

# CORNELL CHRONICLE

Volume 28 Number 24 April 12, 1990



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McGovern  
to teach here

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Salaries and tuition

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'Cyrano  
de Bergerac'

## CU scientists participate in rocket launch



Photographs by Chris Hildreth

The 60-foot, 7,000-pound Black Brant X rocket takes off on April 5, shedding the protective shroud around the payload. Graduate student Scott Chesney installs aluminum spheres on the antennas of the payload built at Cornell.

Space programs come in all sizes, from the space shuttle to suborbital sounding rockets. Cornell scientists use the full range of these programs in their research. Paul Kintner, an associate professor of electrical engineering, was co-investigator for an April 5 launch of a sounding rocket that began what could become a decade-long series of explorations of the energy processes of the ionosphere.

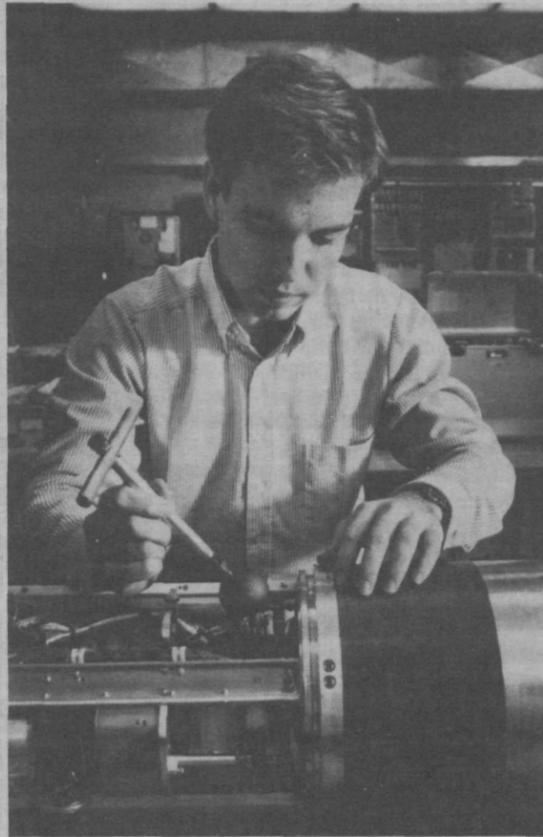
The 60-foot rocket seemed to rip the fabric of the blue Virginia sky as it lanced upward with a crackling roar on April 5. A black protective shroud fluttered away to reveal the metallic silver payload as the rocket coursed aloft, painting a trail of white smoke behind it.

After only four seconds, the first stage of the 7,000-pound Black Brant X sounding rocket burned out, separated and fell with a faint whistle to splash into the Atlantic Ocean. Forty-one seconds later, the second stage plummeted farther out to sea.

Now above the Earth's atmosphere, the payload's nose cone ejected, revealing a profusion of instruments within. The small third stage quickly ignited, sending the now-spinning payload the last leg into space.

Then the payload abruptly came to life, transforming itself in a few crucial minutes from a plain cylinder into a sophisticated physics laboratory. Small explosive charges fired tiny guillotine blades that severed bolts holding a band around the payload's side, and a six-foot "daughter" payload sprang away from the "mother," separating at some four

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## Arts College faculty OKs curriculum revisions

For the first time in more than 40 years, the College of Arts and Sciences faculty has voted to change the distribution requirements governing course choices of the college's 4,000 students.

On April 4, the faculty voted 66-30 for somewhat stricter requirements in the area of mathematics and science, as well as requiring students to take one more course — now five — from the combined fields of the humanities, social sciences, history and expressive arts.

It will not vote until April 18, however, on the rest of a package proposed by the college's Committee on Undergraduate Education, which spent more than two years considering revisions in curriculum.

The changes to be considered on April 18 would require, for the first time, that students take one course with a focus on non-European culture and one with a pre-20th-century focus. These two courses would be included among the five to be required in the humanities grouping.

The committee, which was led by government Professor Isaac Kramnick, examined reform efforts at universities such as Stanford, Harvard, Princeton, Chicago, Michigan, Pennsylvania, Berkeley and the University of California at Los Angeles. Its recommendations were first presented to the college faculty in December.

*The committee rejected a common core curriculum and reaffirmed the principle of general education through distribution requirements.*

The committee rejected the idea of a common core curriculum and reaffirmed the principle of general education through distribution requirements — a minimum number of courses in broad academic areas. It concluded, however, that too many Arts College students are underexposed to science and math, to contemporary social issues and to non-Western cultures.

"People have asked if the changes we've recommended will produce greater scientific or numerical literacy or more sensitivity to other cultures," Kramnick said after the April 4 vote. "I don't know, but I think the committee's proposal makes a statement about what we, the faculty, think is important."

If the revised curriculum helps make Cornell graduates more learned, thoughtful and useful in the world, the changes will be worthwhile, Kramnick said.

The approved changes keep required science courses at two but eliminate a loophole that permitted students to take no math or quantitative-reasoning courses. In some major departments of the college, Kramnick said, about 40 percent of the students escaped math by substituting courses from distribution areas where they had already taken their required number of courses.

— Sam Segal

## Former Mayor Gutenberg named to university post

Former Ithaca Mayor John C. Gutenberg has been named assistant director of community relations at Cornell, effective April 16. Gutenberg will serve in a post that has been vacant since the first of the year, according to David I. Stewart, director of community relations.

"We had a number of strong applicants, but John Gutenberg stood out," Stewart said. "His experience as a longtime member of the Common Council and as mayor gives him a unique knowledge of local-government issues and leaders throughout Tompkins County. Gutie has a proven record of accomplishment that will be a real asset as the university and community work

together in the future."

Stewart said Gutenberg will assist university leaders on long-range matters of intermunicipal and neighborhood importance, such as transportation and planning, and general community relations issues on a day-to-day basis.

Gutenberg said he looks forward to working with Stewart, Vice President for University Relations John F. Burness and other Cornell administrators, and with the community at large.

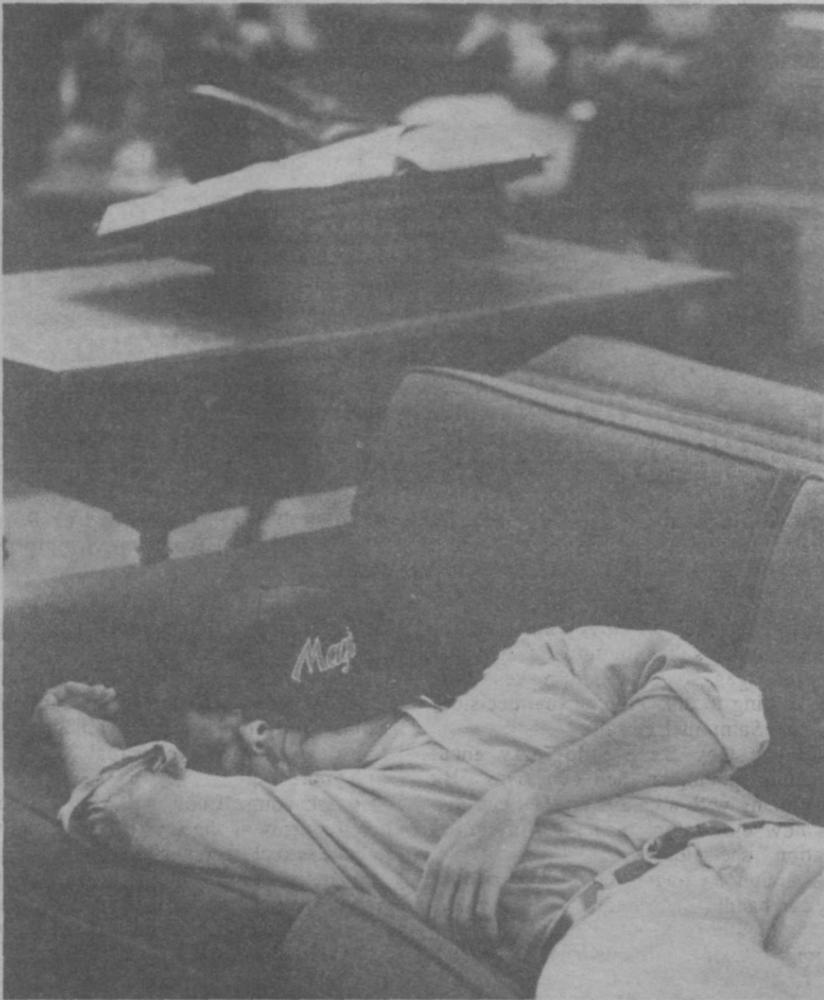
"Every segment of the Ithaca and Tompkins County community, private and public, faces similar pressures — from growth

Continued on page 6



John C. Gutenberg

## Snoozing library?



Tim Moersh

Whit Watson, a freshman English major from Winter Park, Fla., catches a snooze at the browsing library in Willard Straight Hall.

## Committee formed to study graduate-student issues

The life of the Cornell graduate student will be the focus of a new committee that is scheduled to hold its first meeting on Monday, April 16, to launch a study of academic support systems, social life and financial conditions.

The 12-member Committee on Graduate Student Life is composed of faculty, graduate students and an administrator. The chairman is nutritional sciences Professor Jere Haas. The committee is co-sponsored by Provost Malden Nesheim and the General Committee of the Graduate School.

"We are anxious that this committee examine a broad set of issues that affect graduate students on the Cornell campus," Nesheim wrote in a letter to members, "and determine what issues might be amenable to some specific actions and to make recommendations to the General Committee and me regarding the courses of action that might be taken."

Haas, who has been an active adviser of graduate students since he joined the Cornell faculty 15 years ago, added that the committee's study will be valuable because

the academic, social and financial aspects of student life have changed significantly in recent years.

"The conditions of graduate life today are very different than they were when many of us on the faculty were in school. We'll be looking at that, with the interests of the students at heart," he said.

Other faculty members on the committee are: William Cross Jr., African studies; Tove Hammer, industrial and labor relations; Philip Lewis, College of Arts and Sciences; Maurice Tauber, entomology; Ken Torrance, aerospace engineering; and Elizabeth Regan, neurobiology.

Graduate students serving on the committee are: Cindy Fuller, nutrition; Roosevelt Porter, philosophy; Xenia Young, biochemistry and a student member of the Board of Trustees; and Ginny Zhan, human development and family studies. Joycelyn Hart, the associate vice president for human relations and former associate dean of the Graduate School, will serve on the committee.

—Lisa Bennett

## CORNELL CHRONICLE

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Cornell University is committed to assisting those handicapped students who have special needs. A brochure describing services for the handicapped student may be obtained by writing to the Office of Equal Opportunity, 234 Day Hall, Cornell University, Ithaca, N.Y. 14853-2801. Other questions or requests for special assistance may be directed to that Office.

## BRIEFS

■ **Messenger Lectures:** British philosopher Myles Burnyeat will give the spring Messenger Lectures on the topic "Freedom, Anger, Tranquility: An Archaeology of Feeling." All the lectures in the three-part series will be in Room 115 of Rockefeller Hall starting at 4:30 p.m. on Monday, April 16; Wednesday, April 18; and Thursday, April 19. Burnyeat, 51, is the Laurence Professor of Ancient Philosophy at the University of Cambridge, a Fellow of Robinson College at Cambridge and has been a member of the Cambridge faculty since 1965.

■ **Fire victim:** Persons wishing to make cash contributions to a fund for Judy Loan, a secretary in the Department of Design and Environmental Analysis who lost most of her possessions when her Trumansburg home was destroyed by fire recently, may send them to Dorothy Messenger, Room 3M11A, Martha Van Rensselaer Hall, telephone 255-3152.

■ **Bus route expanded:** An expanded Northeast Transit Route 2, which connects with central campus through the Business and Technology Park adjacent to Tompkins County Airport, is in operation. The route provides direct runs from the park to Day Hall every hour during the work week starting at 8:40 a.m. and ending with the last run at 4:40 p.m. The return runs from Day Hall start at 15 minutes after the hour and will make local stops along a route that covers East Avenue, Jessup Road, Pleasant Grove Road, Hanshaw Road to Winston Court Apartments and then Sapsucker Woods

Road to Brown Road and the Business and Technology Park. The first run of the day, however, starts at 7:38 a.m. at the Dairy Bar at Tower and Judd Falls roads on campus and goes directly to the park.

■ **Logo contest:** New designs for the logo on the graduate student orientation brochure and for orientation T-shirts are being sought by the Dean of Students Office. Submit entries to 103 Barnes Hall or call 255-6839 for more information.

■ **Theory Center internships:** Summer and fall internships for college credits are available to undergraduate and graduate students at the Theory Center in computing, data base entry, visualization, market research, public relations, science writing and conference planning. Contact Julie Addy, 265 Olin Hall, telephone 255-8686.

■ **Bloodmobile:** The Red Cross Bloodmobile will be at the Veterinary College Research Tower cafeteria from 11 a.m. to 5 p.m. on Wednesday, April 18. Call 273-1900 for appointments or walk in.

■ **Scholarships:** Tuesday, May 1, is the deadline for undergraduate and graduate students who are attending or planning to attend Cornell to apply for Albright Scholarships awarded annually by the Wesley Foundation at Cornell. Applications for the scholarships, which are for needy students who are United Methodists, are available at the foundation's offices in Anabel Taylor Hall, telephone 255-4224.

## NOTABLES

Lawrence S. Hamilton, professor emeritus of forestry, is the 1990 recipient of The Sierra Club's Raymond E. Sherwin Award "for his farsighted and sustained leadership in the protection of forest lands from New York to the tropics and to the Himalayas, combining the discipline of an ecologist with the intelligent care of a conservationist." Hamilton retired in 1980 after 29 years as a member of the Cornell faculty. He currently is working as a research associate at the Environmental Policy Institute of the Center for Cultural and Technical Interchange Between East and West Inc., in Honolulu.

The National Endowment for the Humanities has awarded grants totaling \$174,581 to three Cornell faculty members to pursue research projects for editions and translations. The awards are among 52 grants amounting to \$5.5 million announced by the NEH on April 3. The Cornell recipients and their projects are: Professor of Classics Kevin Clinton, an edition of all

the ancient inscriptions from the sanctuary of Demeter and Kore at Eleusis; Goldwin Smith Professor of English Stephen M. Parrish, multi-volume edition of the manuscripts of the poems and plays of William Butler Yeats; and Assistant Professor of Near Eastern Studies Leslie P. Peirce, translations of the correspondence between the mother of Sultan Mehmed IV and her son and with the grand viziers of the Ottoman Empire in the mid-17th century.

Three Cornell faculty members are among the 143 artists, scholars and scientists nationwide to receive 1990 Guggenheim Fellowships worth a total of \$3.8 million. The Cornell recipients and their projects are:

Associate Professor of Music V. Kofi Agawu, rhythmic structure of northern Ewe music; Professor of Computer Science Robert L. Constable, the next steps in the implementation of mathematics; and Professor of Psychology Frank C. Keil, the emergence of biological thought.

## BARTON BLOTTER

Five computers worth a total of \$11,154 were among 52 thefts reported on campus, with losses in cash and valuables of \$25,282, according to the morning reports of the Department of Public Safety for March 12 through April 9.

Other thefts included a \$2,410 electronic chart recorder stolen from Bard Hall, a \$2,275 oscilloscope taken from Clark Hall, a computer hard-disk drive worth \$1,345 taken from Baker Laboratory, three bicycles valued at \$800 and \$1,300 in personal items stolen from three student-owned cars.

Fourteen persons were referred to the judicial administrator, including seven who were charged with disorderly conduct stemming from the same incident.

## CORRECTION

The Notables section of the April 5 Chronicle incorrectly reported the association to which floriculture and ornamental horticulture Professor Robert W. Langhans was elected. He has been elected a fellow of the American Association for the Advancement of Science.

## OBITUARY

Wendell G. Earle, professor emeritus of marketing, died on April 3 at Tompkins Community Hospital. He was 66.

Regarded as an outstanding teacher, Earle was a specialist in managerial decision-making, food distribution and food industry management and small-business management. In 1977, he received the Professor of Merit Award presented annually by the graduating class of the New York State College of Agriculture and Life Sciences.

Earle served on the board of directors of several national food firms and was widely active as a civic leader, including terms as president of several area Boy Scouts of America organizations and of United Way of Tompkins County.

Survivors include his wife, Francelia Connor Earle; three sons, two daughters, two brothers and seven grandchildren.

A memorial service will be held on campus Sunday, April 29, at 2:30 p.m. in Alumni Auditorium in Kennedy and Roberts halls. Memorial gifts may be made to the Personal Enterprise Program at 305 Warren Hall or to the Baden Powell Council of the Boy Scouts of America, Dryden, N.Y.

# Videotape will help schools give rape-prevention lessons

College students are among the most likely acquaintance rape victims. But high schools and middle schools are not adequately preparing students about how to avoid rape, said Andrea Parrot, one of the nation's foremost educators on acquaintance rape.

"Most of the time, when rape prevention education happens at all, it is disempowering rather than empowering. Schools use scare tactics, but they don't give young people alternative strategies or behaviors," said Parrot, author of "Coping with Date Rape and Acquaintance Rape" and assistant professor of human service studies.

But Parrot hopes to help introduce strategies for avoiding acquaintance rape to schools through a new videotape program, entitled "I Know You Said No, But I Thought You Meant Yes," and produced by Parrot and Janet Salmons-Rue, director of Cornell's Theatre Arts Outreach.

Parrot and Salmons-Rue previously teamed up to produce "Stop Date Rape!" an educational videotape for college audiences. Featured on the Lifetime cable network documentary, "Against Her Will," the tape has also been rented or purchased by numerous universities, including Harvard, Princeton and Brown and the Universities of Georgia, Nebraska and Maine.

Patterned after their earlier tape, "I Know You Said No, But . . ." uses Cornell theater students to depict two scenes of high school students on a date. One scene illustrates the steps that lead to acquaintance rape, the other the strategies that prevent it.

Acquaintance rape, a forced sexual act between two people who know each other, is the least reported form of rape, Parrot said. It also is the most common, according to F.B.I. statistics.

"I Know you Said No, But . . ." is accompanied by a 70-page facilitator's manual that includes highlights of Parrot's research, a plan for setting up a prevention program and advice on how to talk to teen-

agers about rape. A script and theater manual is also available for schools interested in producing their own dramatization.

Education about acquaintance-rape prevention is critically needed, Parrot said, noting that recent studies have shown the incidence of rape is highest among 15- to 24-year-olds. Among college-age women, one in four will experience forced sex; more than one-third of those also will have been victims of forced sex in high school or before.

That is why education must start in high schools and middle schools, Parrot said. "Sexual assault victimization leads to a downward spiral of repeat victimization. We are trying primarily to stop rape from occurring, and also secondarily to teach those who have been victimized how to break the cycle," she said.

There are many obstacles to education efforts, however, she said. Among them are:

- Many people do not believe that forced sex by an acquaintance constitutes rape, despite laws that say so; they restrict the definition to sex that is violently forced on one by a stranger.

- Myths that because many women have rape fantasies, they secretly want to be raped, and that rape would not happen if the woman resisted. (Studies show that many acquaintance rapists do not think they have done anything wrong even if the woman said "no.")

- Victims of acquaintance rape often fail to report the crime.

- Though not as taboo as it used to be, there still are qualms about discussing sex in middle and high schools.

- A lack of education and training on the subject for teachers.

"I Know You Said No, But . . ." is an effort to overcome some of these obstacles by offering facts and using drama to prompt a discussion.

"By using drama, all the non-verbal messages and emotional aspects can be



Charles Harrington

Janet Salmons-Rue (left), director of Theatre Arts Outreach, and Andrea Parrot, assistant professor of human service studies, with a scene from the videotape, "I Know You Said No, But I Thought You Meant Yes."

conveyed in a way that they cannot be in a lecture. And it's that emotional quality that often engages students and makes them more willing to talk about sexual decision-making," Salmons-Rue said.

"Maybe they are a little fuzzy about what is happening in their own lives. By empathizing with a character, they can discuss how they might respond in a similar situation," she said.

Although teen-agers commonly believe they can handle anything, they need encouragement to think about acquaintance rape before it happens, Salmons-Rue said.

Among the recommendations offered to females:

- Trust your instincts when you are fearful.
- Mean what you say and say what you mean.
- Don't allow others to invade your personal space.
- Avoid being alone with a guy unless you know what he wants sexually and you have told him what you want.

- Get out of a dangerous situation as soon as you sense danger.

And to males:

- Ask yourself if you really want to have sexual intercourse with someone who doesn't want to have sexual intercourse with you.

- Ask yourself how will you feel about this tomorrow if she says she never wanted to have sexual intercourse.

- Assume that "no" means "no." If you are right, you haven't offended your partner. If you aren't, your partner will have to make the next move to get what she really wants.

- Ask yourself if you are willing to go to jail for sex if she doesn't want it.

Copies of the tape and facilitator's manual can be purchased for \$215 plus shipping, or rented for three days at the price of \$45, by writing to Audiovisual Center; Cornell University Media Services; Business and Technology Park; Ithaca, N.Y. 14850, or telephoning 255-2090.

—Lisa Bennett

# Former Senator George McGovern will teach here this fall

George S. McGovern, a former South Dakota senator and Democratic presidential candidate, will be the Newman Visiting Professor of American Civilization this fall.

McGovern will teach a lecture course, History 333, "U.S. Politics and Foreign Policy Since 1945," that will cover the major issues, domestic political conditions and historical forces that have shaped American foreign politics from the end of World War II to the present. Special attention will be given to the Cold War.

"We hope he'll talk about his own experience, because he'll be addressing a sequence of events he can speak about as an insider, as well as using his training in

American history to place events in historical perspective," said Sherman Cochran, chairman of the History Department.

Before McGovern entered politics as executive secretary of the South Dakota Democratic Party in 1953, he taught history and political science at his alma mater, Dakota Wesleyan University, for four years. He holds a master's degree and a Ph.D. from Northwestern University.

He is the author of several books, including "The Colorado Coal Strike 1913-1914," "A Time of Peace," "The Great Coalfield War," "An American Journey" and "Grassroots."

The Newman Visiting Professorship was

started in 1987-88 to explore "the profound influence American civilization has had on its own people and by example citizens of other countries." The previous Newman Professor was historian David McCullough.

McGovern, 68, has been a lecturer at Northwestern University since 1981. In 1972, he was the Democratic presidential candidate and ran a spectacularly unsuccessful campaign, losing 49 of 50 states to Republican Richard M. Nixon.

"It's interesting that the eldest of our undergraduates are too young to remember the '72 election," Cochran said. "Clearly they have no personal memory of McGovern as a presidential candidate, only

their family views and what they've learned at school."

In a 1987 interview in Rolling Stone, McGovern said of young people of this era: "Well, there's no doubt that they're more me-oriented. That they're more interested in their own financial advancement, in their own personal entertainment.

"There aren't the numbers of people involved in what I would call humanitarian political-activist movements that there were 20 years ago. Maybe they have a more realistic assessment of what it's possible to accomplish in the political process, too. They're not as easy to persuade that it's worthwhile to get involved."

## Flipping out



Tim Moersh

Julie Wojcik, a member of the track team, does an aerial cartwheel in Barton Hall.

# Professors Eisner and Meinwald share foremost environmental-science award

Chemical ecologists Thomas Eisner and Jerrold Meinwald, the Jacob Gould Schurman Professor of Biology and the Goldwin Smith Professor of Chemistry, respectively, have been named the 1990 recipients of the Tyler Prize for Environmental Achievement.

Widely considered the largest and most prestigious award for environmentally related sciences, the \$150,000 Tyler Prize was presented on March 30 in ceremonies in Los Angeles. The Tyler Prize Executive Committee called Eisner and Meinwald the "founding fathers of chemical ecology." Chemical ecology is an emerging field of science that deals with the chemical interactions between organisms in nature. The scientists, who have collaborated at Cornell for more than 30 years, were cited for their "elegant synthesis of biology and chemistry."

Working "in concert at Cornell University, Eisner offers an unprecedented understanding of how insects communicate while Meinwald . . . defines this communication in chemical terms," the Tyler Prize committee stated. They pointed to collaborative studies such as one on a moth that uses plant alkaloids for two purposes, to make itself unpalatable to predators and to synthesize a courtship pheromone. That study was the first to demonstrate a chemical basis for sexual selection.

At the same time that Meinwald and Eisner's studies are laying the basis for future advances in pest control and pharmaceuticals, the Tyler Prize committee said, their work also "gives voice to a disappearing resource, the biochemical ecosystem."

Species are being lost at an ever-increasing rate because

of environmental deterioration and destruction, and biotic impoverishment is tantamount to chemical impoverishment, Meinwald and Eisner maintain. As species are lost, they believe, so are the potentially useful chemical compounds and the genes that might have been used to produce the compounds with biotechnological processes.

The Cornell scientists have been active in promoting the concept of "chemical prospecting," the systematic search for potentially useful substances in living organisms. Calling Eisner an "eloquent spokesman for conservation," the Tyler Prize committee cited his role in preserving Lignum Vitae in the Florida Keys and Texas' Big Thicket, now the largest biological preserve in the United States. Meinwald served as president of the International Society of Chemical Ecology in 1989.

Meinwald has been a member of the Cornell faculty since 1952, and Eisner, since 1957.

The Tyler Prize is administered by the University of Southern California. It was established in 1973 by John Tyler, founder of Farmers Insurance Group, and his wife, Alice Tyler, to honor individuals and institutions who have benefited humanity in environmental fields.

Previous recipients include Eugene P. Odum, the ecologist and author; Russell E. Train, president of the World Wildlife Fund; Mario J. Molina and F. Sherwood Rowland, who explained how chlorofluorocarbons damage the ozone layer; Bruce N. Ames, developer of the standard test for carcinogenic substances; and Edward O. Wilson, the "father" of sociobiology.

—Roger Segelken

# CALENDAR

All items for the calendar should be submitted (typewritten, double spaced) by campus mail, U.S. mail or in person to Joanne Hanavan, Chronicle Calendar, Cornell News Service, Village Green, 840 Hanshaw Road, Ithaca, NY 14850.

Notices should be sent to arrive 10 days prior to publication and should include the name and telephone number of a person who can be called if there are questions.

Notices should also include the subheading of the calendar in which the item should appear.

## DANCE

### Cornell International Folkdancers

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 257-3156.

Review of workshop dances and requests, April 15, 7:30 p.m. to 10:30 p.m., Memorial Room, Willard Straight Hall. A planning meeting will be held at 6:30 p.m.

Global Dance, co-sponsored by the Cornell International Folkdancers and the Cornell Wellness Program, a tango, April 17, 7:30 to 10:30 p.m., Dance Studio, Helen Newman Hall. Partners not necessary. For information, call 273-0707.

### Israeli Folkdancing

Israeli Folkdancing, Thursdays, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

## EXHIBITS

### Johnson Art Museum

The Herbert F. Johnson Museum of Art, on the corner of University and Central avenues, is open Tuesday through Sunday from 10 a.m. to 5 p.m. Admission is free. Telephone: 255-6464.

"Estilo Latino: 20th Century Latin American Art," the second annual intern exhibition concentrating on works by contemporary Latin American artists and organized by the student interns at the museum, with the guidance of museum staff members, through May 6. The exhibition features works from 11 countries. This year's interns are Mary Ann Hong, Clara Ines Rojas, Kathryn Butler, Alix Mellis, Rosemarie Kowalski, Julia S. Byrne, Jennifer McComb, Steve Robinson and Danielle Saba.

The works of Wu Guanzhong, contemporary Beijing artist, will be on exhibit through May 27. Included are Chinese ink paintings, oil paintings, drawings and sketch books. Guanzhong's paintings are known for their abstract qualities and show the fusion of Eastern and Western styles.

### Hartell Gallery

MFA Exhibition: Holly Sneath, through April 13. Photographs by Robert "Scotty" MacDougall: "Beyond the Taj: Unity and Diversity in Indian Architecture," April 13 through April 16. The gallery is in Sibley Dome and is open Monday through Friday, 8 a.m. to 5 p.m.

### Olin Library

"The Book in Southeast Asia," early Southeast Asian manuscripts and books, fabricated from palm leaves or the bark of mulberry trees and written in exotic scripts, along with colonial and modern books, Monday through Friday, 8 a.m. to 5 p.m., through June 12.

### Tjaden Gallery

"Historic Architecture of India," in recent photographs by Barry Perlus, art department,

through April 14. The exhibition features black-and-white photographs from historic temples at Mammalapuram and Ellora and the 18th century celestial observatory, the Jantar Mantar at New Delhi, India. MFA Exhibition: Maggie Smith, April 15 through April 20. The gallery is in Tjaden Hall, 8 a.m. to 4:30 p.m.

### University Library

"Human Sexuality: A Selection of Library Resources," an exhibit in Uris and Olin libraries, manuscripts and archives, through June. The exhibition covers topics such as witchcraft, AIDS, heterosexual relationships, the evolution of lesbian and gay writing, lesbian and gay liberation, reproductive rights and directions of current research.

## FILMS

Films listed below are sponsored by Cornell Cinema unless otherwise noted. Most Cinema films cost \$3, except for weekend films in Uris and Statler, which are \$4, and are open to the public unless otherwise stated. An (\*) means admission is charged.

### Thursday, 4/12

"The Big Picture" (1989), directed by Christopher Guest, with Kevin Bacon, Martin Short and J.T. Walsh, 7:15 p.m., Willard Straight.\*  
"Sad Song of Yellow Skin" and "Why Vietnam?" directed by Michael Rubbo, 7:30 p.m., Film Forum, Center for Theatre Arts.

### Friday, 4/13

"Always" (1989), directed by Steven Spielberg, with Richard Dreyfuss and Holly Hunter, 6:30 p.m., Willard Straight.\*  
"Music Box" (1989), directed by Costa-Gavras, with Jessica Lange and Armin Mueller-Stahl, 7:15 p.m., Uris.\*  
"Always," 9:15 p.m., Willard Straight.\*  
"Peking Opera Blues" (1988), directed by Tsui Hark, with Ching Hsia, Sally Yeh and Cherie Chung, 10 p.m., Uris.\*  
"The Big Picture," midnight, Willard Straight.\*

### Saturday, 4/14

"Junglee," with Shammi Kapoor and Saira Banoo, South Asia Film Series, 3:15 p.m., 302 Uris Library.  
"Peking Opera Blues," 7:15 p.m., Uris.\*  
"Audio Auteurs," music videos by Peter Gabriel, Laurie Anderson, David Byrne, David Bowie and more, 7:15 p.m., Willard Straight.\*  
"Ad Art," music videos by Derek Jarman, R.E.M., Robert Longo and more, 9:40 p.m., Willard Straight.\*  
"Music Box," 9:45 p.m., Uris.\*



David Byrne of the Talking Heads appears in one of the films featured in Cornell Cinema's The Art of Music Video on Saturday, April 14, in the Straight Theater.

"Unseen Music," music videos by Bad Brains, Black Flag, Lydia Lunch, Sonic Youth and more, midnight, Willard Straight Hall.\*

### Sunday, 4/15

"Vanguard Revisions," videos by Bruce Conner, Nam June Paik, James Herbert and more, 2 p.m., Willard Straight.  
"Audio Auteurs," 4:45 p.m., Willard Straight.\*  
"Making Dances" (1980), directed by Michael Blackwood, with Trisha Brown, Lucinda Childs and David Gordon. Shown with the local

premiere of Cornell Dance Program Lecturer Jim Self's film "Beehive," made with Frank Moore, co-sponsored by Theatre Arts, 8 p.m., Willard Straight.\*

### Monday, 4/16

"Macbeth" (1948), directed by Orson Welles, with Orson Welles and Jeanette Nolan, 4:30 p.m., Willard Straight.\* (Tickets on sale at main floor Straight ticket office only.)  
"Forevermore" (1989), with guest film maker Eric Saks, co-sponsored by Film/Video Arts, 8 p.m., Willard Straight.\*

### Tuesday, 4/17

"Thailand: Life Along the Khlongs," and "A Forest Village in Thailand," Southeast Asia Film Series, 4:30 p.m., 310 Uris Library.  
"Family Viewing" (1988), directed by Atom Egoyan, with Aidan Tiemey, David Hemblen and Gabrielle Rose, 7:20 p.m., Willard Straight.\*  
"Music Box" 9:30 p.m., Willard Straight.\*

### Wednesday, 4/18

"Frontier" (1936), directed by Mikhail Dubson, shown with Abram Room's "Jew in the Land," 7 p.m., Willard Straight.\*  
"Fat Man and Little Boy" (1989), directed by Roland Joffe, with Paul Newman, Dwight Schultz and John Cusack, co-sponsored by physics, 9:30 p.m., Willard Straight.\*

### Thursday, 4/19

"Construction of the Bridge," part of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Libraries, 7:30 p.m., 310 Uris Library.  
"Fat Man and Little Boy," 7 p.m., Willard Straight.\*  
"Sans Soleil" (1982), directed by Chris Marker, sponsored by Pentangle, 7:30 p.m., Film Forum, Center for Theatre Arts.  
"Steel Magnolias" (1989), directed by Herbert Ross, with Sally Field, Dolly Parton, Shirley McLaine and Daryl Hannah, 9:50 p.m., Willard Straight.\*

## LECTURES

### A.D. White Professors-at-Large

"Society's Changing View of Science and the Effect on Scientific Research," Peter M. Biggs, president, United Kingdom Institute of Biology, April 18, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.  
"Perestroika in Social-Psychological Perspective," Igor S. Kon, member, USSR Academy of Pedagogical Sciences, senior fellow, USSR Institute of Ethnography, April 19, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

### Aerospace Engineering

"Rapid Mixing and Combustion: A Challenge of Hypersonic Flight," Frank E. Marble, California Institute of Technology, the sixth annual W.R. Sears Distinguished Lecture, April 19, 4:30 p.m., B-17 Upson Hall.

### Art

Nancy G. Dickenson Visiting Artist Lecture Series. Robert Mangold, an important minimalist painter since the 1960s, will speak about his work, April 18, 5 p.m., 115 Olive Tjaden Hall.

### EarthYear 1990

Distinguished Ocean Scholar Seminar  
"Turbulent Transport at Wave-Swept Rocky Shores: How Are Larvae Dispersed?" Mimi Koehl, University of California, Berkeley, April 12, 4:30 p.m., ground floor conference room, Biotechnology Building.

Earthrise Lecture Series, "Biodiversity -- The Costs of Loss," Thomas Eisner, Cornell, April 16, 7:30 p.m., auditorium, Anabel Taylor Hall.

Distinguished Ocean Scholar Seminar Series, "Exploring the Open Ocean, The Earth's Final Frontier," Peter H. Wiebe, Woods Hole Oceanographic Institution, co-sponsored by ecology and systematics, April 18, 4:30 p.m., ground floor conference room, Biotechnology Building.

Earthrise Lecture Series, "Pesticides in our Environment," Ward Stone, New York State Wildlife Pathologist, April 18, 7:30 p.m., auditorium, Anabel Taylor Hall.

Earthrise Lecture Series, "The Need for Radical Economic Change If We Are to Achieve Effective Environmental Growth," Bill Griffin, education, Cortland State College, April 19, 7:30 p.m., auditorium, Anabel Taylor Hall.

### East Asia Program

"U.S.-Japan Relations: Scenarios for the '90s," Robert Immerman, diplomat in residence, East Asian Institute, Columbia University, April 12, 12:15 p.m., 250 Caldwell Hall.

"How Democratic is Modern Japan?" Ronald

Dore, Mitsui Fellow-in-Residence, director, pan-Europe Industry Research Centre, Imperial College of Science, Technology, and Medicine, University of London, political science, Massachusetts Institute of Technology, April 12, 2 p.m., Bache Auditorium, Malott Hall.

### Education

"Using Writing in a Teaching Situation," James Slevin, professor and chairman, Ed. Georgetown University, the third and final event of the Spring 1990 college teaching literature series, "Exploring New Ideas in Teaching and Learning," April 12, 3:30 p.m., A.D. White House. A panel discussion will follow with participants: Joan Brumberg, man development and family studies; Randel, music; Tom Rishel, mathematics; Steven Youra, Engineering Writing Program. A clinic will be held April 13, 9 a.m. to noon.

### Environmental Toxicology

"Alternatives to Animal Testing," Alan Goldberg, Johns Hopkins School of Public Health, April 13, 12:20 p.m., 304 Fernow Hall.

### Henry Speaker Series

"Crannogs and Irish Archaeology: Some Recent Investigations," Ken Bender, archaeology, April 17, 8 p.m., The Henry, Sage Hall.

### Hillel

"Yiddish: The Everyday Language of European Jews -- Past, Present and Future," April 19, 7 p.m., Kosher Dining Room, 106 West Ave.

### History

#### Becker Lectures

"Women on the Margins in the Seventeenth Century," Natalie Davis, history, Princeton University, Hollis E. Cornell Auditorium, Goldwin Smith Hall: "The Stories of Life: Gluckel van Hameln," April 16, 4:30 p.m.; "The New Worlds of Marie de l'Incarnation," April 17, 4:30 p.m.; "Metamorphoses of Maria Sibylla Merian," April 19, 4:30 p.m.

### International Studies in Planning

"The Socialist City in East Germany Since 1945," Anita Bach, Hochschule fur Architektur und Bauwesen Weimar, April 13, 12:15 p.m., 115 Tjaden Hall.

### Law

"Translating Treaties into Action: Problems and Opportunities for Implementing Global Environmental Agreements," Steven Rayner, science, technology and society, part of the series "Crossroads Between Development and Environment: Juggling the Burdens," April 14, 4 p.m., G-85 Myron Taylor Hall.

### Messenger Lectures

"Freedom, Anger, Tranquillity: An Archetypology of Feeling," Myles Burnyeat, ancient philosophy, Robinson College, Cambridge, 4:30 p.m., 115 Rockefeller Hall: "Ancient Freedoms," April 16; "Anger and Revenge," April 18; "Epicurean Tranquillity," April 19.

### Music

"The Time of Music," Jonathan Kramer, Columbia University, April 16, 4:15 p.m., Lincoln Hall.

### Nutritional Sciences

The Dorothy M. Proud Lecture, "The Role of Nutrition in Athletic Performance," Susan Luke, sports medicine, Boston, April 12, 4:30 p.m., auditorium, Martha Van Rensselaer.

### Operations Research & Industrial Engineering

D.R. Fulkerson Lecture Series  
"When They Ask You to Jump, First Ask 'Which Way', Not 'How Far' (A Guided Tour of Lattice Programming and Its Applications)," Arthur F. Veinott, Jr., Stanford University, April 16, 4:30 p.m., 110 Ives Hall;

"Theory of Lattice Programming," April 17, 4:30 p.m., B17 Upson Hall; "Markov Branching Decision Chains: Migration-Induced Optimality (Joint with Statistics Center)," April 18, 3:30 p.m., 100 Caldwell Hall.

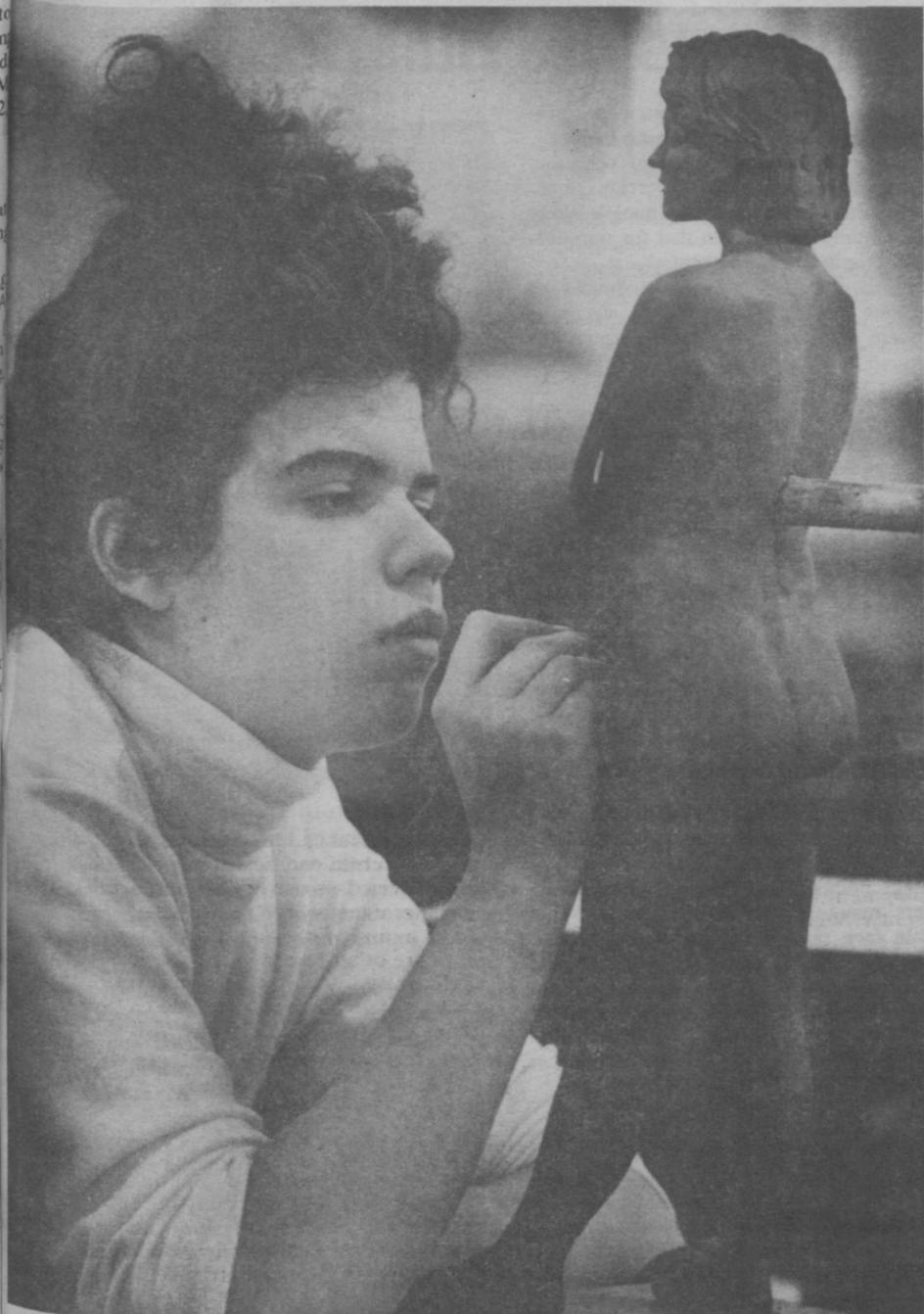
Manufacturing Seminar, "Engineering and the Capital Formation Process," A.L. Carter, Eastman Kodak, April 19, 4:30 p.m., B-14 Hollister Hall.

### Religious Studies

"Cosmology, Fate, the Stars and a Creator's Wisdom," part of the series on "Magic, Science and Religion in the New Testament," Pheme Perkins, Rachel Rebecca Kaneb Visiting Professor of Catholic Studies, April 18, 4:30 p.m., 156 Goldwin Smith Hall.

### Rural Development

"Restoring Momentum for Agricultural and Rural Development in Sri Lanka: Thoughts from ARTI," Gamini Seneviratne, director, Agrarian Research and Training Institute, Sri Lanka, April 16, 12:15 p.m., 153 Uris Hall.



Tim Moersch

Marcia Meblett, a fine arts major in the College of Architecture, Art and Planning, works on a clay sculpture one afternoon this week.

### Russian Literature

"Changes in Eastern Europe, as Seen from Vienna," Hans Thalberg, Austrian Diplomat, April 12, 4:30 p.m., 114 Martha Van Rensselaer Hall.

"Youth in the Soviet Union and Around the World," Igor Kon, A.D. White Professor-at-Large, April 16, 4:30 p.m., Faculty Commons, Martha Van Rensselaer Hall.

### Sigma Xi

"How Safe Are the Products of Biotechnology?" Ralph Hardy, president, Boyce Thompson Institute for Plant Research, the Sigma Xi Annual Lecture, April 17, 7:30 p.m., ground floor conference room, Biotechnology Building.

### South Asia Program

"Methods and Stylization in the Performance of Kathakali," Sudha Gopalakrishnan, South Asia Program, lecture-demonstration on Kathakali, a classical South Indian dance form, "Actor-Audience Relationships in Kathakali," April 12, 8:30 p.m., 164 Goldwin Smith Hall; "Indian Arts and a Changing Social Order," April 17, 8:30 p.m., 164 Goldwin Smith Hall.

### Southeast Asia Program

"The Politics of Law and Cultural Rationalization, A Malaysian Example," Michael Gates Peletz, Colgate University, April 12, 12:20 p.m., 102 West Ave. Extension.

"Thoughts on Monarchy in 20th Century Vietnam and Thailand," Bruce Lockhart, graduate student, Southeast Asian history, April 19, 12:20 p.m., 102 West Ave. Extension.

### Western Societies Program

"Changes in Eastern Europe as Seen from Vienna," Hans Thalberg, Austrian diplomat, co-sponsored by the Soviet and East European Program, and Field and International Studies Program, April 12, 4:30 p.m., 114 Martha Van Rensselaer Hall.

"Industrial States and Regional Planning in Greece," Michael Romanos, University of Cincinnati, April 13, 12:15 p.m., 153 Uris Hall.

"Vincent van Gogh Centennial," Judith E. Bernstock, history of art, and Thomas W. Leavitt, history of art and director, Johnson Museum, April 18, 4:30 p.m., the Herbert F. Johnson Museum of Art.

"General Motors' Labor Relations Abroad:

Austria and the Federal Republic of Germany," Karen Shire, University of Wisconsin, April 19, 4 p.m., 300 ILR Conference Center.

"European Integration, Eastern Europe, and German Unification: The British Perspective," Ray Raymond, British Consulate General, April 19, 4:30 p.m., 152 Goldwin Smith Hall.

## MUSIC

### Department of Music

The two informal MIDI afternoon concerts scheduled for April 12 and 13 in Lincoln Hall have been postponed to April 18 at 2:30 p.m. in 301 Lincoln Hall and April 19 at 1:24 p.m. in 304 Lincoln Hall

Daniel Velicer, currently studying with Jonathan Shames, will give a piano recital with music by Ravel, Rachmaninov, Schubert and Chopin, April 12 at 8:15 p.m. in Barnes Hall.

The Sage Chapel Choir will present an inter-denominational "Choral Service for Good Friday," with scriptural readings of the "Passion Story" by Donald D. Eddy, professor of English, April 13 at 8:15 p.m. in Sage Chapel. The choir, along with William C. Cowdery, accompanist, and director and organist Donald R.M. Paterson, will be joined by Marion Hanson, soprano; Marina Gilman, alto; Jack Darling, tenor; and Graham Stewart, bass. Music will include Gregorian and Anglican chant, and works by Victoria, Byrd, Palestrina and Johann Sebastian Bach.

The Cornell Chamber Ensemble, under the direction of John Hsu, will perform on April 14, 8:15 p.m., Barnes Hall. Featured composition will be Antonio Caldara's Sinfonia No. 12 in A Minor and Sinfonia No. 4 in B Minor; Joseph Haydn's Symphony No. 23 in G Major and Mozart's Symphony in A Major, K. 201. Hsu will play the organ and harpsichord.

Fortepianist Malcolm Bilson will present a concert on April 15 at 8:15 p.m. in Barnes Hall of the Four Impromptus, Op. 90 of Schubert, the

Sonata in Ab Major, Op. 110 of Beethoven, four waltzes of Chopin, and the Fantasie-Pieces, Op. 12 of Schumann. Bilson will use his recently acquired original 1825 Alois Graff fortepiano. Bilson, busy preparing the last set of recordings of the complete Mozart piano sonata cycle for Hungaroton Records, and the Deutsche Grammophone/Archive recordings with Gardiner and the English Baroque Soloists, is beginning to concentrate on the early 19th-century repertoire.

Cornell Contemporary Chamber Players will perform on April 16 at 8:15 p.m. in Barnes Hall. Featured will be works by American composers and Jonathan Kramer will introduce his own compositions.

David Breitman, fortepiano and Sanford Sylvan, baritone, will present an all Schubert program on April 17 at 8:15 p.m. in Barnes Hall.

The Nejdet Yashar Ensemble will present a concert of traditional Turkish music on April 18 at 8 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. The ensemble includes a vocalist and instrumentalists performing on the tanbur (long-necked lute), fiddle, zither and reed flute. Yashar, the founder and director of the Istanbul State Turkish Music Ensemble, is the leading master of the tanbur in Turkey today.

### Bound for Glory

Ken Gaines, contemporary acoustic guitarist and singer, will perform in three live sets in the Commons Coffeehouse, Anabel Taylor Hall, on April 15. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

### Cornell Folk Song Club

The trio of Cindy Kallet, Ellen Epstein and Michael Cicone will perform in concert on April 21 at 8:30 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. Although they accompany themselves with two guitars and hammered dulcimer, the trio emphasizes vocal harmony, offering unique arrangements of traditional and contemporary songs, including a few written by Kallet. Tickets are available in advance at Borealis Books, Rebop Records and the Commons Coffeehouse in Anabel Taylor Hall. All seats are \$6, with a \$1 discount to Folk Song Club members and a \$2.50 discount for children and senior citizens.

## READINGS

### English

Lorrie Moore, fiction, April 19, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

## RELIGION

### Sage Chapel

Robert L. Johnson, director, CURW, will deliver the Easter Sunday sermon at Sage Chapel on April 15. Service will begin at 11 a.m. Music will be provided by the Sage Chapel Choir. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

### Baha'i

Weekly meetings on campus. Call 257-7971 for information.

### Catholic

Mass: Saturdays, 5 p.m., Anabel Taylor Auditorium.

Mass: Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium.

Daily Masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

Holy Thursday, April 12, 7:30 p.m., Anabel Taylor Auditorium.

Good Friday, April 13, 3 p.m., Anabel Taylor Auditorium.

Easter Vigil, April 14, 8:30 p.m., Sage Chapel.

Easter Masses, April 15: 9:30 a.m., 11 a.m., 12:30 p.m., 5 p.m., Anabel Taylor Auditorium.

### Christian Science

Testimony Meeting: Thursdays, 7 p.m., Anabel Taylor Founders Room.

### Episcopal (Anglican)

Sundays, worship and Eucharist, 9:30 a.m., Rev. Gurdon Brewster, chaplain, Anabel Taylor Chapel.

### Friends (Quakers)

Sundays, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall. Call 272-8755 for information.

### Jewish

Shabbat Services: Friday, Reform, 6 p.m., Chapel, Anabel Taylor Hall; Conservative, 6 p.m., Founders Room; Orthodox, Young Israel (call 272-5810 for times). Saturday, Orthodox, 9:15 a.m., Edwards Room; Conservative/Egalitarian, 9:45 a.m., Founders Room.

Morning Minyan at Young Israel, 106 West Ave. Call 272-5810.

Passover Services: Monday, April 16 and Tuesday, April 17, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

### Korean Church

Sundays, 1 p.m., Anabel Taylor Chapel.

### Lutheran

Bible Study and Communion, Fridays 12:20 p.m., G-3A Anabel Taylor Hall.

### Muslim

Fridays, 1 p.m., Anabel Taylor Edwards Room.

### Protestant

Protestant Cooperative Ministry: Bible study, Sundays, 10 a.m., G-7 Anabel Taylor; Sunday worship, 11 a.m., Anabel Taylor Chapel.

### Zen Buddhism

Zazen practice every Tuesday at 7 p.m. and Thursdays at 5:10 p.m. in the chapel, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Jon Warland at 272-0235.

## SEMINARS

### Agronomy

"The Regulation of Auxin in Endosperm Development in Maize," Huu-Sheng Lur, agronomy, April 17, 4 p.m., 135 Emerson Hall.

### Anthropology

"The Incidental Hand: Discovering the Gender of Prehistoric Potters Through Their Fingerprints," Warren Barbour, anthropology, SUNY Buffalo, April 16, 3:30 p.m., 303 McGraw Hall.

### Applied Mathematics

"Newton's Method for Parametric Center Problems," Robert M. Freund, Massachusetts Institute of Technology, April 13, 4 p.m., 322 Sage Hall.

### Astronomy

"Southern Sky Redshift Surveys: A Review," Luiz DaCosta, Harvard/Smithsonian, Center for Astrophysics, April 19, 4:30 p.m., 105 Space Science Building.

### Biochemistry

"Molecular Determinants of Cytoskeletal Organization," Frank Solomon, biology, Massachusetts Institute of Technology, April 13, 4 p.m., Large Conference Room, Biotechnology Building.

### Biophysics

"Problems in Protein Structure and Function: Hydrogen Exchange and 2-D NMR Approaches," April 18, 4:30 p.m., 700 Clark Hall.

### Chemical Engineering

"Atmospheric Chemistry, the Greenhouse Effect and Global Climate Change," John Seinfeld, chemical engineering, California Institute of Technology, April 12, 4 p.m., 255 Olin Hall.

### Chemistry

#### Baker Lectures

"Broadband Spin Decoupling in Liquids," John Waugh, Massachusetts Institute of Technology, and the George Fisher Baker Lecturer, April 12, 11:15 a.m., 119 Baker Laboratory; "Spin Echoes and Loschmidt's Paradox," April 17, 11:15 a.m., 119 Baker Laboratory; "Dynamics of a Classical Spins on a Lattice," April 19, 11:15 a.m., 119 Baker Laboratory.

Special Seminar, "Polymerization Involving Activated Monomers," St. Penczek, head, polymer chemistry, Polish Academy of Sciences, Center of Molecular and Macromolecular Studies, Lodz, Poland, April 13, 4:40 p.m., 119 Baker Laboratory.

Organic Chemistry Seminar, "Electrophilic Exotica," Anthony Barrett, Northwestern University, April 16, 4:40 p.m. 119 Baker Lab.

Continued on page 8

## Salaries and tuition: How Cornell finds the balance

The need to keep salaries competitive is a frequently cited cause for the rise in tuition. While financial aid is increasing at a greater rate than any other item in the endowed, general-purpose budget, it is faculty and staff compensation that continues to claim the most actual dollars, about six and one-half times those for aid.

In the 1990-91 budget to be presented to the Board of Trustees in May, faculty and staff salaries and benefits will account for 56 percent of a total general-purpose budget, about \$246 million. This budget supports the College of Architecture, Art and Planning; the College of Arts and Sciences; and the College of Engineering as well as central administrative services.

### Analysis

To an individual employee, adding another 1 percent to one's annual salary appears to have an inconsequential effect on a university with Cornell's resources. But adding another 1 percent to all faculty and staff salaries covered by the general-purpose budget costs the university more than \$1 million, which, if it had to come from endowment income, would require raising an additional \$22.7 million.

The fact is that most of the cost must come from tuition; so every additional percentage point has a noticeable effect on all students.

Yet, if the revenue is not raised to ensure that Cornell salaries can attract and keep a

first-rate faculty and support staff, there would be fewer students — and of lesser ability — willing to bear the burden of Cornell tuition at any level.

How, then, does the university strike the balance?

How does it respond on the one hand to students, parents and a general public disturbed by tuition levels rising faster than general inflation and, on the other hand, to a Faculty Council of Representatives request that salaries be kept competitive through a 10 percent increase in each of the next two years?

In the long term, Cornell is committed to containing the upward pressure on tuition while still providing competitive salaries. For instance, the FCR's salary-increase request also favored reducing the number of faculty by 4 percent over two years (as well as a 10 percent hike in graduate-student stipends and maintaining strong financial-aid programs to compensate for federal cut-backs). And, in a forthcoming enrollment study, Senior Provost Robert Barker will suggest that the university seek greater efficiency by moving toward a 10 percent increase in the student/faculty ratio, now about 9-to-1.

In the near term, the university will budget the salary-increase pools at a little above inflation, according to the senior academic and budget officer, Provost Malden C. Nesheim. He also will offer some extra salary funds for "hot spots," targeted areas where salary levels have been demonstrably below Cornell's usual market position.

In addition, Nesheim is encouraging deans and administrators to make savings

that could bolster the salary increases provided through the general-purpose budget.

As in the past, in the fiscal year that starts on July 1, the overall percentage increase in the academic salary pool is likely to be slightly higher than that for non-academic salaries, Nesheim said.

"While the markets for most of our staff positions are local and regional, we must compete worldwide for the best faculty," he continued. "For years now, the average salaries for faculty have been only in the mid-range among our peer institutions. To stay at least that level of competitiveness across the disciplines, including special funding in areas of demonstrated need, has generally meant the total pool ends up slightly higher for faculty."

Nesheim said that a classification review of 2,900 non-academic positions, now under way, is scheduled to be completed in spring 1991, at which time special upward salary adjustments for affected positions will be allocated from the non-academic salary pool.

Another way Cornell stays competitive without even greater tuition increases is by giving deans and non-academic administrators discretion in allotting the salary-increase pool, Nesheim said. Most-productive employees may get raises several percentage points above the pool figure while others' may be several points below.

"In fact, salary increases at Cornell are generally based on merit review rather than on across-the-board increases," Nesheim said. "It's a better way to reward superior performance."

At the March 15 through 17 meeting at



Malden C. Nesheim

which the Board of Trustees set next year's endowed tuition, one trustee suggested that such a reward system was itself a strong guarantor of quality: "The real question is: Are we getting the best people at the salary levels we are paying?" he said. "And, in reality, I would think this is determined by a great number of individual decisions, not by a numerical average."

— Sam Segal

## Hotel students form national minority group

Opportunities for minorities to become managers in the hospitality industry will increase tremendously in the 1990s, according to participants in the industry's first minority network.

"Our population is changing rapidly, and minorities will become major consumers in the 1990s," said Alfred Watts, 21, of New Haven, Conn. A junior in the School of Hotel Administration at Cornell, Watts is president of the Society of Minority Hoteliers. "There will be tremendous managerial opportunities for minorities in hotels, restaurants and other hospitality businesses through the 1990s," he said.

Watts said that between 80 to 90 percent of minorities now employed in the hospitality industry occupy jobs in the back of the house with very few out front. "That ratio is going to change dramatically," he said.

Dave Sampson, vice president for equal employment opportunity and affirmative action compliance for the Marriott Corp. in Washington, D.C., told the society's first national conference that minorities and women may account for as much as 80 percent of hospitality industry employees by the next century.

Founded as a local organization at Cornell in 1985, the Society of Minority Hoteliers was reorganized into a national group at a March conference at Cornell attended by 46 hospitality industry students from 16 universities and by 18 industry professionals, 16 of them minorities. They came from as far away as the University of Nevada.

The society, which will hold its second conference at Cornell next year and then move to other universities, was organized to



John Pachai

Students (from left) Evan Frazier, Alfred Watts and Penelope Wint organized a national network for minorities working in and studying the hospitality industry.

enable African-Americans, Asians, Hispanics and native Americans in hospitality education to meet and communicate with minority executives so as to improve their job opportunities.

Three students worked with Watts in developing the society's national publication and network system. Michael Burkeen, 20, of Allentown, Pa., was co-expansion coordinator along with Evan Frazier, 19, of Pittsburgh, Pa., who also was co-conference director. Penelope Wint, 19, of Wheatley Heights, Long Island, was the other conference director. The students commented:

• Frazier: "We want to encourage people of color to pursue higher levels of employment by establishing networks of students with industry leaders."

• Wint: "We the students will set the

standards for our society and the goals that we wish to achieve. We will help to establish society chapters in other universities to enable their students to make their own direct contacts with industry executives."

• Burkeen: "The contacts that we make will be the underpinning for opportunities and success of minorities in the hospitality industry now and in the future."

"This is a dream come true," Watts said. "The students are very excited about their prospects. Many of them who attended our March conference are seniors or graduates who will take our society immediately into the industry."

"Until now, we students of color did not have a system through which we could meet and talk with people of color who are working in the industry."

— Albert E. Kaff

## Reporters meet here to discuss food safety issues

More than 50 print and broadcast journalists — most of them from New York state — will be at Cornell today and Friday for briefings and discussions about the safety, risks and hazards of the system of food production, processing and marketing.

The Food Safety Conference is being sponsored by the College of Agriculture and Life Sciences, College of Human Ecology, Cornell Cooperative Extension, the Institute of Food Sciences and the Northeast Farm Communicators Association.

The goal of the conference is to promote journalists' in-depth coverage of food safety issues because conducting research is not enough; the results must get to the public if families and communities are to make wise personal and public-policy decisions, Agriculture and Life Sciences Dean David L. Call noted.

A New York Times Washington Bureau correspondent, Keith Schneider, will deliver the keynote address, "What People Want and Need to Know About Food Safety," at a dinner session today. The feature address at a luncheon on the second day will be delivered by Catherine Bertini, assistant secretary for food and consumer services in the U.S. Department of Agriculture.

Cornell participants include food science Associate Professor David M. Barbano; animal science Associate Professor Donald H. Beermann; nutritional sciences Associate Professor Carole A. Bisogni; food science Associate Professor Joseph H. Hotchkiss; Cornell News Service Senior Science Editor Dennis Meredith; Associate Professor Donald A. Rutz, director of the Chemicals Pesticides Program; and Senior Extension Associate James P. Tette, director of the New York State Integrated Pest Management Program.

## Gutenberg continued from page 1

management and environmental concerns to transportation and housing issues, all of which have to be coupled with the realities of budget constraints," he said. "Many of these issues present special challenges to Cornell as a dynamic institution that serves not only the local community but the state, nation and world."

Gutenberg stressed that the university, as the largest employer in the county, has a key role to play in cooperative efforts to improve intermunicipal cooperation and planning.

"To many in our community, Cornell-

bashing is a favorite sport," he said. "I may even have engaged in it on occasion. On the other hand, any rational person realizes that Cornell is a great asset to our community. I want to build on that."

Burness said, "John Gutenberg will be able to help us understand how to work more effectively with the community, especially as he learns more about the university programs and the very real fiscal problems that face all of higher education."

He added that the appointment "presents an opportunity to have Stewart, who has a wealth of experience and knowledge, focus

more of his attention on community outreach and communications programs.

"One of Cornell's great advantages is the quality of life in Ithaca. It's a wonderful place. We feel the university is a real asset to the community, too, but, as Gutie pointed out, in many ways we haven't done a very effective job of letting the public know about that."

Gutenberg was a three-term mayor from 1983 to 1989. He was defeated in the Democratic primary by Cornell Professor Emeritus Benjamin Nichols, who went on to win the general election. Previously,

Gutenberg was a member of Ithaca's Common Council for 11 years, having served as acting mayor five years and as chairman of every major council committee, including planning and development and intergovernmental relations. He also had served as chairman of the Board of Public Works and the Urban Renewal Agency, and has remained active in several community organizations.

Gutenberg, 47, is a graduate of Ithaca High School and Michigan State University, where he earned a bachelor's degree in hotel management.

**Rocket** *continued from page 1*

miles an hour.

The daughter abruptly sprouted two nine-foot antennas; and from either side of the mother, twin metal ribbons unrolled, popping open to become 60-foot-long, rigid cylindrical antennas.

Four minutes into the flight, the mother began to "sing" to the receding daughter, transmitting through its antennas a precisely orchestrated sequence of radio signals at different frequencies and powers. The daughter, in turn, used its antennas and sensors to collect information on the electric and magnetic fields that the radio-wave song produced in the rarefied ionosphere, processing the data and transmitting it back to Earth.

*The April 5 flight was a voyage into unknown territory for the scientists — flying a new instrument package to explore an uncharted realm of physics.*

Seven minutes from launch, the two hurtling objects reached the pinnacle of their flight, more than 340 miles above the Earth. Twelve minutes into the flight, their antennas collapsed, fluttering uselessly against their sides, as they plunged into the Earth's atmosphere and eventually sank beneath miles of the Atlantic Ocean north of Bermuda.

Thus ended the first flight of Waves in Space Plasma (WISP), a NASA-sponsored project that involves a collaboration of scientists from TRW Inc., Cornell and the University of New Hampshire. Principal investigator for the launch was William Taylor of the TRW Space and Technology Group.

Co-investigators are Paul Kintner, a Cornell associate professor of electrical engineering and a participant in Cornell's Laboratory of Plasma Studies; and University of New Hampshire physics Professor Roger Arnoldy.

WISP's purpose is to explain one of the thorniest mysteries in space physics: how the steady rain of electrons from the

sun — part of the "solar wind" of high-energy particles constantly buffeting the Earth — somehow transfers energy to charged atoms called ions in the Earth's ionosphere.

Such transfer is an important process in the complex, exotic realm of the ionosphere — the region beginning about 50 miles above the Earth, beyond the atmosphere, where hot, superthin ionized gases called plasmas swirl about under the influence of the Earth's electric and magnetic fields.

Just such an energy transfer produces the brilliant, undulating glow of the aurora borealis, or northern lights.

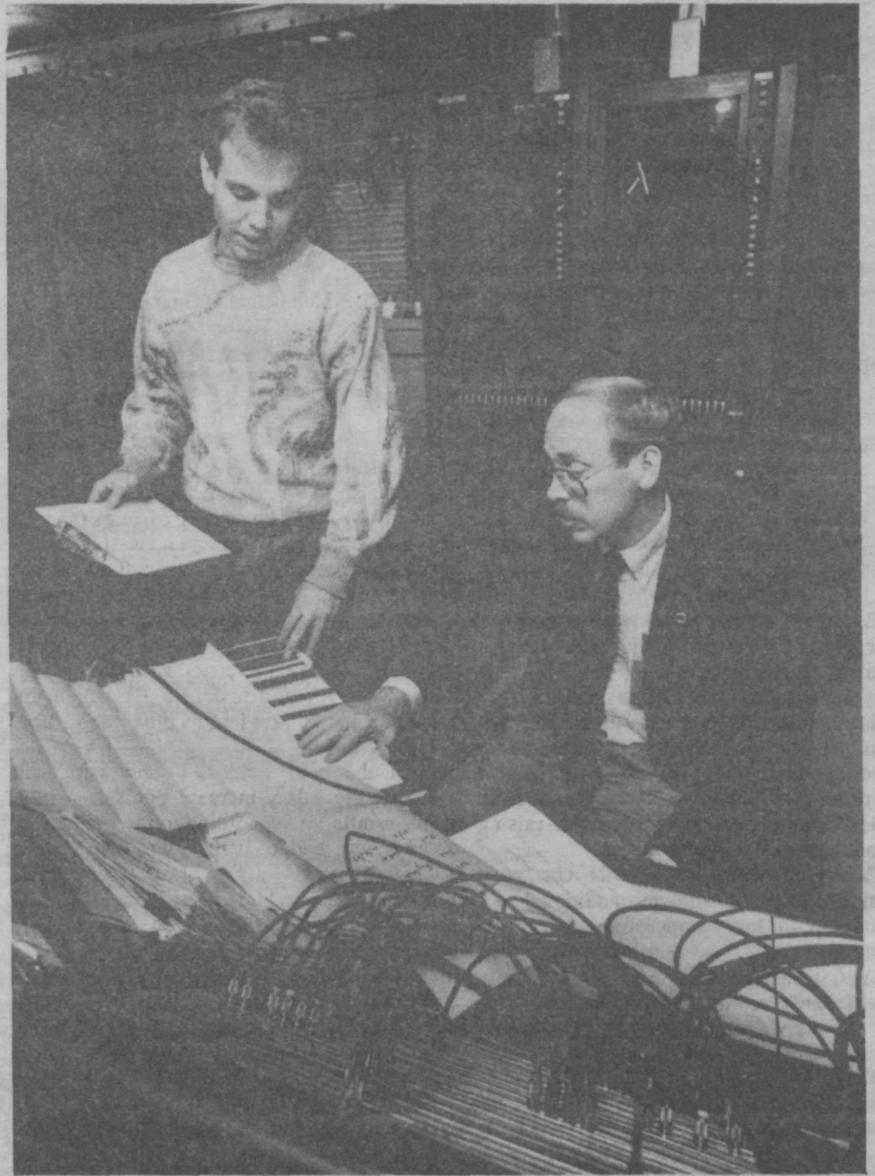
Besides fascinating geophysicists, this energy transfer mechanism also interests engineers constructing communication systems, physicists seeking to harness thermonuclear fusion as an energy source and astrophysicists studying similar energetic processes around other stars.

The problem is that there are seldom energy-transferring collisions between the solar electrons and the oxygen or nitrogen atoms in the ionospheric plasma, Kintner said. The particles are far too sparse in the thin ionosphere, meaning that energy is somehow transferred by electromagnetic waves generated by the electrons.

"Thus, we know that these kinds of wave-particle interaction problems are important, because above the Earth's atmosphere it's the only way particles can interact," added Kintner, who is slated to become principal investigator for the project when Taylor of TRW becomes chief scientist for NASA's space station program later this year.

The electrons spiraling down from space along the Earth's magnetic field lines accelerate, or heat, the ions to energies as high as 10,000 volts. This energy transfer takes place transversely. That is, the electric fields caused by the electrons accelerate ions perpendicular to the magnetic field line along which the electrons travel.

"There are some 20 theories attempting to explain how electrons produce these transversely accelerated ions," Kintner said. "Since it's difficult to think of any passive measurements that could resolve the question, we decided to do an active experiment; to inject electromag-



Paul Kintner, associate professor of electrical engineering (right), and graduate student Scott Chesney prepare for the launch in the telemetry center of NASA's Wallops Island, Va., facility.

Photographs by Chris Hildreth

netic fields into the ionosphere ourselves instead of having drifting electrons do it." The Wallops Island launch site was chosen because the ionosphere is far less "stormy" than above the poles, making analysis of the results easier.

The April 5 flight was a voyage into unknown territory for the scientists — flying a brand new instrument package to explore an uncharted realm of physics. Their purpose was not only to probe the energy transfer process but to learn how to "tune" their entire experiment to improve it. As a result of the flight, new transmitting frequencies, antenna designs, instrument packages and experimental procedures will be developed for future launches.

For example, the scientists believe that a "confused" computer chip aboard the mother may have caused the mother's attitude control system to malfunction. This system was to have triggered precise bursts of high-pressure argon gas from nozzles on the mother to orient the payload along the Earth's magnetic field lines to launch the daughter. Then it was to have used the jets to swing the mother perpendicular to the daughter and slow its spin for the transmission experiment.

But despite the apparent aiming glitch, Kintner said the flight will provide valuable data for scientific study. "It'll take a lot of analysis of the computer tapes," he explained. "You can't really tell what you know immediately. Difficult problems rarely have simple solutions."

Also, as with most university research, the project has an educational value beyond its scientific importance, Kintner pointed out.

Scott Chesney, a Cornell graduate student, oversaw the payload assembly and monitored the data telemetry during flight. Chesney will use the results for his Ph.D. thesis. And the Cornell portion of the payload — including most of the instrumentation for the daughter section — was designed and constructed by Steven Powell, a staff engineer who began his research career as a Cornell undergraduate.

To Kintner, such experience is vital if future scientists are to deeply understand the instruments that produce the data on which they base their theories.

"The sounding rocket program is really the last place at NASA where graduate students can actually lay their hands on

hardware rather than just massaging data on a computer screen," he said. "Scott will spend a lot of time looking at a computer screen analyzing this flight, but at least he'll know why."

High school students also had a chance to record the rocket's signals, using special antennas built and distributed by TRW. The students also were using the antennas to monitor a Soviet ionosphere-studying satellite known as ACTIVE.

The next rocket experiment for Kintner and his colleagues will gather data on the natural process of transverse ion acceleration in the aurora.

—Dennis Meredith



NASA project manager Phil Eberspacher (right), Cornell graduate student Scott Chesney (center) and NASA technician Huckleberry Compton attach the nose cone to the payload. In background is electronics technician William Atkins, who managed communications with the payload during lab testing.



Graduate student Scott Chesney (left) and launch pad supervisor Wayne Brittingham examine the Black Brant X before launch.

# CALENDAR

continued from page 5

## CISER

"Cornell Initiative on Global Climate Change: Social Science Dimensions and International Case Studies," Mark Harwell, April 11, 4 p.m., 401 Warren Hall.

"Agricultural Labor and the Role of Extension," Bernard Erven, agricultural economics, forum on labor force issues, co-sponsored by Community and Rural Development Institute, Cooperative Extension, city and regional planning and ILR extension, April 13, 12:15 p.m., 250 Caldwell Hall.

## Communication

Title of be announced, Jan Olsen, director, Mann Library, April 13, 2:45 p.m., 213 Academic I.

## Electrical Engineering

"Why Neural Networks for Adaptive Signal Processing?" Simon Haykin, director, Communications Research Lab, McMaster University, Canada, April 17, 4:30 p.m., 219 Phillips Hall.

## Epidemiology

"A Case-Control Study of Oral Cancer and Pre-diagnostic Concentrations of Selenium, Zinc and Calcium in Nail Tissue," Mary Rogers, Fred Hutchinson Cancer Research Center, Seattle, Wash., April 13, 12:20 p.m., 260 Warren Hall.

## Floriculture & Ornamental Horticulture

"Liberty Hyde Bailey: Father of American Horticulture," John Seeley, professor emeritus, landscape architecture, April 12, 12:15 p.m., 404 Plant Science Building.

"Theory and Application of Lighting Design in Landscape Architecture," Craig McDonald, graduate student, landscape architecture, April 19, 12:15 p.m., 404 Plant Science.

## Food Science

"Enhancement of Secondary Metabolite Production and Excretion from Plant Cell Cultures," Thomas J. Hirasuna, food science, April 17, 4:30 p.m., 204 Stocking Hall.

## Geological Sciences

"Magmas and Ores in the Central Andes," Ulrich Peterson, Harvard University, April 17, 4:30 p.m., 1120 Sneeh Hall.

## Genetics & Development

"Lineage Disequilibrium: Theory and Inferences," Alan Hastings, mathematics, environmental studies, University of California, Davis, co-sponsored by theoretical and computational biology, evolutionary biology, April 12, 2 p.m., G-01 Biotechnology Building.

## International Nutrition

"Present Status of the Inter-Agency Food and Nutrition Surveillance Project," Beverly Carlson, senior project officer, Food and Nutrition Surveillance Project, UNICEF, April 12, 12:15 p.m., 200 Savage Hall.

"Studies on Vitamin A Deficiency and Morbidity in Tanzania," Godwin Ndossi, graduate student, nutritional sciences, April 19, 12:15 p.m., 200 Savage Hall.

## Jugatae

"The Experimental Plan to Progress in Biological Weed Control," Peter McEvoy, entomology, Oregon State University, Corvallis, co-sponsored by the New York Cooperative Fish and Wildlife Research Unit, April 16, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Special Seminar, "Nonpesticidal Approach to Crop Pests Management by Resource-Poor Small-Scale Farmers in Africa," Kailash Saxena, senior principal research scientist, Crop Pests Research Program, The International Centre of Insect Physiology and Ecology, Nairobi, Kenya, April 17, 4 p.m., auditorium, Boyce Thompson Institute.

## Mechanical & Aerospace Engineering

"Mixing, Diffusion and Chemical Reaction of Liquids in a Vortex Field," Frank E. Marble, GALCIT, April 17, 4:30 p.m., 107 Upson Hall.

## Microbiology

"The Regulation of Nitrate Reductase Formation in *Escherichia coli*," John DeMoss, biochemistry and molecular biology, University of Texas School of Medicine, April 12, 4:30 p.m., 124 Stocking Hall. "The Challenge of Anthelmintic Resistance - Politics or Science," G.C. Coles, head, parasitology, Central Veterinary Laboratory, Ministry of Agriculture Fisheries and Food, New Haw,

Weybridge, Surrey, England, April 16, 12:15 p.m., G-3 Vet Research Tower.

## Natural Resources

"Building Block for an Environmental Ethic," Phil Pister, fishery biologist, California Fish and Game, April 17, 12:20 p.m., 304 Fernow Hall.

## Neurobiology & Behavior

"The Analgesic and Comforting Mother: Where Touch Ends and Opioids Begin," Elliott Blass, psychology, nutrition, April 12, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Developmental Changes in a Simple Behavior in the Moth, *Manduca sexta*," Carol Miles, neurobiology & behavior, April 19, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

## Nutrition

"Mechanisms of Hypertriglyceridemia and Relation to Atherosclerotic Lesion in the Coconut Oil/Cholesterol-Fed Rabbit," Margaret Van Heck, nutritional sciences, April 16, 4:30 p.m., 100 Savage Hall.

## Operations Research & Industrial Engineering

Manufacturing Engineering, "Total Quality Management - The International Scene," Daniel Inda, Philip Crosby Association, April 12, 4:30 p.m., B-14 Hollister Hall.

## Ornithology

"Natural History Adventures in Antarctica, South Georgia and the Falkland Islands," Bret Whitney, Field Guides Incorporated, April 16, 7:45 p.m., Laboratory of Ornithology, Sapsucker Woods Road.

## Peace Studies Program

"The Future of Tritium and Nuclear Weapons," Wolfgang Panofsky, Stanford Linear Accelerator Center, and A.D. White Professor-at-Large, April 12, 12:15 p.m., G-08 Uris Hall.

## Pharmacology

"Calcium Entry and Oscillation in Vascular Endothelial Cells," David Adams, pharmacology, University of Miami Medical School, April 16, 4:30 p.m., G-3 Vet Research Tower.

## Physiology

"An Ethological Approach to Assessment of Welfare," Ian Duncan, University of Guelph, April 17, 4:30 p.m., G-3 Vet Research Tower.

## Plant Biology

"Calcium-Dependent Protein Phosphorylation in Plants," G.M. Polya, biochemistry, LaTrobe University, Bundoora, Victoria, Australia, April 13, 11:15 a.m., 404 Plant Science Building.

## Plant Breeding & Biometry

"Cabbage Proteinase Inhibitors: A Potent Phytochemical Defense Against Herbivorous *Lepidoptera*," Roxanne Broadway, entomology, Geneva, April 17, 12:20 p.m., 135 Emerson Hall.

## Plant Pathology

"Ecological Genetics of *Pseudomonas cepacia*," David Yohalem, April 17, 4:30 p.m., 404 Plant Science Building.

"Restriction Fragment Length Polymorphism among Strains of *Pseudomonas syringae* pv. *syringae* Recovered from Bean and other Hosts," April 18, 3 p.m., A133 Barton Lab, New York State Experimental Station, Geneva.

## Poultry Biology

"Using Fish Oil in a Food Product," Yu-Tsy Li, poultry and avian sciences, April 12, 4:30 p.m., 300 Rice Hall.

## Psychology

"Gender Variations and Hormones: The View From Clinical Research," Heino F.L. Meyer-Bahlberg, College of Physicians and Surgeons, Columbia University, April 12, 4:30 p.m., 202 Uris Hall.

## Religious Studies

"The Body," Jonathan Bishop, English, April 18, 4:30 p.m., A.D. White House.

## Rural Sociology

"Land Use Conflicts and Ecology in Agricultural/Pastoral Borderlands: The Case of Kenya," Peter Little, anthropology, SUNY Binghamton, co-sponsored by Population and Development Program, April 12, 4:30 p.m., 32 Warren Hall.

"From Demographic Models to Population Policy," Leon Bouvier, sociology, Old Dominion University, co-sponsored by Population and Development Program, April 13, 3:30 p.m., 32 Warren Hall.



Patricia Reynolds

Neera Rellan as Roxane and Gabriel Barre as Cyrano appear in the 1989-90 season-ending performances of "Cyrano de Bergerac" at the Center for Theatre Arts.

## 'Cyrano de Bergerac' closes 1989-90 season

The Department of Theatre Arts will close the 1989-90 season with a production of the classic love story, "Cyrano de Bergerac." Performances will be given April 25 through 28 and May 2 through 5 at 8 p.m. at the Center for Theatre Arts.

Starring in the title role will be Gabriel Barre, a guest artist at Cornell this semester, who was recently nominated for a Tony Award for best actor in a musical for his role as Trinkulus in "Starmites."

David Feldshuh, artistic director for the Theatre Arts Department and recent winner of the New American Play Award for his play "Miss Evers' Boys," will direct the production.

Student Neera Rellan of the theatre art's advanced undergraduate training program will play Cyrano's love interest, Roxane.

Tickets are on sale for \$4 and \$6. To make reservations or for more information, call the Center for Theatre Arts box office at (607) 254-ARTS.

## Science, Technology & Society

"Citation Analysis for Science Policy," Eugene Garfield, president, Institute for Scientific Information, April 17, 12:15 p.m., 701 Clark Hall.

## Society for the Humanities

"Hegemony and Deconstruction," Ernesto Laclau, government University of Essex, April 17, 2:30 p.m., 201 A.D. White House.

## Sociology

"Power Processes in Bargaining," Edward Lawler, University of Iowa, April 13, 3:30 p.m., 302 Uris Hall.

## South Asia Program

"Conceptual Perspective on Gender Role in Resource Management: Experience from Nepal," Bina Pradhan, Humphrey Fellow, International Agriculture Program and South Asia Program, April 18, 12:15 p.m., 153 Uris Hall.

## Stability, Transition & Turbulence

"Multi-phase Fluids in Small Pores," W.L. Olbricht, chemical engineering, April 17, 12:30 p.m., Grumman Conference Room, Grumman Hall.

## Statistics

"Markov Branching Decision Chains: Migration-Induced Optimality," Arthur F. Veinott Jr., operations research, Stanford University, co-sponsored by operations research, April 18, 3:30 p.m., 100 Caldwell Hall.

## Textiles & Apparel

"High Performance Fibers," Kevin M. Kirkland, Allied-Signal Inc., April 12, 317 Martha Van Rensselaer Hall.

## Theoretical & Applied Mechanics

"Shear Transformations in Anisotropic Solids," P. Rosakis, April 18, 4:30 p.m., 205 Thurston Hall.

## Toxicology

"Alternatives to Animal Testing," Alan M. Goldberg, associate dean for research, Johns Hopkins School of Public Health, April 13, 12:20 p.m., 304 Fernow Hall.

## Vegetable Crops

"Biodiversity and the Practical Implications of its Impoverishment," Thomas Eisner, Cornell, April 12, 4:30 p.m., 404 Plant Science Building.

# SYMPOSIA

## Architecture

"Le Corbusier's Chandigarh: Architecture and It's Cultural Context," April 13 through

15. Introduction and opening remarks, April 13, 5:30 p.m., 115 Tjaden Hall; panel discussions April 14 in 115 Tjaden Hall at 10 a.m. and 2 p.m.; round-table discussion, April 15 at 10:30 p.m. in 115 Tjaden Hall.

## East Asia Program

"When Will Japan Slow Down?" the fifth annual Mitsui Forum, April 13, 4:30 p.m., Bache Auditorium, Malott Hall. Keynote speaker will be Ronald Dore, director, Japan-Europe Industry Research Centre, Imperial College of Science, Technology and Medicine, University of London and adjunct professor, political science, M.I.T. Panelists include: Timothy J. Curran, general manager, sales, Office Automation Group Panasonic Communications & Systems Co.; Clark S. Kinlin, manager, Fiber Marketing, Telecommunications Products Division, Coming Glass; T.J. Pempel, government, moderator.

## Law

"Dilemmas on the Mohawk Indian Reservation: An International Perspective," a conference held by the American Indian Law Students Association, April 12 at 8 p.m., 290 Myron Taylor Hall. Legal experts and tribal representatives will discuss gambling, border-crossing and the sovereignty of the 25,000-member Mohawk Nation. Participants will include attorneys Curtis Berkey and Paul Williams, and Lincoln White, the newly-elected chief of the St. Regis Mohawk Tribal Council. Ron LaFrance, director of the American Indian Program and a traditional tribal chief of the Mohawk Nation, will moderate.

## Society for the Humanities

"Theory and Politics of Difference," April 13 and 14. On April 13 in Hollis E. Cornell Auditorium, Goldwin Smith Hall, presentations by Joan Scott, Center for Advanced Study, Princeton, 3:30 p.m., and Ernesto Laclau, government, University of Essex, 4:30 p.m. On April 14 in the Guerlac Room, A.D. White House, presentations by Biodun Jeyifo, English; Michael Sprinker, English, SUNY Stony Brook; Judith Butler, Humanities Center, Johns Hopkins University; and Hortense Spillers, English. For more information, contact 255-4725.

# MISC.

## Risley

"Festival of the Arts" will be held April 13 through 17 at Risley Dining Hall. "Spring Jitters," a dance featuring music by the Cornell Jazz Band, April 13, 9 p.m. to 1 a.m.; opening of student art show in Tammany Coffeehouse, Risley College, April 14, 9 p.m. to 10 p.m.; reading of student poetry and short stories, April 17, 8 p.m.

# Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 26

Thursday, April 12, 1990

## Volunteerism Does Make a Difference

## Getting Outside Your Everyday World and Giving Back to Others

### Local Self Help Groups Deal with Addictions



### Note from the Editor

Judy VanDermark

#### By Judy VanDermark

You may all experience pleasure and success in your professional career or personal lives. It is my experience that, outside those circles, many Cornell employees volunteer what little "spare" time they have to help make a better Cornell community, local communities, nonprofit organizations, their own interest groups or campaign for their own personal issues.

Without volunteers and the time they put in I believe our society and our lives would be lacking depth and diversity.

As a volunteer, it is always a very special feeling to have the satisfaction of knowing that your actions may have touched the lives of others. Even if it is only one person, it can be the most exciting feeling knowing that you may have had just a small part in making someone else's life a bit brighter or easier by sharing your time and energy. Getting outside your everyday work world and giving back to others what someone has given to you somewhere in your life is very important.

Page one of Networking this week is spotlighting the accomplishments of the Subcommittee on Women and Addictions. This group, a subcommittee of the Advisory Committee on the Status of Women at Cornell, has provided an avenue for individuals within our Cornell community to look at and learn more about an ever growing concern of women: The effect of substance abuse in the workplace and the effect that addictions and substance abuse may have in the everyday work world.

Each issue of Networking this subcommittee has featured a column which is meant to educate the general public in areas of addiction and codependency which may directly or indirectly affect you.

Without the volunteer work of the members of this committee, Networking would not have received the letter reproduced here on page one from a Cornell employee. Hard work, commitment to making a difference and thinking of others is maybe just enough to make a difference as we enter the 1990s.

I would like to thank the members of the committee: Betsy East, associate director of athletics; Kris DeLuca-Beach, placement specialist, Human Ecology; and Polly Spedding, senior extension associate, Family Studies.

Networking knows there are hundreds of volunteers on this campus. Please let us know what you or groups you are associated with are doing and why you do it! You may or may not know how many lives you touch -- but, please remember the ability of one person to make a difference. Volunteerism does make a difference!

#### Adult Children of Alcoholics

This group helps adults whose lives have been affected by the drinking problems of their parents or dysfunctional families.  
Contact Person: Sandy 272-4475

#### AL-ANON

This group helps adults whose lives have been affected by the drinking problems of relatives or friends.  
Contact Person: Information Service - 273-1541

#### Alateen

This group provides information, education and confidential help toward personal recovery, group discussion, study of 12 step program (AA and spiritual fellowship to 11 1-2 - 19 year olds, who are affected by a relative or a friend with a drinking problem.  
Contact Person: Cathie 273-9190.

#### Alcoholics Anonymous

Is a fellowship of men and women who share their experience, strength and hope with each other so that they may solve their common problem and help others to recover from alcoholism.  
Contact Person: Information Service, 273-1541

#### NAR-ANON

This group offers support, information and education to friends and relatives of people who are addicted to drugs. It works in close cooperation with Narcotics Anonymous.  
Contact Person: Mental Health Association, 273-9250

#### Narcotics Anonymous

This group uses the twelve steps of anonymous groups to address the disease of addiction.  
Contact Person: Mental Health Association, 273-9250

### Dear Networking,

**I am a responsible, respected member of the Cornell community. I am also a recovering alcoholic.**

During the years (and it was years!) that my addiction to alcohol grew steadily and progressively worse, everyone around me suffered, including my coworkers. They did my work when I had the 'flu.' They put up with my totally unpredictable behavior. They covered for me when I was late. They put my memory lapses down to 'academic absentmindedness.' They chalked my paranoia up to 'stress' and 'overwork.' They clucked their tongues sympathetically over all the 'problems' I was having at home.

I very nearly died from alcoholism. I hid my 'drinking problem' for a long time and the person I was best at hiding it from was myself. That's the nature of addiction--professionals call it a "disease of denial."

The point is that my coworkers were in denial, too. Even with all my acting ability, it must have been pretty hard for my coworkers to miss the bloodshot eyes, the puffy face, and the shaky hands. There must have been days that they resented my absences, lost patience with my craziness, been bored to tears with my tales of woe, and been suspicious of my alibis. But nothing was ever said.

I was lucky. I finally hit an emotional and physical bottom that was so devastating that I sought help. Recovery from addiction is a long, long road--but I'm grateful that I have the chance to walk it.

Other addicted people here at Cornell may not get that chance unless others who care about them learn to recognize the symptoms of addiction and are courageous enough to help the addicted person help him- or herself.

I hope that the articles on alcoholism and codependency you've been featuring in Networking and the brown bag lunches sponsored by the Advisory Committee on the Status of Women will create an awareness that there is a problem here, and that alcoholics come in all shapes and sizes and from all walks of life--including college campuses. More importantly, I hope that workers at Cornell--at all levels--will come to realize that they can help and should. They might save a life.

Sincerely, An Anonymous Reader

## Leadership Leads: Volunteerism Makes Everyone a Leader

#### By George Peter

Everyone is a leader. At some time or other everyone is called upon to play a leadership role. To do otherwise one must be a robot of some sort.

One way to take on a leadership role at Cornell is to volunteer to be involved in community activities. This may be accomplished by serving on the self-governance system, the editorial board of Networking or other university-related committees, task forces or groups, e. g.: the commencement ushers.

A common stumbling block for some employees in serving in these capacities is opposition that may come from those in one's work unit. It may come from a supervisor or from coworkers who may be called upon to pick up the slack.

What to do? We have asked Lee Snyder, director of Human Resources, to address this problem and to offer suggestions:

Lee Snyder on requesting time away from work: University policy encourages supervisors, whenever possible, to accommodate employees' requests for time away from work to pursue educational opportunities or university-sponsored committee work.

Supervisors have to consider such requests in light of departmental schedules and often requests cannot be granted. But we do encourage employees and supervisors to work together to try and resolve any conflicts which might stand in the way.

The administration is supportive of employees' committee involvement. Each year Senior Provost Robert Barker and Senior Vice President James Morley send a letter to the Cornell community encouraging supervisors to work with employees who request time away from work for certain university-approved activities.

If you do not feel that your supervisor or coworkers are being supportive of your interest in pursuing educational opportunities such as Training and Development workshops--seminars, extramural or employee degree study, or committee work and self-governance activities such as the Employee Assembly, or the Networking editorial board, etc. the first step is to speak to your supervisor.

You may feel more comfortable writing your thoughts on paper and sending a memo to your supervisor before talking about the issue in person. Either way, you might want to consider organizing your ideas to show that you have clearly thought out the importance of the activity for which you are requesting time away from work and to indicate that you are aware of departmental needs.

For example, in your memo:

1. discuss the purpose of the workshop--seminar--meeting--committee:

Continued on page 4

## Brown Bag

### Lunches Address Addiction Issues



R. C. Quick



Susan Mason

"Do You Take Care of Everyone But Yourself," discussion led by Geri Boyd, MSW, CAC and Lee Moon, MSW, Director of Employee Assistance Program was presented on Tuesday, March 27, 1990. Attendance was close to 80.

To come: "Crucial Issues, Candid Talk: Alcohol and Drugs in Your Work Place," Tuesday, April 17, 12pm to 1:15pm, Robison Hall of Fame Room, Schoellkopf Memorial Building, discussion will be led by R.C. Quick, extension associate, College of ILR and Susan Mason, research support specialist, College of ILR.

## Networking Articles on Addictions

Alcoholism Checklist and Resource Information

Chemically Dependent Women: Struggle for Recovery

What is Co-Dependency?

Codependency

Booze Hits Women Harder: Study Shows Enzyme Makes Men Less Susceptible

Women and Addiction

Questions and Answers about Alcohol

Co-Alcoholics: The Partner Paradox - Part I and II

Did You Know That....

Working Wives of Alcoholics  
Women and Drug Addiction

## Employee Spotlight on Ellen Chirco

By Kathleen O'Brien

It is a partly cloudy night, the moon peaks out at intervals to light the dank, dark scene. The dogs are baying in the distance. A light rain earlier in the day has made the flower bed a sticky, gooey mess -- what's this, one of my seeds has just crawled away?!!!

In the early precollege horticultural years, superstition said that to have a good garden, some seed varieties should be planted by the light of the full moon on the first day of spring.

These days, seed testing for viability is done in a scientific environment at the Geneva Experimental Station's Seed Testing Laboratory. The director of that laboratory is this issue's Employee Spotlight -- Ellen M. Chirco.

Ellen started as a seed germination testing analyst 16-1-2 years ago. The laboratory Ellen directs is a self-supporting unit providing testing services to farmers, processors, feed companies and government agencies. The laboratory tests a variety of seeds: agricultural, vegetable, herb, turf, forage, etc., and especially wildflowers.

As Ellen stated, "To get the seeds to germinate we use acid, cold, warmth, and sequences of warm then cold." It is a challenge to "find the secret to get the seeds to germinate."

Ellen says that the seeds require moisture, are placed on paper towels or blotters, given the correct amount of light (or none at all) and are placed into refrigerators (cold refrigerators or warm refrigerators).

When asked whether it felt like Frankenstein with an experiment, Ellen

quickly replied, "There is a real feeling of accomplishment when something grows and you know you have finally found the right sequence." Not only do the seeds have to germinate, the new plant has to grow into the normal, healthy living cultivar or tree that someone has purchased to plant.

Ellen says the position she now holds required a knowledge of botany, extensive experience in and knowledge of seed-testing procedures, the ability to identify and resolve testing problems, and knowledge of how to operate the laboratory as a self-supporting unit. She has a B.A. in Biology, and an M.S. degree in Agronomy--Seed Technology, which she received through the Cornell Employee Degree Program.

Ellen thinks that working with seeds is fascinating, especially when you're developing new testing procedures and resolving testing problems. She finds it very satisfying to be working with others in the unit who also find the work as interesting.

The work brings her into contact with researchers in the department, individuals in the industry and seed technologists throughout the world. Now you would think that all this excitement would be enough for one person.

Ellen also volunteers as a weather observer for the National Weather Service, serves as a sponsor for the International Fellowship program (high school exchange students), and works on costume design and construction for her husband Michael's high school



Ellen M. Chirco

dramas. Whew!

Enthusiastic, knowledgeable, and fascinating to talk seeds with -- this Cornell is one of your employees!

Employee Spotlight would like to thank all of you who have contributed the leads for the interesting people that have been and will be interviewed. BUT, Networking still needs your support. So,

if you know of anyone who should be in the EMPLOYEE SPOTLIGHT, please send their names, phone numbers, and a sentence or two explaining why they should be spotlighted to: Employee Spotlight, 134-A Plant Science Building, Yoo-Hoo, Long Island Horticulture Research Lab -- Riverhead -- are you there???? Thank you!

## A Test of Endurance: We Did It My Way By Maureen Brull

This week Networking welcomes a new voice -- Features Editor Maureen Brull, a personnel assistant from Training and Development. Her story of how she handled an ongoing struggle with her son while he balanced sports and good grades might have a familiar ring to many. Remember, Networking welcomes your stories or ideas for articles on family or work issues.

Bobby is in ninth grade now. Believe me, at times it didn't seem as though he would make it. Although his dad and I had discussed with him the transition from elementary school to the high school in seventh grade, we never realized what other situations might be going on at the same time that would affect the transition's "smoothness." You see, we were divorced by the time Bobby entered seventh grade.

Thank goodness for sports, I thought! Here was a way, not only to let that extra energy out, but make a place for himself in school - having followed in the footsteps of a very bright sister.

I encouraged his involvement from the start, believing that his elementary schooling had provided him with the study habits he needed to succeed in the high school. When asked how school was going, I believed him when he said he was doing well.



Bobby and Maureen Brull

Unfortunately, seventh grade turned out to be a disappointment academically. By Christmas break I discovered that he was failing almost every subject. I knew that if I didn't step

in and make some decisions, he would not only fail seventh grade, but would carry around an awful feeling about himself. I notified the school and, through the guidance office, was able to

establish a weekly system where I would send a paper each Friday with Bobby listing all of his classes on it.

He, in turn, would have each teacher sign signifying that Bobby had passed all tests that week and had turned in all of his homework. That signed piece of paper also allowed him to have privileges for the week. Obviously, Fridays were sometimes not a great deal of fun. The thought of going home on a Friday night sometimes became almost unbearable.

The outcome of that little piece of paper set the entire mood for one week in our house. Some weeks went extremely well and other weeks you could have cut the tension with a knife. But I couldn't give up. I came to realize that Bobby not passing school was more than an issue for just him, it also made me feel as though I, as a single parent, was a failure. I had made the decision to change our family life and I couldn't let that decision affect him in school.

We spent the entire Christmas vacation reading and catching up on social studies. The rest of the school year I literally became a seventh grade student again. I even joked with some of his teachers that I could easily take his finals if he were sick that day.

In the end, he barely passed and we found ourselves calling the guidance office the very last day of school to see if he would be entering eighth grade. But Bobby felt that all was not lost as he had had a wonderful year on the town football team. Life couldn't be better according to him: Bobby always felt that being a "good kid" would make up for grades that weren't up to par.

Eighth grade came and early on in the school year Bobby was reminded of the responsibility he had to himself to not only be a "star" athlete, but to "shine" academically. He passed eighth grade with grades that were well within average and with virtually no prodding from me. The days of struggling for grades were over!

August of 1989 found Bobby entering the ninth grade and trying out for the junior varsity football team at Dryden High School. He was very proud when he made it. Of course, one of the first talks I had with him was about our family rule that there would be no sports if there were any failing grades.

Although football season opened with a lot of promise, it wasn't until the five-

## What's Happening this Summer?

By Kathleen O'Brien

Ah, spring. Ah, summer. Vacation time. Then back to work. First day back will be hectic -- but just the thing to get you through it fast. But wait! -- B Lot is closed off completely.

What's happening -- you've only been gone for two weeks. There's big machinery and building materials in that lot. Where will you park? An hour later -- you finally find a spot to park your gas buggy.

Now -- to catch a bus. Wait though, students aren't here, you did hear that they cut service when the students have gone. Finally, a bus does come and you head toward your building to work. Oh my goodness -- the building's gone. Where have they put your office??? Help.

Finally found your department, office and desk -- but by golly you're hungry. Well, just head over to get something to eat. Wait a minute -- those doors look strange. Two weeks ago this facility was

open, some people that were friends worked there.

Well, some place else, maybe. But where? Somebody mentioned that Louie's Lunch Wagon might be open -- you might try there. What happened to the bridge going across the creek? How can my friends get to work?? What about my friend who needs to use a wheel chair?

What a work day. Time to go home to a good meal, a rest -- wait a minute, what's happened to my car?! What do you mean it was towed? Not supposed to park here? Well, where are employees supposed to park? Don't be sarcastic -- you try walking from Newfield.

This may be an over-simplification of a worst-case scenario, but it could happen. You could go on vacation and find that your whole work environment has been turned upside down upon your return.

Every employee knows that during

the summer months this campus is torn up, facilities are shut down, and bus service is reduced because the students have gone home. With all the changes that will occur on campus this spring and summer--fall(?), it would be nice to have prior warning on what will really be going on here this summer.

Facility schedules, cafeteria closings (both permanent and for the summer), road work, construction on new building sites, parking disruptions, and alternate road suggestions can be placed in Networking.

Employees have a need to know what is happening on the other side of campus. It may be that they only get a chance to venture that way once a week, but it would certainly be helpful to know in advance that there won't be a road where they want to go. For those departments that have official information on any of the above, please contact Networking, Box 3, RPU.

Continued on page 4

**Cornell Meet Your Employees...** *Networking Roving Photographer asks Law School employees:*  
**"Are you a volunteer? If so, why do you do it or what do you get out of it?"**



**Karen Wilson,** "Yes, I have two children in the Lansing school district and I volunteer as a homeroom mother assistant. I collect cookie cutters and anytime I get to share an activity like baking with my children is time that I enjoy."



**Wanda Kuhn,** "Yes, I have two children, one in middle school and one in high school. I volunteer my time to make their lives more fulfilled. There is always a party, games or activity that they need extra help with and I am there. I also volunteer whenever there is an office event that needs organizing. I do this because I enjoy doing it!"



**Mae Leckey,** "Yes, I have been a commencement usher for the last four years. It is most gratifying being a part of the graduates' special day. I also run 'Mom's Taxi' for my teenage son, he is always on the go and I'm the one taking him."



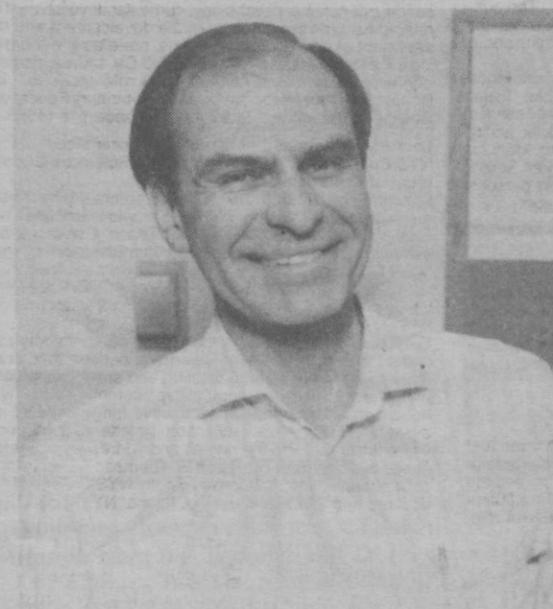
**Jennifer Smith,** "Yes, I volunteer in my work environment. When there is additional work to be done in my office or other offices here at the Law School, I offer my assistance. I do this because it's a feeling of fulfillment."



**Patty Dickerson,** "Presently there is not enough time in the day between work and home to volunteer my services. My hope is that eventually I will have enough time to devote my energy into two different areas of interest; battered women and youths at risk."



**Jack Glezen,** "Yes, I volunteer for the Boy Scouts of America. I enjoy camping, fishing and hiking. I enjoy young people and sharing with them what I know. It is very satisfying."



**John Hasko,** "Yes, my wife and I sponsor Cambodian couples. We do this because we like to help others out and we believe that everyone deserves an opportunity to make a new life in this country."



**Crystal Hackett,** "Yes, I have participated in the Cub Scouts, Civil Air Patrol and the Farmers Market. The first two groups I have had involvement with because of the additional time I could have with my son. The Farmers Market I do with my father and this experience is very beneficial to me in general."



**Harry Dutton,** "Yes, I am a literacy volunteer of America and have been a commencement usher for three years. I volunteer because I enjoy explaining things to others. I enjoy informal teaching and guidance and when you do volunteer services you have this opportunity."

Photographer: Doug Hicks  
 Reporter: Judy VanDermark



Wendy Barrett with her Harley-Davidson Sport Glide



Susan Hollern with her 1985 Honda Aspencade

## Motorcycles: Not Just a Man's Sport!

Motorcycling. Just a man's sport? No way! Just ask Susan Hollern and Wendy Barrett who work at Cornell during the week and ride their motorcycles throughout the spring, summer and fall seasons.

Susan is an administrative aide in the Department of Institutional Planning and Research and Wendy is a secretary in the Department of Agricultural Economics. They are forming a ladies motorcycle touring group in Central New York and are encouraging anyone remotely interested in motorcycling to join with them and be a part of the fun they have riding motorcycles. One item that Susan and Wendy stress is that you need not own or operate your own machine; if you ride on someone else's machine, that's okay, too.

Motorcycling is a sport that is a part of Susan's and Wendy's lives. Their husbands are equally interested in the sport since they also have bikes of their own and usually go along in the planned events that their wives actively participate in.

Susan has been riding for 8 years now and is very active in her local Gold Wing Road Riders Association in which she is the assistant area representative. She is also a member of the American Motorcycle Association, Motor Maids, American Gold Wing Association and Women on Wheels. She owns her own Gold Wing Aspencade motorcycle and enjoys touring New York State, the New England states and Pennsylvania--be it by herself or with a group of motorcycle enthusiasts.

Wendy has been riding for over 20 years (almost as long as her employment here at Cornell!). Presently, Wendy owns a Harley-Davidson Sport Glide motorcycle. She has toured Florida, Arkansas, South Carolina, Tennessee, Pennsylvania and New York State. You may see her ride her Harley-Davidson to work even if the weather man says rain showers. Wendy is also a member of Women on Wheels.

Not all people understand the sport of motorcycling. Susan and Wendy hope to dispel any negative thoughts or ideas that people may have regarding motorcyclists. Their husbands and the folks that they tour with are from many different walks of life: nurses, secretaries, farmers, sales

representatives, administrative directors, child care workers, housewives, bus drivers, students, and some are even retired individuals.

Susan and Wendy are hoping that there are other ladies in the Cornell community interested in motorcycle touring. If you are, give them a call or, better yet, stop by Oh' Brians in Dryden on Saturday, April 21 at 3:00 pm. There will be an organizational meeting for their touring group and a riding schedule will be set up for the summer and fall months.

Please feel free to contact either Susan at 255-7540 or Wendy at 255-1581 if you have any questions about motorcycle touring and the group that they hope to form in Central New York.

## Leadership Leads

Continued from page 2

week progress reports came out that I realized I was sliding back into his seventh grade study habits.

When I would ask about his grades, he would tell me how well practice had gone. This is how it went all season. His grades never got higher than necessary in order to stay on the team.

I spent many a night trying to decide how to handle it. As a single parent, you're put in a "judge and jury" situation. You'll be damned if you do and damned if you don't. I let my heart rule my course of action and let him finish out the season, thinking that I was doing the right thing. His promise to do better certainly seemed sincere.

But as we know, basketball season begins right after football. I asked the high school about the academic requirements for participating in a sport. They assured me that the student's grades were monitored and they would not be able to stay on the team unless the requirements were met.

So began basketball season. And a promising athlete was born again! But along the way, history began repeating itself and I began pulling him from random games. It wasn't a choice I made easily, but I needed to let him know that, one parent or not, playing sports went hand-in-hand with good grades.

Obviously, during those moments, I was not one of Bobby's favorite people. With four games left in the season, I was notified that he had received a failing grade for the marking period in history. I responded immediately by calling his coach asking him to speak to Bobby before practice and let him know that I had decided to remove him from the team.

Needless to say, at that point, not only was I unpopular with Bobby, but the coach was not one of my admirers either. Bobby never knew how hard that was for me to make that decision.

As the custodial parent, I'm the one responsible for full-time nurturing, counseling, car-pooling, etc. How could I even think of taking away from Bobby the one thing in his life that he just adored when other things in his life that he had counted on, had gone wrong?

But I stuck to my decision. But I laid out the rules and what needed to be achieved in order to participate on future teams.

We've begun an evening study hour where we both sit together and get our homework and studying done (I am taking a class at TC3.) I requested mandatory activity period after school be spent with a different teacher each day. That was about six weeks ago and the improvement is unbelievable.

He now comes home boasting of getting the highest grade on an algebra quiz and continuous 100s in Spanish. We made up flash cards for his Spanish and even I'm learning. His latest venture was to write an essay for English on "Academics and Sports" which his teacher has promised to put in the school newspaper.

It's not easy to follow through on decisions that ultimately affect our children's happiness, but I feel, in the long run, Bobby will benefit from the knowledge that he can be proud to walk down the halls at school. He'll be recognized as a good student AND a good athlete, and maybe his dream of attending Syracuse University won't be so far off.

Do you have issues you'd like to share with the Cornell community? Features Editor Maureen Brull can tell you how to get started. Call her at 5-7170.

## Wellness Program Education Seminars

April 16 - Massage: A Hands on Experience, presented by Steve Lawrence, Mike Hojnowski and Julie Hovencamp, 12:30-1:30 PM, Helen Newman Hall Lounge

April 20 - Massage: A Hands on Experience, (presentors are the same as above), 4:30-5:30 PM, Helen Newman Hall Lounge

April 25 - How to Grow a Vegetable Garden, presented by Roger Kline, 12:30-1:30 PM, Helen Newman Hall Lounge. Please RSVP for this session, call 255-5133

## Endurance

Continued from page 1

2. explain how the activity will benefit you and, if relevant, how it will benefit your unit or the entire university - are you requesting time away from work to join a committee to look at the parking problem or work on the employee newspaper, etc.;

3. propose suggestions as to how your responsibilities will be covered while you are away from your work;

4. offer to assist others in your unit who need time away from work in order to participate in other similar worthwhile activities.

There is a great need for employees to communicate clearly with supervisors and other coworkers when requesting time away from work. By making an effort to communicate your ideas, what

might have seemed like a negative response or impasse often will open up into a solution where all can benefit from employees' involvement in community activities.

Human resources specialists also can often offer suggestions if you feel you need help in communicating your ideas.

## Networking Publication Dates

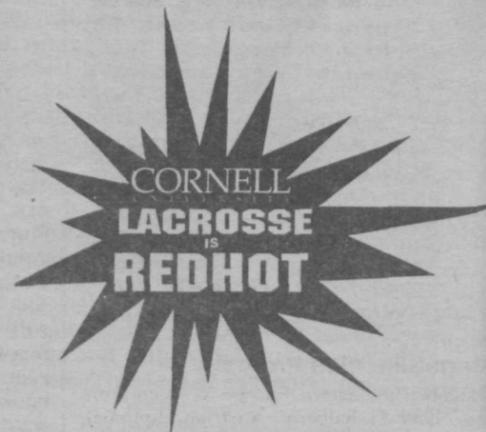
April 26, 1990

May 10, 1990

May 24, 1990

All information submitted to Networking for publication must reach the Networking Board members ten days prior to our publication date.

## First Annual Spring Employee Day - Lacrosse Tickets Discounted



Mark your calendar for April 21 and make plans to enjoy the First Annual 'Spring Employee Day' at a Big Red Lacrosse game. Advance sale tickets will be from April 16-20 at the Athletic Ticket Office. Cost will be \$1.00 for general admission with a limit of six tickets per family.

# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 2, Number 16

April 12, 1990

## OHR OUTreach Program Underway: Become Better Acquainted with Human Resource Issues

A brochure which explains the details of the new OHR OUTreach program will soon be mailed to a variety of departments on campus by the Office of Human Resources. Contents of the brochure are printed below:

### It Can Be Done...Together

OUTreach is a newly created service designed to help you, your department and the Office of Human Resources (OHR) become better acquainted with each other and with human resource issues.

This can be accomplished if we work together. OUTreach is structured in two parts allowing us to work together in different ways.

- The **first part** involves representatives from Employee Relations meeting individually with new supervisors shortly after they complete the Results-Oriented Supervision program.

- The **second part** allows us to create a custom-designed session involving representatives from OHR, and department supervisory and nonsupervisory staff. Based on your questions, we will structure the OUTreach session to fit the needs of the employees in your department.

### OUTreach is

- a chance for OHR representatives to learn more about the needs of you and your department
- a chance for you to learn more about the Office of Human Resources and how our functions can assist you in your job at Cornell
- an information program on human resource issues - the particular subjects are ones you and your department select
- a personal interaction between members of the Office of Human Resources, you and your departmental staff

### OUTreach can

- provide a way to exchange ideas and enhance relationships through personal interaction between you, your department and the Office of Human Resources
- provide a forum for discussion in which supervisors and nonsupervisors alike will feel comfortable contributing to the overall effectiveness of the university

### YOU can participate

- Any department can call Employee Relations at 255-7206 and request that their department be invited, or
- Departments will be invited by Employee Relations to participate in the program.
- We welcome the opportunity to meet with you and your department in one of your regular staff meetings or in any other forum which you feel would be effective.

### YOUR questions will be answered

- Each participant will be provided with a response questionnaire prior to the session and has the opportunity to designate areas of interest or concern and submit specific questions relating to human resource issues. The answers to these questions will be used to design the program and prepare the information to be discussed at the session.
- If you would like to consider an OUTreach session in your department or you are interested in learning more about this program, contact Employee Relations at 255-7206.
- OHR is always happy to answer your questions.

We are looking forward to working closely with you.



## Commonly Asked Questions About AA/EEO

by Valerie Hayes, associate director, OEO

### If I have to hire a minority pursuant to an Affirmative Action Plan, isn't this reverse discrimination against white males?

No. First, several factors must be considered in the employee selection process, with affirmative action playing a persuasive role after all other minimum requirements are met. The candidate, regardless of protected class status, must meet the minimum requirements. These requirements are presumed to be reasonable and necessary for performance in a job. Other factors may be considered such as the knowledge, skills, and abilities of each applicant when compared with the needs of the department and the position.

Second, the interview process must not foster preconceived biases or stereotypical views of the applicants. The process must be fair and equitable to everyone regardless of applicant's or interviewer's protected class status.

Third, affirmative action is integral to the employment process, beginning with the recruitment and advertising stage. Where all other considerations are equal, the affirmative action record and profile of the department and the employer's policy are taken into account. If hiring only one type of person, when another who is different will bring about diversity, the employer has a compelling interest to eliminate discrimination of this sort in its work place.

Equal opportunity through affirmative action strives to include people of different cultures and experiences where discrimination advances exclusion of these same persons. Essentially, discrimination maintains the "status quo."

The "reverse discrimination" mindset is an anomaly. Discrimination on any prohibited basis is an illegal venture and not a good business practice.

### If equal opportunity laws include everybody, then why do affirmative action programs focus only on minorities, women, Vietnam-era and disabled veterans, and persons with disabilities?

In 1964, Congress passed Title VII of the Civil Rights Act (now amended to include religion and pregnancy) which originally included race, sex, and national origin. This law mandates nondiscrimination in employment but does not require affirmative action. Many employers gave "lip service" to nondiscrimination but maintained their traditional practices of discriminating against women and minorities, in particular.

By presidential executive orders 11246 and 11375, affirmative action was required of all employers doing business with the federal government. Employers are not only required to provide equal opportunity through nondiscrimination but are to take results-oriented and goal-directed steps, now well known as affirmative action. Various federal agencies promulgated regulations detailing how employers were to develop, implement and record affirmative action. Vietnam-era veterans and persons with disabilities became groups for which affirmative action was later mandated. These groups were subjected to discriminating stereotypes, as were

Continued on page 4e



## Disability Notebook

by Joan B. Fisher, coordinator of Disability Services

Are you considering hiring a person with a disability? Do you wonder what accommodations might be necessary? Would you like information on the requirements for making a building accessible? Do you have a guest coming for a conference who needs to know which motels in the area have wheelchair-accessible rooms?

Listed below are some of the resources available through my office to answer these questions and others you may have.

### Free Pamphlets Available

*Cornell Campus Guide for Persons with Disabilities* - provides information on resources, transportation, parking, and campus accessibility.

*They Were Learning Disabled* - general information on learning disabilities as well as information on services available to students with learning disabilities.

*The Rights of Individuals with Handicaps Under Federal Law* (Office of Civil Rights) - information on Section 504 of the Rehabilitation Act of 1973.

*Breaking Through Barriers, A Guide to Accessibility* (N.Y.S. Office of Advocate for the Disabled) - provides an overview of the ANSI Accessibility Standards required in the N.Y.S. Uniform Fire Prevention and Building Code.

*What Makes People with Disabilities Disabled?* (N.Y.S. Office of Advocate for the Disabled) - provides information on communicating with persons with a variety of types of disabilities. Includes a list of "No-No" words.

Continued on page 4e

## Deadlines for CCTS Applications

Employees who are now receiving the Cornell Children's Tuition Scholarship (CCTS) will automatically receive an application for the new academic year 1990-91. All other employees who need to apply for CCTS should request an application from the Training and Development Office, 107 Day Hall, or call Maureen Brull at 5-7170 or Adele Feierstein at 5-7509. The deadlines for submission of applications are as follows:

- Summer Session - May 1, 1990
- Academic Year 1990-91 - June 1, 1990
- Fall Term Only - June 1, 1990
- Winter-Spring Term Only - December 1, 1990

To assist you in the process of applying for the CCTS benefit, the Training and Development section of OHR will sponsor an information session on Monday, April 16, 1990, from 3:00pm to 4:30 pm in Kaufman Auditorium, Goldwin Smith Hall. This session will provide relevant information about the program as well as an opportunity for questions and answers.

## Vietnam Era Veteran/Disabled Veteran Self Identification Survey Mailed to Employees

Each year the Department of Labor requires Cornell as a federal contractor to report on the Vietnam-era veterans and disabled veterans employed in its workplace.

To obtain an accurate count of these protected class members, the Office of Equal Opportunity (OEO) recently sent a *Contact* with a self-identification survey to all employees at their campus address. Information about why the count is necessary, who is qualified to

participate, and what services are provided by the Office of Equal Opportunity to these protected class members is included in the *Contact*. The information from the survey will be kept confidential.

Employees who did not receive the *Contact* survey may fill out the form below and return it to Mary DeSouza at 234 Day Hall, 5-3976.

Name \_\_\_\_\_ Title \_\_\_\_\_

Campus Address \_\_\_\_\_ Grade Level \_\_\_\_\_

- I am a Vietnam-era veteran.     I am a special disabled veteran.  
 I was hired after March 30, 1989.

# JOB OPPORTUNITIES

April 12, 1990

Volume 2, Number 1

Staffing Services, 160 Day Hall, Cornell University, Ithaca NY 14853-2801  
Day Hall: (607) 255-5226 East Hill Plaza: (607) 255-7422

Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.

Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.

Cornell University is an Affirmative Action/Equal Opportunity Employer.  
Job Opportunities can be found on CUINFO

## Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Submit a resume and cover letter for each position, specifying the job title, department & job number. Employees should include an Employee Transfer Application.

### Manuscript Editor (PA1305) C.U. Press-Endowed

Edit manuscripts and supervise freelance work on manuscripts that are assigned by the managing editor. Serve as project manager from a manuscript's arrival in the department through to bound books, acting as liaison between author, Press staff, & freelance copyeditors as necessary. **Requirements:** Bachelor's minimum. Several years experience working in the editing department of a scholarly, scientific, or trade publisher. Send cover letter and resume to Cynthia Smithbower.

### Assistant Dean for Development (PA1402) HRIII Engineering Public Affairs-Endowed

Direct the fund raising and alumni affairs efforts of the College of Engineering; responsible for developing and implementing the ongoing operating plan and strategy for the College; manage the College's portion of the campaign in conjunction with the Development Office, Regional Office, and College/Unit Public Affairs planning effort; work closely with the Dean of the College.

**Requirements:** Bachelor's; graduate degree desirable. Five years major gifts and capital projects fund raising experience; experience in working with volunteer groups (alumni and friends). Excellent communications (written and oral), interpersonal skills required. Send cover letter and resume to Cynthia Smithbower.

### Mechanical Engineer (PA1404) HRII Facilities Engineering-Endowed

Design, prepare cost estimates and drawings, specifications and construction documents for maintenance, repair, and alteration projects that relate to mechanical systems. **Requirements:** Bachelor's in mechanical engineering or equivalent. 3-5 years experience as a mechanical engineer. Professional license desirable. Must have demonstrated track record of problem solving innovations, ability to access areas that are physically restrictive (building mechanical rooms, etc.) and a valid driver's license. Send cover letter and resume to Cynthia Smithbower.

### Director of Alumni Relations (PA1405) HRII Engineering Public Affairs-Endowed

Responsible for developing and implementing alumni activities for graduates of the College of Engineering; oversee maintenance and development of the dues paying organization of the CU Society of Engineers with particular attention to the Board of Directors. Plan and schedule engineering lectures, receptions and other programs for alumni and friends both on and off campus. Work directly with the Dean, college faculty and all members of the Public Affairs staff.

**Requirements:** Bachelor's or equivalent education, training and experience. Minimum of 3 years experience in university alumni and donor relations highly desirable; experience in working with volunteers highly desirable; strong interpersonal skills; excellent organizational, writing and communication skills. Experience with maintenance and use of computer based records. Self motivating and ability to work independently. Send cover letter and resume to Cynthia Smithbower.

### Director of Graduate Records (PC1304) HRII The Graduate School-Endowed

Responsible for all aspects of management of the Graduate Records Office. Interpret Graduate and University legislation regarding student status, degree requirements; oversee maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School; monitor and verify graduate students' status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and coordinate policies with other offices; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Secretary, and two Records Assistants).

**Requirements:** Bachelor's minimum. Graduate degree preferred. Be knowledgeable on all aspects of graduate programs and able to interact with sensitivity to students and faculty. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve effectiveness within the office. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

### Senior Systems Analyst (PT0705) HRII Mann Library-Statutory

Work with researchers and librarians to define requirements for, coordinate the implementation of, and evaluate and revise systems for the electronic delivery of scholarly information. Also provide programming and technical support in the development of such systems. During the first year, manage a major system development effort in the delivery of electronic full-text for chemical literature.

**Requirements:** Bachelor's with significant coursework in computer or information science. Master's desirable. 3-5 years experience in programming, systems analysis, or related fields, including 1-2 years in technical or project management. Knowledge of at least 2 high-level programming languages. Knowledge of microcomputers, workstations, and UNIX operating systems highly desirable. Send cover letter and resume to Sam Weeks.

### Senior Research Support Specialist (PT0315) HRII Materials Science Center-Endowed

Manage and extend a state-of-the-art Electron Microscopy Facility for the support of the research program of the Materials Science Center.

**Requirements:** Master's in material science or physics or equivalent required. PhD preferred. Minimum 2 years experience as a postdoc in relevant electron microscopy user field. Send cover letter and resume to Sam Weeks.

### Project Leader I (PT9602) Level 35 Information Technologies-Endowed

In support of a major administrative computer system, will design, develop, modify, maintain and document complex applications software having many modules and inter-relationships with other software modules. This includes logic relationships. Supervise and provide functional guidance for programmer/analysts and support staff.

**Requirements:** Bachelor's or equivalent with related courses. 3-5 years related experience. Knowledge of applications for interactive administrative systems; database management systems such as ADABAS; machine architecture; system utility programs; and VM/CMS. Knowledge of several languages such as PL1, COBOL, and Natural. Ability to provide guidance and supervision. Send cover letter and resume to Sam Weeks.

### Technical Consultant III (PT1408) Level 34 Information Technologies/Workstation Resources-Endowed

Provide high-level expertise and leadership in evaluating and supporting personal productivity tools. These include word processing, desktop publishing, spreadsheet and microcomputer database packages for varied workstations, including IBM and Macintosh microcomputers. Participate in decision-making concerning productivity tools and their support on campus. Prepare consulting, workshops and documentation for colleagues and campus.

**Requirements:** Bachelor's or equivalent experience. 3-5 years microcomputer experience: IBM and Macintosh productivity tools including word processing, desktop publishing, spreadsheets and databases. Computing Services experience preferable. Need leadership, organizational and communication skills. Send cover letter and resume to Sam Weeks.

### Systems Programmer/Analyst III (PT0401) Level 34 CIT/Research and Analysis-Endowed

Design, implement, install, document and maintain system software, complex software programs in packages for DEC Vaxen running VMS, and other systems running UNIX. Assess performance and make recommendations related to the general operation of the various systems.

**Requirements:** Bachelor's or equivalent with computer related courses. 3-5 years programming and machine architecture experience, sound knowledge of VMS and/or UNIX operating systems. Knowledge of VAX cluster environment desirable. Several major programming languages, eg., C, Pascal, Fortran, working knowledge of TCP/IP Protocols. Good interpersonal skills. Send cover letter and resume to Sam Weeks.

### Systems Programmer/Analyst II (PT1406) Level 33 Electrical Engineering-Endowed

Assist computer manager in day-to-day operation of a general purpose system including VAX, Sun, HP, and AT&T computers. Design, maintain, and document application software for administrative computer systems, including Macintosh and IBM PCs. Maintain operating systems, make backups, and provide training and consulting for users.

**Requirements:** Bachelor's in computer science or related fields. 2-3 years experience with UNIX systems. Send cover letter and resume to Sam Weeks.

### Applications Programmer/Analyst II (PT9605) Level 33 CIT-Endowed

As a member of a project team, design, develop, modify, maintain and document straight forward applications systems software in support of a major administrative system.

**Requirements:** 2-3 years experience. Knowledge of applications for interactive and batch administrative systems, database management systems, machine architecture, system utility programs, VM/CMS. Knowledge of at least 2 languages: PL1, Natural or COBOL. Send cover letter and resume to Sam Weeks.

### Accounting and Billing System Supervisor (PT1105) Level 33

Provide direct support services to CIT clients concerning the availability and appropriate use of multi-user computer systems. Assist with design and development for system billing statement. Supervise 2 accounts assistants.

**Requirements:** Bachelor's or equivalent experience. Coursework in information technology, business management or accounting. 2-3 years of computer related service delivery, functional knowledge of CU computing systems, experience using ADABAS or similar database with accounting/billing emphasis. Send cover letter and resume to Sam Weeks.

### Technical Consultant II (PT6301) Level 33/HRII HDFS/Family Life Development Center-Statutory

Provide technical support, training and orientation to staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment.

**Requirements:** Bachelor's or equivalent in education. Minimum 2-3 years experience with micro computers. Macintosh experience required. IBM PC familiarity desirable. Working skills must include a fifth generation language, strong system diagnostic and telecommunications. Some experience in PASCAL, C or BASIC desired. Send cover letter and resume to Sam Weeks.

### Systems Programmer/Analyst II (PT9608) Level 33 Engineering College Educ. Computing-Endowed

Provide system management for a network of UNIX-based graphics workstations; install and maintain system software and utilities, keep hardware operational and assist and consult with staff and users.

**Requirements:** Bachelor's in computer science or equivalent. 2-3 years programming; 2 years system management, familiarity with UNIX (prefer several versions), C, HOOPS and interactive graphics; excellent communication and interpersonal skills. Send cover letter and resume to Sam Weeks.

### Residence Hall Director (PA1401) HRI Residence Life-Endowed

Assume primary program and related administrative duties for a residence hall unit of approximately 540 students including 2 residential program houses and the Living Learning Center. Supervise 14 RAs, 1 Assistant Hall Advisor and 1 Program Assistant. Full-time, live-in, 12 month position with furnished apartment provided.

**Requirements:** Bachelor's required, Master's or equivalent strongly preferred, preferably in student personnel administration, counseling or closely related field. Some experience in student housing administration, programming staff training and supervision highly desirable. Send cover letter and resume to Cynthia Smithbower.

### Research Support Specialist II (PT1410) HRI Chemical Engineering-Endowed

Provide technological support to faculty and students for research/teaching programs in School of Chemical Engineering, including troubleshooting and fabricating sophisticated mechanical and electronic equipment. Responsible for facilities maintenance and safety enforcement.

**Requirements:** Bachelor's in mechanical/chemical field or equivalent combination of education and experience required. Applicant must be well versed in modern mechanical design, electronics and computer interfacing. 2-3 years experience in research/chemical engineering environment desirable. Ability to work independently

essential. Some machine shop work helpful. Send cover letter and resume to Sam Weeks.

### Assistant to the Director (PA1406) HRI Dean's Office/Architecture, Art and Planning-Endowed

Under general supervision, assist the Director of Administrative Operations in directing and managing the fiscal, personnel and plant operations for the College of Architecture, Art and Planning.

**Requirements:** Bachelor's or equivalent. 3-4 years experience, preferably at CU to include at least 2 years in budgeting and fiscal administration and personnel processes. 1 year PC/Macintosh experience. Excellent verbal and written communication skills; ability to maintain highest degree of confidentiality. Ability to use advanced spreadsheet and graphics software. Application materials received prior to April 17 will be given preference. Send cover letter and resume to Cynthia Smithbower.

### Applications Programmer II (PT1403) HRI Finance and Business Services-Statutory

Coordinate the maintenance and upgrades of PC hardware and software. Develop and maintain documentation. Develop, install, maintain, and modify software for administrative systems from PC to mainframe computers. Assist with computer operation and maintenance of ADABAS security systems.

**Requirements:** Bachelor's in computer science or equivalent. 1-2 years related experience. Work with PC's, IBM System 36, and CU mainframe desirable. Knowledge of JCL, CMS, MVS, and ADABAS. Some experience with machine architecture, production procedures and systems utility programs. Send cover letter & resume to Sam Weeks.

### Financial Aid Counselor (PC1404) HRI Grad. School/Fellowships and Financial Aid-Endowed

Counsel graduate students, faculty and staff regarding Title IV need based financial aid programs. Award need-based financial aid to graduate students; supervise support, part time graduate and undergraduate student staff; oversee maintenance of Financial Aid Management System (FAMS), student financial aid files and federal need-based financial aid records; handle all need-based financial aid correspondence and requests for re-evaluation of award offers.

**Requirements:** Bachelor's or equivalent. 1-2 years prior financial aid experience, knowledge of Title IV federal programs and FAMS. Must be capable of working in detail-oriented, demanding, confidential environment. Computer or CRT experience preferred. CU employees-send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants, send cover letter, resume and salary requirements to Esther Smith, Staffing Services, 160 Day Hall.

### Assistant Director, Alumni Affairs/Admissions Relations (PA1408) HRI

Assist CU Alumni and their daughters, sons, grandchildren, etc. in exploring the educational opportunities and programs of the undergraduate and graduate schools and colleges of CU. Provide on-campus contact for alumni families and encourage the maximum number of "next generation" CUians to enroll once accepted.

**Requirements:** Bachelor's or equivalent. 2-3 years related experience preferably at CU. Excellent public relations skills and ability to deal with sensitive issues. Some counseling experience helpful. Experience in program development and public speaking. Must be detail-oriented while able to see the larger picture. Willingness to travel. Send cover letter & resume to Cynthia Smithbower.

### Administrative Supervisor (PA1409) HRI Human Service Studies-Statutory

The department of Human Service Studies has a position available to manage the personnel and business aspects of a program of research carried out by the CU Empowerment Group, five faculty members in the College of Human Ecology that is funded by the Ford Foundation. Design, develop and produce theme based publications in the area of empowerment.

**Requirements:** Candidates should have a Bachelor's degree, or equivalent and 2-3 years experience in managing, supervision, editing and publishing. This is a full-time appointment but candidates interested in part time employment will be considered. The appointment has a termination date of 12/31/90. Send cover letter and resume to Cynthia Smithbower. Materials will be accepted until May 11 or until a suitable candidate is found.

### Assistant Director (PA1306) HRI Human Ecology Admissions-Statutory

Coordinate and execute freshman recruitment and selection programs; travel to high schools and community colleges; develop publications, videotapes and related materials; assist with general administration, work with alumni, guidance counselors, and others to enroll multi-ethnic, undergraduate student body. Assist with transfer admission program.

**Requirements:** Bachelor's, preferably CU or equivalent. Master's desired. Some experience in admissions including experience with publications and marketing planning management. Send cover letter and resume to Cynthia Smithbower.

### Research Support Specialist II (PT1308) HRI Soil, Crop and Atmospheric Sciences-Statutory

Support a research program aimed at isolating and identifying natural plant combs which are physiologically active on other species. Maintain and operate complex analytical equipment, independently conduct aspects of the research program; develop and evaluate methodology; statistically analyze results and survey literature. Until 9/30/90 with possible extension contingent upon funding.

**Requirements:** Bachelor's or Master's in biology, plant physiology, or biochemistry preferred. Work related experience including pesticide residue analysis and biochemical techniques preferred. Valid NYS driver's license helpful. Send cover letter and resume to Sam Weeks.

### Assistant Director, CU Fund (PA1303) HRI University Development-Endowed

Assist with CU Fund program development, with a particular emphasis on Reunion Class Campaigns. Enlist alumni leadership, set goals and facilitate Fund objectives. Conduct phonathons. Assist with planning, development and implementation of the CU Fund's efforts to obtain support from other private sources.

**Requirements:** Bachelor's or equivalent. 2-3 years experience with volunteers and fund-raising desired. Ability to communicate persuasively both orally and in writing. Good organizational ability necessary. Travel is required. Send cover letter and resume to Cynthia Smithbower.

### Assistant Coordinator of Career Dvlpmt (PA1307) HRI Office of Academic Programs, ALS-Statutory

Assist the Coordinator in providing career planning and placement counseling and assistance to undergraduates and graduates of the College of Agriculture and Life Sci-

ences. Provide individual career counseling, conduct workshops, work with faculty career representatives and interact with recruiters and other employers.

**Requirements:** Master's in student personnel, counseling, or related field preferred. Minimum 1 year experience in career counseling preferred. Demonstrated communication skills. Understanding of career development theories. Send cover letter and resume to Cynthia Smithbower.

### Research Support Specialist I (PT1306) HRI Neurobiology and Behavior-Statutory

Research assistant with ability to work independently. Collect data, perform experiments, do library research, prepare publications, take part in field work and perform general lab chores.

**Requirements:** Bachelor's in entomology or other branch of biological sciences or equivalent and 2-3 years experience required with high recommendation or Master's in line of experience. Send cover letter & resume to Sam Weeks.

### Assistant Director, Records & Research (PA1302) HRI University Development-Endowed

Assist the Director of Development Research and Record in conducting research that supports the University's fund raising efforts. Coordinate requests for development research from various offices. Supervise staff of 5 researchers. Manage special projects. Conduct electronic database searches. Monitor quality control. Perform independent research on special prospects.

**Requirements:** Bachelor's or equivalent. 1-2 year related experience. Demonstrated writing/editing skills. Supervisory experience. Familiarity with Macintosh computer and electronic/on-line databases. Send cover letter and resume to Cynthia Smithbower.

### Research Support Specialist I (PT1204) HRI Agronomy-Statutory

Conduct field and lab experiments on soil and water management. Implement field trials throughout New York dealing with tillage, soil compaction, and drainage/irrigation. Do lab measurements on soil permeability and moisture retention. Compile, arrange and summarize data. Manipulate data using computers. Supervise summer field assistants. Construct equipment and instrumentation to be used in field and lab.

**Requirements:** Bachelor's in Agronomy or related field. Master's preferred. Understanding of soil and water management and related processes. Experience with farm and lab equipment and procedures. Ability in computer programming preferred. Send cover letter and resume to Sam Weeks.

### Assistant to AVP for Working Family Program (PC1109) HRI

Associate VP for Human Relations-Endowed. Assist the Associate Vice President in assessing the family care needs of CU staff, faculty and students and in developing and implementing a comprehensive educational and referral Family Care Program for the University. Initially 2 year appointment.

**Requirements:** Bachelor's or equivalent. 2-3 years related experience. Understanding of parenting and caregiver education, child and adult development, work and family issues. Skills in family care counseling, research, program planning and evaluation, budget management. Demonstrated experience in leading parent/family provider groups. Excellent oral/written communication; teamwork. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850. External applicants submit cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

### Research Support Specialist I (PT0902) HRI Clinical Sciences-Statutory

Provide technical support for the woodchuck hepatitis project. Assume primary responsibility for chemical carcinogenic study. Develop histochemical and immunohistochemical techniques and instruct others in their use. Perform necropsies. Some work with live animals possible.

**Requirements:** Bachelor's in biology with emphasis on histology, pathology or similar field. 2-3 years experience in histology lab. Send cover letter & resume to Sam Weeks.

### Editor I (PC0817) HRI Agricultural & Biological Engineering-Statutory

Edit manuscripts for engineering related Cooperative Extension bulletins; write news releases; design and proof all materials; prepare mechanicals for delivery to the printer; supervise students. Until 6/1/91.

**Requirements:** BS emphasizing technical writing and editing for a general audience. Course work in agriculture or the environment desirable. 1-2 years related experience. Required skills include ability to edit technical publications for a general audience, ability to proof manuscripts and drafts designs, initiative and computer literacy. Experience in publications design is desirable. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Materials will be accepted until April 24 or until a suitable candidate is found.

### Research Support Specialist (PT0306) HRI Equine Drug Testing-Statutory

Operate and maintain Mass Spectrometer, Gas Chromatograph and HPLC. Isolate and purify drugs and their metabolites for analytical analysis.

**Requirements:** Bachelor's in organic chemistry or equivalent experience. 2-3 years work with thin layer chromatography and basic knowledge of drug metabolism. Send cover letter and resume to Sam Weeks.

### Research Support Specialist I (PT0212) HRI Animal Science-Statutory

Provide supervisory and technical support for research programs involving the design and analysis of Dairy Management Systems utilizing the NY Dairy Herd Improvement database. Analyze and develop dairy herd performance measures that will predict economic returns to the dairy enterprise. Develop and program software to assist with dairy herd management.

**Requirements:** Bachelor's or equivalent in animal science or agricultural economics. High level language, e.g., "C" programming experience, ability to use SAS, understanding of advanced computing techniques such as expert systems. Dairy farm background or experience helpful. Send cover letter and resume to Sam Weeks.

## Professional Off-Campus

### Executive Staff Assistant (PC1301) HRI Division of Nutritional Sciences/CFNPP/Washington, DC-Statutory

Provide administrative assistance to the staff of Washington, DC office (approximately 30 persons) for the CU Food and Nutrition Policy Program. Duties include assistance in the areas of office management and operations; personnel and hiring; travel and expenditures; project implementation, and facilities management.

**Requirements:** Bachelor's with 1-2 years experience or associate's with 3-5 years previous office experience. Proven ability to work independently, take initiative and handle many assignments simultaneously. Experience with microcomputers and Wordperfect preferred. Familiar with international work and African geography. Foreign language useful. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

## Professional Part-time

**Assistant Nursery School Teacher (PA1407)**  
**Unions and Activities/Cooperative Nursery-Endowed**  
Responsible for care and safety of 10-4-5 year old children. Responsible for planning, with Head teacher, communicating with parents and student workers in classroom. Able to plan developmentally appropriate curriculum. Mon-Fri, 12:30 p.m.-4:30 p.m.

**Requirements:** Bachelor's in early childhood education required. Master's preferred. Some child development courses. Experience in early childhood education essential. Send cover letter and resume to Cynthia Smithbower.

## Accountant I (PC1411) HRI

**Electrical Engineering-Endowed**  
Administer sponsored research accounts; manage accounting office, and supervise staff of 2. Job sharing position. Hours to be arranged.

**Requirements:** Associate's or equivalent in business or accounting. Bachelor's preferred. 2-3 years related experience. Ability to use IBM PC and database software and to work under pressure. Good interpersonal skills. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter, resume and salary requirements to Esther Smith, Staffing Svcs, 160 Day Hall.

## Professional Temporary

### Technical Consultant I (PT0109)

**CISER-Endowed**  
Handle walk-in computing consulting for CISER members. Provide internal computing support for CISER staff; teach computing skills via preparation of printer documentation; organize special education activities for users. 20 hours per week. Until 7/11/90.

**Requirements:** Bachelor's or equivalent in computer science or social science required. Experience with microcomputers, mainframe data tape and file management. Social science experience with CU's IBM mainframe, CMS, SAS/SPSS, JCL, MVS. Send cover letter and resume to Sam Weeks.

### Computer Consultants (T8212)

**Information Technologies**  
Information Technologies is seeking applicants for part-time positions in customer (user) support. Successful applicants will have experience with a broad range of technologies (micro and mainframe) with general knowledge of major application software (word proc., DBMS, operating systems etc.). Excellent communication skills and positive customer service orientation essential. Knowledge of the CU computing environment preferred. Interested parties may submit a resume to Stephan Knapp, CU, CIT Resource Services, CCC Bldg. Room 121, Ithaca, NY 14850.

## Technical

As a prominent research institution, CU has a diverse need for lab, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical lab techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Submit a resume and cover letter for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or lab related positions.

### Research Aide, GR18 (T1303)

**Lab of Ornithology-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
Responsible for creating and analyzing computerized records for the Bird Population Studies Program by editing data, organizing computerized data records, and running data through analysis programs. Handle written and oral correspondences as well. Until 12/31/90.

**Requirements:** HS diploma or equivalent. Some college coursework in biological sciences strongly desired. Knowledge of birds preferred. 1 year related experience. Computer skills required. Ability to use P.C., work with mainframe helpful, work with statistics and programming helpful. Must be well organized and able to work well independently. Send cover letter & resume to Sam Weeks.

### Animal Technician, GR18 (T1203)

**Physiology-Statutory**  
**Minimum Biweekly Salary: \$513.94**  
Participate in long-term animal experiments with pregnant animals. Perform all aspects of general animal maintenance and maintain experimental records. Sample blood and prepare infusions. Perform general lab duties. Follow strict protocols for sterile or disease control environments and regulations for animal welfare.

**Requirements:** Associate's or equivalent biological sciences or equivalent. Bachelor's desirable. Pre-employment physical and immunizations required. Previous experience with sheep preferred. Send cover letter and resume to Sam Weeks.

### Technician, GR18 (T1003)

**Pomology-Statutory**  
**Minimum Biweekly Salary: \$513.94**  
Small fruit plot maintenance, data collecting, analysis of experiments, manipulations of plant growth & pest control.  
**Requirements:** HS diploma or equivalent required. Associate's preferred. Minimum 6 months - 1 year related technical experience. Commercial Pesticide Applicator's license (shortly after employment), driver's license. Knowledge of statistics, computers and farm equipment desirable, able to work well with others, communication skills. Send cover letter and resume to Sam Weeks.

### Research Aide, GR18 (T0507)

**Lab of Ornithology-Statutory**  
**Minimum Biweekly Salary: \$513.94**  
Create and analyze computerized records for Bird Population Studies by editing data records and running data through analysis programs. Handle written and oral correspondence for the program. 1 year appointment.

**Requirements:** Associate's or equivalent in biological sciences, wildlife management, resources management or related field. Able to identify all species of birds likely to occur in the Cayuga Lake Basin, visually and/or by their sounds. Aptitude and enthusiasm for creative use of both micro & mainframe computing environments and software. Knowledge of identification and habitat ecology of North American birds. Send cover letter & resume to Sam Weeks.

### Animal Technician, GR18 (T0106)

**Lab Animal Services-Statutory**  
**Minimum Biweekly Salary: \$513.94**  
Provide care (feed, water, clean & monitor) for research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating & vaccinating animals. 5 dys pr wk includes wknds.  
**Requirements:** HS diploma or equivalent. Associate's in Animal Science required. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year animal experience. Ability to lift

50 lbs. Pre-employment physical and all necessary immunizations required.

### Facilities Inventory Drafter, GR19 (T1409)

**Facilities Engineering-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
Responsible for maintaining and updating the drawings and floor plans of all CU buildings for the Facilities Inventory section. Create or revise plans from field sketches or construction drawings. Calculate and verify field data on space usage and gross and net square footage. Do field inspections. Maintain work log. Assist in training and supervision of student drafters.

**Requirements:** HS diploma or equivalent. Associate's preferred. 2 years drafting experience, strong communication and interpersonal skills. Experience with microcomputers and CADD desirable. Send cover letter to Sam Weeks.

### Technician, GR20 (T1404)

**Clinical Sciences-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
Provide technical support for an immunological lab research staff. Prepare tissue culture, bacteriological media, buffers and other formulated reagents. Collect blood and milk samples from cows. Work with other common lab animals. Clean lab and glassware. Do literature searches.  
**Requirements:** Bachelor's in biology or equivalent experience in microbiological techniques. 1-2 years experience handling lab animals and knowledge of lab procedures. Send cover letter and resume to Sam Weeks.

### Animal Health Technician, GR20 (T1405)

**Veterinary Medical Teaching Hospital-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
Responsible for maintenance of aseptic conditions and coordination of surgery team in the operating room during a surgical procedure. Cleaning and sterilization of surgical and hospital equipment. Must be available when on-call for emergency duty. Some weekends and holidays required.  
**Requirements:** Associate's in animal health technology. Licensed or eligible for licensure in NYS. 3 years operating room experience preferred. Send cover letter and resume to Sam Weeks.

### Electrical Technician, GR20 (T0112)

**Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Provide support for all Macintosh microcomputers (this includes programming, software and hardware support), and coordinate the support of the Appletalk network for faculty and staff.

**Requirements:** Bachelor's or equivalent coursework in computing or related fields. 1 year related experience with computer facility operations. Familiarity with hardware maintenance activities required. Experience with the Macintosh required. Some knowledge of networks desired. Send cover letter and resume to Sam Weeks.

### Histology Technician, GR20 (T0115)

**Veterinary Pathology-Statutory**  
**Minimum Biweekly Salary: \$558.78**  
Prepare high quality microscopic slides for interpretation by Pathologist. Primary duties include embedding, sectioning and staining of animal tissue sections.  
**Requirements:** Associate's or equivalent in medical lab technology with coursework in histological techniques. HT (ASCP) certification or eligible preferred. 1-2 years experience as a histology technician in a hospital or research lab preferred. Send cover letter and resume to Sam Weeks.

### Technician, GR21 (T0904)

**Diagnostic Lab-Statutory**  
**Minimum Biweekly Salary: \$582.29**  
Provide technical support for service, research, and teaching projects in diagnostic toxicology. Conduct analysis of toxicants and drug related combis as requested. Maintain integrity of samples and chain of custody, prepare reagents, order supplies, and miscellaneous tasks related to good lab practices and safety.

**Requirements:** Bachelor's in science or equivalent experience. 1-2 years lab experience. Typing and computer skills. Send cover letter and resume to Sam Weeks.

### Technician, GR22 (T1407)

**Plant Biology-Statutory**  
**Minimum Biweekly Salary: \$607.04**  
Conduct experiments in plant molecular biology using recombinant DNA techniques, including screening and isolating recombinant clones, mapping and sequencing of nucleic acids. Analyze gene expression and function at the protein level. Order lab supplies and keep records. Assist in student training.

**Requirements:** Bachelor's or equivalent. 2-4 years experience in plant biochemistry essential. Ability to work independently. Send cover letter & resume to Sam Weeks.

### Electronics Technician II, GR22 (T1401)

**CIT/Network Resources-Endowed**  
**Minimum Biweekly Salary: \$625.24**  
Provide support for the Network Management Center, its campus clients and CU's connections to external networks. Monitor network, diagnose problems, coordinate and document service requests, and provide network access preventative maintenance.

**Requirements:** Associate's or equivalent. 1-3 years data communications experience. Understanding of data communications networks and hardware highly desirable. Experience diagnosing network problems (especially TCP/IP) helpful. Strong interpersonal skills. Send cover letter and resume to Sam Weeks.

### Technician, GR22 (T1307)

**Pharmacology-Statutory**  
**Minimum Biweekly Salary: \$607.04**  
Conduct experiments and analyze results in research on vertebrate phototransduction and epidermal growth factor receptor system. Participate in design and interpretation of results. Work with cell cultures, purify membrane proteins, and perform radioligand binding assays. Calculate, analyze and present data. Use computer for graphing and statistical analysis.

**Requirements:** Bachelor's in biochemistry or related field. 2 years lab experience required. Protein purification in cell culture work helpful. Send cov ltr & resume to Sam Weeks.

### Technician, GR22 (T1108)

**Pharmacology-Statutory**  
**Minimum Biweekly Salary: \$607.04**  
Conduct experiments and analyze results on biochemical research relating to calcium channels. Calculation and analysis of data-statistical and graphical. Perform independently, to some extent, in the design and interpretation of results.

**Requirements:** Bachelor's or equivalent in biochemistry, neurobiology or similar field. 2-4 years lab experience in a related field. Familiarity with balances, pH meters, centrifuges, gamma and scintillation counters, spectrophotometer, light microscope, and tissue culture equipment. Send cover letter and resume to Sam Weeks.

### Research Equipment Technician, GR22 (T0406)

**Nuclear Science and Engineering-Endowed**  
**Minimum Biweekly Salary: \$625.24**  
Build research lab apparatus using standard machine shop equipment; use and maintain research lab equipment; operate low power nuclear reactors; operate gamma irradiation facility; use radiation safety equipment.

**Requirements:** Associate's in mechanical and/or electrical technology or equivalent experience. 3 years related experience. Nuclear reactor operator license or certification highly desirable. Knowledge of use of machine shop tools and research lab test equipment. Willingness and ability to learn procedures and methods of radiation safety and reactor operations and to pass US operator license examination (after training). Send cover letter and resume to Sam Weeks.

### Electronics Technician, GR23-GR25 (T0802)

**Telecommunications-Endowed**  
**Minimum Biweekly Salary: \$651.82**

Provide technical support for the campus telecommunications system, equipment and peripherals through assembly, installation, testing, and maintenance. Make the connections of ancillary hardware.

**Requirements:** Associate's or equivalent in electronics or related field. 3-10 years experience in installation and maintenance of telecom equipment, including PBX. Considerable electronics testing skills and ability to read building and underground plant prints. Some supervisory or project leader experience desirable. Must provide own hand tools. Must maintain valid NYS driver's license and have personal car available. Send cover letter and resume to Sam Weeks.

### Coordinator of Workstation Facilities, GR24 (T0903)

**Information Technologies-Endowed**  
**Minimum Biweekly Salary: \$682.77**  
Act as primary information source in facility. Provide complex computer support to users. Operate & maintain all mainframe and micro-computer equipment. Maintain databases, networks and hard drives. Mon-Fri, 7:30am-4pm.  
**Requirements:** Associate's with related computer coursework or background. 3-5 years related experience (CU systems preferred). Extensive knowledge of overall operation of mainframes, microcomputers and networks. Excellent interpersonal, communication and organizational skills. Knowledge of CMS, VMS, Unix and Mac operating systems is essential. Send cover ltr & resume to Sam Weeks.

## Technical Off-Campus

### Technician, GR18 (T1005)

**Poultry and Avian Sciences-Statutory**  
**Minimum Biweekly Salary: \$513.94**  
Take part in a study of dietary and physiological balance of phosphorus and other nutrients in fish. Conduct and assist in biological and chemical analyses. Summarize experimental data. Assist with other duties in the study. Located between Dryden and Cortland. 12 months.

**Requirements:** Associate's or equivalent experience. College courses in chemistry with basic lab procedures or work in chemistry or nutrition lab. 1 year related experience. Send cover letter and resume to Sam Weeks.

## Technical Part-time

### Technician, GR18 (T1201)

**Plant Pathology-Statutory**  
**Minimum full-time equivalent: \$513.94**  
Provide technical support in a cytology lab. Acquire, manipulate and plot data from videotapes using IBMXT. Update reference database, maintain fungal cultures, prepare solutions, also photographic printing and general lab maintenance. Possible full time after 6 months continuing on additional funding.

**Requirements:** Associate's or equivalent in biology or related field. Knowledge of IBM-compatible computers. Minimum 1 year research experience desirable. Send cover letter and resume to Sam Weeks.

### Animal Technician, GR18 (T0804)

**Veterinary Microbiology-Statutory**  
**Minimum full-time equivalent: \$513.94**  
Provide care (feed, water, clean and monitor) for small research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals. Sat, Sun & Weds.  
**Requirements:** HS diploma or equivalent. Associate's in Animal Science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. One year animal experience. Ability to lift 50 lbs. Pre-employment physical and all necessary immunizations required. Send cover letter and resume to Sam Weeks.

### Technician, GR20 (T1006)

**Biochemistry-Statutory**  
**Minimum full-time equivalent: \$558.78**  
Assist with culturing bacteria; enzyme purification, and assay. General lab duties. 25 hours per week.  
**Requirements:** Bachelor's or equivalent; courses in biochemistry or microbiology. 1-2 years practical lab experience in biochemical/microbiological lab, including chromatography, spectrophotometer, and gel electrophoresis. Send cover letter and resume to Sam Weeks.

## Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Microm), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested.

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

### Office Assistant, GR18 (C1414)

**Campus Store-Endowed**  
**Minimum Biweekly Salary: \$529.65**  
Record all incoming books for Tradebook department, into a computerized inventory control system; process related paperwork (invoices, purchase orders, etc.); prepare merchandise for sales floor presentation or mailing; maintain inventory through data entry; take periodic physical inventory of stock. Occasional weekends.

**Requirements:** HS Diploma or Equivalent. Some college coursework preferred. 1 year related retail experience, preferably with books required. Data entry experience essential. Excellent communication, interpersonal and organizational skills. Light typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

### Office Assistant, GR18 (C1409)

**Administrative Services-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
Provide support to the accounts payable processing. Assemble and distribute various reports from the Job Cost System to various Facility & Business Op. departments.  
**Requirements:** HS Diploma or equivalent. Some college coursework preferred. 1 year related experience in a business office environment. Must possess good organizational and communication (written) skills. Experience with Mac & mainframe computers preferred. Light typing.

### Searcher, GR18 (C1406)

**Acquisitions/CTS/CUL-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
Searching of monograph unit orders and books for the Library System for bibliographic information creating records for orders and books in the NOTIS database. Primary duty is to input new records for orders and new books in NOTIS, searching various files for bibliographic information, revising work, & other duties. May include evening hrs.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 3 years of progressively responsible technical services experience. Additional education may be substituted for experience. Knowledge of at least

one Western European Language. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

### Senior Records Assistant, GR18 (C1408)

**Catalog Management/CTS-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
Responsible for the retrospective conversion of catalog copy including searching, deriving and tagging machine-readable records in various on-line databases; revise and update machine readable records and shelf list cards. Some evening hours may be required.  
**Requirements:** HS diploma or equivalent. 2 years of college coursework successfully completed. Able to do detailed work accurately. Knowledge of the NOTIS and RLIN cataloging systems and the MARC format for bibliographic data desirable. Medium typing. Send cover letter & resume to Esther Smith, Staffing Services, 160 Day Hall.

### Senior Records Assistant, GR18 (C1313)

**Mann Library-Statutory**  
**Minimum Biweekly Salary: \$513.94**  
Under the direction of the Acquisitions Librarian, records receipt of serial publications and performs related serial maintenance activities. This includes recording receipt of serials on the appropriate online or paper check-in record, claiming unreceived issues, and ceasing or inactivating serial titles; input new serial titles and orders; oversee barcoding and item-record creation for newly bound serials; sort and distribute mail.

**Requirements:** HS diploma or equivalent with 1-2 years library experience. Additional education may be substituted for experience. Some experience with online system and/or personal computers preferred. Reading knowledge of a foreign language desirable. Must use judgment in applying procedures. Medium typing. Send cover letter and resume to Esther Smith, Staffing Svcs, 160 Day Hall.

### Secretary, GR19 (C1413)

**Economics-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
Prepare manuscripts, course work and correspondence for several faculty; set up appointments and coordinate travel arrangements; maintain accurate and comprehensive files of all course, research and correspondence related documents.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 2 years related experience. Word processing using Wordperfect 5.0, technical typing essential. Familiar with PC TeX desirable. Heavy typing. CU Employees send employee transfer application to Esther Smith, Staffing Services, EHP.

### Accounts Assistant, GR19 (C1306)

**CU Transit, Inc.-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
Serve as accounting clerk. Perform a diversified assortment of clerical and receptionist duties. Responsible for daily handling of cash from buses and parking meters. Mon, Wed, Fri, 11:30am-8pm, Tues, Thur, 7am-3:30pm.  
**Requirements:** Associate's or equivalent in education, experience and training. 2-3 years business office experience. Must be bondable. Experience with microcomputers (dBase III, Lotus 123) helpful. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Office Assistant, GR19 (C1303)

**Architecture, Art and Planning-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
Maintain college course file; process student schedule changes and pre-course enrollment; act as receptionist; prepare registration and pre-course enrollment packets for distribution; maintain record of student petitions.  
**Requirements:** HS diploma or equivalent, some college coursework preferred. 2 years related experience with university mainframe computer, word processing programs with specific experience with Macintosh computers and Wordperfect required. 2 years experience in a similar college office helpful. Able to work well with students, staff and faculty essential. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Administrative Assistant, GR19 (C1310)

**Government-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
Under the general supervision of the Administrative Supervisor, facilitate teaching support services, office maintenance, and act as department building coordinator.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 2-3 years administrative experience required. Word processing/computer experience. Strong interpersonal, communication and organizational skills. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Personnel Assistant, GR20 (C1416)

**Office of Human Resources-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Responsible for the maintenance and update of the academic database; research and correct related information; assist with implementation, maintenance, and interpretation of academic personnel policies and procedures; process academic appointment forms.  
**Requirements:** Associate's or equivalent combination of education and experience in business and/or human resources. 2 years related experience. Knowledge/experience with computers and database maintenance (Macintosh SE helpful). Experience with academic/monacademic appointment processing. Ability to work independently and with detail information. Strong organizational, interpersonal, and communication skills. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

### Administrative Aide, GR20 (C1402)

**Unions & Activities-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Coordination of the night time Diner services; supervision and training of student employees; responsible for inventory purchasing; daily maintenance of the area; pricing of items for resale; monthly reports. Other duties as assigned. 10 months. Tues and Wed: 7:30 p.m. - 1:30 a.m., Thur - Sat: 7:30 p.m. - 3:30 a.m.  
**Requirements:** Associate's or equivalent. 2 years related experience. Managerial skills. Experience in food handling, preparation and food retailing. CU employees send employee transfer applications to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

### Administrative Aide, GR20 (C8909)

**University Development-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Provide secretarial and administrative assistance to the Office of Major Gifts. Coordinate flow and oversee completion of work within office; assist in making arrangements for visitors to campus; conduct research for special projects; type, edit and proofread correspondence, reports, etc.; make appointments and coordinate travel arrangements.  
**Requirements:** Associate's or equivalent. 2-3 years office experience. Excellent organizational, communications and interpersonal skills. Discretion in handling confidential information. Able to prioritize assignments and work under pressure. Knowledge of CU desirable. Medium typing.

### Secretary, GR20 (C1307)

**Plant Breeding and Biometry-Statutory**  
**Minimum Biweekly Salary: \$558.78**  
Provide secretarial support for the faculty in the biometrics unit for their teaching, research, and consulting activities including coordination of the consulting service, producing annual report, and secretarial support for grad. faculty rep.  
**Requirements:** Associate's or equivalent. 2-3 years related experience. Technical typing and word processing. Strong organizational, interpersonal and communication (oral and written) skills. Knowledge of IBM-PC/Macintosh

## Q & A Continued from page 1e

women and minorities. These groups possessed immutable characteristics whereas, for example, age and religion, and marital status are or can be changeable.

### Is affirmative action successful in changing the workforce?

**Yes.** But there is still a long way to go. Affirmative action has been refined by the Rehnquist Court but is still alive and well.

Through the conscious and conscientious efforts of managers, supervisors, and chief executive officers the face of America's workforce has changed but there are still vestiges of discrimination in certain fields, trades, and industries.

### Why are there so many misconceptions about affirmative action?

People are usually resistant to change. Affirmative action programs initiated a fundamental shift from excluding people solely because of their race, sex, or disability to including them as valuable resources in an open and competitive labor market. Equal opportunity, supported by affirmative action, provides access to opportunities that were closed to many Americans. Destructive stereotypes, myths, and ingrained institutional separatism produced misconceptions about an individual's potential and capabilities. These misconceptions became impediments to many persons who are now protected by law from discrimination.

Some of the more common misconceptions and beliefs about affirmative action are:

**An unqualified minority must be hired over a qualified white male.**

**WRONG**

**Affirmative action is only a minority program.**

**WRONG**

**If it weren't for affirmative action, I would have had that job.**

**WRONG**

For the most part, these misconceptions and beliefs stem from one's perception, for example, about a racial or ethnic group's inner character. We have all heard of the familiar adage: "You can't judge a book by its cover." One cannot engage in judging individuals by the stigma one group places upon another, unless that person desires invidious discrimination to be a way of life. This view is no longer appropriate for the international market place which is upon us.

**Is placing a male in a traditional female role, e.g. secretary, considered affirmative action?**

**Yes and No.** Equal opportunity requires that persons who qualify have the chance to be seriously considered and hired, regardless of the position or their protected group status. Placing a male in a non-traditional role would be considered affirmative action if the male were a minority, a person with a disability, or a Vietnam-era veteran as well.

## Disability Continued from page 1e

### Examples of Pamphlets and Books Available for Borrowing:

*Putting Disabled People in Your Place* (pamphlet series; Mainstream, Inc.) - each of the pamphlets in this series focuses on a specific disability, including medical background on the condition and suggested workplace accommodations.

Manuals from major computer companies which provide information on computer access and technology available for persons with a variety of disabilities. Books on building accessibility including an excellent publication on *Adapting Historic Campus Structures for Accessibility* (Department of Education).

### Films and Filmstrips

Film, *A Different Approach*, 21 minutes - presents a humorous look at the serious topic of hiring persons with disabilities. Videotape, *Part of the Team*, (1/2") - 17 minutes (National Easter Seal Society and IBM) - excellent presentation that responds to questions supervisors may have when considering a person with a disability for employment.

### Miscellaneous

E-Z Access Ramp - may be used to provide temporary wheelchair access to a building (2-3 steps). These are just a few examples of available resources. If I don't have specific information or materials to meet your needs, I'll be glad to locate someone who does. For further information call Joan Fisher at 255-3976.

## Jobs Continued from page 3e

desirable. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Editorial Assistant, GR20 (C1305)

**C.U. Press-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Assist the Acquisitions Editor/Coordinator in acquiring manuscripts; draft letters and memos to Press advisers and authors; maintain some department records; assist in preparation of contracts and annual reports; major responsibilities for coordinating workflow in department and with other departments; some training of new assistants and temporary employees.

**Requirements:** Associate's or equivalent. Excellent typing. Strong communication skills. Some publishing experience desirable. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

### Administrative Aide, GR20 (C0804)

**Computer Science-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Provide administrative, organizational and clerical support to several faculty and one large research project.  
**Requirements:** Associate's or equivalent combination of education and experience and minimum of 2.5 years of related experience. Excellent communication and interpersonal skills as well as aptitude for using advanced computing tools. Attention to detail and ability to prioritize, a must. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Accounts/Personnel Coordinator, GR21 (C1311)

**Modern Languages and Linguistics-Endowed**  
**Minimum Biweekly Salary: \$599.73**  
Provide administrative support for Chair and Administrative Manager of large academic department. Under general supervision assist with fiscal and personnel management services; responsible for processing of academic and non-academic appointment forms and handling day-to-day financial activities including purchasing, inventory, preparation of payments and monitoring of departmental accounts; assist with word proc. and general office duties.  
**Requirements:** Associate's in business/accounting or equivalent; 2-3 years experience in office setting. Administrative experience and knowledge of bookkeeping/accounting, preferably at CU. Computer experience with use of database programs, spreadsheets and wordprocessing essential. Able to work independently in a busy work environment and to organize data and maintain confidentiality. Knowledge of foreign languages/cultures helpful. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Building Coordinator, GR23 (C0816)

**Theatre Arts-Endowed**  
**Minimum Biweekly Salary: \$651.82**  
The building manager is responsible for the maintenance, housekeeping, security and technical support for the Center for Theatre Arts, a 96,000 square foot facility. This position reports to the Director of Facilities for the College of Arts and Sciences. Daily supervision by the Chairman of Theatre Arts, through the Department Business manager.  
**Requirements:** Associate's or equivalent required. A certified electrician or equivalent is preferred. 3-5 years experience in the building construction field required, ability to read blueprints and mechanical drawings is highly desirable. Knowledge of physical plant operations, technical, mechanical and electrical skills essential. Working knowledge of theatre and lighting and sound systems helpful. Knowledge of personal computers and hardware. Regular CU employees send employee transfer applications, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply.

## Office Professionals Off-Campus

### Utility Plant Operator, GR19 (C1412)

**Safety Division/Geneva-Statutory**  
**Minimum Biweekly Salary: \$551.86**  
Secure and patrol buildings, farms, greenhouses and grounds; monitor controlled temperature chambers and building mechanical rooms; operate gas and oil fired, 150 lb. pressure steam boilers and related equipment.  
**Requirements:** HS diploma or equivalent. Valid NYS driver's license. 2 years experience in security or related work. Able to operate high pressure steam boilers and related equipment. Considerable amount of walking/standing. There is a 50 lb. lifting requirement. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants, send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply.

### Program Aide, GR19 (C1415)

**NYC Cooperative Extension-Statutory**  
**Minimum Biweekly Salary: \$551.86**  
Recruit, teach, document and evaluate efforts to assist low income youth and/or pregnant teens to select a healthful diet and to seek appropriate health, educational and social services for themselves and their infant. 21 hrs per week. Until Jan. 31, 1991, continuation contingent on funding.  
**Requirements:** HS diploma or equivalent. 2 years experience in outreach and teaching role. Ability to communicate effectively orally and in writing. Work independently and as a team member.

## Office Professionals Part-Time

### Office Assistant, GR15 (C1405)

**Veterinary Medical Teaching Hospital-Statutory**  
**Minimum full-time equivalent: \$486.92**  
Work with weekend hospital census package and other medical record computer programs; check in records from the Small Animal Clinic on a daily basis; file lab reports and records on a daily basis; pull medical charts for research; assist doctors in finding records and prepare records for microfilm. Some holiday work required. Mon-Fri, 2-6pm; Sat 8am-12 noon.  
**Requirements:** HS diploma or equivalent. Some experience preferred. Must be dependable. Good organizational, interpersonal and communication skills desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

### Preparations Assistant, GR17 (C1309)

**Conservation/CUL-Endowed**  
**Minimum full-time equivalent: \$517.65**  
In accordance with conservation standards, applies various techniques and materials in the pre-binding of all unbound monographs. Prepare monographs and theses for commercial binding and other monographs for conservation rebinding; maintain power machinery, relevant records, and stock of materials; share responsibility for functioning of unit, including work flow, staff coverage, training and decision making. 20 hours per week.  
**Requirements:** HS diploma or equivalent. Excellent work-flow management skills. Able to dismantle and service power machinery. Strong communication and interpersonal skills. Able to train and monitor work of others. Previous library experience desirable. Knowledge of book binding structures desirable. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

### Information Assistant, GR18 (C1407)

**Reference/Engineering Library/CUL-Endowed**  
**Minimum full-time equivalent: \$529.35**  
Responsible for assisting library patrons in locating information using traditional and computerized reference tools, such as the online catalog, RLIN, compact disk and fee-based searches in Dialog; review and verify interlibrary loan requests; respond to requests from the Document Photocopy Service; assist with bibliographic collections, or instruction projects. Mon, Tues, Wed, Fri, 11 a.m.-3 p.m.; Thur, 6 p.m.-10 p.m. (negotiable).  
**Requirements:** HS diploma or equivalent. 2 years college coursework successfully completed. 1-2 years experience with the research process. Able to work under pressure. Experience with microcomputers preferred. Strong interpersonal, organizational and communication skills. Experience in an academic library desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

### Entomology Assistant, GR18 (C1401)

**Mann Library-Statutory**  
**Minimum full-time equivalent: \$529.35**  
Under the direction of the Entomology Coordinator, responsible for staffing the Entomology Library. Provide information and general assistance; circulate library materials; shelve books; maintain supplies; handle mail; responsible for processing interlibrary lending requests and course reserve lists; work with binding coordinator to prepare materials for binding.  
**Requirements:** Associate's or equivalent experience and education. Background in entomology, agriculture, or biological sciences preferred. Strong interpersonal and communication skills. Able to be self-directed, meet deadlines and pay attention to detail. Experience working in an academic research library is desirable. Send cover letter and resume to Esther Smith, Staffing Svcs, 160 Day Hall.

## Office Professionals Temporary

In addition to posted positions, temporary opportunities occur in many occupational areas, including secretarial, word processing, accounting, and office administration. All individuals are encouraged to apply; experienced applicants with a typing speed of 45-60 wpm, knowledge of IBM-PC Word Perfect software and Macintosh word processing are in particular demand. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

### Data Entry Operator (S1402)

**Summer Session**  
Data entry of all summer student registration information. Perform general clerical duties. Until 8/90, full-time.  
**Requirements:** HS diploma or equivalent. Ability to use IBM PC with Wordperfect desirable. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

### Service Clerk (S1301)

**Lab of Ornithology**  
Assist with sales of the Crow's Nest Birding Shop on weekends and holidays. Cashiering, answer phones, respond to basic bird questions, feed birds. Open and close Lab. Hours negotiable-12 hrs every other weekend.  
**Requirements:** HS diploma or equivalent. Cash register experience helpful. Contact Karen Raponi, Staffing Services, EHP, 255-2192.

## General Service

Submit a signed employment application which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be

invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

### Custodian, SO02 (G1401)

**Residence Life-Endowed**  
**Hiring Rate: \$6.00**  
Provide general custodial care of buildings and grounds in assigned area. Mon-Thur, 7am-3:30pm; Fri 7am-2:30pm.  
**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb an 8 foot ladder. Daily contact with students. Must be willing to work weekends, primarily during summer months. Regular CU employees only. Send employee transfer application to Esther Smith, Staffing Svcs, EHP.

### Bus Driver, SO06 (G9506)

**CU Transit-Endowed**  
**Hiring Rate: \$7.20**  
Drive bus on campus, TOMTRAN routes and charter trips. Check vehicle for proper operating condition; provide information and directions. Shift subject to change.  
**Requirements:** HS diploma or equivalent. NYS Class 2 driver's license required. Pre-employment physical and other Department of Motor Vehicles requirements. 3-6 months current bus driving experience. Good communication (oral) skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850. Women and minorities are particularly encouraged to apply.

### Maintenance Mechanic, SO08 (G1201)

**Buildings' Care-Endowed**  
**Hiring Rate: \$7.91**  
Responsible for general maintenance of assigned residence areas including physical plant facilities and department equipment. Mon-Fri, 7:30 a.m.-4:00 p.m.  
**Requirements:** HS diploma or equivalent. 3-5 years experience in maintenance mechanic or building and maintenance field required; 2 years experience in trade and general knowledge of others. Able to use tools and equipment for building maintenance and repairs. Able to work in student oriented environment. Good communication, interpersonal and organizational skills. Able to make immediate on-site decisions. NYS class 3 driver's license preferred. Must be in good physical condition and able to perform heavy lifting. Regular CU employees send employee transfer application to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply.

## General Service Part-time

### Dispatcher, SO05 (G0901, G0902)

**Maintenance and Service Operations-Endowed**  
**Hiring Rate: \$6.88**  
Receive trouble calls, relay message and coordinate and dispatch appropriate tradespeople and material delivery personnel, or courier/cab service as requested. The customer service center is the focal point of requests for repairs, maintenance and alterations and information about the physical plant. Mon-Fri, hours flexible.  
**Requirements:** HS diploma or equivalent. Experience with mainframe and personal computers desirable. Training and/or experience in public relations, sales or service preferred. Must have excellent interpersonal skills, ability to work under pressure and strong decision making. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities and persons with disabilities are particularly encouraged to apply.

## General Service Temporary

In addition to posted positions, temporary opportunities frequently occur in custodial, food service, dish machine operation, material handling and other service areas. All individuals are encouraged to apply. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

### Custodian Building Care-Endowed/Statutory

**Temporary Rate: \$5.00**  
Continuous recruitment will be done in the department of Building Care for temporary custodians. Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thur 6am-2:30pm, Fri 6:00am-1:30pm. Periodically 2nd and 3rd shift hours are available.

**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb a 6 foot ladder. Contact Karen Raponi, Staffing Services, EHP, 255-2192 for an interview.

## Please submit materials for the following positions to 160 Day Hall.

### Temporary Field Assistant (B1301)

**Plant Breeding**  
**Hiring Rate: \$5.75**  
Work on forage breeding project. Help plant harvest and care for forage plots both in the field and in the greenhouse. May 1 through November 10, 1990.  
**Requirements:** Must have NYS driver's license. Able to work independently, be familiar with operating farm equipment. Send application materials to Cynthia Smithbower.

## Academic

### Post Doctoral Position

**Baker Institute, NYS College of Veterinary Medicine**  
Available June, 1990, salary commensurate with experience. Assist in a project examining mechanisms of T-cell activation in cell populations derived from the intestine. Experience with development of cDNA libraries and their screening, Northern blots and in situ DNA/RNA hybridization required. Send CV and names of 2 references to: S. Hamlin, James A. Baker Institute for Animal Health, NYS College of Veterinary Medicine, CU, Ithaca, NY 14853.

### Assistant/Senior Assistant Librarian

**Public Services/Mann Library**  
1 yr term appointment. Under the direction of the Head of Public Services, provide reference service including some nights and weekends; perform both quick and comprehensive computer literature searches; participate in instruction program; assist in reference collection development.  
**Requirements:** MLS or equivalent graduate degree, 1-3 years relevant experience. Reference experience and knowledge of BRS or DIALOG required. Strong interpersonal and communication skills. Background in agriculture, life sciences, or human ecology desirable. Applications requested by April 15 but accepted until position is filled. Send cover letter, resume and 3 references to Ann Dyckman, Personnel Director, 201 Olin Library, CU Library, Ithaca, NY 14853.

### Director of Educational Development

**College of Veterinary Medicine**  
Academic title and rank to be determined. Facilitate implementation of the College's new curricular plan emphasizing increased scheduling flexibility and greater opportunities for interaction between basic and clinical sciences faculty. Provide instructional support for faculty in development and evaluation of innovative teaching and learning methods; evaluate and publish effectiveness of educational innovations and curricular programs; supervise Department of Biomedical Communications and college computer resources office.  
**Requirements:** Earned doctoral degree in medical education, educational psychology, curricular development or related field; and experience in the development and assessment of educational programs, preferably in the biological or biomedical sciences. Send CV and the names, addresses and phone numbers of 3 references to: Dr. Donald F. Smith, Associate Dean for Veterinary Education, College of Veterinary Medicine, CU, Ithaca, NY 14853.

### Lecturer and Assistant Director of Forensics

**NYS College of Agriculture and Life Sciences-Department of Communication**  
9 month, non-tenure track, followed potentially by 3 year renewable appointment. Summer employment possible. Starting date, August 27, 1990. Teach 4 sections per semester in the basic speech communication course, Comm 201. Assist in coaching dynamic, national-caliber forensics program emphasizing I.E. and CEDA debate.  
**Requirements:** Master's and minimum of 2 years college-level teaching experience required. Areas of desirable specialization include: argumentation, parliamentary procedure and discussion management, performance studies, interpersonal communication, and small group communication. Salary: competitive, commensurate with education and experience. Attractive fringe benefits are available. Applicants should submit a letter of application, vita, transcripts, and the names and addresses of 3 references by May 15 to Dr. Ralph B. Thompson, Department of Communication, Academic I-South, NYS College of Agriculture and Life Sciences, CU, Ithaca, NY 14853.