; competence and willingness to teach all levels of Japanese language and Japanese linguistics. Affirmative Action/Equal Opportunity Employer. Ching-mao Cheng, Chairman, Department of Asian Studies.

MANHATTANVILLE COLLEGE, PURCHASE, NY 10577

Two part-time openings in Department of Spanish in Grammar and Literature. Marta de la Portilla, Chairman.

Opening for a generalist to teach freshman composition, sophomore literature (Types of Lit.), and advanced work such as Modern Novel, Romantic and/or Victorian. Charles Frank, Chairman, Department of English.

UNIVERSITY OF MISSOURI, ROLLA, MO 65401

(1) English. Composition teacher; M.A. or Ph.D.; beginning 19 August 1976. Subject to funding. Applications to W. Nicholas Knight, Chairman, Department of Humanities. (2) Teacher of technical writing and other writing courses, 1976-77, starting 20 August 1976. Salary competitive. Ph.D. Vitae to W. Nicholas Knight, Chairman, Department of Humanities. Equal Opportunity/Affirmative Action Employer.

SOUTHWEST MISSOURI STATE UNIVERSITY, SPRINGFIELD, MO 65802

Instructor. English and Education—teach composition fall semester; supervise student teachers, all disciplines, spring semester; summer work not guaranteed. M.A. or M.A.—plus in English required, plus public school teaching experience in English. Base salary \$9,000, plus increments for experience and any study past M.A. Inquire: George Gleason, Head, Department of English. Equal Opportunity Employer, M/F.

FORT LEWIS COLLEGE, DURANGO, CO 81301

Temporary one-term position, January through April 1977. Ph.D. required. Apply only if qualified in all four areas: Engl. Romantics, Engl. Survey, Creative Writing, Freshman Composition. Equal Opportunity/Affirmative Action Employer. Maynard Fox, Chairman, Dept. of English/Theater.

Temporary lectureship open for academic year 1976-77; slight possibility of renewal for additional year. Requirements: D.A. or Ph.D. in English completed no later than 15 August 1976; minimum of 2 years part-time college teaching experience, including composition and lower-division American literature. Desirable: background in minority literatures, appropriate publications, and professional activities. Deadline for applications: 2 July 1976. Reply to William A. Gibson, Chairman, Department of English and Philosophy, Box 8056, ISU. Equal Opportunity/ Affirmative Action Employer.

CALIFORNIA STATE COLLEGE, BAKERSFIELD, CA 93309

Communications expert: Ph.D. in English with emphasis Communications, Language Arts, Mass Media, or with experience professional communications. Strong theory and core courses to implement new communications area. Also teach composition and some English or American lit. Practical work forensics, debate, newspaper and/or yearbook. Classroom and/or professional

ATTENTION ONLYERSTIT IN CATRO, NEW TORK, NI One position for graduate program in TEFL. Teach courses and guide research in English grammar and psycholinguistic factors in language learning. May also teach history of English. Ph.D. degree and postdoctoral teaching experience at an accredited English-medium college or university required. Minimum teaching load nine hours per semester. Two-year appointment with furnished housing and roundtrip family travel. Submit résumé to Dean of the Faculties, The American University in Cairo, 866 United Nations Plaza, NY, NY 10017. Equal Opportunity Employer.

GESAMTHOCHSCHULE KASSEL, FEDERAL REPUBLIC OF GERMANY

There will be a number of openings for Lektors in the Department of English, as of 1 October 1976, to run for a year. Candidates should have TESL experience and have an interest in preparing future teachers of English. Qualifications: M.A. in English, linguistics, or related field, preferably with TESL degree or certificate. Salary scale: BAT 2a. Deadline for applications: 6 July 1976. Applications, including curriculum vitae, a list of courses taught in TESL or related subjects, and two references should be addressed to the GhK, der Grundungsprasident, 35 Kassel, Postfach 10 13 80.

SLIPPERY ROCK STATE COLLEGE, SLIPPERY ROCK, PA 16057

Spanish. One-year terminal appointment, September 1976. Associate Professor level. Ph.D. required. Five years college teaching experience. Candidate must be genuinely committed to effective undergraduate teaching at all levels of language, literature, and culture. Deadline for applications: 15 July 1976. Send dossier and transcripts to Charles Tichy, Chairman, Department of Modern Language. Affirmative Action/Equal Opportunity Employer.

PENNSYLVANIA STATE UNIVERSITY, UNIVERSITY PARK, PA 16802

FRENCH/SPANISH/HUMANITIES

(1) Assistant Professor of French, University Park campus, specialties in linguistics, methodology and/or civilization. Native or near-native fluency. Doctorate and some publications.

(2) Assistant Professor of French and Spanish, DuBois campus. Doctorate required.

(3) Assistant Professor of French with interdisciplinary competency in English, humanities, Worthington Scranton campus. Doctorate required.

Applications to Richard L. Frautschi, Head, Department of French, PSU, University Park, PA 16802.

VANDERBILT UNIVERSITY, NASHVILLE, TN 37235 Opening for September 1977 for assistant professor or associate professor of Russian. Requirements are a completed Ph.D., teaching experience, publications, and fluency in Russian and English. Applicants should be able to teach the Russian language and Russian literature. A specialist in 19th century literature is preferred, although persons in other literary periods will be considered. Equal Opportunity Employer. Contact: Prof. Phillip H. Rhein, Chairman, Department of Germanic and Slavic Languages.

HEIDELBERG COLLEGE, TIFFIN, OH 44883

Expect an opening for a substitute in the rank of instructor, or assistant professor, for 1976-77. Teaching assignment would include two beginning sections. Applicant should also be qualified to teach methodology, third-year grammar and composition, German civilization, and/or some phase of German literature, by mutual agreement. Minimum requirement two years of successful teaching experience. Affirmative Action/Equal Opportunity Employer. Frank D. Horvay, Chairman, Department of German.

VALPARAISO UNIVERSITY, VALPARAISO, IN 46383

Department of Foreign Languages is anticipating a vacancy on the instructor or assistant prof. level to teach French language, literature, and civilization, and one course in beginning and intermediate Russian. Please arrange for credentials to arrive concurrently with letters of application. Equal Opportunity/Affirmative Action Employer. Applications and credentials to John Helms, Chairman, Department of Foreign Languages.

VALPARAISO UNIVERSITY, VALPARAISO, IN 46383

SPANISH

Soliciting applications for two positions in Spanish on the instructor level, native or nearnative fluency required. Generalists with master's or A.B.D. with expertise in two of the following are urged to apply: basic linguistics, contemporary Latin American literature, conversational and professional Spanish. Please arrange for credentials to arrive concurrently with letters of application. These are previously unannounced positions. Equal Opportunity/ Affirmative Action Employer. Applications and credentials to John Helms, Chairman, Dept. of Foreign Langs.

SAGINAW VALLEY COLLEGE, UNIVERSITY CENTER, MI 48710

Part-time vacancy in German: Instructor needed to teach 3-7 hours of intermediate or upperdivision German. Native or near-native fluency, teaching experience required. Lynn Herkstroeter, Chairperson, Department of Modern Foreign Languages.

CARLETON COLLEGE, NORTHFIELD, MN 55057

One-year opening in French for 1976-77, with emphasis on language teaching on the elementary and intermediate levels, including conversation courses. W. Richard Cantwell, Chairman, Department _ of Modern Languages.

U OF ILLINOIS, URBANA, IL 61801

Possible opening for a visiting assistant professor of Russian literature. Nineteenth century specialist preferred, completed Ph.D. and near-native fluency in Russian required. Equal Opportunity/Affirmative Action Employer. M. Friedberg, Head, Slavic Languages and Literatures, 3092 Foreign Language Building.

SOUTHERN ILLINOIS UNIVERSITY, EDWARDSVILLE, IL 62026

FRENCH

French: term position, 1976-77. Assistant professor; Ph.D.; qualifications to teach lower-level German also desired but not required. Equal Opportunity and Affirmative Action employer; applications from women and minorities are encouraged. Letters of application accepted through 15 July 1976. Dan Romani, Chairman, Department of Foreign Languages and Literature.

AMERICAN GRADUATE SCHL OF INTL MANAGEMENT, GLENDALE, AZ 85306

Need associate professor for fall semester to design a beginning Arabic language program. Candidate will also be expected to teach occasionally a seminar on contemporary political and economic developments and trends in the Arab world. Candidates should have native-level fluency in Arabic and be familiar with the audio-lingual method. Salary negotiable. Applications to be sent to Chairman, Department of Modern Languages, American Graduate School of International Management, Thunderbird Campus, Glendale, AZ 85306.

SAN DIEGO STATE UNIVERSITY, SAN DIEGO, CA 92182

FRENCH/ITALIAN

Fall 1976. Possible temporary part-time positions for lower-division courses in French and Italian; contract by semester; M.A. required. Affirmative Action/Equal Opportunity Employer. Elizabeth R. Jackson, Chairperson, Department of French and Italian.

UNIVERSITY OF CALIFORNIA, LOS ANGELES, CA 90024

Possible opening for candidate in modern Greek language and literature with thorough grounding in Classical Greek philology. Ph.D. required. J. Norman Austin, Acting Chm., Classics Dept.

UNIVERSITY OF CALIFORNIA, SANTA BARBARA, CA 93106

Plan to make a senior appointment in German literature (19th and 20th centuries), effective 1977. Substantial publication and teaching experience required. Equal Opportunity Employer. John T. Waterman, Chairman, Department of Germanic and Slavic Languages and Literatures.

MONTEREY INSTITUTE OF FOREIGN STUDIES, MONTEREY, CA 93940

Translation and Interpretation Department is searching for graduates

T&I

UNIVERSITY OF SYDNEY, NSW, AUSTRALIA

Applications invited for the Chair of Italian which became vacant on death of Prof. Frederick
May. Salary at rate of \$25,955 (Aust.) per annum. Statement of Conditions of Appointment and
Information for Candidates may be obtained either from the Secretary-General, Association of
Commonwealth Universities, 36 Gordon Square, London, WClH OPF, or from the Registrar, University
of Sydney, N.S.W. 2006, Australia, with whom applications close on 31 July 1976.

NORTHWEST COMMUNITY COLLEGE, POWELL, WY01682435

SPANISH/ENGLISH

Opening for fall 1976 for an instructor in Spanish/English, for one year only. Assignment will be to replace professor on sabbatical. Jeannette Smith, Chairman, Division of Humanities.

UNIVERSITY OF MARYLAND, COLLEGE PARK, MD 20742

Minimum requirements include the doctorate, extensive instructional and administrative experience, and significant participation in professional and scholarly organizations. Candidates should possess ability to address broad range of current educational concerns, to manage successfully a complex organization, and to assume responsibility for the decision-making process. Applications, accompanied by vita and names of three referees, to Robert A. Corrigan, Chairman, Education Dean Search Committee, College of Education, Room 3119, by 15 September 1976. Equal Opportunity/Affirmative Action Employer.

MANHATTAN COLLEGE, BRONX, NY 10471

RUSSIAN/ITALIAN

Depending on enrollment and budget, a part-time opening in Russian <u>and</u> a part-time opening opening in Italian for the 1976-77 fall term. Letters will be kept on file but cannot be acknowledged. We are an equal opportunity employer. T.R. Milligan, Chm., Modern Foreign Langs.

Assistant Professor, starting 30 August 1976, capable of teaching broad spectrum of courses at all levels, from freshman to postgraduate. Person with several specialties will be more at home in this dept. than the person who has only one. Selection will be determined partly by departmental needs in areas of Modern British and Irish Literature, Minority Literature, especially the literature of Black America, Women's Studies, and Writing. Teaching load 12 semester hours, with minimum 5 office hours per week. Ph.D. in English or equivalent required, plus 3 years college teaching experience (part-time teaching and teaching assistantships may be counted). Salary: \$12,886. All appointments subject to availability of funds. Affirmative Action/Equal Opportunity Employer. Closing date: 8 August 1976. Résumé and letters of reference to Personnel Committee, c/o Prof. James Lacey, Department of English, Eastern Connecticut SC.

CALIFORNIA STATE COLLEGE-STANISLAUS, TURLOCK, CA 95380

ENGLISH, SPANISH/FRENCH

(1) Tenure-track opening beginning fall semester 1976 for composition specialist, preferably with training in remediation and some administrative experience; applicants should have strong background in Elizabethan & 17th century English lit. Ph.D. required. Salary range from \$12,120 to \$17,916, depending on qualifications & experience.

(2) One-year opening for Lecturer to teach Spanish (2/3) and French (1/3), beginning Sept. 1976. Ph.D. and teaching experience required. Candidate must have strong commitment to teaching language courses and display native or near-native fluency in both languages. Specialization in Spanish linguistics and/or Chicano lit. highly desirable.

Applicants for both positions should apply to James P. Jensen, Chairman, Department of English and Foreign Languages, CSC-Stanislaus, 800 Monte Vista Avenue, Turlock, CA 95380. CSC is an Affirmative Action/Equal Opportunity Employer.

RUTGERS UNIVERSITY, NEW BRUNSWICK, NJ 08903

SPANISH/PORTUGUESE

One-year appointment, 1976-77, assistant professor able to teach Portuguese and undergraduate Spanish courses. Applications to Jose Vazquez-Amaral, Chairman, Dept. of Spanish and Portuguese. Equal Opportunity/Affirmative Action Employer.

FORT LEWIS COLLEGE, DURANGO, CO 81301

ESL/ENGLISH COMPOSITION

Temporary, one-year position for person with training in English-as-a-Second Language and English composition, with experience in teaching American Indian and Chicano students. Applications to Mary-Jean Moseley, Director, Division of Cultural Studies.

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ASSISTANT TO THE DIRECTOR OF SPECIAL PROGRAMS, MLA

ADMINISTRATION

Modern Language Association seeks individual for administrative position in New York headquarters to assist with writing and coordination of materials relating to MLA Divisions and association governance. High level of organizational ability required. Extensive record keeping and correspondence involved. Good writing skills essential. Advanced degree in language and literature preferred but not required. Competence in a foreign language desirable. Relevant administrative experience important. Interview in New York City required, at candidate's expense. No funds available for relocation expenses. Minimum salary \$11,400. Position available 1 July 1976. Please do not phone; send letter and résumé by 25 June 1976 to Cheryl Hurley, Director of Special Programs, Modern Language Association, 62 Fifth Avenue, New York, NY 10011. MLA is an Equal Opportunity Employer.

ASSISTANT TO THE DIRECTOR OF RESEARCH PROGRAMS, MLA

Modern Language Association seeks individual for administrative position in New York headquarters to assist in developing new publications and research projects. Extensive correspondence and routine clerical work also involved, including permissions, review of manuscripts, and analysis of present publications. Good writing skills essential. Advanced degree in language and literature required, preferably in comparative literature. Interview in New York required, at candidate's expense. No funds available for relocation expenses. Minimum salary \$11,400.

Position available 1 August 1976. Please do not phone; send letter and résumé by 25 June 1976 to Walter Achtert, Director of Research Programs, Modern Language Association, 62 Fifth Avenue, New York, NY 10011. MLA is an Equal Opportunity Employer.