A half-page photograph of Jean Andrews holding two red Cubanelle peppers up by her ears appeared in the Houston Chronicle, accompanied by a terrific review of her latest work on peppers—The Pepper Cookbook: 200 Recipes from the Pepper Lady's Kitchen. It was a "beam me up, Scotty," sort of delightful photograph in full color.

Laura Wilson had the tables turned on her in the latest edition of F!D in the Dallas Morning News. Photographs of Laura in her foyer surrounded by her photographs and Avedon's photographs was the lead photograph in a piece detailing her new book, Avedon at Work: In the American West. "She shadowed the Shadower," Larry McMurtry writes in the book's forward, "and showed us as much as can be shown of how his work was done." Laura worked as project researcher and Avedon's assistant on his project of photographing the American West. Laura was working on the current exhibition of Avedon's work at Fort Worth's Amon Carter Museum when he suffered his deadly stroke last year.

L. D. and LaVerne Harrell Clark are scheduled to appear on the "Langdon Week-End of Readings by Authors/Photographers at the Langdon Center in Granbury in celebration of the 2005 issue of The Langdon Review, the new literary magazine, published by Tarleton State University. The new issue is spotlighting the Clarks and their work. LaVerne will read a chapter entitled "Their Eyes Were On the Chickadee," from her novel-in-progress, "The Restoration." The excerpt is illustrated by her black and white landscapes. L. D. Clark, who has contributed a short story and an essay to the issue, will be appearing on a separate program. The Clarks will also be reading and signing at the Bandera Book Festival. LaVerne also had an essay entitled "Mari Sandoz & Her Legacy" with her photos appear in the Summer issue of *Whispering Wind*, a magazine focusing on the American Indian.

The Alcalde has announced that Jean Andrews, a Distinguished Alumna of UT, has a new book published, *The Peppers Cookbook: 200 Recipes from The Pepper Lady's Kitchen*, published by UNT Press. In the same issue, there is a piece on Liz Carpenter and her philosophies. Liz says, "I think the keys to success are sharing and having a generous heart and a sense of humor. . . . I'm 84 years old and still earning my own living. . . . I want to keep on writing as long as I can and sell my words."

Mike Campbell, Regents's Professor at UNT, edited *Frederick Law Olmsted's A Journey through Texas, Or A Saddle Trip on the Southwestern Frontier* (The Library of Texas. Degolyer Library & William P. Clements Center for Southwest Studies at SMU. He published a chapter, "The First African-American Public Officials in Texas: Voter Registrars in 1867," in Donald Willet and Stephen Curley (eds.) Invisible Texans: Women and Minorities in Texas, McGraw Hill.

Donald Chipman's, Professor Emeritus at UNT, most recent book is *Moctezuma's Children: Aztec under Spanish Rule, 1520–1700*, published by the University of Texas Press.

Already circulated separately by the AAP, we were asked to share this letter from the sales manager at New Orleans' Pelican Publishing:

All of us at Pelican would like to thank everyone in the bookselling and publishing community for the words of support that we've received in the wake of Hurricane Katrina. Phone calls from customers, fellow publishers, and others have been coming in, and are a great support to us.

Based on the reports we have received, we believe that our community on the West Bank of New Orleans in Gretna may not have experienced the massive flooding affecting central New Orleans on the East Bank due to the

levee breaches. We are hopeful that our facility and inventory may not have experienced great damage, but reliable information is hard to come by. We hope to make a full assessment as early as Monday.

With the situation in New Orleans so volatile, we are working closely with our wholesale and retail partners out of the area. Ingram, Baker and Taylor, and other wholesalers have a significant inventory of Pelican titles, so retail customers can contact their usual wholesale supplier for our books. We ask all our customers, retail and wholesale, to hold returns for the moment. As you can imagine, there is simply no way to receive them for the immediate future. We hope the situation in New Orleans stabilizes soon, and we will work actively to resume business operations as soon as possible. Our website is up and running at www.epelican.com <http://www.epelican.com/>, where we post additional information and updates. You can also call us at 504-717-4131 or 863-357-9980.

We face many challenges right now. A major problem has been lack of communication. Cell phone service is completely disrupted, so that even those of us who evacuated out of the area (we hope and believe that is

most and perhaps all of our staff) cannot get in touch with one another via cell phone. We have been in touch with some staff members via their home email accounts, but not all, and of course we are very concerned about the rest. Everyone we've reached so far has reported that they are safe, sound, and out of the city, but there are many, many staff with whom we are not in contact.

What people may not realize is that this storm did come up on us as a bit of a surprise. It was originally not predicted to affect the area. When the storm track shifted west, it was a Friday night, and many New Orleanians were at the Saints preseason game or otherwise letting the good times roll. This general state of ignorance continued even until Saturday, and when the magnitude of the threat became apparent, there was a mad scramble just to get out of town as soon as possible. Past evacuations from approaching hurricanes had proven extremely long and difficult, some Pelican staff members needed from 12-17 hours to get from New Orleans to Baton Rouge, a distance of about 88 miles. So once the community was aware of the threat, most people focused on one thing and one thing only: getting themselves and their loved ones out as soon as possible.

We are concerned not only about our staff members but also our many authors who live in New Orleans, and indeed across Southeastern Louisiana and the entire Gulf Coast. We're concerned about our retail and wholesale

partners in the area; these are not only our business associates but our friends. We hope they, their families, and their loved ones are safe. We intend to be up and running as quickly as we can. We thank you again for your concerns, for your prayers, and for your support.

Best, Joseph Billingsley Sales Manager It's time to start thinking about Pop Culture again! The 2006 SW/TX PCA/ACA conference will be held February 8 - 11, 2006, in Albuquerque, New Mexico, at the the Hyatt Regency Conference Hotel in downtown Albuquerque, ideally located just off historic Route 66. There are great restaurants, pubs, and a multiplex within walking distance. The hotel rates are low and include an even lower graduate student rate. Here is how to contact the hotel:

Hyatt Regency Albuquerque 330 Tijeras Albuquerque, NM 87102 Phone: 1.505.842.1234 Fax: 1.505.766.6710 http://albuquerque.hyatt.com

Once again I am putting together the creative writing readings for the Southwest/Texas Popular Culture Association conference (<u>http://www.swtexaspca.org</u>). The submission deadline is **November 15**. See the SWPCA/ACA website for participant fees. You may submit to me in the following ways:

Surface mail:

Dr. Jerry W. Bradley, Dean College of Graduate Studies Box 10078 Lamar University Beaumont, TX 77710

Electronically (please send your submissions as a Word attachment):

jerry.bradley@lamar.edu

Fax: 409 880-1723

Your (1) e-mail address, (2) surface mail address, and (3) academic affiliation [if any] <u>must</u> accompany your submission.

As always, you must be registered prior to the meeting. No exceptions! The registration deadline will be **31 December 2005.**

All participants must register via the SWPCA registration link on the web site.

A preliminary program will appear online following the registration deadline. The SWPCA cannot accommodate special scheduling requests for presentation times. However, if you have special requests, include those with your submission and I'll do the best I can to assist you. No promises however! I'm not in charge of scheduling and cannot assure you a particular time or day.

If you need a DVD player, please let me know when you make your submission to me. **The organization will be unable to honor DVD requests beyond the registration deadline.**

I realize most of you will be depending upon your institution for travel support, so please check the conference fees before applying. Albuquerque is an outstanding conference location, but the rates are reasonable for such a premier destination. **Do not apply if you do not plan to attend.**

All participants must also be current members of the PCA or ACA. No exceptions. I have no authority to grant you any fee exemption.

Please encourage graduate students to submit to the Jerry Bradley Award in creative writing. The Jerry Bradley Award is presented to the graduate student who writes the best creative writing prepared for a SW/TX PCA meeting:

http://www.h-net.org/~swpca/Awards/awards_list.htm#bradley_award

The Award includes a prize of \$100 and inclusion in the conference Proceedings. Students should submit either one short story or two poems (two copies) that will be read at the SW/TX PCA meeting. (Do not submit entries via email.) The deadline for receipt of papers is **January 10, 2006. I do not judge the submissions.** To submit papers for the Bradley Award, contact:

Professor Jill Patterson English Department Box 43091 Texas Tech University Lubbock, TX 79409-3091 Phone: 806.742.2500 Ext. 249 jill.patterson@ttu.edu

Please help me spread the word. I look forward to hearing from you and your colleagues and to seeing you in Albuquerque.

P.S. – On a related matter, this year I am also chair for the Creative Writing-Fiction sessions for the PCA/ACA national conference to be held April 12-16, 2006, at the Atlanta Marriott Marquis Hotel. Deadline for submissions to the national conference is not yet posted but is likely to be November 1, 2005. <u>http://www.h-net.org/~pcaaca</u>

P.P.S. – To avoid confusion, please specify to which conference you are submitting.

We unfortunately have some members, one in particular, who go crazy every August because of the unrelenting Texas heat. They defy all reason and logic and warnings from others. Here is a note from one of them:

Dear Fran,

I thought I'd report in and let you know that all went well in yesterday's Hotter'n Hell Hundred. Feeling the vibes were right, I decided to go the hundred-mile route and felt great doing it. The temperature was mostly right, and the humidity, high though it was, didn't bother me, and I sailed home the last 15 miles fast, zipping along at better than 30 mph for a good spell and cruising along at 20 or better for another neatly sustained spell. I know, too, how inspirational you've been through the years in encouraging me in this fine endeavor, and knew you'd want to know that all turned out well. At about the 50-mile mark I got amused. I pulled into a rest stop to refill a water bottle and inhale some orange slices, then noticed a bunch of guys in the back of the tent enclosure lying on mattresses with looks on their faces that suggested they'd been a part of better entertainment before.

Turns out, too, that the 100-mile route was really 101.7 miles long, but that wasn't a real concern because I pedaled the three miles to the starting line to begin with then pedaled myself back home feeling, as they say, right good.

All best, Jim Hoggard

I rest my case.—Fran Vick

Judy Alter does it again, turning in a sterling column of The Art of Writing for Kids, in the Dallas Morning News. Judy writes about Jane Roberts Wood's, Mocha, the Real Doctor; Bryan Wooley's Home Is Where the Cat Is and Mr. Green's Marvelous machine; Joyce roach's Cowgirl of the Rocking R and Horned Toad Canyon.

Joe R. Lansdale's A FINE DARK LINE, about a boy "consumed by the contents of an old tin box that carries the secrets of a small town's past," to Traveling Light producer Adam Friedman, who will also direct.

Ownership Change Likely for Granta

Owner of Granta Books and Granta Magazine Rea Hederman (who also owns the NY Review of Books) is contemplating retirement and talking to potential buyers for the properties, according to Publishing News.

Bill Minutaglio's BEYOND HUMBLE, a biography of U.S. Attorney General Alberto Gonzales, to Rene Alegria at Harper, for publication in English and Spanish in summer 2006, by David Hale Smith of DHS Literary (world). david@dhsliterary.com

GAO Study Looks At Rise In Textbook Prices

The Government Accountability Office is releasing a study today that says the average college student spends about \$900 annually on textbooks and supplies. The study also finds that textbook prices have risen 186 percent since 1986--well over double the rise in general consumer prices of 72 percent, though below the 240 percent increase in college tuition and fees. The GAO also finds that "there is a growing practice by publishers of including expensive new supplements and limiting the opportunity for students to purchase used textbooks," the SF Chronicle reports. "In addition, the publishers are issuing frequent new editions and charge more in the United States for the same textbooks that they offer at discounted rates in other countries, the report asserts."

At the same time, the study notes that some of the price increases have paid for extensive electronic aids for both students and teachers.

The study was commissioned by Rep. David Wu of Oregon because "there was little unbiased data for policy makers on how much textbooks cost and why prices were rising," according to the AP. Some of the most publicized findings appear similar to recent assertions by student activists. Also similar was the immediate reaction of the AAP, once again saying the study is wrong.

The full report is due to be released later today. Inside Higher Ed judges that the study "is unlikely to resolve this war of words and numbers."

Robert Miller's column in the Dallas Morning News reports that "A compelling piece by noted Western author **Elmer Kelton** of San Angelo on the history of cattle ranching in the state," is one of the feature articles in the new sesquicentennial edition of the *Texas Almanac*.

Tracy Daugherty's latest collection of short stories and a novella, *Late in the Standoff*, "offers engaging blends of characters and relationships set in Texas and Oklahoma in the late 20th century," according to the Dallas Morning News. In the same issue, **Kinky Friedman's** *Texas Hold "Em*, is described as a wide-ranging collection of essays and observations about Texas and Texans, and an "Outrageous Winner."

Also in the August 7, 2005, edition of the *Dallas Morning News*, Betty Wiesepape "sets the record straight on" J. Frank Dobie, who was NOT a founder of TIL, which most of the membership knew who knew anything about the formation of the group, but apparently the rest of the world did not. Now the record is straight.

Quills Announces Nominees; Williams, Stewart to Appear

by Jim Milliot -- 8/4/2005 Article

The Quills announced today that winners of its inaugral Quill Awards will be announced Oct. 11 in a ceremony hosted by NBC Nightly News anchor Brian Williams. Also scheduled to make an appearance: The Daily Show's Jon Stewart and comedian/actor Robert Klein. Williams' selection as host was announced this morning by Reed Business Information and NBC Universal Television Stations, which joined together earlier this year to create the new event to honor excellence in book publishing. (PW is owned by Reed Business Information.)

This morning's announcement also included the 95 Quill nominees, all of which were chosen by a panel of booksellers and librarians. Winners in the 19 categories will be determined by the reading public in a voting process scheduled to run from Aug. 15 through Sept. 15. A complete list of all the nominees can be read on the Quills Web site.

Among the major categories, A Long Way Home by Nick Hornby; Gilead by Marilynne Robinson; The Mermaid Chair by Sue Monk Kidd; The Plot Against America by Philip Roth; and Zorro by Isabel Allende were the nominees in general fiction. In biography/memoir the nominees were: Chronicles: Volume One by Bob Dylan; The Glass Castle: A Memoir by Jeannette Walls; His Excellency: George Washington by Joseph Ellis; Magical Thinking: True Stories by Augusten Burroughs; and Will in theWorld: How Shakespeare Became Shakespeare by Stephen Greenblatt.

Nominees for the debut author of the year were Stephanie Kallos for Broken for You; Mireille Guilian, author of French Women Don't Get Fat; Dave King for The Ha-Ha; Elizabeth Kostova for The Historian; and John Twelve Hawks for The Traveler.

Highlights of the event will be covered in a one-hour Quill Awards television special to be aired Oct. 22 on 14 NBC Universal owned & operated television stations

In Publishers Weekly:

Naomi Shihab Nye, *You and Yours* reviewed, "Redemptive moments and struggling households from south Texas to the Middle East dominate the ample, likable latest collection from the prolific Hye, whose Palestinian-American heritage forms part of the staging of these poems. . . . Part one covers Nye's personal experience at home with her child in San Antonio Witty prose poems alternate with clean-lined, moving verse reminiscent at times of Stanley Kunitz. Part two cov ers the Middle East with indignity and compassion, considering the blameless citizens for whom "to be able to say/ this is a day and I live in it safely,'for those I love, was all."

Steven G. Kellman, *Redemption: The Life of Henry Roth*, "The obvious hurdle in writing a biography of Roth is the 60-year gap between his first novel . . . and his second. Kellman, an English professor and author of seven previous scholarly works, makes a strong case against writer's block as the reason for the long silence. . . . Instead he suggests Roth deliberately withdrew from writing rather than allow his autobiographical fiction to confront his worst adolescent shames. . . . Kellman gives readers a thoughtful and objective perspective on Roth's life.

Rick Riordan, *The Lightning Thief.* "A clever concept drives Riordan's highly charged children's book debut (the first in a series): the Greek Gods still rule, thoughj now from a Mt. Olympus on the 600th floor of the empire State Building, and their offspring, demigods, live among human beings... Without sacrificing plot or pacing, Riodan integrates a great deal of mythology into the tale and believably places mythical characters into modern times, often with hilarious results this swift and humorous adventure will leave many readers eager for the next installment.

One other thing, and this is sterling: I just got a call from Lynn Hoggard from Tampere, Finland, and she was elected to the Board of Directors of FIT (the International Federation of Translators). Till soon.

Liz Carpenter hosted what she describes as "a midsummer night's watermelon thump" at her Austin home to honor her pal Carol Channing and Carol's husband of 2 years, Harry Kullijian. Alan Peppard reports that the couple were high school sweethearts but broke it off at her mother's insistence. They reunited in their 80s after she wrote about him in her memoirs, Just Lucky I guess.

Liz, who's known for her love of hot tubbing, has asked guests to dress "nearly naked," and join in for "a watermelon seed spitting contest."

H. W. Brands received a starred review in PW for his book due out in October, Andrew Jackson: a Life and Times. The review states, "Historian Brands, author of the bestselling The First American: The Life and Times of Benjamin Franklin, now turns to Andrew Jackson, illuminating both the mettle of a fascinating leader and the crucible in which American democracy was forged. . . . Brands argues that the populist Jackson changed the very nature of the presidency, vetoing more bills than all six of his predecessors combined; thwarting the bank of the United States; and in a dramatic test of wills, preparing for civil war when South Carolina threatened to secede over tariffs. . . . Brands meticulously renders Jackson's life, his ugly massacres of Indians as well as his triumphs, with unflinching detail. He also conveys the vagaries of war, life on the frontier, the perilous state of the union and the brassknuckles politics of the day. The result is a bracing, human portrait of both a remarkable man and of American democracy as it was transformed from a "government of the people" into a "government by the people."

The Dallas Historical Society, celebrating its 25th anniversary of presenting Awards for Excellence, has announced that Laura Wilson, will receive the Creative Arts Award. "Her reputation as a museum-level photographer of the American scene and her status as a go-to photographer for several international magazine covers has made her a name on two continents."

National Book Festival Planned for September Irving, Wolfe Among 80 Writers Scheduled

By Vanessa de la Torre Washington Post Staff Writer Friday, July 29, 2005; Page C08

Novelists John Irving, Tom Wolfe and Jonathan Safran Foer are among some 80 writers and artists scheduled to appear at the fifth annual National Book Festival in September, officials at the Library of Congress announced yesterday.

Organizers hope to draw 100,000 bibliophiles to the Mall during the day-

long festival Sept. 24; attendance has climbed steadily since the first festival was held in 2001 with a crowd of 25,000. Also In Style

- * The Unspeakable
- * Bye-Bye, Booty, Bye-Bye
- * Kennedy Center Plaza Is Postponed
- * Cable's Current Is More Eclectic Than Electric
- * GQ's Wild and Woolly Western
- * Style Section

The festival is a pet project of first lady Laura Bush, a passionate reader who started a similar event in Texas when her husband was governor. She is the official hostess and suggests to the organizers which authors to invite.

Among the writers scheduled to give readings and sign books are astronaut Buzz Aldrin, presidential biographer David McCullough, and E.L. Doctorow, the renowned author of "Ragtime" and "City of God," who was nearly booed off Hofstra University's commencement podium last year for making anti-Bush statements. ("I thought we were all supposed to speak out," Doctorow later told The Post. "Isn't that what this country is about?")

The festival features seven themed pavilions with writers reading and discussing their works, musical entertainment, and PBS storybook characters and professional basketball players doling out high-fives along the Mall. The Library of Congress will throw a dinner party the night before, where some of the invited authors will also read from their works.

This year's list of writers includes R.L. Stine at the teens-and-children pavilion, Gish Jen at the fiction-and-fantasy tent, plus best-selling mystery authors Tom Clancy and Sandra Brown, NBC News's Andrea Mitchell and New York Times columnists Thomas Friedman and David Brooks. (And for the easily star-struck: TV talk show host Leeza Gibbons will be headlining the home-&-family tent with celebrity home designer Chris Madden.)

The festival is adding a digital exhibit called "Creativity Across America,"

which features eight touch-screen computer kiosks where visitors can access the Library of Congress's digital archive of more than 10 million artistic artifacts, including music files, photographs and motion pictures. There will also be a Kids' Zone, an interactive gaming center intended to "bring to life the diverse stories . . . that make up America's creative fabric," according to a press statement. Returning this year will be the Veterans History Project, a collection of oral histories, letters, memoirs and photos recounting the war experiences of former and current service members.

The first National Book Festival took place in Washington three days before the Sept. 11, 2001, attacks, prompting Laura Bush to announce in a statement for the second annual festival that no terrorist threat could change "our love of books, reading and storytelling" with family and friends.

Jill Brett, director of communications for the Library of Congress, said the event celebrates "the joys of reading and the genius of American creativity. . . . We have something for every person, something for every literary taste."

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Non-profit Literary Arts Center Seeks University Without Walls Director

Starting date: ASAP

Gemini Ink is a community-based non-profit literary arts center serving readers and writers of all ages and levels of proficiency through creative writing workshops, readers' seminars, literary performances and readings, and interdisciplinary lifelong learning opportunities.

Summary Description

The University Without Walls (UWW) Director plans, implements, and evaluates Gemini Ink's university- and master-level classes, monthly readings, and other writing-focused events throughout the calendar/fiscal year. The Director is responsible for the efficient, timely, and detailed daily management of the three semesters of classes, workshops, and events (fall, spring and summer), including two fall and spring offerings (The Autograph Series, distinguished author visits, and The Mentor Program, limited enrollment distance learning.) The Director is responsible for ensuring that program policies, procedures, and budgets approved by the Board and/or Executive Director are accurately and efficiently implemented. The Director coordinates with the Communications Director to plan promotion of all UWW events, with an eye toward ongoing increases in both the number of participants served and program revenues. The Director works closely with the Managing Director regarding the UWW program's financial management and tracking. The Director's artistic initiatives in the hiring of faculty and program design are developed under the ongoing guidance of the Executive Director. The Operations Manager assists program staff with many ongoing tasks. All staff are collegial and helpful with one another's duties as needed.

Major Duties and Responsibilities

- Ensure that all UWW programming is responsive to the diverse needs of an ever expanding and wide-ranging constituency (writers and readers of greatly varying abilities, teachers, children, patrons interested in interdisciplinary study, patrons interested in the humanities, readers and writers of Spanish, etc.)
- Research and recruit potential faculty in consultation with the Executive Director
- Hire faculty and work with them to create coherent semesters of classes for our diverse constituency that are appropriate in level of difficulty, format, subject matter, and cost (both to the organization and our patrons)

• Work closely with the Communications Director to plan and coordinate both short- and long-term program marketing

• Collect signed contracts, bios, photos, course descriptions, etc. from faculty for use in catalogue and other promotional materials

- Arrange faculty travel and lodging in a cost-effective manner
- Prepare copy for course catalogue, and coordinate its production and mailing

• Schedule and manage class logistics and facilities, including participant count, hospitality, and faculty services, such as airport transportation

- Facilitate effective evaluation processes by both patrons and faculty
- Oversee and host faculty reading series, including its receptions

• Research opportunities for UWW collaboration with other arts organizations and coordinate relationships as these occur

• Manage program budget, with help of Managing Director and Executive Director

• Keep accurate financial and program management records

• Assist in identifying potential funders to underwrite Summer Festival and other UWW projects

• Work closely with Development Coordinator to report on current funding, as well as provide information about UWW for grant applications

• Work closely with Writers in Community (WIC) Director to facilitate collaboration between WIC and UWW

• Represent Gemini Ink to community groups, potential funders and program partners, as needed

- Recruit, orient, and supervise UWW interns, with help of Operations Manager
- Assist staff with other Gemini Ink programs and events, as needed.

The UWW director establishes and maintains good relationships inside and outside the organization, attending Gemini Ink events and other local gatherings. S/he moves comfortably in media, literary and other arts circles, and effectively engages others in Gemini Ink's activities.

Qualifications

- Widely read, with a passionate interest in writing and the literary arts
- Highly developed organizational skills and attentiveness to detail
- Excellent communication skills, both written and oral
- Ability to simultaneously manage creative and organizational tasks
- Excellent interpersonal skills
- Quick to learn new procedures and skills
- Committed to community service
- Non-profit arts management experience very much a plus, especially in the literary arts
- Proficiency in Spanish a plus
- Proactive style in program development and outreach
- Bachelor's degree (Literature, creative writing, English, a plus)
- Proficiency using the Worldwide Web
- Access to personal transportation
- Experience with Microsoft Office Suite
- Familiarity with graphics and layout procedures a plus
- Understanding of both PC and Mac platforms a plus

Salary and Benefits

- \$21,250/year for 32 hr. week, plus special events
- Health insurance
- UWW tuition benefits
- Excellent training in arts management
- Pleasant, flexible work environment

To apply send a cover letter and résumé, preferably electronically as well as in hard copy, to: Rosemary Catacalos, Executive Director

Gemini Ink, Literary arts and ideas 513 S. Presa San Antonio, TX 78205 E-mail: <u>ed@geminiink.org</u>

No phone calls, please. There is no formal hiring deadline. Interviewing will close when the position is filled. Gemini Ink is an equal opportunity employer.