

CORNELL Chronicle

Volume 23 Number 11 November 7, 1991

Bird songs

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By day, Brian Fenner listens to people with parking tickets invent excuses. At night, he's an inventor. And after a series of near-misses, one of his ideas may go all the way: a transmitter that broadcasts bird songs indoors to FM radios.

New faculty

9-11

Cornell's newest faculty include a professor who found his way to academe from filling prescriptions and a legal scholar who writes and talks about law 70 to 80 hours a week and thinks about it "all the time." Meet one dozen of our new colleagues.

Trustees, Council gather for meetings, talks, tours

Several public sessions of Cornell's Board of Trustees will be held today and tomorrow, Nov. 7 and 8, as hundreds of alumni volunteers and friends of the university convene for the annual joint meeting of the trustees and the University Council.

The full board will meet at the Herbert F. Johnson Museum of Art on Nov. 8 at 9:15 a.m., when Provost Malden C. Neshheim will discuss the 1992-93 budget for the state-assisted colleges, and several committees will give reports. There also will be a resolution passed to honor a former board chairman and presidential councillor, Robert W. Purcell, who died in August.

The board will move to Bailey Hall to join the council when it opens its 41st annual meeting at 11 a.m. President Frank H.T. Rhodes will give his State of the University Address.

The council, elected by the trustees, includes 440 alumni and friends who help the university in its immediate and long-range development. With 16 committees and subcommittees — covering such areas as athletics, campus life, career placement for students, technology transfer, human resources, real estate and international programs — the council works throughout the nation and world.

Besides board and committee meetings that council members may join, there will be many joint events, including lectures, tours, lunches with deans, focus-group discussions on campus planning, financing education, the future of private research

universities, undergraduate life at Cornell and the global university.

In addition to the full-board session on Nov. 8, the following trustee sessions will also be open to the public:

- Academic Affairs and Campus Life, Nov. 7, 8 p.m., the Taylor Room of the Statler Hotel. The provost will report on the work of the Commission on Graduate Student Life and the recently appointed Human Resources Development Council, as well as on recruitment and admissions, student support activities and status of the search for a director for the Hispanic American Studies Program.

- Audit Committee, Nov. 7, 5:45 p.m., the Rowe Room, Statler Hotel. The state controller's audit report will be discussed.

- Buildings and Properties Committee, Nov. 7, 9 a.m., Johnson Museum. There will be a report on planning for space for the ILR School.

- Executive Committee, Nov. 7, 2 p.m., Johnson Museum. The only open segment is the president's report at the start of the meeting.

- Committee on Land Grant and Statutory College Affairs, Nov. 7, 2 to 4 p.m., Rowe Room of Statler Hotel. Current and prospective state budgets and legislative action will be discussed.

Anyone wishing to attend the open meetings of the Executive Committee and of the full Board of Trustees may obtain tickets at the Information and Referral Center in the Day Hall lobby.

FCR to discuss finances Nov. 13

The Faculty Council of Representatives will discuss proposals concerning tuition levels, financial aid policy and faculty salaries for 1992-93 at its meeting on Wednesday, Nov. 13, beginning at 4:30 p.m. in Room 110, Ives Hall.

The FCR's Committee on Financial Policies will present a series of recommendations for discussion as the administration begins preparing its 1992-93 financial plan, said the committee's chairman, physics Professor Donald F. Holcomb. Then, at its December meeting, the FCR will be asked to vote on recommendations.

The committee's recommendations will be based on concerns about the level of tuition increases. An associated concern is the extent to which those increases are driven by growing financial aid pressures on the university's budget, Holcomb said.

The committee also is expected to report that there has been a small improvement in endowed faculty salaries compared to peer universities, but that Cornell remains "substantially below" the top institutions, he said. The committee is expected to recommend an 8.5 percent salary increase for continuing endowed faculty for 1992-93, according to Holcomb.

The committee also will share its views on the growth of academic and non-academic staff, Holcomb said.

Athletics considers trimming programs to reduce expenses

The university's Department of Athletics is in the midst of a comprehensive reassessment of its intercollegiate, physical education, intramural and recreational programs in the face of spiraling costs, increasing operating deficits and universitywide budget cutbacks.

"Some programs undoubtedly will have to be cut, as has already happened at other Ivy League institutions," said Laing E. Kennedy '63, director of athletics. But, he added, "The alternatives being discussed are not nearly as severe as the consideration the university gave during the Depression to eliminating all interscholastic athletic teams.

"There is no question there will have to be some streamlining in our varsity, intramural and recreational programs. Exactly what these will be and how and when it will happen will not be determined until early in the coming year," Kennedy said.

Cornell's athletic programs ended the 1990-91 academic year with a deficit of \$400,000, or 4 percent of a \$9 million budget. This year, the university is provid-

ing a \$3.7 million appropriation to the department. When the department was established in 1935, it was to have been self-supporting, and it was until just after World War II. It even showed a profit of \$40,000 in 1944-45.

The university appropriation to the department has been an accepted fiscal way of life since the early 1950s, when Ivy League schools, to use terminology of the time, embraced a "sanity code enforcing the principles of amateurism": they turned their backs on the athletic "big time" in a commitment to the non-scholarship scholar-athlete philosophy. Cornell has 35 intercollegiate varsity sports, 20 men's and 15 women's teams with 1,200 participants. Some 10,000 stu-

'There is no question there will have to be some streamlining in our varsity, intramural and recreational programs. Exactly what these will be and how and when it will happen will not be determined until early in the coming year.'

— Laing Kennedy

athletic facilities and equipment, is even affecting the big-time athletic schools, where gate receipts, mostly from football and basketball, have underwritten athletic programs for years. For example, the University of

Wisconsin has announced it is dropping baseball and men's and women's fencing because of an athletic department deficit of \$1.9 million. Other Division I schools have and are making cuts in the number of their programs.

"I don't see us having 31 sports in five years, unless we come up with something we don't have now or find a different way to compete in some of those sports," Ohio State Athletic Director Jim Jones told USA Today.

According to Dick Schultz, former director of athletics at Cornell and now executive director of the NCAA, about 70 percent of the NCAA's 298 Division I programs are operating at deficits.

Substantial cuts already have been made this year in the Ivy League. Yale has dropped men's varsity water polo and wrestling and junior varsity ice hockey. Last spring, Brown University announced it was dropping four sports: men's water polo, men's golf, women's gymnastics and women's volleyball.

Continued on page 12

Pinpoint detail



Charles Harrington

Joel D. Brock (left), an assistant professor of applied and engineering physics, and graduate student Emma Sweetland examine the tip of a refrigerator cylinder that is used to chill tiny metal samples to a few degrees above absolute zero. Once chilled, the materials are exposed to X-rays to help researchers learn more about their microscopic structure.

BRIEFS

■ **Auction:** Merv Griffin will be the featured speaker in the School of Hotel Administration's Distinguished Lecture Series beginning at 1:25 p.m. on Friday, Nov. 8, in Statler Auditorium. Time permitting, Griffin will kick off the school's annual charity auction to benefit the homeless, which will take place in the auditorium immediately after Griffin's lecture concludes at 2:15 p.m. The auction, sponsored by the Hotel Graduate Student Organization, is free and open to the public. Items to be auctioned include lodging at hotels across North America, dinners at nationally known restaurants and other prizes. Proceeds will be donated to the health care clinic at the Galvin House Shelter in Ithaca.

■ **Information director:** Joel R. Seligman '90 has been named director of the Information and Referral Center. Seligman, who has a bachelor's degree in communication with a minor in the history of science, succeeds Kathleen Beauregard as the director of the information center, which conducts campus tours and provides general assistance to campus visitors, faculty, staff and students. The center is located in the Day Hall lobby.

■ **Bloodmobile:** The American Red Cross Bloodmobile will be at the College of Veterinary Medicine Research Tower cafeteria on Monday, Nov. 11, from 10 a.m. to 4 p.m., in a visit sponsored by the Vet College student fraternity.

■ **Arizona journey:** Dan Tillemans, director of Cornell Outdoor Education, will show slides and recount his 100-day solo trek across Arizona today, Nov. 7, at 7:30 p.m. in the Hall of Fame Room, Schoellkopf Hall.

■ **Visas:** International students interested in working in the United States after graduating are invited to a talk, "Visas After Graduation," beginning at 7:30 p.m. on Wednesday, Nov. 20, in Ives Hall. Speakers will review immigration regulations, how to apply for permanent residence status and employment options for international students.

■ **Turkeys:** No fresh turkeys will be available for sale at the Cornell Poultry Research Farm this year. The annual rearing of turkeys was discontinued with incorporation of the Department of Poultry and Avian Sciences into the Animal Science Department last summer.

■ **Sea education:** Capt. John Wigglesworth of the Cornell-sponsored Sea Education Association, who as master of ocean-going sailing vessels has logged more than 100,000 miles at sea, will speak about the Sea Semester and Maritime Semester programs on Monday, Nov. 11, at 7 p.m. in G-1 Stimson Hall. The 12-week programs include study at Woods Hole and six weeks at sea. The program integrates research in marine biology and oceanography, humanities studies in maritime history and literature, and hands-on experience aboard a sailing vessel. For more information, call Professor Reeve Parker at 255-9316.

Chimes book marks tower's 100th anniversary

Cornell's chimes have been part of the university's life since Oct. 6, 1868, when they were played to commemorate Cornell's opening. For the past century, the 19 bells have resided atop McGraw Tower, pealing "Cornell Changes," "Evening Song" and "Alma Mater" across the campus and throughout the valley.

To commemorate this year's 100th anniversary of the completion of McGraw Tower, the Cornell Chimes staff has published the first comprehensive history of the tower and chimes since 1930, when A.W. Smith of the Class of 1878 edited "The Bells of Cornell."

The new book, "The Cornell Chimes," was written by Ithaca author Ed McKeown. It includes more than 50 photographs, excerpts from early writings about the chimes and anecdotes from former chimesmasters.

An early history of the chimes had Cornell's first chimesmaster, James O'Neill, remembering the university's opening day this way: "At the opening of Cornell University, I first heard the Cornell Chimes. The exercises were inspiring and the sweet music of the chimes delighted the great throng assembled at the launching of the new university. . . . Soon after the opening day, President White posted notices that he would receive applications from students for the position of chimesmaster. I applied, called on President White, stated my musical attainments, and was selected."

Kermit C. Parsons, a professor of city and regional planning and author of "The Cornell Campus: A History of Its Planning and Development," summarizes the architectural, historic and symbolic significance of McGraw Tower and adjoining Uris Library in his introduction to the book.

The 144-page, hardcover book was made possible through gifts from William Jay Sibal '64 and Marie Sibal, and the Emil L. Sibal Chimes Endowment Fund.

"The Cornell Chimes" is available in many local bookstores and can be ordered from the campus store by calling 255-2934, or by calling Monica Novakovic, chimes assistant, at 255-5350.

Two albums of chimes concerts, "161 Steps" and "Cornell Chimes," are available at the campus store.



Chimesmaster Jennifer S. Turney plays the chimes atop McGraw Tower in this 1989 photograph.

Chris Hildreth

NOTABLES

■ **Dr. Irving S. Wright**, a father of geriatric research and a physician at the Cornell Medical College, was honored by President Bush, the New York City Council and the American Federation for Aging Research on the occasion of his 90th birthday on Oct. 27. Wright was recognized for his more than 60 years of contributions to cardiovascular and geriatric medicine, including his demonstration that anti-clotting therapy for heart attack patients significantly decreases morbidity and mortality; and his recognition of the implications of this therapy for the increasing number of elderly Americans. Wright graduated from Cornell in 1923 and from the Medical College in 1926.

■ **The Herbert F. Johnson Museum of Art** was recently awarded a conservation grant from the National Endowment for the Arts for preserving a selection of posters from the 1940s and from the Art Nouveau and Arts and Crafts periods. The late 19th and early 20th century posters by Henry Toulouse Lautrec, Alphonse Mucha, Jules Cheret, Eugene Grasset and others originally were intended to be used as advertisements for products or events. With the NEA funds, the museum will have the posters backed with linen and encapsulated in mylar, ensuring their longevity.

■ **Joseph A. Burns**, a professor of theoretical and applied mechanics, has been awarded the Schmidt Medal of the Soviet Academy of Sciences "for significant contributions to . . . the theory of the origin and evolution of the solar system."

■ **Lawrence D. Brown**, director of the Cornell Statistics Center and a professor of mathematics, has been elected president of the Institute of Mathematical Statistics. The institute is an international professional society comprising approximately 4,000 statisticians and probabilists interested in research and applications.

■ **Henrik N. Dullea**, vice president for university relations, is one of nine people named by the Board of Regents to a Select Commission on Disability to address issues related to programs and services provided by the University of the State of New York for individuals with disabilities.

■ **John C. Gutenberger**, assistant director of community relations, has been named by Gov. Mario M. Cuomo to the Committee for Accessible Transportation for Tompkins County.

■ The New York State Historical Society has awarded its 1991 Moe Prize to the Johnson Museum's exhibition catalog "Arthur Dow and His Influence," featuring an essay by Nancy E. Green, curator of prints and photographs at the museum.

■ **Patricia Searles**, director of telecommunications, is serving as vice president of the Association of College and University Telecommunications Administrators. She previously was membership director and secretary. On campus, she is responsible for operation of the university's 15,000-line telecommunications system and long-distance network.

Assault reported

Ithaca City Police are investigating the assault and robbery of a 22-year-old Ithaca resident as he walked along the Cascadilla Gorge footpath near Collegetown at about 5:30 p.m. on Nov. 3.

Police report that Dell Buchanan of 301 Maple Ave. was struck and stabbed and was treated at Tompkins Community Hospital. Anyone who may have knowledge or information is encouraged to call the police at 272-3245.

CORNELL
Chronicle

EDITOR: Mark Eyerly

EDITORIAL ASSISTANT: Karen Walters
CALENDAR: Joanne Hanavan

Published 40 times a year, Cornell Chronicle is distributed free of charge to Cornell University faculty, students and staff by the University News Service. Mail subscriptions, \$20 for six months; \$38 per year. Make checks payable to Cornell Chronicle and send to Village Green, 840 Hanshaw Road, Ithaca, N.Y. 14850. Telephone (607) 255-4206. Second-Class Postage Rates paid at Ithaca, N.Y.

POSTMASTER: Send address changes to the Cornell Chronicle (ISSN 0747-4628), Cornell University, 840 Hanshaw Road, Ithaca, N.Y. 14850.

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

GRADUATE BULLETIN

■ **Thesis/Dissertation:** The thesis/dissertation submission deadline for a January 1992 degree is Jan. 10. Students should see the thesis adviser for approval of the format of their thesis/dissertation before submitting the final copies to the Graduate School.

■ **Travel:** Conference travel grant applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by Dec. 1 for January conferences.

Campaign is ahead of schedule, despite poor economy

As Cornell's Board of Trustees and University Council meet together one year after the launching of the largest campaign in the history of higher education, they will hear a report of good progress, despite the lingering recession.

As of the end of September, cash and pledges totaled \$554.5 million, about \$13 million ahead of schedule. While some target areas were doing better than others, the overall results, in both dollars and numbers of gifts, were strong.

Harold Tanner, the campaign's co-chairman, expressed pleasure with the widened base for giving, the campaign organization and the "absolutely brilliant leadership" from President Frank H.T. Rhodes. But Tanner was prepared to tell the trustees and council that he would be fully satisfied only "when we have exceeded our goals," noting that there is an interim target of \$750 million for December 1992 and emphasizing the need to raise funds for endowment.

It was at last year's annual joint meeting of the trustees and council, on Oct. 19, that Rhodes announced a five-year, \$1.25 billion fund-raising drive 'to re-endow the university for the 21st century.'

While the drive is the most ambitious ever by a university, Rhodes has continually emphasized that the benefits would come only gradually, that close to one-half the funds to be raised will be targeted for endowment and that cost-cutting efforts have to continue during the campaign.

"You and I, this year and next year and the year that follows, will see little immediate benefit from the campaign," Rhodes told last year's gathering. "What we are doing is making things possible for those who have the affairs of the next century as part of their horizon."

One major resource in Cornell's future, the Center for the Environment, has recently received the first major endowment gift. The gift is from Ken Iscol '60, who said: 'I felt I had the most chance of affecting worldwide environmental concerns through Cornell.'

Iscol, the owner of Tel-Star Communications who underwrote a fund-raising video for the center, has — with his wife, Jill — endowed a program to bring eminent environmental experts to the center and has agreed to head the effort to raise further endowment funds.

Noting Cornell's breadth of courses and disciplines touching on the environment, Iscol said: "This university could become the best place in the world for environmental teaching, research and problem-solving."

Former Senior Provost Robert Barker, who has just taken over as the first director of the new center, said that the Iscol gift "gives us the capacity to bring outstanding visitors to the center, people who, whether academics or not, can complement our own faculty, much as A.D. White Professors-at-Large do in other fields."

Another recent commitment that addressed both the

campaign priority of faculty support — \$250 million is the campaign target — and the priority of strengthening teaching was a \$500,000 endowment gift from Stephen Russell '60 and his wife, Marge, to reward distinguished teaching at the College of Arts and Sciences and at the Johnson Graduate School of Management.

In general, however, the faculty-support priority, which includes gifts for endowed professorships, is off to a slow start — with commitments of only about \$26 million.

The other four general priorities are:

- Program enhancement, for a wide range of academic support — \$234.2 million of a \$450 million target.
- Financial aid — \$48.6 million of a \$175 million target.
- Facilities, to restore and in some cases add space — \$57.1 million of a \$300 million target.
- Library — \$44.5 million of a \$75 million target.

Even though the \$554.5 million is ahead of schedule, that commitment — at more than 44 percent of the five-year target — is misleading because campaigns are not formally launched until there is a substantial nucleus fund of about

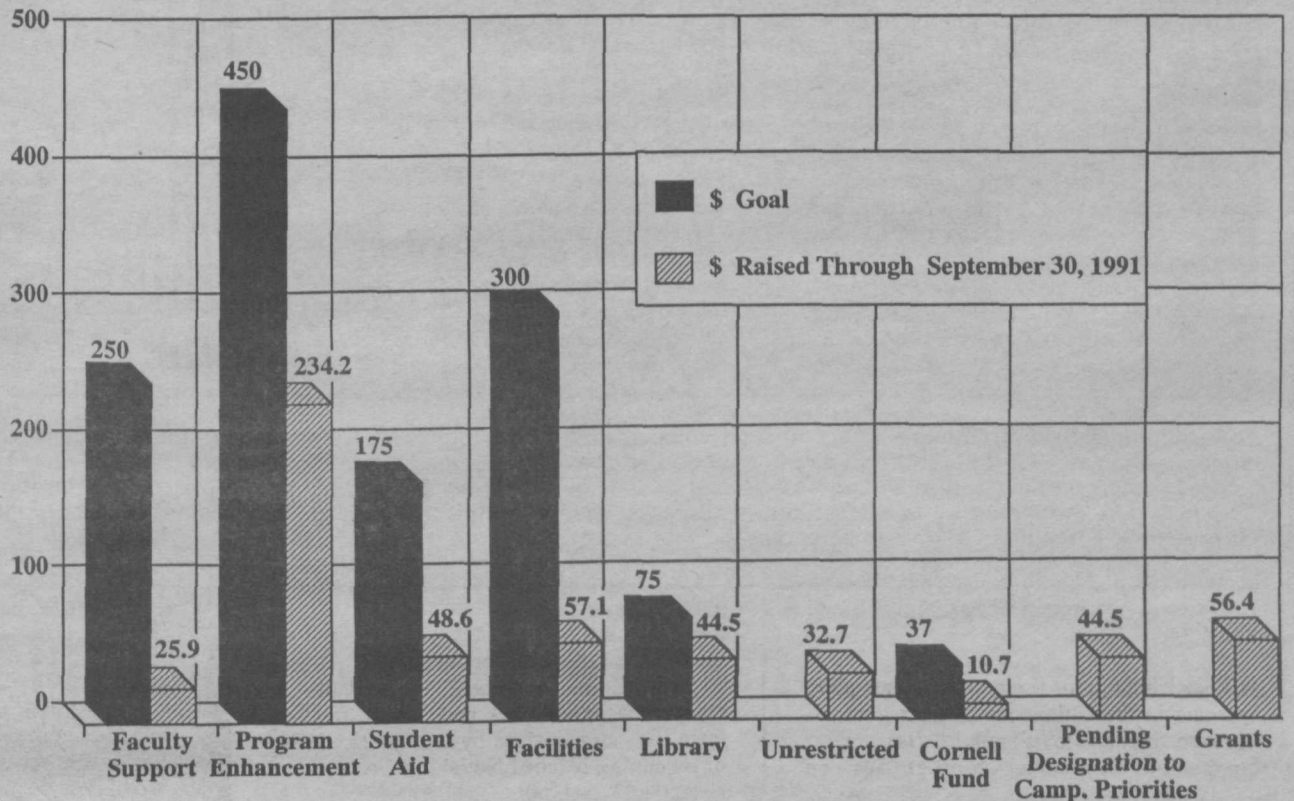
one-third the goal. But even with that cautionary note, campaign volunteers are optimistic, particularly since the first year has been one of general recession.

Alumni, parents and friends, who together are targeted to commit \$830 million, have committed \$455.2 million, or about 45 percent. Corporations have committed \$98.6 million of the \$250 million target and foundations \$73.5 million of their \$170 million target.

One result that bears special effort, as Tanner suggested, is the proportion of commitment to the endowment funds that will secure the Cornell's future. Endowment principal is not spent but, in order to guard that principal against future inflation, the trustees try to keep actual annual spending to between 4 and 4.5 percent of the face value.

Whereas \$387.1 million of the \$655 million expendable-gift goal has already been committed, only \$167.4 million of the total endowment goal of \$595 million has been committed. That is about 28 percent of the endowment goal, compared to 59 percent in the expendable-gift category.

—Sam Segal



Scholar uncovers ignoble roots of romantic 'Madame Butterfly'

Behind "Madame Butterfly," one of the most popular and romantic operas, lies a true but sordid story, according to opera scholar Arthur Groos.

"'Madame Butterfly' is often highly romanticized: a dashing young U.S. naval officer marries a beautiful Japanese girl and abandons her," said Groos, a professor of German studies. "But what many people think of as a romantic story has very real and sordid origins."

Groos reports on the actual events on which the opera was based in the latest issue of the Cambridge Opera Journal, which he co-edits. In his article, "Madame Butterfly: The Story," Groos explores an eyewitness account of the original tragedy based on a 1931 public lecture which came to Groos' attention by a scholar and friend who came across it while researching something else.

Groos has also discovered a scene from the second act of the opera that was never set to music, though it exists in complete libretto form. He hopes to publish it soon.

The story of the opera "Madame Butterfly" begins with Pinkerton, an American Navy lieutenant stationed in Nagasaki, Japan, marrying a 15-year-old Japanese girl

he explained. Pinkerton did not return for the child. And Butterfly did not commit suicide, though it is not known exactly what her fate was, according to Groos.

"Normally, a semiprofessional prostitute would not invest so much in her client. That wouldn't have been expected," said Groos. "She might have dreamed of his return, but there was no chance. The temporary nature of the relationship was usually very clear. Port 'wives' were hired by the month."

Using information from the eyewitness account, circumstantial evidence and Navy records, Groos concludes that the most likely real-life model for Pinkerton was William B. Franklin, a tall, dark-haired man with blue eyes who later went on to found a Wall Street brokerage firm and the American Malt Corp. and died in 1942. Groos has been unsuccessful in contacting Franklin's descendants.

The discovery of the eyewitness account of the actual tragedy could prompt changes in future productions of "Madame Butterfly," Groos suggested.

For example, while past productions have usually placed Butterfly in a beautiful hillside home overlooking Nagasaki Harbor, future productions could place her in a sleazy shantytown, he said.

Discovery of the actual story may also improve understanding of Japanese culture, he said, adding that "it is important to know the realities as well as the myths that contribute to our image of Japan."

Groos bases his analysis on a talk by an eyewitness to the tragedy, Jennie Correll.

Correll was the sister of John Luther Long, who wrote the short story on which the opera was based. An American missionary who lived in Nagasaki, Correll told the story of Butterfly to her brother, according to Groos. Long, in turn, immediately wrote it in short story form, aiming to keep the content "true to the life" and asking her to correct it for accuracy — though he disguised and later denied its factual basis.

The marriage between the real Butterfly and her American lover occurred between 1892 and 1894, Groos estimates. Long's short story was published in 1897. Puccini's opera, which was based on Long's story and play of the same name, was first performed in 1904.

While Puccini's music makes most audiences think of the opera as a beautiful and romantic tragedy, there are some listeners who find elements of the plot disturbing, Groos said.

The problematic elements of the opera and its interpretation are best demonstrated, he said, by David Henry Hwang's play, "M. Butterfly." When the Frenchman Gallimard says in the play that he finds Butterfly's death in Puccini's opera beautiful, his Chinese lover, Song, challenges him:

"Consider it this way: What would you say if a blonde

homecoming queen fell in love with a short Japanese businessman? He treats her cruelly, then goes home for three years, during which time she prays to his picture and turns down marriage from a young Kennedy. Then, when she learns he has remarried, she kills herself. Now, I believe you would consider this girl to be a deranged idiot, correct? But because it's an Oriental who kills herself for a Westerner — ah! — you find it beautiful."

—Lisa Bennett



The most likely real-life model for Pinkerton in "Madame Butterfly" was Lt. William B. Franklin, a tall, dark-haired man with blue eyes who later went on to found a Wall Street brokerage firm and the American Malt Corp., says Professor Arthur Groos.

named Cio-Cio-San (Butterfly.) He is fascinated by her innocence and delicacy. But he does not take the marriage seriously, and even toasts the day he "shall get married in earnest to an American bride." Butterfly, however, takes the marriage seriously.

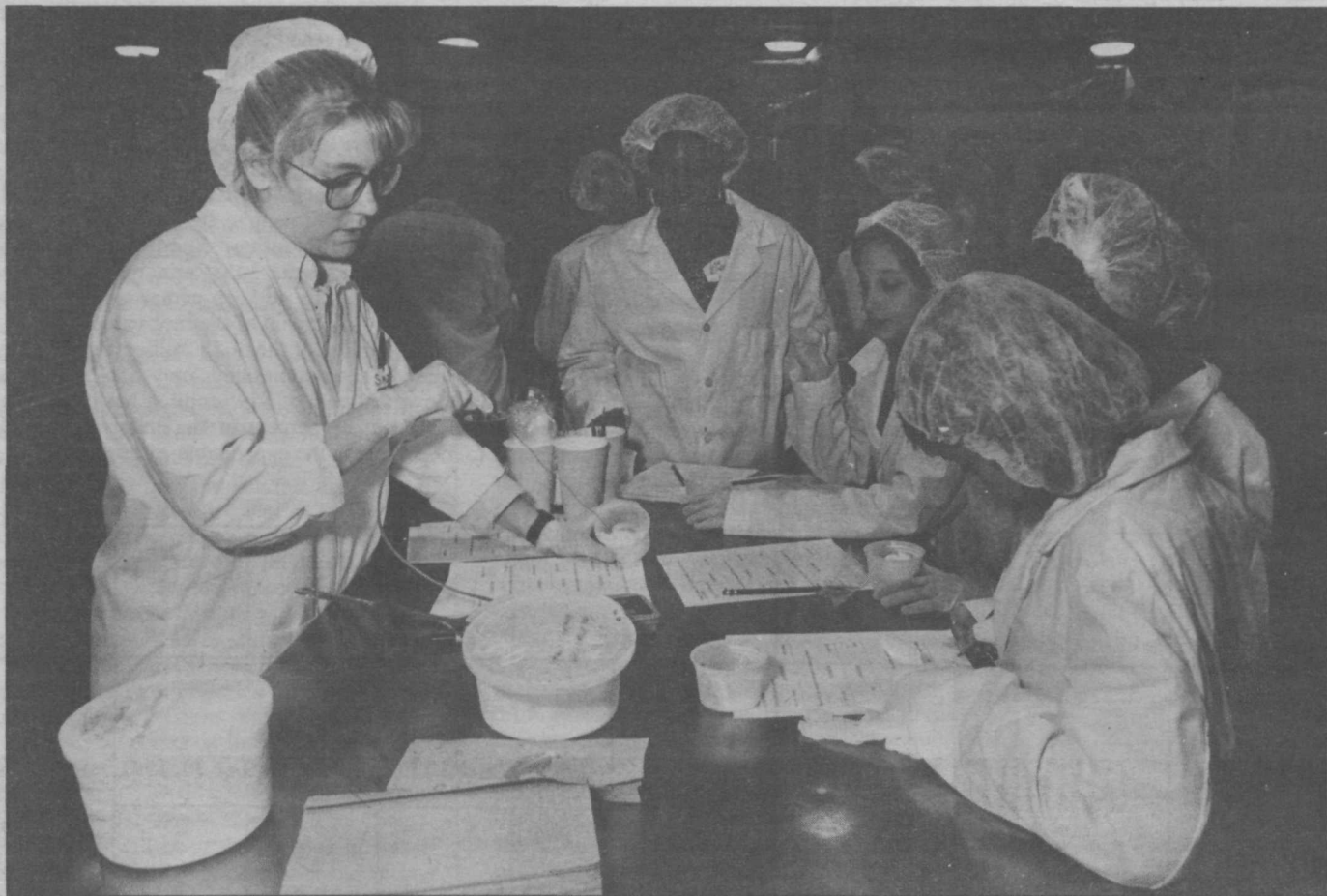
But soon Pinkerton's tour of duty in Japan ends and he returns to the United States, telling Butterfly, who is pregnant with their child, that he will return someday. She waits, trusting in his word, for three years.

Pinkerton does return in the final act, but with an American wife. She visits Butterfly and asks her to give her child to them. Butterfly agrees on the condition that Pinkerton visit with her. Then, while alone and waiting for Pinkerton, Butterfly blindfolds her child and kills herself.

What Groos now reports is that the short story on which Puccini's opera was based was, in turn, based on actual events — with some stark differences.

In real life, "Butterfly was not a romantic heroine but a tea-house girl named O-Cho, a semiprofessional prostitute,"

Tasty analysis



Peter Morenus

Erika Smith (left), a graduate student in food science and technology, helps several youngsters from local middle schools analyze how different ingredients change the quality of the ice cream that they are making. Some 140 girls ages 11 to 13 participated in workshops as part of the fourth annual Expanding Your Horizons conference Nov. 2. The program, presented by female graduate students, research staff and faculty, is designed to encourage girls to pursue their interests in math and science.

Maas' film on teachers to air on PBS

"It is time we celebrate the outstanding teaching taking place in our country today, for only by recognizing and rewarding our most dynamic, committed and effective teachers can we really begin to improve teaching on a national scale," says psychology Professor James Maas.

Maas' latest film, "To Light a Fire," is the first in a Public Broadcasting Service series of films, "Great Teachers in America," that will focus on elementary, high school and college teachers who are exceptionally successful in the classroom.

Maas teaches a highly successful introductory psychology class and is consistently rated one of university's best teachers. His films are made with crews of undergraduate and graduate students.

"To Light a Fire" will be aired nationwide during National Education Week, Nov. 17 to 24, by Public Broadcasting Service stations. WSKG in Binghamton will preview the program on Thursday, Nov. 14, at 8 p.m.

The film tells the story of Baiba Woodall, an elementary schoolteacher in Trumansburg, the winner of a Presidential Award for Excellence in Science and Mathematics Teaching, and Frank Smith, a high school Latin teacher in Wayland, Mass., who teaches Roman history, culture and art, along with Latin literature.

This is Maas' ninth national television documentary and his second film about the teaching profession.

—Carole Stone

Educators hope all-male black schools will solve youth problems

Milwaukee and Detroit established experimental all-male black schools because "we have to do something" to address the problems of African-American boys in inner cities, an educator told a Cornell seminar last week.

"This may not be a panacea, but we want to see if it will work," said Clifford Watson, principal of Woodard Elementary School, an all-male academy in Detroit. "We have to do something."

Watson and other educators painted a bleak picture during a four-day seminar on "African-American Males in the Workplace," arranged by the School of Industrial and Labor Relations:

- In Milwaukee, only 50 percent of African-American boys who enter the ninth grade will graduate from high school. Many others are dropping out as early as kindergarten and the first grade.

- In Detroit, only 33 percent of African-American males finish high school and less than 15 percent of them had marketable skills.

- African-American males account for 40 percent of the nation's prison population, 50 percent of the nation's high school dropouts, and a high percentage of the nation's unemployed and of convicts on death

row.

- Black males are the only ethnic or gender group in the United States with a declining life expectancy.

The seminar was attended by delegates from throughout the United States, including teachers, school administrators, representatives of teachers' unions, state school officials, business executives and news reporters from The Wall Street Journal, Associated Press, American Enterprise magazine, The Ithaca Journal and The Cornell Daily Sun.

Vernon Briggs, a professor of labor economics in the ILR School, told the group that the United States "may have lost a generation of young people" because of current problems in public schools.

"If you have only physical or manual skills, you have nothing to sell today, because unskilled jobs are vanishing from the labor market."

Watson and Kenneth Holt, principal of Parkman Middle School in Milwaukee, described their cities' newly established schools for black boys.

"Our primary goal is to improve the education of African-American males, and our next goal is to retain them in school, to increase the number of African-American

males who could enter college," Holt said.

Watson said that his school attempts to make the black child the center of education by teaching both standard curriculum and Afrocentric studies.

"We don't have numbers on our classrooms," the Detroit educator said. "Our rooms are named after prominent African-Americans, such as Paul Robeson and Malcolm X. When a boy goes to class, he's not going to Room 117, but to the Malcolm X Room. That makes even the room relevant."

In some cases, the all-black academies remain open until 5 p.m. seven days a week to give students time to spend with teachers and adult males who visit the schools to serve as mentors.

"We have boys coming into school who have no positive role models at home or elsewhere," Watson said.

Despite desegregation, 19 of Milwaukee's 150 public schools have been all black for 20 years, and Detroit, before the current experiment, had four single-sex schools, including one for girls who become pregnant and who remain in that school until they finish their education, the educators reported.

Another speaker, Brig. Gen. Julius F.

Johnson, commander of the U.S. Army's First Region ROTC Cadet Command based at Fort Bragg, N.C., said the junior Reserve Officers Training Corps, open to high school students, is conducting special programs in the inner cities of Baltimore and Washington.

Johnson, who graduated from the traditionally black Lincoln University in Missouri, said that goals of the army's inner city work are to prevent substance abuse, reduce school dropout rates, strengthen character, develop leadership potential and improve physical fitness.

But Johnson said that the all-volunteer Army no longer offers enlistment opportunities for poorly educated young people. Today's high-tech military equipment requires soldiers with good schooling, he said.

Arranged by the School of Industrial and Labor Relations and by the National Conference of Christians and Jews, the conference was the annual Richard and Alice Netter Labor-Management-Public Interest Seminar, funded by a grant from Richard Netter, a New York City attorney who received his bachelor and law degrees from Cornell.

—Albert E. Kaff

Poverty puts black nuclear families at risk

Black families are more diverse than the typical poverty-stricken families that the media portray, but many of them are under stress because of racial discrimination and poverty, a Howard professor of social work said in a lecture here Oct. 9.

Harriette Pipes McAdoo pointed out that the black nuclear family is challenged by statistics such as: 33 eligible black men for every 100 black women; a divorce rate two times higher than that of whites; and one-fifth of black Americans living in poverty.

McAdoo said that cuts in government programs and obstacles to finding employment cause her to "predict that in five years we will consider these the good old days."

McAdoo spoke about African-American family values to about 200 people as the first Flemmie Kittrell Lecturer in the College of Human Ecology. She is on the board of directors of City Lights, a high school for troubled teen-agers in Washington, D.C.

The Kittrell Lectureship is named for the first African-American in the United States to receive a Ph.D. degree in home econom-

ics. Kittrell received her degree from Cornell in 1936.

McAdoo said that the unbalanced ratio of black men to women leads some women to have children out of wedlock. Sexual activity tends to start earlier among blacks, she added, and if pregnancy occurs, economic circumstances may prevent marriage. Thus, McAdoo said, she found "women playing multiple roles: parenting, working and trying to find a relationship which offers emotional support."

One-fifth of black families live in poverty and three-fifths are "solidly working class," she said. Poverty affects family structure by encouraging separation instead of paying for a divorce, and poor economic opportunities keep some divorced women from remarrying until their children are independent, because the children would be a financial liability to a new partner.

McAdoo said that "the reason for most of the poverty is racial discrimination, pure and simple." Perhaps the most serious result of racial discrimination is poor health care, she added.

McAdoo cited a study by the American Medical Association that reported that "racial discrimination is at the root of 80 percent of early deaths in the black community," she said.

Robin Williams, the Henry Scarborough Professor Emeritus of Social Sciences at Cornell and commentator for McAdoo's lecture, said that unemployment for blacks is now two times higher than for whites, a disparity that exists even in times of prosperity, he said.

Williams offered an observation based on McAdoo's findings and his own studies: "It's as if this country has decided to elaborate on the superstructure while destroying the foundations."

An instructor in the Freshman Writing Seminar Program, Beverly Blacksher, said the lecture "was like a message to me to encourage the students [in a course on African-American women writers] to understand tomorrow. Work needs to be done on all levels, from the government to the individual."

—Cynthia Revelle '92

Raffensperger, Nichols win

The Democratic incumbents won re-election as mayor of the city of Ithaca and supervisor in the town of Ithaca on Nov. 5.

The vote totals, according to the Tompkins County Board of Elections, were:

Ithaca City Mayor

Benjamin Nichols (D) 2,662
Mark Finkelstein (R, L) 2,278

Ithaca Town Supervisor

Shirley Raffensperger (D) 2,082
Patricia A. Driscoll (R) 1,300

Relihan elected

University Counsel Walter J. Relihan Jr. won election to the New York Supreme Court.

Brian Fenner's invention brings bird songs indoors

By day, Brian Fenner, the appeals officer in Cornell's Traffic Bureau, listens to people with parking tickets invent excuses. Few are original; fewer still, successful.

At night, Fenner's an inventor. And after a series of near-misses, one of his ideas may go all the way: a transmitter that broadcasts bird songs indoors to FM radios.

Called NatureSong and resembling a small wooden birdhouse, the device goes on sale nationally this winter in Nature Company stores and catalogs, as well as in the Cornell Laboratory of Ornithology Crow's Nest catalog and shop in Ithaca.

Fenner says NatureSong represents a triumph over apparent liabilities that hold back many would-be inventors — the lack of formal education and finances.

Like many inventions, NatureSong was born of frustration. Fenner had installed 11 bird feeders outside his Groton home in 1988 and, while the birds were eating well and conversing happily, the Fenner family was missing half the show. Insulated windows kept the bird music outdoors.

A visit to the Laboratory of Ornithology's Stuart Observatory gave Fenner an idea. Microphones hidden in the trees outside the lab's picture windows pick up natural sounds and pipe them to indoor speakers through an elaborate intercom and amplifier system. But duplicating the Cornell system would have cost \$3,000 and required drilling holes for electrical wires in the walls of Fenner's house.

Better to build a radio system, Fenner figured, and he realized that part of the setup was already in place — his FM radio. His first try at a bird-song transmitter was made from \$19 worth of parts from Radio Shack and a plastic pill bottle. It was even solar-powered, with some components housed in part of a tape dispenser.

The solar transmitter ran into a snag the first time snow covered its panels, however. A little more tinkering solved the snow problem, but Fenner's attempt to patent the device was unsuccessful. The solar-powered radio had already been invented.

Undeterred, Fenner continued to refine the device. "I can't put a prospective invention down," he says. "Well, maybe for a week or a month. But there's something inside that drives me to finish."

With only one semester of electronics schooling (Fenner switched to criminal justice and worked 10 years for Cornell Public Safety before joining the Traffic Bureau) he called on the expertise of colleagues — and that led to one of his principles of inventing: "If you don't know enough, ask someone who does."

Fenner learned the value of persistence when earlier inventions failed to make a million. A burglar alarm for desk-top computers, he subsequently discovered, was already patented "by two engineers with master's degrees." A pocket-size tool to open cars with the keys inside did earn Fenner a patent, but it only works on older-style locks. And although a simple adaptor that Fenner and his father invented to turn plas-

tic soda bottles into bird feeders was unique enough to earn a patent, setting up an injection-molding manufacturing facility would have cost \$40,000.

The bird-sound transmitter seemed to have the best chance of success. After all, Fenner reasoned, with 80 million Americans feeding birds, some of them must want

CORNELL
People

to hear what they're getting for all that seed.

To reach a national audience, Fenner turned to the Cornell Research Foundation (CRF), Cornell's patents and technology-marketing unit. There, attorneys as well as specialists in licensing and technology marketing helped get a trademark on NatureSong and assisted in building prototypes and finding buyers. Assistant Director Richard Cahoon encouraged Fenner to

"position his product in the high end of the market." The result is a NatureSong with a genuine cedar housing and high-quality components that sells for \$179 at The Nature Company and \$119 from the Laboratory of Ornithology.

A percentage of sales will go back to CRF to repay their expenses and help support the foundation's work with other inventors, said H. Walter Haeussler, president of CRF. "Since CRF also expended time, effort and funds on exploring and marketing Fenner's other inventions, we're glad to have confirmation that we were backing an ultimate winner," he said.

Additional support came from Agricultural Economics 325, the small-business-management course taught by Associate Professor Michael A. Hudson, where student Joseph G. Zonin drew up a business plan and a product-development proposal as a class project. In return, Fenner lectured to the class on the ups and downs of inventing. Then he formed a company that operates out of his house and contracted with a local manufacturer to make the transmitters.

"Finally," says an ebullient Fenner, "I'm finally in a catalog!" And there it is, in full color, complete with a life-like bird and the

promise of bringing the "uninhibited chorus of bird and insect sounds inside your house."

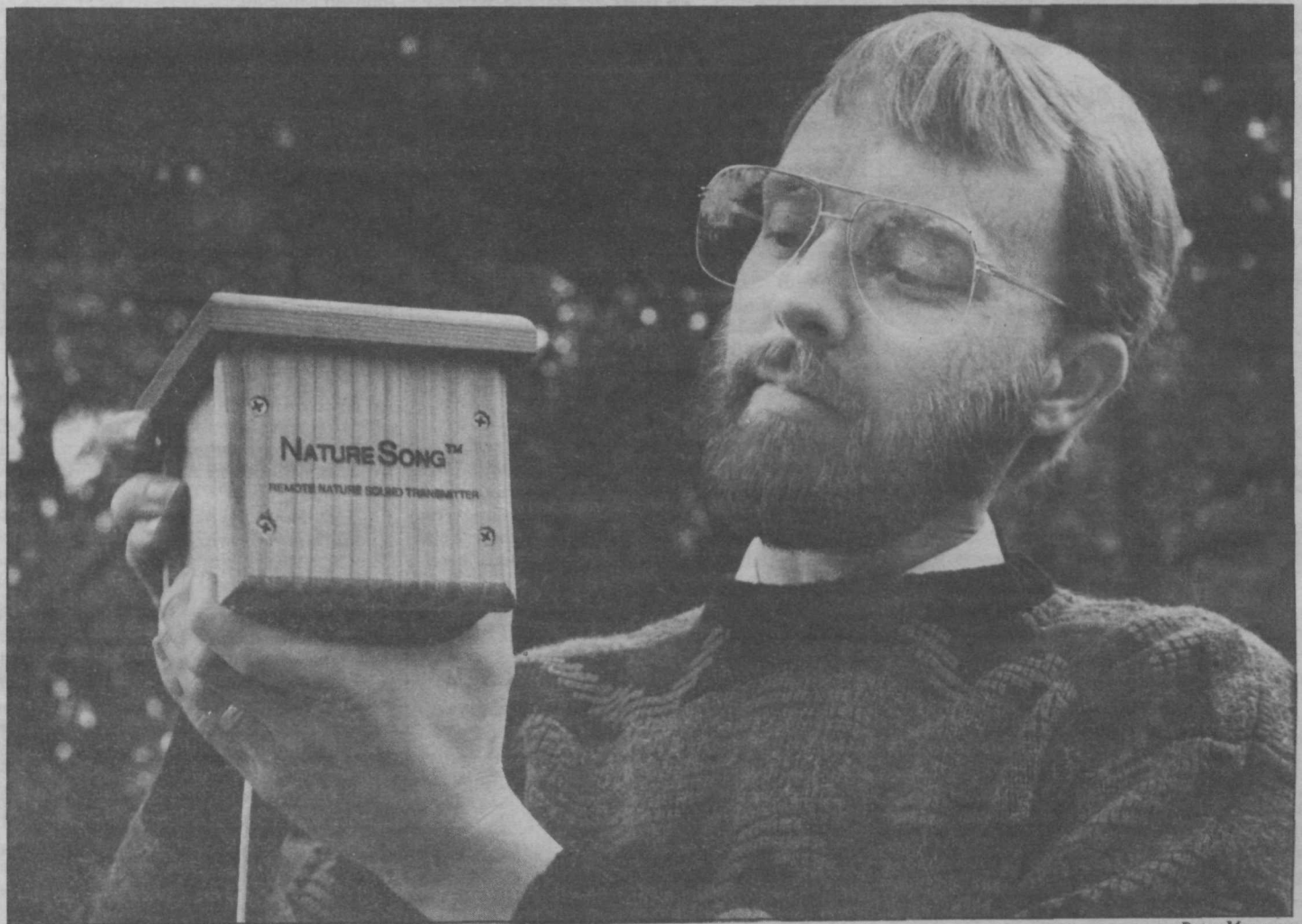
"Almost anyone can do what I've done," Fenner says. "A lot of people have ideas but they give up because they're not scientists or engineers. You have to know where to get help, and to learn about marketing and patent searches and product development."

"It's fun," Fenner adds. "Of course, it has its heartaches. It takes time, energy and personal finances. But it's exciting to be able to do something like this."

Sometimes, too exciting. With NatureSong already offered for sale, the Federal Communications Commission (FCC) has yet to approve the radio device. Fenner supplied four samples from the production line, as required, and specified the frequency at which the radio will operate. The FCC wants to make sure that the uninhibited chorus isn't broadcast into the cockpits of DC-10s flying overhead, and the agency is taking its time in reviewing the new product.

"That's all right," says Fenner, trying not to worry. "Nothing happens overnight."

—Roger Segelken



Peter Morenus

The inventor, parking-ticket-appeals officer Brian Fenner, with his invention, a transmitter that broadcasts bird songs indoors to FM radios.

Advisory councils offer deans personal, professional guidance

Every fall, Samuel C. Johnson flies to Ithaca from Racine, Wisc. — where S.C. Johnson and Co. has its headquarters — for a meeting of the advisory council at the Johnson Graduate School of Management.

Bill Phillips, former chairman and CEO of Ogilvy & Mather advertising agency, wings in from New York City. Kenneth Derr leaves San Francisco, where he is chairman and CEO of Chevron Corp. MacAllister Booth bids good-bye to Polaroid Corp. in Boston, where he is president and CEO. Roger O'Neil, vice president for Mobil Europe, leave his office in London.

Altogether, some 41 executives who comprise the Johnson School's advisory council arrive to sit down with Dean Alan G. Merten and discuss the state of the school. This fall's meeting begins today.

"They like to know what we have done and are doing, but what they want to give and what we need is their advice on what we should do," Merten said. "You'd better give the members a chance to talk. They're not here just to be reported to."

In the spring, the council meets in New York City or the home city of one of its members; and soon, it will start to meet in international locations. The advantage of the fall meeting is that it gives council members a chance to meet with faculty, students and other administrators, too.

The Johnson School advisory council is one of 10 college-advisory councils at Cornell. Each is comprised of 40 members on average, and while many are made up predominantly of alumni, others seek members from a wider pool. Council members are invited to serve by the deans of the colleges and travel at their own expense.

"Advisory councils provide valuable advice and support to the colleges," said Malden C. Nesheim, Cornell's provost. "They keep the colleges in touch with alumni and with the constituent groups the colleges serve."

At the College of Agriculture and Life Sciences, the council that advises Dean David L. Call includes State Sen. Nancy Lorraine Hoffman; the commissioner of agriculture and markets for New York state, Richard McGuire; and the president of the New York Farm Bureau, Charles Wille.

But the tone is more low-keyed than at the Johnson School.

"We listen as long as we feel the dean is moving in the right direction. If not, we interject," said Joseph Nicholson, general manager of Red Jacket Orchards and a member of the agriculture council.

"We don't take formal action or consider resolutions. Instead, we're continuously briefed on 30 or 40 issues in a general way," said McGuire.

The agriculture council regularly discusses the school's budget, enrollment, priorities and research and development in both Ithaca and Geneva, where Cornell has an agricultural experiment station.

Hoffman described the meetings as "spirited discussions that are very effective. It gives us an opportunity to get together with the movers and shakers in New York state agriculture, and it gives those of us in long-range planning for the state an opportunity to bounce ideas," she said.

In the College of Architecture, Art and Planning, the advisory council sees itself as an intermediary between the school and the world of architects, said Earl Flansburgh, past chairman of the advisory council and principal architect of Earl R. Flansburgh & Associates in Boston, a firm that has won 57 national or regional awards.

"The advisory council provides an interface between the world of theory and the world of practice. We have a group of professionals who counsel the dean [William G. McMinn] and faculty and students about the direction that education might take in order to provide for the future success of the students," Flansburgh said.

In all of the schools, a key role of the councils is to keep deans informed of developments in related industries or professions.

"Since we are all practitioners in busi-

ness, what we have to say is relevant to curriculum because we know the kind of graduates we need in our own companies," said Johnson of JGSM.

"We're there to inform the dean about the agribusiness and agricultural community," said McGuire of CALS.

Often, council members steer the dean in a direction that they think is important. The agriculture council made a push for FarmNet, a 24-hour telephone hot-line and on-site assistance program for farmers.

In the Johnson School, council members have been concerned about the globalization of business.

"Many members of the council have been pushing for a more global outlook for the curriculum, and we're all very excited that this is the direction in which we're going," Merten said.

Sometimes, in the Johnson School, individual council members initiate programs for the school. Phillips, for instance, served as an executive-in-residence for one year and then began a visitor's version of the program that brings executives to the campus for two to three days at a time. And in the College of Architecture, Art and Planning, the council has been working recently on no less a task than writing a mission statement for the college.

—Carole Stone

CALENDAR

All items for the Chronicle 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.

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 information, call (315) 789-4621.

Regular dancing, 7:30 to 10:30 p.m., Nov. 10, North Room, Willard Straight Hall.

Israeli Folkdancing

Israeli folkdancing, teaching and open dancing, Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall. For information call, 255-4227.

Jitterbug

Level two, Wednesdays at 7:15 p.m. in the Edwards Room, Anabel Taylor Hall. No registration required. For more information call, 273-0126.

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.

"The Art of Paulanship," through Nov. 24.

"Power and Prestige: African Adornment," an exhibition featuring body adornments that not only enhance a person's beauty but also serve to identify the role and status of the wearer, through Dec. 22. Among the works are combs, bracelets, anklets, necklaces and two beaded Yoruba crowns. The exhibit was guest-curated by Jacklyn Clark, Class of 1991, and a museum intern during 1990-91.

Mary Ann Hong, assistant curator of Asian art, will give a half-hour survey on the "100 Views of Edo," an important series of woodblock prints by the Japanese printmaker Ando Hiroshige, today (Nov. 7) at noon.

"Masks, Myths and Messages," an Eye Opener workshop for children ages 7 to 10, will be given Nov. 9 and 16. The workshop will explore the mask-making traditions of African, American, Asian and Oceanic cultures. Participants will explore the mysteries behind the masks through a series of activities. Registration deadline for the workshop is Nov. 8.

Center for Jewish Living

"Little Old New York," a collection of watercolor paintings of cultural centers, historic landmarks and quaint sections of New York City's Lower East Side, and "Heroes of Israel," with drawings, watercolors and biographies of the men and women responsible for creating the state of Israel, will be on display at the Center for Jewish Living, 106 West Ave., through Dec. 20. Hours are Sunday through Thursday, 11:30 a.m. to 6:30 p.m.; Friday, 11:30 a.m. to 2 p.m.; closed Saturdays.

Cooperative Extension

Six display cases in the Mann Library lobby feature areas of Cooperative Extension's theme "Helping you put knowledge to work." From production agriculture and health and nutrition to efforts to enhance the quality of Earth, the display links Cooperative Extension programs with references available at Cornell Libraries.

Hartell Gallery

A survey of recent photographic work completed by Barry Perlus, art professor, through

Nov. 9. Cornell-in-Rome faculty exhibit, sponsored by Cornell-in-Rome, Nov. 9 through Nov. 16. The Hartell Gallery, located in Sibley Dome, is open 8:30 a.m. to 5 p.m., Monday through Friday.

John M. Olin Library

"Educating Women: The Unique Role of Cornell's College of Home Economics," through Dec. 31, in the John M. Olin Library.

Sibley Fine Arts Library

An exhibit of Artist's Books by Ithaca artist Kumi Korf will be on display in the Sibley Fine Arts Library through Nov. 25. The exhibit is curated by Laurie Sieverts Snyder, visiting lecturer in photography and artist's books in the Fine Arts Department.

FILMS

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$3.50 except weekend films (Friday and Saturday), which are \$4.50 (\$4 for students). All films are held in Willard Straight Theatre except where noted.

Thursday, 11/7

"Place To Be — Intimate Spaces," as part of the series titled Privileged Views: Landscape Exposed in Experimental Films, sponsored by Landscape Architecture Program and the Council for the Creative and Performing Arts with support from the Department of Theatre Arts, 7:30 p.m., Film Forum, Center for Theatre Arts.

"Goldfinger" (1964), directed by Guy Hamilton, with Sean Connery, Gert Frobe, Honor Blackman and Harold Sakata, 7:35 p.m.

"What About Bob?" (1991), directed by Frank Oz, with Bill Murray, Richard Dreyfuss and Julie Hagerty, 10 p.m.

Friday, 11/8

"Empire of the Air: The Men Who Made Radio" (1991), with speakers Morgan Wesson, Tom Lewis and Erik Barnouw, 7 p.m.

"The Killer" (1989), directed by John Woo with Chow Yun-Fat, Danny Lee and Sally Yeh, co-sponsored by the Hong Kong Student Association, 7:10 p.m., Uris.

"What About Bob?" 9:40, Uris.

"Truly, Madly, Deeply" (1991), directed by Anthony Minghella, with Juliet Stevenson and Alan Rickman, 10:15 p.m.

"Goldfinger," midnight, Uris.

Saturday, 11/9

"Steamboat Bill Jr." (1928), directed by Charles E. Riesner, with Buster Keaton, co-sponsored by the Ithaca Youth Bureau, 2 p.m.

"The Killer," 7:10 p.m., Uris.

"Truly, Madly, Deeply," 7:30 p.m.

"What About Bob?" 9:40, Uris.

"The Body Beautiful & Other Films" shown with "Two Lies," "The Audition," and "Night Cries," co-sponsored by Ujamaa, 9:50 p.m.

"Chinatown" (1974), directed by Roman Polanski, with Jack Nicholson, Faye Dunaway and John Huston, midnight, Uris.

Sunday, 11/10

Whitney Biennial Program 6: "Tongues Untied," directed by Marlon Riggs, 2 p.m. and 3:15 p.m., Johnson Museum. (Free)

"What About Bob?" 4:30 p.m.

"Triumph of the Will" (1936), directed by Leni Riefenstahl, produced by the National Socialist German Workers Party, 7:30 p.m., Uris. (Free)

"Chinatown," 8 p.m.

Monday, 11/11

"Truly, Madly, Deeply," 7:05 p.m.

"Shanghai Express" (1932), directed by Josef von Sternberg, with Marlene Dietrich, Clive Brook and Anna May Wong, 9:30 p.m.

Tuesday, 11/12

"The Killer," 7:35 p.m.

"What About Bob?" 10 p.m.

Wednesday, 11/13

"The Tale of Genji, a film by Kimissaburo Yoshimura, sponsored by the East Asia Program and Department of History, 4:30 p.m.

"Don Giovanni" (1979), directed by Joseph Losey, with Kiri Te Kanawa and Ruggero Raimondi, 8 p.m.

Thursday, 11/14

"Reassemblage," sponsored by the Program on International Development and Women, with host Lourdes Beneria, 5 p.m., G08 Uris.

"Visiting," as part of the series Privileged

Views: Landscape Exposed in Experimental Films, sponsored by Landscape Architecture Program and the Council for the Creative and Performing Arts with support from the Department of Theatre Arts, 7:30 p.m., Film Forum, Center for Theatre Arts.

"Regarding Henry" (1991), directed by Mike Nichols, with Harrison Ford and Annette Bening, 7:35 p.m.

"The Terminator" (1984), directed by James Cameron, with Arnold Schwarzenegger, Michael Biehn and Linda Hamilton, 10 p.m.

LECTURES

A.D. White Professors-at-Large

"Order Versus Chaos: Some Lessons from Molecules," Raphael D. Levine, Max Born Professor of Natural Philosophy, The Hebrew University, and A.D. White Professor-at-Large, Nov. 7, 4:30 p.m., Alumni Auditorium, Kennedy Hall.

Archaeology

"Bread, Beer and Production in Predynastic Egypt," Jeremy Geller, Washington University, Nov. 13, 8 p.m., 22 Goldwin Smith Hall.

Campus Club

"The Art of Paul Maniship: Art Deco and Sculpture," Nancy Jarzombek, associate curator of painting and sculpture, Nov. 7, 10 a.m., Johnson Museum.

Center for Jewish Living

"Anti-Semitism and Human Rights in Post-Coup Soviet Union," William M. Cohen, director, Center for Human Rights Advocacy, a Master-of-Excellence talk, Nov. 7, 7:30 p.m., Koshier Dining Hall, 106 West Ave. Speakers are honored for excelling in their profession while giving exemplary service to the community.

Chabad

Manis Friedman, author of "Doesn't Anyone Blush Anymore?" Nov. 10, 7:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall. (\$2 admission)

Classics

Townsend Lectures
"Augustine and the Christian Tradition," the sixth of seven Townsend Lectures on "Animals: Mind and Morals in Ancient Philosophy," Richard Sorabji, King's College, the University of London, Nov. 12, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

CRESP

"The Tibetan Buddhist Path of Living Meditation," Tibetan Lama Lati Rinpoche will talk on the Tibetan tradition of Buddhism, including methods for calming the mind through meditation and cultivating compassion and insight, Nov. 13, 7:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

East Asia Program

"ROC/PRC Relations: Perspectives and Prospects," Peter Halpern, Halpern Associates, Nov. 13, noon, G08 Uris Hall.

Hotel Administration

Dale Rosenthal, president of Rosedale Enterprises Inc., Alexandria, Va., a real estate developer, will talk on affordable housing, Nov. 7, 10:10 a.m., 190 Statler Hall.

Carol Fennelly, Community for Creative Non-Violence, Washington, will talk on advocacy and social justice for the homeless, Nov. 14, 10:10 a.m., 190 Statler Hall.

Industrial & Labor Relations

"The Re-emergence of Unions in the 1990s," Bruce S. Raynor, international vice president and southern regional director, Amalgamated Clothing and Textile Workers Union (AFL-CIO), Nov. 7, noon, 215 Ives Hall.

Johnson Graduate School of Management

"Cracking the Japanese Market," Bill Holstein, editor, Business Week and author of The Japanese Power Game; Herb Ouida, head of N.Y. Port Authority's XPORT; and Tetsuo Matsufuji, Japan External Trade Organization's, Nov. 11, 6:30 p.m., 253 Malott Hall.

Music

"Performance Practice of Mozart's Music: Past, Present and Future," Christopher Hogwood, conductor/harpsichordist, an internationally active conductor, founder of the Academy of Ancient Music and an authority on original instruments, Nov. 13, 8:15 p.m., Barnes Hall.

Near Eastern Studies

"Amarna Letters and the Hebrew Language," Shlomo Isre'el, Tel Aviv University, Nov. 14, 4:30 p.m., 190 Rockefeller Hall.

Peace Studies

"Middle East Security and the New World

Order: Fact vs. Fiction," Frank J. Gaffney, founder and director of the Center for Security Policy and former assistant secretary of defense, Nov. 7, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Plantations

"Amazonian Pastures: Facts and Myths of Controversial Activity," Moacyr Dias Filho, ecology and systematics, Nov. 7, 7:30 p.m., Plantations, Lewis Headquarters Building.

Society for the Humanities

"Bodies and Anti-Bodies: Flesh, Fetish and Culture in Contemporary Social Theory," Tence Turner, University of Chicago and senior fellow, Society for the Humanities, Nov. 4:30 p.m., 165 McGraw Hall.

Soviet & East European Studies Program

Antonia Young, Colgate University, will talk and present the video from "Disappearance of the World" a series about the land distribution Albania, Nov. 13, 4:30 p.m., Media Classroom B, Uris Hall.

Raymond G. Thorpe Lecture

"Conflict and Contradiction in Managing Global Chemical Manufacturing Business," Samuel W. Bodman 3rd, chairman and chief executive officer, Cabot Corp, Nov. 13, 10 a.m., 165 Olin Hall.

University Lecture

"Practical Vedanta: The Role of Ethics in the Encounter Between India and the West," Wilhelm Halbfass, University of Pennsylvania, Nov. 14, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Western Societies Program

"German Unions in the 1990s: Between Unification and Europe," Lowell Turner, industrial and labor relations, Nov. 8 12:15 p.m., G08 Uris Hall.

Women's Studies Program

"Nervous Conditions," Tsitsi Dangaremba, novelist and feminist, Zimbabwe, Nov. 4:30 p.m., 215 Ives Hall.

MUSIC

Department of Music

Christopher Morgan Loy, composer and pianist, will present a concert on Nov. 8 at 8 p.m. in Barnes Hall. In addition to original compositions, the concert will include Benjamin Britten's Canticle II, as well as Igor Stravinsky's "Two Songs of Belmont" and "Three Japanese Lyrics." Guest artists include alto saxophonist Steven Mauk performing Lyo's Sonata for Alto Saxophone and Piano; soprano Andrea Folan singing Loy's Elizabethan Lyrics; violinist Peter Jarvis playing Loy's "From Faraway Nearby"; and hornist Stephen Taylor presenting "Ancient Tombs," new work for horn and string quartet.

The Mozart Festival continues with music for one to two fortepianos played by established and student performers on Nov. 9 at 8:15 p.m. in Barnes Hall. Andrew Willis begins the program with Mozart's Praeludium and Fugue in C Major, K. 394 and eight variations on Ein Weib ist das herrlichste Ding by B. Schack. Tom Beghin presents Sonata in flat Major, K. 281 and Sharon Burlakoff presents Sonata in F Major, K. 282. Both Willis and Beghin close the program with the Sonata in D Major for Two Fortepianos, K. 448. A preconcert talk by Stephen Taylor will be held at 7 p.m. in Barnes Hall.

Big Red Marching Band will give its fall concert with selections from the '91 season on Nov. 10 at 4 p.m. in Bailey Hall.

The Sweeting/Feurzeig duo will perform music for one to four hands on one to two pianos on Nov. 10 at 8:15 p.m. in Barnes Hall. Steven Sweeting and David Feurzeig will perform music by Joplin, Ellington, Waller, as well as original compositions.

"Hesterian Musicism for Your Imagination" will be performed by Karlton Hester and his group on Nov. 11 at 8:15 p.m. in Barnes Hall. Spontaneous compositions for flutes, saxophones, double reeds, trumpet, keyboards, double bass and percussion will be dedicated to the memory of Miles Davis and veteran innovators of classic African-American art music with whom Davis was associated. A \$3 donation will be accepted at the door.

Andrew Willis, fortepianist, will give a recital Nov. 14, 8:15 p.m., Barnes Hall. Schubert's Sonata in B Major, von Weber's Sonata in E Minor and Beethoven's "Grosse Sonate" fur das Hammerklavier" will be performed.

Bound for Glory

Singer Barby Holder will perform traditional folk, British, Irish, American and some contemporary songs, in three live sets on Nov.

at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Ground for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Ecology House

Alice Di Miele, known in the West for her environmentally and socially conscious music, will perform tonight (Nov. 7) at 8 p.m. in Anabel Taylor Hall. Admission is \$8 at the door. All proceeds will go to benefit the James Bay Defense Coalition and the Cree Indians.

Soviet & East European Studies

"An Evening of Georgian Music," by Mzetemze, a renowned group of Georgian women who research and recreate traditional women's music of the (former) Republic of Georgia in the Caucasus, Nov. 12, 8:15 p.m., auditorium, James Hall. The concert is co-sponsored by Women's Studies Program and the music department, with a \$2 donation.

RELIGION

Sage Chapel

Laurence Edwards, university Jewish chaplain, will deliver the sermon on Nov. 10. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

Masses: Saturdays, 5 p.m.; 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 Hall. Sacrament of Reconciliation by appointment, G-22 Anabel Taylor Hall.

Christian Science

Testimony meeting on Thursdays, 7 p.m., Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

Sundays at 9:45 a.m. adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

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

Shabbat Services: Friday: Reform, 5:30 p.m., Chapel, Anabel Taylor Hall; Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Saturday: Orthodox, 9:15 a.m., Edwards Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:45 a.m., Founders Room, Anabel Taylor Hall.

Young Israel (call 272-5810 for time).

Korean Church

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

Muslim

Friday prayers, 1 p.m., Founders and Edwards Rooms, Anabel Taylor Hall. Zuhur prayer, 1 p.m., 218 Anabel Taylor Hall. Weekly group discussion/classes, 11:30 a.m. and 12:30 p.m., 218 Anabel Taylor Hall.

Protestant Cooperative Ministry

Sundays, worship at 11 a.m., Anabel Taylor Chapel, Rev. Barbara Heck. Tuesdays, Taize Prayer, 5:30 p.m., Anabel Taylor Chapel. Thursdays, Bible study, 4:30 p.m., G7 Anabel Taylor Hall. Fridays, celebration, 5:30 to 8 p.m., 401 Thurston Ave.

Satya Sai Baba

Group meets Sundays. For information on time and place, call 273-4261 or 533-7172.

Seventh-Day Adventist

Worship, Saturday, 9:30 a.m., Seventh Day Adventist Church, 1219 Trumansburg Road.

Southern Baptist

Richard Foster's "Celebration of Discipline: A Path to Spiritual Growth," Thursday evenings at 8:30 p.m., 316 Anabel Taylor Hall.

Zen Buddhism

Zazen meditation every Thursday at 5 p.m. in Anabel Taylor Chapel.

SEMINARS

Anthropology

"Spuds McKenzie and Beds of Nails:

American Images of Hindu Holy Men," Kirin Narayan, University of Wisconsin, co-sponsored by religious studies, Nov. 8, 3:30 p.m., 366 McGraw Hall.

Biochemistry, Molecular & Cell Biology

"Mapping the Arabidopsis Genome," Howard Goodman, Massachusetts General Hospital, Nov. 8, 4 p.m., Large Conference Room, Biotechnology Building.

Chemical Engineering

"Fibers in Polymeric Fluids," Oliver Harlen, chemical engineering, Nov. 12, 4:15 p.m., 165 Olin Hall.

Chemistry

"Brief Comments on Nucleophilic Substitutions," with open discussion, Raphael D. Levine, Hebrew University, Jerusalem, Nov. 7, 11:15 a.m., 119 Baker Lab.

"Intramolecular and Intermolecular Hydrogen Bond-Mediated Recognition," Sam Gellman, University of Wisconsin, Madison, Nov. 11, 4:40 p.m., 119 Baker Lab.

"Synthesis of New Materials by Controlled Ring-Opening Metathesis Polymerization," Richard Schrock, Massachusetts Institute of Technology, Nov. 14, 4:40 p.m., 119 Baker Lab.

City & Regional Planning

"Reconnecting the CDC Movement to the Employment and Training System," Bennett Harrison, Carnegie-Mellon University, Nov. 8, 12:15 p.m., 115 Tjaden Hall.

Cognitive Studies

"The Psychology of Folk Psychology," Alvin Goldman, University of Arizona, Nov. 8, 3:30 p.m., 202 Uris Hall.

Eco-Justice Project

"EcoVillage Economics," The Mondragon Experience, video, the third in the EcoVillage Lecture Series, Nov. 13, 4 p.m., 213 Kennedy Hall. For more information call 255-9240.

Ecology & Systematics

"Environmental Heterogeneity and How Organisms Respond To It," Graham Bell, McGill University, Nov. 13, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Ecosystems Research Center

"TERRA-Vision: Terrestrial Environmental Resource Risk Assessment and Visualization," P. Van Voris, Battelle Pacific Northwest Laboratories, Richland, Wash., the fourth in the series "Advanced Methods for Mapping and Visualizing Environmental Data," Nov. 8, 2:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering

"Plasma-Aided Manufacturing," J. Leon Shohet, University of Wisconsin, Nov. 12, 4:30 p.m., 219 Phillips Hall.

Entomology

"The Evolution of Diptera (Lepidoptera: Notodontidae)," James Miller, American Museum of Natural History, Nov. 7, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

"From Behavioral Ecology to IPM," Ron Prokopy, University of Massachusetts, Nov. 14, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Epidemiology

"Response Rates to Multiple Questionnaire Mailings to Physicians," Jeff Sobal, nutritional sciences, Nov. 11, 12:20 p.m., 216 Martha Van Rensselaer Hall.

Floriculture & Ornamental Horticulture

"Auxin-Induced Ethylene Evolution & Inhibition of Bud Break of Rooted Rose Cuttings," Wen Quan Sun, grad student, Nov. 7, 12:15 p.m., 404 Plant Science Building.

"Toward the Development of a Science/Technology Focus in 4-H Youth Programs," Don Rakow, assistant professor and program leader 4-H plant science youth program, Nov. 14, 12:15 p.m., 404 Plant Science Building.

Food Science & Technology

"Food Waste Composting: Combining Technology and Education," John Haskin and Michael Larison, Frost Valley WMCA, Nov. 12, 4 p.m., 204 Stocking Hall.

Fruit & Vegetable Science

"Parasitic Wasps and Pheromones for Control of Stink Bugs in California Tomatoes," Mike Hoffman, entomology, Nov. 7, 4:30 p.m., 404 Plant Science Building.

"Use of Molecular Markers to Analyze Quantitative Trait Loci in Apple," Darlene Hagens, fruit and vegetable science, Nov. 14, 4:30 p.m., 404 Plant Science Building.

Continued on page 12



Christian Steiner

The Canadian Brass will perform Nov. 18 as part of the Bailey Hall Concert Series. Tickets are on sale at the Lincoln Hall ticket office from 9 a.m. to 1 p.m..

The Canadian Brass will perform Nov. 18 as part of the Bailey Hall Concert Series

The Canadian Brass, an ensemble famous for its blend of virtuosity, spontaneity and humor, will give the next performance in the 1991-92 Bailey Hall Concert Series on Monday, Nov. 18, at 8:15 p.m.

Members of the quintet are Frederic Mills and Ronald Romm, trumpets; David Ohanian, French horn; Eugene Watts, trombone; and Charles Daellenbach, tuba. Their program will include music from the Renaissance to J.S. Bach and from Mozart to American jazz.

"We feel a responsibility to see to it that the audience has fun. A good performance is not enough; people have to go out happy," says Daellenbach.

Members of the ensemble often appear as featured guest artists with the most prestigious American orchestras, and they enjoy great popularity at the summer festivals of Tanglewood, Wolf Trap and New York City's Mostly Mozart. Together, they have released more than 30 albums, including "Brass Spectacular," with principal brass players of the New York Philharmonic, "Brass in Berlin," with members of the Berlin Philharmonic and "Basin Street," an album of Dixieland jazz.

Tickets are \$14 to \$22 for students and \$16.50 to \$26 for the general public and go on sale Tuesday, Nov. 4, at the Lincoln Hall ticket office, open Monday to Friday from 9 a.m. to 1 p.m.

Cinema presents Ithaca premiere; Mozart, Hong Kong action films

Cornell Cinema will present the Ithaca premiere of "Empire of the Air: The Men Who Made Radio" on Friday, Nov. 8, in the Willard Straight Theatre. This newest film by Ken Burns, director of "The Civil War" on the Public Broadcasting Service, will be introduced by guest film-makers Erik Barnouw, Tom Lewis and Morgan Wesson.

Other Ithaca premieres scheduled in November include "Everybody's Fine" by Giuseppe Tornatore, director of "Cinema Paradiso"; "Drowning by Numbers" by Peter Greenaway, maker of "The Cook, the Thief, His Wife and Her Lover"; "Leningrad Cowboys Go America" by Finnish director Aki Kaurismaki; and "Ay! Carmela," Camen Maura's new film.

In honor of Mozart's bicentenary, Cinema will present a series inspired by Mozart's life and music, including "Amadeus," "Don Giovanni," "Five Easy Pieces," "Hour of the Wolf" and "The Marriage of Figaro."

Cinema will screen Hong Kong action films this month, including "Enter the Dragon," "Project A," "The Killer" and "A Chinese Ghost Story 2."

The Ithakid Film Fest on Saturday afternoons will present "The Best of the Fest for Kids," "Steamboat Bill Jr.," "The Ruckus Films of Red Grooms," "Pete & Pete" with guest film-makers Katherine Dieckmann and "Panda Jiao Jiao."

Guest director Roddy Bogawa will visit on Nov. 21 to present "Some Divine Wind," which will play with selections from the 1991 Asian American International Film Festival.

Cinema's Film Club will present "Glorious Black and White" this month, with Billy Bitzer's "Way Down East," Lee Garmes's "Shanghai Express," Greg Toland's "Citizen Kane," Stanley Cortez's "The Magnificent Ambersons," James Wong Howe's "Sweet Smell of Success" and Boris Kauffman's "On the Waterfront."

And the Expanding Cinema series in the Johnson Museum on Sunday afternoons will present works that address the question of race, including "Fade to Black" and "Siskiyavi: The Place of Chasms," "Tongues Untied," "Site/Recite (A Prologue)" with "Volcano Saga" and "From Here And There Too: Moscow Postcards 1989" and "Tales of the Forgotten Future, Parts 1 & 2."

Christopher Hogwood to lecture Nov. 13

Christopher Hogwood, one of Britain's most active conductors and recording artists and founder of the Academy of Ancient Music, will lecture on "Performance Practice of Mozart's Music: Past-Present-Future," on Wednesday, Nov. 13, at 8:15 p.m. in Barnes Hall.

Hogwood has recorded a series of Mozart operas and Haydn symphonies, has written a number of books and has contributed to the cause of authenticity in the presentation of Baroque and Classical music. He has been director of music of the St. Paul Chamber Orchestra since 1988 and will be principal guest conductor until 1993. He also is artistic director of Boston's Handel and Haydn Society, the oldest performing artistic association in the United States.

Hogwood was for three years honorary professor in the Department of Music at the University of Keele and has received an honorary doctorate from the university. He is also a fellow of Jesus College, Cambridge.

Blanchards win honor as entrepreneurs

Alumni Marjorie and Ken Blanchard, ex-academics who became famous teaching businesses how to be more productive, have been named Cornell's Entrepreneurs of the Year.

A hometown celebration, including alumni and the Blanchards' employees, will take place in San Diego next February.

Campus recognition was extended to the entrepreneurs at the end of September, when the Blanchards talked with some 500 students in several Cornell colleges about their theories of increasing productivity through more enlightened human relations.

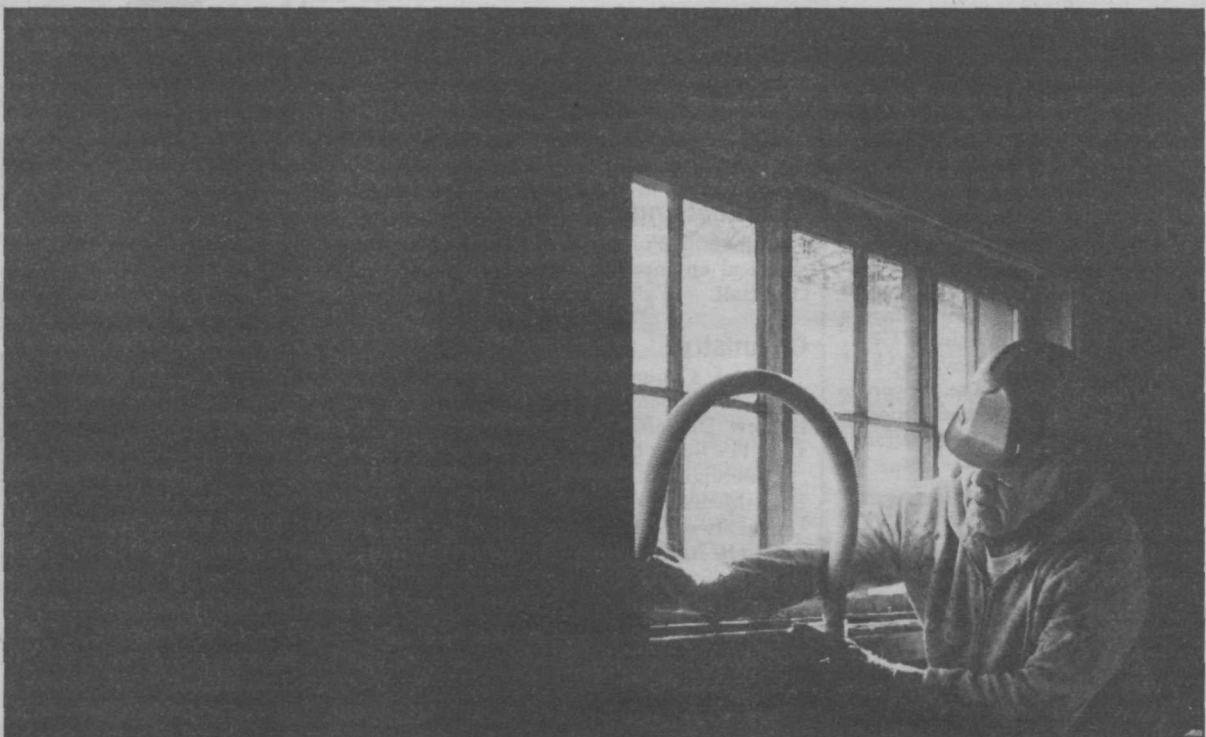
More than 1,000 Cornell employees signed up last year when Ken Blanchard contributed his time to give a short course in the "legendary service" that he says all enterprises should strive to deliver.

Ken wrote the best-seller "The One-minute Manager," and the Blanchards jointly own a consulting company and other businesses.

The committee that named them winners had as its co-chairmen the Johnson Graduate School of Management's professor of entrepreneurship, David BenDaniel, and the Cornell alumnus who endowed the entrepreneurship program, Donald Berens.

BenDaniel, President Frank H.T. Rhodes and Johnson School Dean Alan Merten spoke at the recognition ceremony Sept. 27.

Light cleaning



Peter Morenus

Al Raymore of Varna, who is working on the conversion of the Big Red Barn into a graduate student center and a facility that can be used by faculty and staff for meals, vacuums some sawdust from around a window at the central campus building. It is expected to reopen next semester.

Lecturers to talk about Middle East, chaos, business, unions

Frank J. Gaffney Jr.

Frank J. Gaffney Jr., founder and director of the Center for Security Policy and former assistant secretary of defense in the Reagan administration, will give a lecture here today, Nov. 7, on "Middle East Security and the New World Order: Fact vs. Fiction."

Gaffney's talk will begin at 4:30 p.m. in Hollis E. Cornell Auditorium, Goldwin Smith Hall.

The Center for Security Policy in Washington, D.C., is a non-profit, educational corporation established in 1988 to assist policy-makers, the press and the public in matters concerning foreign and defense issues. The center regularly addresses questions about U.S.-Soviet relations, arms control, defense programs and intelligence.

Gaffney, 38, is a contributing editor at The National Review and regularly writes feature columns for The Washington Times and for Defense News. He also is a frequent contributor to nationally distributed newspapers and a guest on domestic and foreign television programs. He has been a senior fellow at the Hudson Institute and an adjunct fellow at the American Enterprise Institute since 1988.

As deputy assistant secretary of defense for nuclear forces and arms control policy from 1983 to 1987, Gaffney developed expertise in the Strategic Defense Initiative.

For information about Gaffney's visit to Cornell, call Judith Reppy, director of Cornell's Peace Studies Program, at 255-6484.

Raphael D. Levine

Chaos is a concept that has intrigued the scientific community and has even caught the interest of the public, but "possibly we've gone overboard," suggests Raphael D. Levine, an A.D. White Professor-at-Large.

That many things are less chaotic than might be imagined is one of the points he will explore today, Nov. 7, in a public lecture titled "Order Versus Chaos: Some Lessons from Molecules." The talk is scheduled for 4:30 p.m. in the Alumni Auditorium of Kennedy Hall.

His interest in how order can be maintained in the face of chaos is just one of many for Levine, the Max Born Professor of Natural Philosophy at Hebrew University and chairman of the Fritz Haber Research Center for Molecular Dynamics. He is the author of numerous ground-breaking papers in the area of molecular reaction dynamics: the study of how atoms and molecules exchange energy in the course of reactions. And he has pioneered an area known as surprise theory, a mathematical treatment of large systems of particles that do not behave in a statistically predictable way.

Levine, author of hundreds of scientific publications, has held many distinguished lectureships and is the recipient of numerous professional distinctions and prizes in chemistry and quantum molecular science. He is a fellow of the American Physical Society and has held an Alfred P. Sloan Fellowship.

Samuel W. Bodman 3rd

Samuel W. Bodman 3rd, president, chairman and chief executive officer of Cabot Corp., will present the first Raymond G. Thorpe Lecture on Nov. 13 with an address titled "Conflict and Contradiction in Managing a Global Chemical Manufacturing Business."

Scheduled for 10:30 a.m. in Room 165 of Olin Hall, the lecture is free and open to the public, but reservations are required due to limited seating capacity. Contact Anne Dunford-Blodgett at 255-7427.

The lecture was endowed by friends and alumni of the School of Chemical Engineering to honor Thorpe, a 39-year member of the faculty who retired in 1989.

Bodman, who received a bachelor's degree in chemical engineering from Cornell in 1961, joined the troubled Cabot Corp. in 1986. Cabot had long been the market leader in the production of carbon black, used in the manufacturing of products ranging from copier toner to garbage bags. But the volatile oil market of the 1980s, combined with unfavorable market conditions, created hard times for the company.

Bodman has helped Cabot reclaim its place in the global market. He also served on the faculty of the Massachusetts Institute of Technology, where he obtained a Ph.D.

The Thorpe fund will bring visitors from industry and academia to Cornell to meet with undergraduates and to lecture on topics related to economics, industrial organization behavior and design practices.

Bruce S. Raynor

Bruce S. Raynor, international vice president and Southern regional director of the Amalgamated Clothing and Textile Workers Union (AFL-CIO), will deliver a public lecture today, Nov. 7, at noon in the School of Industrial and Labor Relations.

Raynor, who also is a member of Cornell's Board of Trustees, will talk on the topic "Promoting the Spirit of Unionism in the 1990s" in Room 215, Ives Hall.

He will be on the campus for weekend meetings of Cornell's Council and Board of Trustees.

Based in Atlanta, Raynor's organization represents more than 40,000 workers in eight southeastern states.

He has spent his entire career with the union since graduating from Cornell's ILR School in 1972.

He started work in the education department of the Textile Workers Union of America that merged in 1976 with the Amalgamated Clothing Workers of America to form the present union.

Raynor has conducted labor education programs and has organized campaigns, boycotts and strikes throughout the nation.

In the late 1970s, he was assigned to help lead the long struggle to unionize the plants of J.P. Stevens Co. throughout the South.

He became Southern director of his union in 1981. The same year, he was elected union vice president and was re-elected to that post for four consecutive terms.

SUNY administrator to be named controller

Yoke San Reynolds, assistant vice president for financial management at the State University of New York at Albany, was expected to be named Cornell's controller today, effective Dec. 1.

At the Nov. 7 meeting of the Board of Trustees' Executive Committee, President Frank H.T. Rhodes was to recommend that she be elected to succeed John S. Ostrom, who retired last month after 14 years in the post.

As Cornell's chief accounting officer, she will lead some 90 people in the offices of the controller, bursar, accounting, payroll and cost analysis.

The controller prepares, maintains and interprets internal and external financial reports and acts as liaison with external auditors.

She will be the first Cornell controller in modern times to whom both the endowed and statutory accounting offices will report, said Frederick A. Rogers, vice president for finance and treasurer.

One of her early challenges, he said, will be working out the procedures to facilitate that joint reporting.

"Yoke San's SUNY experience will be

invaluable," Rogers said. "That and her varied background — educational and professional — made her remarkably qualified in a candidate pool that included several really outstanding people."

Reynolds received her B.A. degree with honors in economics and mathematics in 1967 from the University of Singapore. She received an M.A. in economics from the University of Michigan and an M.S. in accounting from the SUNY-Albany School of Business. She became a licensed CPA in 1985.

She was a research fellow at the Ford Foundation Economic Research Center and won the Horace Rackham Prize for merit at Michigan.

Before assuming her present SUNY job 10 months ago, her positions included being a senior budget analyst with the Naval Reserve Readiness Command, assistant to the vice president for finance and business at SUNY-Albany, assistant vice president for university advancement and controller at the University at Albany Fund, and staff accountant for the firm of Coopers & Lybrand.

— Sam Segal



Yoke San Reynolds

Theory Center names director of research

John Guckenheimer, a Cornell mathematician and director of the university's Center for Applied Mathematics, has been named the first director of research programs at the Cornell Theory Center.

In making the announcement, Malvin Kalos, director of the Theory Center, said that Guckenheimer will work with faculty members at Cornell and elsewhere to oversee scientific projects in which the Theory Center can play a vital role.

The Theory Center, one of four National Science Foundation-funded supercomputer centers in the country, provides advanced computational tools to approximately 2,000 scientists in the United States and Canada.

Guckenheimer said he believes the national supercomputer centers are facing a time of "transition and opportunity." Access to supercomputing hardware is now widespread; scientists need better software to make use of advanced facilities, he explained.

Guckenheimer joined Cornell in 1985.

Introducing some new faculty colleagues

Editor's note: Each year, the Cornell Chronicle introduces the campus to some of the new scholars on the university faculty. Here, and on Pages 10 and 11, are short introductions to one dozen of our new colleagues in teaching, research and service.

They include a former teacher of the year at Louisiana State University and a former research manager at Du Pont, a professor who found his way to academe from filling prescriptions in Alabama and Illinois, and a legal scholar who writes and talks about law 70 to 80 hours a week and thinks about it "all the time."

They also include a historian who plans to teach a spring semester course on "Bandits, Deviants and Rebels in Latin America," an expert on organizational behavior who has studied decision-making systems on aircraft carriers, and a scientist who prepared for her work in protective clothing by working on theater costumes.

Enjoy.

Dotsevi Sogah, chemistry

Every five years or so, Dotsevi Sogah savors a change. Some people might get a new car, but he steps into an entirely new lifestyle.

His most recent metamorphosis came last January when he left a highly successful career as research manager of polymer chemistry at Du Pont Central Research and Development for a professorship in the Chemistry Department.

That significant move pales, however, in comparison to his departure in 1971 from his native Ghana, which threw university officials there into consternation over the loss of the first and only person to receive first class in a combined mathematics and chemistry degree.

"Officials at the University of Ghana expected me to go to Oxford or University College in London," he said. "At that time, Ghana's academic ties to the United States were very weak. A classmate and I wanted to come here. We wanted a difference, and we thought science was not moving as fast in Britain.

"It was," he observed, "a useful revolt."

Sogah arrived at U.C.L.A., where he found the renowned organic chemist Donald Cram ready to accept him as a graduate student if he could get an "A" in Cram's course.

That accomplished, he plunged into his studies and only later did he take note that being a black and a foreigner put him in a minority of one in the Chemistry Department. Feeling socially disadvantaged, he delved into the university's large community of foreign students.

By the end of the year, not only did he feel that he had made a good cultural adjustment from tropical Ghana, he had also stopped wearing a jacket when everyone else was running around in T-shirts.

At Cornell, Sogah is continuing a research program that has won him patents and worldwide publicity, but teaching was the lure that drew him, he emphasized.

"The undergraduate courses are where you get the most reward," he said. "If you find a young person telling you that you have made a difference, that's probably about the best compliment you can get."

His research emphasizes aspects of polymer chemistry, particularly the synthesis of polymeric molecules that mimic biological counterparts.

At Du Pont, he found a way to take the basic building blocks of polymers and stitch them together in any way desired. This work has had considerable impact in areas ranging from paints for cars to electronics and drug delivery.

More recently, he has been looking at substances that will improve the longevity of bone implants and has developed a molecule that transports calcium, similar to the natural protein that delivers calcium to tooth enamel.

He has not forgotten his Ghanaian roots.

Not only does he visit there every two years, he has been closely involved in scientific and economic development projects through membership and former presidency of the African Association of Scientists and membership on the Board on Science and Technology of the U.S. National Research Council.

Strongly interested in minority education, he serves on an advisory board at Clark-Atlanta University and has arranged for two or three academic scholarships for black students doing chemistry graduate work at Cornell. The scholarships will be funded by Du Pont.

Outside the laboratory, this Ghanaian-American, industrial-academic hybrid mixes pepper pollen to develop an astonishing array of new peppers, "ranging from the very sweet to the exceptionally hot."

— William Holder

Mary Roldan, history

Mary Roldan, assistant professor of history, will teach a seminar this spring titled "Bandits, Deviants and Rebels in Latin America."

The title is tongue-in-cheek, especially the term "deviants," but the course will give serious attention to drug traffickers in Medellin, Colombia, and New York City, to violence and ad hoc justice on the cattle frontier and to the stereotyping of Mexicans at the United States-Mexico border.

Roldan is also teaching "Colonial Latin American History" and "Modern Latin America" this year.

Her specialty is Colombia in the 1940s and 1950s, a period known as "La Violencia," or, the violence or civil strife. The parts of the country that suffered most during the violencia are the same ones where violence is worst

Xueguang Zhou, sociology

Assistant professor Xueguang Zhou is one of three new faculty in the Sociology Department this year, along with Henry Walker and David Strang.

He earned his bachelor's degree at Fudan University in Shanghai in 1982 and an M.A. and a Ph.D. at Stanford University in 1991.

One of his research interests is the transition from authoritarian regimes, and he has published articles on recent events in China. Zhou is working closely with colleagues interested in the changes from state socialism in Eastern Europe and China.

"Most studies look at the political dynamics resulting from the interaction of state and society from the state's side, but I am interested in how society contributes to these changes," Zhou said.

His other research interest is the sociology of organiza-

tions. He is currently working on a project on variations in occupational classifications. "Why do some jobs have such elaborate titles and others much simpler ones" in government dictionaries of occupational titles, he asked.

The government's dictionaries have job titles for everybody, whether professors or secretaries, and the book explains something about the way the modern state classifies people, he said.

Zhou is teaching "Organizations and Public Policy" this semester and will teach two more courses in the spring.

When he is not working he spends time with his wife and 6-month-old baby girl.

For now, he likes Cornell and Ithaca, because it's quiet, colorful in autumn and people are helpful in conducting research, he said.

— Carole Stone



Peter Morenus

Faculty members (from left) Dotsevi Sogah, Mary Roldan and Xueguang Zhou, with Cornell's first president, Andrew Dickson White.

today, she said.

"There are historical reasons for today's violence in Colombia. The fighting's not just a rivalry between Pablo Escobar of the Medellin cartel and the goon squads," she said.

Unfortunately, Roldan said, the media present only the violence and drug dealing in Colombia and ignore other interesting developments, such as the fact that in July the country passed a constitution guaranteeing human rights to minorities and Indians and including environmental protections. And, for the first time, 21 ex-guerrillas became constitutional representatives, and the whole of the M-19 gave up arms to form a civilian political party.

But as an academic, Roldan feels anything but frustrated in Latin America. Historians and intellectuals are taken

seriously there, she said.

"In the United States you increasingly feel you're scribbling for maybe 50 other academics. But when you write about Colombia, occasionally it changes things. Academics and historians are widely read outside the academy," she said.

Roldan is a founding member and fellow of the Institute of Regional Studies of the Universidad de Antioquia in Medellin, Colombia, and she was a consultant to the Mayor's Committee on Violence in Medellin in 1989.

She earned three degrees at Harvard University: a B.A. in 1981, and an M.A. and Ph.D. in 1991.

When she's not working, Roldan enjoys gardening and refinishing furniture.

— Carole Stone

INTRODUCING NEW FACULTY



Peter Morenus

Mark Fulford (left) and Elizabeth Fisher, with Jason Seley's Herakles.

Elizabeth Fisher, engineering

Elizabeth Fisher says she is not seeking controversy, but her work in municipal and hazardous waste incineration may make that wish hard to fulfill.

The new Clare Booth Luce Assistant Professor of Mechanical and Aerospace Engineering is currently engaged in a project to determine whether removing plastics that contain chlorine, such as the polyvinylchloride commonly found in sewage pipe and latex coatings, from municipal waste incinerators will eliminate or reduce emissions of toxic chlorinated hydrocarbons. Results from such work could have considerable significance for waste disposal practices.

"I like to feel that there is some relevance to what I'm doing," she says.

Her title reflects a five-year award made by the Clare Boothe Luce Fund of the Henry Luce Foundation under a program that supports women junior faculty in areas where they are traditionally underrepresented.

She confesses to a love of experimentation and an enjoyment of the detective work required to explain unexpected results — a tendency that also shows up in a fondness for verbal detection in crossword puzzles that hinge on word plays.

"I believe experimental results more than I believe other results," she says. "Being an experimentalist has a lot of frustrations because it relies upon having a very complicated set of things all working at the same time. But I'm patient enough to keep on fixing things. I find it rewarding to finally get results."

Fisher came to engineering from physics: She graduated from Yale summa cum laude, but her interests tended toward materials science instead of high-energy physics. "I like to see how physics relates to something on a macroscopic scale," she says.

An interest in renewable energy took her to a job at the Solar Energy Research Institute in Golden, Colo. Her exposure there to fluid mechanics and heat transfer research

Elizabeth Fisher's title — the Clare Booth Luce Assistant Professor of Mechanical and Aerospace Engineering — reflects a five-year foundation award that supports women junior faculty in areas where they are traditionally underrepresented.

subsequently led her to enroll in the University of California at Berkeley's doctoral program in engineering.

The decision to enter academic life was a natural one because industry offers few opportunities for research in her specialty. She acknowledges being on the steep part of a learning curve in teaching but notes that women students, in particular, are seeking her out. "I'm interested in getting my students more involved," she says.

— William Holder

Harold Foss Foster, art history

Associate Professor of Art History Harold Foss Foster moved to Ithaca from New York City, where he is still active in the art community as an editor, lecturer and adviser to the Whitney Museum of American Art.

For the past 10 years he has been an important presence in the city as senior editor of "Art in America," a monthly magazine, and as senior instructor and adjunct curator at the Whitney Museum.

A 1977 graduate of Princeton University, Foster earned a master's degree at Columbia University in 1979 and a Ph.D. at the City University of New York in 1990.

He is best known for his ideas about post-modernism, a contemporary, multifaceted phenomenon that he sums up as "culture in the age of media spectacle."

Under the rubric of cultural studies or cultural criticism, Foster cuts across disciplines and many types of cultural practices.

"Art history as a discipline is in a time of real transformation, opening up to other disciplines and other objects of study besides paintings and sculptures," he said.

Foster's interest in critical theory and cultural criticism includes serving as co-editor of two quarterly journals, "October" and "Zone."

This semester, he is giving a lecture course on the relation between tribal and modern art and a seminar on psychoanalysis. In the spring he will teach a course on the relation of high and low culture in the modern period and a seminar on the theoretical foundations of art history.

In noting the number of people in Ithaca involved in studying modernism, critical theory and cultural criticism, he observed that "there is now no one center for these investigations, not New York or Paris or wherever."

— Carole Stone

Mark D. Fulford, hotel administration

Filling prescriptions in Illinois and Alabama pharmacies led Mark D. Fulford to turn somersaults in his academic career. From pharmacy, he plunged into human resource management and organizational behavior and now ponders the techniques that people use to win salary increases.

"That's a good question," the pharmacist replied when asked why he turned from pills to people. His transformation passed through two phases:

- Supporting his pharmacy studies at the University of Illinois at Chicago by working in an independently operated drugstore and later a chain store, Fulford saw a new horizon.

"Although many pharmacists become businessmen, no business courses normally are taught in pharmacy school," he observed. "An independent store often was unable to compete against chain stores in pricing and inventory control. A wonderful avenue for me would be to obtain a master's degree in pharmacy administration and focus on business."

- Studying for a master's degree in pharmacy administration at Auburn University, he took a course on organizational behavior in the business school.

"In that classroom, the clouds broke and the sun shined through," he recalled. "The material grabbed me. I saw organizational behavior as being in the forefront of every industry, and it would be nice to pursue a doctorate in that area."

He did. At Indiana University, Fulford studied human resource management, organizational behavior and quantitative

methods and wrote his Ph.D. dissertation on "Upward Influence Tactics and Merit Pay Allocation Decisions: A Dependency Perspective." Fulford is scheduled to defend his dissertation this fall.

While teaching a course in the Hotel School on human resource management in the hospitality industry ("Both hospitality and pharmacy are service sector industries," he pointed out.), Fulford is continuing his research into how subordinates influence their superiors in allocating resources.

"I'm investigating the tactics that employees use to gain a larger share of their employers' resources," he explained. "For example, how do employees request a pay raise? Do they threaten to quit if they don't get a raise? Or do they say they are considering other employment opportunities? And how do employers react? How dependent is a supervisor on a subordinate?"

Preliminary results show that managers allocate more resources to those subordinates upon whom the manager is dependent, but only when those subordinates threaten to leave the organization.

Describing himself as an audiophile with an elaborate array of high fidelity equipment, Fulford's interest in music ranges from rock to jazz to classical. He estimates that his record collection includes about 600 albums, 250 compact discs and 250 cassettes.

Unmarried, he's a weight lifter and scuba diver and has played softball every summer for the past 14 years. And he can still fill a prescription.

— Albert E. Kaff

Jennifer J. Halpern, industrial and labor relations

In the School of Industrial and Labor Relations, Jennifer J. Halpern will teach introduction to micro-organizational behavior and bargaining and negotiation.

In researching organizational behavior, she studied archival materials on how decision-making systems operate on aircraft carriers and in Washington and Moscow.

"A naval ship constitutes a highly reliable organization in which catastrophic failures seldom occur," said Halpern, who is scheduled to complete her Ph.D. in organizational behavior at the University of California at Berkeley this winter.

In another project, Halpern, a social psychologist, reviewed the literature and developed a model for organizational learning in Soviet and American foreign policy to determine how different types of governments learn differently.

She studied how governments collect and sift information. Governments based on different systems, such as the United States and the Soviet Union, do not reach the same conclusions although they may work from similar information, she said. Her research was designed to determine why nations learn differently.

Halpern started her academic career as an undergraduate in Latin American studies at Wellesley College, where she was elected to Phi Beta Kappa.

After receiving her bachelor's degree, "I decided that the only thing you could do with Latin American studies was to go to graduate school, but I wanted to work in the real world," she said. "I wound up as a technical writer and found that people were

more interesting than computers, so I went to graduate school after all and studied experimental psychology," receiving her M.S. from Tufts University in 1986.

Technical writing and computer operations instruction were her principal real world experiences. She was assistant news editor for Mechanical Engineering magazine; a free-lance writer for science, engineering and general interest magazines; editor on technical, psychiatric and social science papers for the Massachusetts Institute of Technology and Harvard University; and a human resource consultant to Pacific Bell.

For her Ph.D. dissertation at Berkeley, Halpern studied the verbal interactions of negotiators who were friends and negotiators who were strangers.

"I found that people expect to pay more for an item than their friend who is selling will request, but strangers anticipate paying less than the seller demands," she said.

"The most fascinating aspect is that individuals treat information differently if a friend provides it than if a stranger does. The more the seller says, no matter the subject, the higher the final price. Even chat raises the price among friends. But almost nothing strangers say changes the final price."

Halpern now is examining whether cultural differences in the nature of friendship between Israelis and Americans have any effect on business decision-making.

She hikes, swims, runs, cross country and dances in forms from two continents: swing and Israeli folk dance.

— Albert E. Kaff



Peter Morenus

Jennifer J. Halpern (left) and Harold Foss Foster, outside the Statler Hotel.

INTRODUCING NEW FACULTY

Ralph Christy, agricultural economics

Ralph Christy has a place in his heart for all students, even the mediocre ones. "If they're interested in learning," he said, "I'm willing to go 110 percent."

That attitude may account for his being named Teacher of the Year in 1988 at Louisiana State University's College of Agriculture, his home until late September. Or it may be the student-centered technique that he brings to the classroom.

"I see myself as a facilitator of the learning process," he said. "Ideally, students talk to each other. They can learn from each other. Sometimes professors forget that."

His favorite topic is the structure of markets. "That gets quickly to policy questions: how markets are performing, consumer rights, what strategies a firm attempts to put in place, even ethics — is it ethical to sell a product that has some known disastrous consequences. These are areas where our theory does not necessarily guide us."

Christy also was named the Outstanding Faculty Member at LSU, attributable, no doubt, to his scholarship in rural issues and his wide-ranging activities.

He has worked, for instance, as an agricultural economist in Jamaica, Kenya and Cameroon. He served on a delegation of economists sent by the American Agricultural Economics Association to conferences in Jakarta and Buenos Aires. Currently, he is first vice president of the Southern Agricultural Economics Association and a director of the American Agricultural Economics Association.

Despite his international interests, most of his research has focused on rural issues in the United States.

He is studying what he calls "a policy failure" in the government's approach to rural America. The countryside has changed drastically in the past few decades, he ar-

gues; rural is no longer synonymous with agriculture.

"Agricultural policies are not sufficient for these areas," he said. "Our apparatus in Washington, however, is centered around the Farm Bill. What we need is a comprehensive rural development policy. The cornerstone has to be human capital. We need to raise our level of education and create jobs."

"If our country is going to maintain its competitive edge, it's going to require human skills that deliver efficiency and long-term productivity in the workplace. I don't think you get that through investing in technology alone."

—William Holder



Ralph Christy (left) and Susan P. Ashdown, at Cornell Plantations.

Peter Morenus

Susan P. Ashdown, textiles and apparel

"I always wanted to come back to Cornell because of the high respect I have for the people in this department [Textiles and Apparel], but I never thought it would be possible," commented Susan P. Ashdown.

But she was wrong. An expert on functional apparel design, Ashdown returned this fall to the place where she earned her master's degree in 1989. She is an assistant professor in the College of Human Ecology.

Earlier this year, she received her Ph.D. from the University of Minnesota in Minneapolis, where her husband, William, a carpenter, remained temporarily to sell their St. Paul house that "perhaps we bought at the wrong time since we moved so soon."

After undergraduate studies in theater

arts at Grinnell College, Ashdown was a lecturer in costume technology in Cornell's Theatre Arts Department from 1980 to 1988 and a teaching assistant in Human Ecology's Department of Textiles and Apparel from 1987 to 1988, while working on her master's degree.

"The theater prepared me for my current work in protective clothing used in industry and agriculture," she said.

"Theater costumes must allow actors to do many things. A costume that gets 'bloody' in a violent scene must be cleaned quickly for the next performance. Costumes must allow performers to move easily, fit comfortably and sometimes must be rigged to allow for quick changes. The skills necessary for the creation of stage costumes can transfer to the creation of protective clothing."

Her research includes design of protective clothing for asbestos abatement crews, the design of apparel to fit a wide range of sizes and the use of computers in generating patterns and other processes in the garment industry.

During her earlier years at Cornell, Ashdown, whose theater work always has been backstage, helped make Theater Cornell's costume collection available to community, church and school groups in Ithaca.

"I felt that our costumes were a resource that could be shared with the community without detriment to Cornell, and would be a way to pay back the community," she said. "This project was much appreciated by local groups that had no costumes."

She is teaching two courses this semester: apparel design, and apparel design: product development (how manufacturers convert designs into products). A horsewoman, Ashdown no longer owns a horse, but she still rides every week at Manor Born Farm in Freeville.

—Albert E. Kaff

Edward J. Pearce, veterinary medicine

A vaccine against schistosomiasis, the water-borne disease that infects 250 million people of developing countries, is the goal of Edward J. Pearce, who brought his study of a tiny, parasitic worm to the College of Veterinary Medicine this year from the National Institutes of Health.

An assistant professor in the Department of Microbiology, Immunology and Parasitology, Pearce has been trying for nearly a decade to understand *Schistosomiasis mansoni* and the damage it causes.

"Immunologically, it is a very complicated infection," Pearce says with an accent that still echoes his native Wales. "We don't know why there is such a massive immune response — like an intense, overblown allergy — in the victims."

It is the body's own immune response, rather than the invading organism, that leads to death in the fatal cases of schistosomiasis, Pearce explains. The liver, reacting to thousands of tiny worm eggs that somehow become trapped in it, becomes grossly inflamed. The spleen becomes enlarged, too. Fragile new blood vessels develop and sometimes rupture, causing the victims to bleed to death.

The disease is spread by human feces and by an intermediate host (a freshwater snail) that enters the body through the skin. A similar — but non-fatal — disease, "swimmer's itch," is found as near to Ithaca as Skaneateles Lake; that condition, which is spread by water fowl, causes little more than a skin rash because the organism does not survive in the human body.

Pearce said he jumped at the invitation to join the parasitology group here, where Assistant Professor Dwight D. Bowman is doing related work with parasitic diseases of developing nations. Pearce's lab, which includes a graduate student and a technician, is one of a large number at the veterinary college that uses animal models to study diseases of humans and animals. He earned a bachelor's degree at University College of Wales and a Ph.D. in parasitology at London's National Institute for Medical Research.

He teaches parts of courses in veterinary parasitology and advanced immunology, and is preparing a new course on molecular biology and immunology of host-parasite interactions.

—Roger Segelken

Jonathan Macey, law

Jonathan Macey, who returned to the Law School this fall as the new J. DuPratt White Professor of Law, has written one journal article a month on average over the past three years; has had 13 op-eds published in the Wall Street Journal and Los Angeles Times in the past six years; has written two books in the past two years; has given interviews to newspapers and television stations worldwide; and has taught some of the best students from the University of Tokyo to the University of Chicago and Cornell on the hottest business and legal topics — insider trading, attorney compensation and banking regulations — and has done it with boldness, confidence and an appetite for a good argument.

But asked why he is interested in law, instead of something else, the professor paused, unsure of how to answer.

"Law is my universe. Professionally, for me, it's like, compared to what? There isn't anything else," he said. He estimated that he writes and talks about law 70 to 80 hours a week and thinks about it "all the time."

"The law is really a marvelous window on society. If you want to look at how society thinks about business, look at how it

regulates business," he said.

Macey completed a bachelor's degree in economics at Harvard College in 1977 and a law degree at Yale Law School in 1982.

When he was invited to return to Cornell, where he taught from 1987 to 1990, as holder of an endowed chair, he did so, he said, because he missed the collegiate atmosphere and the advantages of Ithaca for raising a family. He and his wife, Amy, have a 22-month-old son, Joshua, and an 8-week-old daughter, Alexandra.

And, the move marked a significant transition point in career goals, he said.

"Until now, my goals have been very easy to describe: Get into the best college, get into the best law school, get the best clerkship, get a good teaching job, get tenure, get promoted," he said.

Now, "I want to shift from article-writing to writing a higher proportion of books. I want to make a bigger impact on the national scholarly scene. And I want to gain more maturity of insight over time."

"It sounds amorphous," he added, "But, frankly, that's what academic life becomes, I think: working on one's internal goals."

—Lisa Bennett

Michael Waldman, Johnson School

Michael Waldman gets excited about transforming common sense into economic formulations, which explains his love of research. He also wants students, corporations and government to apply his findings for the increase of profits and social welfare, which explains his love of teaching.

To continue his wide-ranging "very applied research" in a place where teaching is highly valued, Waldman came to the Johnson Graduate School of Management this fall, leaving his professorship in economics at the University of California at Los Angeles and turning down another offer at the University of Maryland.

"Business schools value teaching more than economics departments do; they pay for good teaching," says the professor, who was consistently rated by U.C.L.A. students as one of the top two or three teachers in his large department.

Waldman came to Cornell as well because of three esteemed faculty members whose research overlaps his — Johnson School economists Robert H. Frank, Rich-

ard H. Thaler and Robert S. Gibbons, who, himself, just arrived this year from the Massachusetts Institute of Technology.

Waldman's own work applies micro-economic theory chiefly to labor economics and industrial organization, but he says his research interests "are across the board . . . work that may help explain observable phenomena that have escaped modeling before."

"If that sounds like confirming common sense," he adds, "that's an important part of what economics does."

Waldman was always drawn to economics but never considered going into business. He took a bachelor's degree in economics at M.I.T. and got his Ph.D. at the University of Pennsylvania. He worked at U.C.L.A. since, except for a year as a visiting professor at Yale.

At U.C.L.A., he played a lot of basketball and tennis. Here, with "an inordinately large number of tennis partners," he will obey a law of supply and demand and skip the basketball.

—Sam Segal



New faculty members (from left) Edward J. Pearce, Jonathan Macey and Michael Waldman, in the garden outside Malott Hall.

Peter Morenus

Athletics *continued from page 1*

This fall, the Ivy League Athletic Policy Committee recommended, subject to approval by the league's eight presidents at a meeting in December, that freshman football be dropped. This could mean a savings of \$30,000 a year at Cornell, Kennedy said. Under the recommendation, freshmen would be eligible to play on the junior varsity and varsity football teams.

Kennedy, the coaches and administrators in Cornell's Department of Athletics have been involved since last spring in a comprehensive appraisal of the future of Cornell athletics under a strategic planning process titled "Vision 2000," managed by Associate Director of Athletics Betsy East.

The process has included meetings and interviews with students, alumni, faculty, staff and representatives of the community with the purpose of ensuring the continuance of "the department's broad-based, high quality program operating in financial

equilibrium with the appropriate support of the university," said Kennedy.

Responses to an extensive questionnaire sent to alumni as part of the appraisal echo attitudes and understandings about the place of athletics at Cornell throughout its history, going back to that day in July 1875 when Cornell was first recognized by the nation for its athletic prowess.

Andrew D. White himself climbed McGraw Tower to ring the chimes to celebrate the crew team's "astounding" sweep of both the varsity and freshman races at the intercollegiate regatta in Saratoga.

White said that the victories had done more to tell the world about Cornell than the trustees could have done by spending \$100,000.

The history of Cornell athletics includes legendary coaches, such as Charles E. Courtney and Jack Moakley of track and cross country, who between them won 43

national championships and developed numerous Olympic performers, some world record holders.

Cornell's athletic tradition is one in which the powers favoring what is good about collegiate athletics have triumphed over those who would win at all cost.

In a report that caused a national sensation in 1929, the Carnegie Foundation found Cornell to be one of only four great universities that was beyond reproach athletically, with no hint of athletic proselytizing, and the foundation praised Cornell for its broad intramural program.

A thorough look at the specifics and dynamics of the evolution of athletics at Cornell gives substance to the department's goals for "Vision 2000":

- Provide opportunities for broad-based participation by students, faculty and staff.
- Students will receive highest priority and the opportunity to participate at the

highest level at which they are capable while pursuing a quality education . . . emphasizing academics first and athletics second.

• All programs will emphasize the value of lifetime participation, physical fitness and wellness.

• The department will enhance the visibility and image of the university among alumni, friends, prospective students and the general public.

Responding to the Carnegie Foundation's report in 1929, The Cornell Daily Sun wrote this in an editorial:

"Cornell yesterday derived more favorable publicity from her much-criticized 'football for students' policy than could be gained by wallowing Penn five years straight. That 'football situation at Cornell,' curiously enough, today comes nearer to being the best, not the worst in the nation."

—Martin B. Stiles

CALENDAR

Continued from page 7

Genetics & Development

"Heterochromatic Genes and Position Effect in *Drosophila*," Barbara Wakimoto, University of Washington, Nov. 7, 3 p.m., Conference Room, Biotechnology Building.

Geological Sciences

"Plate Tectonics of the Northeast Pacific and western North America Revisited," Tanya Atwater, University of California, Santa Barbara, Nov. 7, 4:30 p.m., 1120 Snee Hall.

"Mapping and Modeling Mountain Fronts in Space and Time," Declan de Paor, The Johns Hopkins University, Nov. 12, 4:30 p.m., 1120 Snee Hall.

Immunology

"Cell-Mediated Immune Responses of Chickens to Marek's Disease Virus," William Pratt, Nov. 8, 12:15 p.m., auditorium, Boyce Thompson Institute.

International Nutrition

"Is Small Healthy? Some Answers From the Guatemala Follow-up Study," Reynaldo Martorell, nutritional sciences, Nov. 7, 12:40 p.m., 200 Savage Hall.

Landscape Architecture

"Found Places for Markets," Judith Newman, architect, an exploration of the spatial vitality achieved through the establishment of market enterprises worldwide, Nov. 8, 11:15 a.m., 101 West Sibley.

Latin American Studies

"Reflections on the Effects of Radio Martí on Events in Cuba," Hector Velez, adjunct professor, sociology, Nov. 12, 12:15 p.m., 153 Uris Hall.

Materials Science & Engineering

"Properties of Ceramic Fibers at Elevated Temperatures," Richard Tressler, Penn State, Nov. 7, 4:30 p.m., 140 Bard Hall.

"Phase Stability and Processing of Intermetallic Alloys," John Perepezko, University of Wisconsin, Nov. 14, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

Manufacturing Seminar: "Engineering and Law," George M. Dentes, Tompkins County; Dave Plant, Fish & Neave; Stuart J. Sinder, Kenyon & Kenyon, Nov. 7, 4:30 p.m., 155 Olin Hall.

"The Mechanics of Swimming and Diving," Alfred Shapere, nuclear studies, Nov. 12, 4:30 p.m., 111 Upson Hall.

Manufacturing Seminar: "Taught in America," Donald L. Runkle, the 1991 John R. Bangs Jr. Fellow, Nov. 14, 4:30 p.m., Bache Auditorium, Malott Hall.

Microbiology

"Newly Recognized Babesia Gibsoni Infections in Dogs: Clinical and Molecular Characteristics," Patricia Conrad, University of California, Davis, Nov. 14, 12:15 p.m., G-3 Vet Research Tower.

"Microbial Reduction of Iron, Manganese, Uranium and Other Metals," Derek Lovley, USGS, Reston, Va., co-sponsored by biogeochemistry, Nov. 14, 4 p.m., Conference Room, Biotechnology Building.

Natural Resources

"Some Reflections on Biological and Cultural Diversity in India," Smitu Kothari, Humphrey Fellow, director of Lokayan, India, Nov. 12, 12:20 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"Molecular Mechanisms of Mechanosensitivity," Owen Hamill, neurobiology and behavior, Nov. 7, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Ornithology

"Male-Male Cooperation in a Lekking Tropical Bird," David McDonald, University of Florida, Gainesville, Nov. 11, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

"Protracted Political Violence: The Case of Lebanon," Samir Khalaf, Princeton University, Nov. 14, 12:15 p.m., G08 Uris Hall.

Pharmacology

"The Interactions of Nerve Growth Factor with the Trek Proto-Oncogene Product," David Kaplan, Frederick Cancer Research Institute, Nov. 11, 4:30 p.m., G-3 Vet Research Tower.

Physiology & Anatomy

"Peptide Regulation of Electrolyte Transport in an Insect Epithelium," Thomas Pannabecker, Nov. 12, 4:15 p.m., G-3 Vet Research Tower.

Plant Biology

"Biophysical and Cellular Characterization of the Class II H⁺ Transport System in Chara," William Lucas, University of California, Davis, co-sponsored by the USDA Plant, Soil and Nutrition Laboratory, Nov. 8, 11:15 a.m., 404 Plant Science Building.

Plant Breeding & Biometry

"Household Food Security and Nutrition and the Determination of Plant Breeding Research Priorities," Per Pinstrup-Andersen, director, food and nutrition policy program, Nov. 12, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Resistance in Plants Transformed with a Non-Structural Virus Gene Sequence — An Update," John Carr, Nov. 12, 4:30 p.m., 404 Plant Science Building.

"Control Strategies for Grapevine Fanleaf Virus," Marc Fuchs, plant pathology, Geneva, Nov. 13, 3 p.m., A133 Barton Laboratory, Geneva.

Program on Ethics and Public Life

"The Just War and the Gulf War," Jefferson McMahan, University of Illinois, Nov. 11, 4:30 p.m., John L. Senior Seminar Room, Olin Library.

Program on Theoretical & Computational Biology

"Networks in Neurophysiology: Mathware for Wetware," Nancy Kopell, Boston University, co-sponsored by Center for Applied Mathematics and Division of Biological Sciences, Nov. 7, 4:30 p.m., G01 Seminar Room, Biotechnology Building.

Psychology

"The Psychology of Folk Psychology," Alvin Goldman, University of Arizona, Nov. 8, 3:30 p.m., 202 Uris Hall.

Reproductive Biology

"Embryo Biotechnologies in Animal Production: Nuclear Transfer, Transgenics and Embryo Sexing," Ken Bondioli, Granada Bioscience, Nov. 13, 4:15 p.m., 348 Morison Hall.

Rural Sociology

"Rural vs Urban Income Distribution," Chris Ranney and Dick Boisvert, agricultural economics, Nov. 8, 12:15 p.m., 32 Warren Hall.

Science & Technology

"Technology and (Economic) Power: The Obduracy of the Social Construction of Technology," Wiebe Bijker, University of Linburg, The Netherlands, Nov. 11, 4:30 p.m., 609 Clark Hall.

Southeast Asia Program

"Vietnamization: United States Retreat or Withdrawal?" Jeffrey Clarke, U.S. Army Center of Military History, Washington, Nov. 7, 12:20 p.m., 102 West Ave. Ext.

"Gender and Kinship in the Malay World," Michael Peletz, Colgate University and SEAP visiting fellow, Nov. 14, 12:20 p.m., 102 West Ave. Ext.

Stability, Transition & Turbulence

"Interacting Travelling Waves and Quasi-Periodic Dynamics in Porous Media Convection," M. Graham, chemical engineering, Nov. 12, 12:30 p.m., 178 Theory Center.

Textiles & Apparel

"Hybrid Effect in Creep Behavior of Hybrid Composites," Yiping Qiu, textiles and apparel, Nov. 14, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Toxicology

"Determining In situ Biodegradation," Eugene Madsen, biological sciences, Nov. 8, 12:20 p.m., 135 Emerson Hall.

SPORTS

(Home Games Only)

Friday, 11/8

Men's soccer, Yale, 7:30 p.m.

Saturday, 11/9

Varsity football, Yale, 12:30 p.m.

Monday, 11/11

JV football, Ithaca College, 4:30 p.m.

SYMPOSIUMS

American Indian Law Students Association

"The Role of Native American Women in the Native American Rights Movement," a panel discussion, co-sponsored by the Women's Law Coalition, Nov. 12 at 4 p.m. in 290 Myron Taylor Hall. Speakers will be Twila Martin, Kekahbah, tribal chairperson of the North Dakota Turtle Mountain Band and Annette Jaimes, visiting scholar, Society for the Humanities.

City & Regional Planning

"Global Cities: Headed for Disaster?" a panel discussion, Nov. 7, 2 to 3 p.m., in Room 700 Clark Hall. Panelists include Nikita Maslennikov, visiting professor, Soviet Union; Susan Christopherson and Porus Olpadwala, city and regional planning; Davydd Greenwood, director, Mario Einaudi Center for International Studies; moderator, Dean William McMinn.

Communication

"Not in My Backyard: Communicating Risk in Your Neighborhood," a panel discussion, co-sponsored by natural resources and the Center for the Environment, Nov. 15, 3:30 p.m., 304 Fernow Hall. Participants include Paul Yaman, former co-chairman, Citizens Against Radioactive Dumping; Marjory Rinaldo-Lee, commissioner, New York State Low-Level Radioactive Waste Siting Commission; Ron Ostman, communication; Lyle Raymond, New York State Water Resources Institute; and moderator, David Allee, agricultural economics.

German Studies

"The Unofficial Story: Minorities in the New Germany," a symposium co-sponsored by Women's Studies Program, Western Societies Program, Society for the Humanities, and the Graduate Student Finance Commission, Nov. 15 and 16, A.D. White House.

Near Eastern Studies

"The Three Cultures of Medieval Spain in Perspective: A Remembrance of 1492," a conference co-sponsored by the Romance Studies, Jewish Studies, Committee for Arabic and Islamic Studies, Religious Studies, Medieval Studies, Society for the Humanities and Western Societies Program, will take place on Nov. 8, 10 a.m., Guerlac Room, A.D. White House. An examination of various aspects of Christian, Muslim and Jewish culture and society in medieval Iberia and their interaction will be discussed. Participants include Ciriaco Arroyo, romance studies; Ross Brann, near eastern studies; Maria Rosa Menocal, Spanish and Portuguese, Yale University; James T. Monroe, comparative literature, University of California, Berkeley; and Jose Piedra, romance studies and acting director, Hispanic American Studies Program.

MISC.

Hillel

Explore issues of Jewish identity, gender roles and relationships in a workshop with Rachel Siegel, Nov. 10, noon to 3 p.m., One World Room, Anabel Taylor Hall.

Macintosh Users Group

The general meeting of MUGWUMP will be held today (Nov. 7) at 4:30 p.m. in 100 Caldwell Hall. Topic will be still video capture on the Macintosh. All meetings are free and open to the public. For more information call Mark Anbinder, 257-3480.

Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Monday through Thursday, 3:30 to 5:30 p.m. and 7 to 10 p.m., 178 Rockefeller Hall; Sunday through Thursday, 8 to 11 p.m., Clara Dickson Macintosh Computer Room; Sunday through Thursday, 8 to 11 p.m., Noyes Center Browsing Library.

CORNELL Employment News

Published
by the
Office of
Human Resources

Volume 3 Number 43 November 7, 1991

For the month of November, Cornell Employment News and Networking will be combined and distributed separately from the Cornell Chronicle. Please see inside for this week's Networking.

Who's Caring for Your Children?

Survey of Geneva Extension Employees Under Way

When a group of employees gets together at break or lunch, or merely to pass the time, they discuss current problems or issues. Topics range from work-related issues, sports, politics or home problems. For many families with children at home, the discussion is child-related: who's watching whose children, whose child is sick, who's staying home because the day care provider has just decided he or she can no longer watch so many children.

A group of concerned employees met recently to discuss the problems faced by staff with children. We felt that there was enough interest to carry our concerns to a higher level, and we approached our director, Dr. James Hunter, of the NYS Agricultural and Experiment Station. He agreed that if we could document the issues, perhaps we could get some kind of support. He appointed members to the Child Care Committee to research local child care and to see if the need was as great as we felt it to be. Through our research, we developed a listing of licensed day care facilities and providers to be used as a source of reference. The listing is updated regularly.

In order to evaluate the need for child care, the committee developed a survey similar to the survey handed out to Cornell's Ithaca employees. This survey will be sent to Cornell employees at Geneva. It is our hope that the survey will indicate the magnitude of the need and the area of child care where the need is the greatest. After the survey is evaluated, we will present our results to the appropriate groups in hopes of gaining support for improving the child care situation for the employees here at the Geneva campus and in surrounding areas.

— Mary Jean Welser
Child Care Committee

Annual Enrollment Packets Mailed

If you are a statutory or endowed faculty or staff member, you should have received your annual enrollment packet at your home address by now. If you did not receive your packet, please contact your Benefits office, 5-3936, endowed; 5-4455, statutory.

The Annual Enrollment period runs from November 1, 1991-November 30, 1991. Please review your benefits to make sure that they fit your needs and those of your family. The enrollment period gives you the opportunity to change the dependents covered under your health plan, enroll or re-enroll in Select Benefits, check your beneficiaries, or reassess your life insurance needs. Be sure to read the October 1991 issue of "For Your Benefit," included in your annual enrollment packet, for summaries of your benefits and the changes you may make during the annual enrollment period. If you have any questions, please call your Benefits office.

A Reminder for 1991: The Select Benefits deadlines for submitting claims for reimbursement for expenses incurred in 1991 are listed below. Mark the following dates on your calendar for submitting claims for 1991:

11/8	11/21	12/6	12/18
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You have until March 31, 1992, to submit expenses incurred during the 1991 calendar year.

Remember: Federal regulations do not allow Cornell to return unused funds to you at the end of the plan year.

Wellness Program Holds Health Fair '91, November 20

Free and Open to the Public

The Cornell University Wellness Program will hold Health Fair '91 on Wednesday, November 20, 1991, from 9:00 a.m. to 3:00 p.m., on a "drop-in" basis. Centering on the theme, "A Wealth of Health," the event features exhibits and demonstrations on health care, exercise, nutrition, and other wellness issues. With the exception of the cholesterol screen and body fat analysis offered by Tompkins Community Hospital, the health fair is free. Here's a sampling of the screening tests, exhibits, and demonstrations offered at the fair:

Screening Tests:

Tompkins Community Hospital

- Blood Cholesterol Screening. A 12-hour fast is preferable, but is not necessary. This screen is for total cholesterol only. (\$5.00)
- Body Fat Analysis. Do not exercise 6 hours prior to the screen. No caffeine or food 4 hours prior. (\$5.00)
- Pulmonary (Lung) Function Test (no charge)
- Knee, Hand, Wrist Exams (10:30-1:30 p.m. only; no charge)
- Breast Problem Screens and Skin Screens (9:00 a.m.-1:00 p.m. only; no charge)
- Orthopedic Foot Exams (10:00 a.m.-2:00 p.m. only; no charge)

American Heart Association

- Blood Pressure Screening (no charge)

Exhibits:

Healthy Heart Program

- Cholesterol Information

Gannett Health Center

- Chemical Health Playhouse: drug and alcohol awareness, I.Q. Network; video presentations; free refreshments
- Bike Safety: helmets; apparel; safe riding
- Sexual Health Display
- Prevention of Low Back Injury

Tompkins County Office for the Aging

- Geriatric Services and Caregiver Information



Toni McBride, director of the Cornell University Wellness Program (left), welcomes participants.

Groton Community Health Care Center

- Vision Screenings
- Adult Day Care Information

American Cancer Society

- Cancer Prevention

Health Department

- Pre-natal Care
- WIC and PCAP Program
- Immunization Program

CU Department of Nutritional Science

- Nutritional Information

GreenStar Co-op

- Natural Foods Sampling

New York State Police

- The "Seat-Belt Convincer"
- Vehicle and Home Safety

Local Exercise Opportunities

- Adirondack Mountain Club: hiking safety; scheduled trips and trails; slide show
- Cayuga Trails Club: trails in Ithaca; trails from Niagara Falls to Catskills; used by hikers, trail runners, and cross-country skiers
- Finger Lakes Trail Conference
- Graduate Student Aerobics Program
- CU Wellness Program
- CU Outdoor Education Program

Special Demonstrations

- 11:30-12:30 p.m. Aikido for Stress Management
- 12:00-12:30 p.m. Tia Chi Chan for Stress Management
- 12:30-1:00 p.m. African Dance Group
- 12:00-1:00 p.m. Open Aerobics Class (free—bring workout clothes—locker rooms available)

For more information, call 255-5133.

JOB OPPORTUNITIES

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 resumé and cover letter, specifying the job title, department and job number, are 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 equal-opportunity, affirmative-action educator and 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 and job number. Employees should include an Employee Transfer Application.

Technical Specialist (PT9002) Level 36

CIT/Network Resources-Endowed

Posting Date: 11/7/91

Provide technical support to the Network Management Center and its clients. Diagnose high level problems. Install and maintain network router software, tables, files and monitoring tools. Consult with clients on software interface issues. Act as liaison to national networks for operational software issues.

Requirements: BS in associated field or equivalent experience or other emphasis on TCP/IP and UNIX. Knowledge of several items in the following areas is highly desirable: DECNET, synchronous and asynchronous data streams, token ring, ethernet and AppleTalk. Send cov ltr & 2 resumes to Sam Weeks.

Technical Specialist I, (PT8710) Level 36

CIT-Endowed

Posting Date: 10/17/91

Install, maintain and tune the MVS/ESA operating system and subsystems running on CIT mainframe computers. Analyze errors in the computer system as they occur. Assist in the planning, acquisition and maintenance of basic software services; and the education of the user community.

Requirements: BS degree with computer courses in operating system and fundamentals or equivalent. 5-7 years experience with MVS operating systems and significant subsystems. Knowledge of IBM/370 assembler language and SMP/E are essential. Knowledge of VTAM, TCP/IP, VM and UNIX would be a plus. Send cover letter and two resumes to Sam Weeks.

Technical Specialist (PT5206) Level 36

Information Technologies-Endowed

Posting Date: 10/10/91-Repost

Working with the CIT and Cornell-NSF mainframe IBM computers, design, implement, install, document, and maintain systems software and significant subsystems in VM-based systems. Provide leadership in designing and adapting functional enhancements to VM-based systems. Educate and assist users and CIT and Cornell-NSF staff.

Requirements: Bachelor's with computer courses in operating system fundamentals or the equivalent. 3-5 yrs. experience with VM operating systems and significant subsystems. Knowledge of Hardware concepts as they relate to software issues. Knowledge of IBM/370 assembler language is essential. Knowledge of other operating systems such as UNIX, MVS, & subsystems such as VMTAPE, VMBACKUP, and VMAM would be a plus. Send cover letter and resume to Sam Weeks.

Computing Director (PT9005) Level 35

Division of Summer Session, Extramural Study, and Related Programs-Endowed

Posting Date: 11/7/91

Oversee and manage a computer network system providing routine office automation for 50 division staff in 4 separate locations. Develop, install, modify, evaluate, and document complex administrative software programs. Ensure the continued effectiveness, viability and reliability of the hardware, Novell Network and other software. Integrate appropriate local systems.

Requirements: BS degree or equivalent. 3-4 yrs. experience with a variety of hardware and software. Broad knowledge of University information systems. Demonstrated programming ability. Clipper or C preferred. Novell experience preferred. Send cover letter and 2 resumes to Sam Weeks.

Senior Systems Programmer/Analyst (PT8904) Level 35

Lab of Nuclear Studies-Endowed

Posting Date: 10/31/91

Provide technical leadership in developing, modifying and maintaining large scale computer systems for high energy physics data analysis at the CLEO experiment. Assist in systems administration and provide systems support for a computer network facility composed of 150 UNIX and VAX/VMS work stations and server nodes. Adapt and support CERN lab's specialized system software components and methods for data analysis. Assist users with software and/or hardware problems.

Requirements: Advanced degree in experimental high energy physics or equivalent. 5 yrs. experience in programming working with UNIX, VMS, FORTRAN and C. An intimate knowledge of high energy physics computing and CERN software systems. Send cover letter and 2 resumes to Sam Weeks.

Sr. Scientific Software Analyst Level 35 (PT8805)

Theory Center-Endowed

Posting Date: 10/31/91

Provide technical leadership in the development, implementation, documentation, and maintenance of highly specialized and complex scientific applications software on the Cornell National Supercomputer Facility (CNSF). Help in developing and enabling application software on parallel and other architectures. Facilitate the successful transfer of technology within and between CNSF programs including educational programs. Participate in the design and implementation of new mathematical software for distributed systems. Provide staff support and consulting in special areas of expertise.

Requirements: MS degree in computer science, a scientific discipline or equivalent. 5 plus years experience in a scientific computing environment programming in FORTRAN and C. Familiarity with UNIX operating system fundamentals. Parallel programming experience highly desirable. Background in supercomputing helpful. Send cover letter and 2 resumes to Sam Weeks.

Micro Systems Manager Level 35 (PT8804)

JGSM-Endowed

Posting Date: 10/24/91

Provide systems and software support for the school's diverse microcomputers, workstations, networks, intelligent printers, and file servers. Provide general systems consulting to the computing department staff and to the user community as required. Prepare systems

documentation and training materials.

Requirements: BS degree in computer science or equivalent in coursework and experience. 2-4 yrs. work experience in computer systems. Knowledge of programming practices. Experience (in order of priority) with DOS, UNIX, Novell, TCP/IP, and AppleTalk. Send cover letter and 2 resumes to Sam Weeks.

Scientific Software Analyst (PT8606) Level 34

Theory Center-Endowed

Posting Date: 10/10/91

Provide support for complex scientific packages on the Cornell National Supercomputer Facility. Design, modify, maintain, document, test and install complex libraries and packages on scientific computing hardware. Analyze functional and performance requirements and develop software alternatives to support users application s programming needs. Assist technical staff and users in identifying and solving software related technical problems. Participate in the design and implementation of new mathematical software for distributed systems.

Requirements: BS degree in computer science or equivalent. Advanced degree desirable. 3-5 yrs. relevant experience including FORTRAN and C programming. Familiarity with UNIX operating system fundamentals. Parallel processing experience highly desirable. Send cover letter and resume to Sam Weeks.

Technical Consultant Trainer (PT8502) Level 34

CIT - Endowed

Posting Date: 10/3/91

Develop training curriculum to encourage the faculty to use and integrate Macintosh learning technologies in the classroom. Train faculty, staff and students as trainers for the Learning Technologies Program (LTP). Assist in the development and delivery of support strategies for the program. Provide consulting support. Submit activity reports. 1 year appointment.

Requirements: Bachelor's degree or equivalent experience. 2-5 years in computer training, curriculum design, training evaluation. Strong technical background (especially Mac) in information technologies in a university setting. Send cover letter and resume to Sam Weeks.

Programmer/Analyst II (PT9006) Level 33

CIT/IR-Endowed

Posting Date: 11/7/91

Implement straight forward office support systems: install vendor packages, integrate vendor supplied products with the Cornell environment, and develop database applications based on commercial products and/or low level software development. Train, assist and advise products and basic conceptual and technical information. Evaluate software and hardware products. Diagnose straight forward problems and effect emergency repairs. Attend conferences and seminars.

Requirements: BS degree or equivalent with related computer courses. 2 yrs. relevant experience. Knowledge of at least 4 programming languages. Broad exposure to micro based office support software: HyperCard, DBase, FoxBase, 4th Dimension, MicroSoft Word, MicroSoft Excel, Lotus, PageMaker, WordPerfect, AppleShare, Novell, Aldus FreeHand, Adobe Illustrator and Norton Utilities are typical requirements. Send cov ltr & 2 resumes to Sam Weeks.

Administrative Manager II (PA9007) HRI

African Studies and Research Center-Endowed

Posting Date: 11/7/91

Assist the Director in fulfilling major management responsibilities in areas of academic programming and scheduling, personnel, accounting, payroll, purchasing, budgeting, supervision of facilities.

Requirements: Bachelors degree or equivalent combination of education and experience. At least 5 yrs. of appropriate administrative experience; strong organizational skills; capacity for taking initiatives and working independently; excellent interpersonal and oral and written communication skills; ability to work in a multicultural academic environment. Send cover letter and resume to Cynthia Smithbower.

Director of Development (PA9004) HRI

Human Ecology Administration-Statutory

Posting Date: 11/7/91

With the Campaign Director and the Director of Alumni Relations assist with the implementation of the public affairs program to increase support for the College of Human Ecology, paying particular attention to Leadership Gifts and Planned Giving donor prospects. To the extent that they fall within the guidelines for the campaign objectives and operating plan, work to complete the funding of special projects currently underway.

Requirements: BA, MA preferred. Minimum 3-5 yrs. development and management experience. Excellent oral and written communications skills and strong interpersonal skills required. Send cover letter and resume to Cynthia Smithbower.

Teaching Lab Coordinator (PT8903) HRI

Food Science-Statutory

Posting Date: 10/31/91

Prepare, instruct and supervise food processing/engineering lab courses. Be responsible for the operation, maintenance and inventory of all lab teaching equipment: retort, microwave oven, fiberoptic temperature probes, extruder, freezer, ultrafiltration unit, reverse osmosis unit, spray dryer, vacuum evaporator, drum dryer, etc. Schedule equipment use and teaching assistants. Maintain supplies as needed. Present lectures and lecture demonstrations, as needed. Assist faculty in lecture preparation. Maintain computerized lab and lecture manuals, and course records. Supervise teaching assistants.

Requirements: BS degree in food science or chemical engineering and MS degree in food science or equivalent. 3-5 yrs. related experience. Previous teaching experience and computer skills desirable. Send cover letter and 2 resumes to Sam Weeks.

Executive Staff Assistant (PC9010) HRI

V.P. Academic Programs and Campus Affairs-Endowed

Posting Date: 11/7/91

Provide executive Staff support to the vice president for Academic programs and Campus Affairs performing a diverse range of tasks. Principal editor for all campus affairs; oversee the scheduling of the vice president's appointment calendar; include preparing and collecting all pertinent material for meetings, appointments and events.

Requirements: Bachelors or equivalent experience. 2-3 yrs. in diverse administrative/secretarial positions. Excellent editorial, writing, communication and interpersonal skills. Conceptual skills. Ability to work independently and coordinate multiple projects. Advanced word processing skills. Knowledge of CU helpful. Ability to handle sensitive and confidential information required. CU employees preferred. Regular Cornell em-

ployees only. Send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, EHP #2.

Assistant Director (PA9006) HRI

Public Affairs-Athletics-Endowed

Posting Date: 11/7/91

Work with the Director on the implementation and coordination of all activities in the office of Athletic Public Affairs. Includes interrelationships with all personnel in the Department of Athletics and Physical Education. Particular emphasis is placed on annual fund raising, all phonathon activities and development and organization of special funds.

Requirements: Bachelors degree required. 2-3 yrs. experience in Development, Public Affairs or related field. Experience in annual fund-raising and in working with volunteer groups. Ability to create, write, edit and prepare written material. Send cover letter and resume to Cynthia Smithbower.

Registrar (PA9005) HRI

Division of Summer Session, Extramural Study, and Related Programs-Endowed

Posting Date: 11/7/91

Design, execute, and oversee registration procedures for Summer Session & Extramural Study. Coordinate and supervise operations of Extramural Study as well as the Continuing Education Information Service. Supervise Division receptionists & Registrar support staff.

Requirements: B.A. or equivalent required. 2 yrs. experience. Thorough knowledge of registration procedures and Bursar system preferred. PC and detailed work experience required. Excellent supervisory and communication skills required. Send cover letter and resume to Cynthia Smithbower.

Manager, Parking Information and Field Services (PA8901) HRI

Transportation Services-Endowed

Posting Date: 10/31/91

Under the general supervision of the Director of Transportation Services and working closely with the Transportation Services managerial staff, develop programs and services to assure the effective and efficient implementation of university policies related to parking traffic and circulation on the Ithaca campus including special events.

Requirements: Bachelor degree or equivalent required. Minimum 3-5 yrs. supervisory experience. Training experience desirable. Excellent written and oral communication skills, familiarity with office and information systems, previous experience in a university setting. Send cover letter and resume to Cynthia Smithbower.

Administrative Manager (PA8902) HRI

Rural Sociology-Statutory

Posting Date: 10/31/91

Coordinate and supervise the personnel and business aspects of the department. Assist the Chairperson in his/her task of managing a college academic department with teaching, research and extension functions.

Requirements: Bachelor's or equivalent experience. 3-5 yrs. administrative experience. Demonstrated knowledge and familiarity with microcomputers and database management. Strong organizational skills. Knowledge of CU accounting, grants and contracts, personnel and administrative procedure highly desirable. Ability to effectively supervise employees and interact with faculty and administrative personnel. Send cover letter and resume to Cynthia Smithbower.

Editor I (PC8907) HRI

Engineering Dean's Office-Endowed

Posting Date: 10/31/91

Responsible for all aspects of preparation and production of printed matter; includes writing, editing, obtaining cost estimates, developing production schedules, preparing layout, proofreading, making assignments to photographers, and working with clients. Prepares bibliography for Engineering Quarterly; writes and edits articles for Engineering News. Assists in general operation of the office.

Requirements: Bachelor's degree or equivalent. 2-3 yrs. related experience in writing and editing technical material; experience in desktop publishing; knowledge of printing production methods. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2

Payroll Coordinator (PC8808) HRI

Payroll-Statutory

Posting Date: 10/24/91

Supervise the Payroll Office receptionist/customer service function and coordinate payroll deduction activities. Responsible for payroll processing, training and maintaining reference documents. Requires direct contact with University employees and outside agencies. Provides assistance to Director and Assistant Director.

Requirements: Bachelor degree or equivalent in payroll/accounting. 2-3 yrs. related experience. Excellent communication and interpersonal skills. Adept in dealing with problem situations and with highly confidential materials. Strong organizational skills. Computer systems/personal computer oriented. Excellent attitude toward service. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Production Editor (PC8101) HRI

C.U. Press-Endowed

Posting Date: 9/5/91

Coordinate and supervise work on manuscripts that are assigned by the Managing Editor. Act as a liaison among freelance copyeditor, Press staff, and authors. Serves as project manager from a manuscript's arrival in the department through to bound books.

Requirements: B.A. or equivalent. Several years experience in the editing department of a scholarly scientific, or trade publisher. Send cover letter, resume and salary expectation to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Professional Part-Time

Coordinator (PT8906) Level 32

CISER-Endowed

Posting Date: 10/31/91

Provide support to the CISER Survey Research Facility by overseeing the facility's routine operations and all survey data processing. Provide the manager with data processing cost specifications. Develop coding and data entry schemes on all contracts and consult with clients regarding associated problems. Recruit, train and supervise temporary personnel for all data processing activities. Prepare all product deliverables related to survey data. Flexible 4hr/day, some nights

and weekends required. Job Sharing, possibility of full-time work in June.

Requirements: Bachelor's degree in social sciences required, Master's preferred. 2yrs. experience in operations management, preferably in survey research. Knowledge of PC and Mac required. Must be familiar with SPSS-PC, SPSS-DE, DBase, and WordPerfect. Working knowledge of LANs desirable. Send cover letter and 2 resumes to Sam Weeks.

Teaching Support Specialist II (PT8315) HRI

Biochemistry, Molecular and Cell Biology-Statutory

Posting Date: 9/19/91

Maintain laboratory organization, prepare reagents, order supplies and aid instructors in setting up experiments. Do routine maintenance on equipment and arrange for service/repair when necessary. 20 hrs wkly.

Requirements: B.S. in Biochemistry or closely related field or equivalent. 2-3 years related experience with various types of electrophoresis, chromatography, ultracentrifugation, protein purification, bacterial cell culture and liquid scintillation counting desirable. Previous experience in a teaching laboratory helpful. Send cover letter and resume to Sam Weeks.

Boyce Thompson Institute

Laboratory Assistant

Boyce Thompson Institute for Plant Research

Salary: \$12,000.00 year

Posting Date: 11/7/91

Duties include maintaining laboratory, washing lab ware, replenishing supplies, preparing solutions, using autoclave and other tasks as needed.

Requirements: Ability to work under supervision and in a lab environment. Contact Anne Zientek, 254-1235

Technical

As a prominent research institution, Cornell has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory 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 2 resumes 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 laboratory related positions.

Technical Assistant GR17 (T8713)

Plant Breeding and Biometry-Statutory

Minimum Biweekly Salary: \$530.38

Posting Date: 10/17/91

Execute and maintain greenhouse, growth chamber and field operations for a plant breeding program. Plant and maintain alfalfa and other forage crop cross-pollinate; harvest; apply pesticides and fertilizers; packaging seed and collecting data. Occasional supervision of 1-2 part-time employees. Assist in laboratory analyses of forage quality.

Requirements: High School diploma or equivalent. Some experience in agriculture or related biological science required. NYS Drivers license (Class III desirable, not required). Willingness to obtain Certificate Pesticide Applicators License. Experience in greenhouse and field plant culture; record-keeping skill operation of farm equipment. Experience in lab techniques desirable. Send cover letter and 2 resumes to Sam Weeks.

CRT Operator GR18 (T8503)

Plantations-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 10/3/91

Maintain Plantation's gift management system using PC. Design and implement a successor system integrating Cornell's Public Affairs Records database and Macintosh software. One year position.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2 yrs. knowledge of Macintosh computers and familiarity with Cornell's Public Affairs info system required. Experience with DBase desired. Send cover letter and resumes to Sam Weeks.

Animal Technician GR18 (T8506)

Laboratory Animal Services-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 10/3/91

Provide care, (feed, clean and monitor) for research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist vets in treatment and vaccinating animals. Will include weekend hours Every Saturday and Sunday.

Requirements: High School diploma or equivalent Associate's in Animal Science desired. Assistant Animal certification helpful. 1 year lab animal experience. Knowledge of a variety of lab animals and animal breeding required. Ability to lift 50 lbs. Pre-employment physical and all necessary immunization required. Send cover letter & 2 resumes to Sam Weeks.

Technician GR18 (T8403)

Chemistry-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 9/26/91

Provide staff support to Safety and Laboratory Services. Prepare, package and distribute reagents, supplies and equipment. Assist with inventory control, stockroom management, lab maintenance and chemical disposal.

Requirements: AAS in chemical technology equivalent required. Strong chemistry background with at least 1 yr. of general and organic chemistry with experience preferred. Ability to follow directions, keep records and meet deadlines. Send cover letter and resumes to Sam Weeks.

Technician GR19 (T8505)

Animal Science-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 10/3/91

Assist in reproductive physiology research program conduct experiments; analyze sperm motility and membrane integrity; use tissue culture techniques to study oocyte maturation and in-vitro fertilization. Assist with sperm, oocyte and embryo cryopreservation studies.

Networking

AN EMPLOYEE NEWSPAPER BY EMPLOYEE VOLUNTEERS FOR THE CORNELL COMMUNITY WORLD WIDE.

Employee Spotlight: Phyllis Dague

by Susan E. H. Hollern



United States. This accomplishment was to establish a viable breeding population of Peragrim Falcons. It was very exciting and I miss the birds a lot!"

Phyllis' other interests are horses, her cat 'Butch' and her Jack Russell terrier, 'April'. "I really enjoy pleasure riding with my horse, Harmony, and have even taken the time to go on fox hunts here in New York State." What is a fox hunt and what do you do? "On fox hunts, we have fox hounds that sniff out the fox. When they get on a scent, we ride after them (the fox hounds). Most of the time, the fox gets away! But it's fun, I like the riding and its a great social activity, too!"

Another interest of Phyllis' (yes, she has many!) is training Falcons to hunt. Instead of using guns, you train the bird to hunt for you. They do not retrieve the food, that's when you use dogs that will course out the field and find pheasants, grouse or whatever you are looking for and point. Once the dog points, then you know that something is out there. At this point, you release the Falcon. Once the Falcon is released, you command your dog to "flush" and the dog will flush the birds out and then the Falcon grabs them.

Phyllis lives every day to 100% Why is this, Phyllis? "One thing that really changed my outlook on life was a white

water rafting trip down the Zambessee River in Africa. The river is at the bottom of Victoria Falls. Rivers are generally classified from one to five; five being possible loss of life. The Zambessee is rated four. Once you got in the raft, there was no turning back. I went through these rapids that demanded 100% of me in working that boat through the treacherous rapids. Some rapids we dropped 25 feet! You didn't know if you were upside down, right side up or what! It was the most exhilarating thing I have ever done in my life. After accomplishing the Zambessee, I decided then and there that I should live my life 100% every day!"

All too soon, the interview came to an end. When I asked Phyllis what else she likes to do, she recited the following: "I love to sew, cook, travel, do photography, ice skate, ski, participate in local theater as well as volunteer my time in various community projects in Tompkins County. I love people and enjoy being with people as much as I can!"

I enjoyed this extremely interesting interview with Phyllis and hope that you did too! Congratulations to Phyllis Dague, this week's *Employee Spotlight*!

Photo by Doug Hicks

A typical day at the Deans Office? What would one consider a 'typical' or a 'normal' day? That's when I decided to tackle this question and ask Dean Firebaugh's Assistant, Phyllis Dague, this week's *Employee Spotlight*.

What's it like working for the Dean of Human Ecology? "No day is 'normal'. I come in the morning and Dean Firebaugh will be sitting at her desk working away producing quite a bit of work for me to accomplish that day. Meetings are generally back-to-back and I have to keep her on cue when one meeting is over with and when the next one will start. I make sure she has all the documents and papers she will need for her various meetings. It's a lot of fun, a lot of hard work, and I love every minute of it!"

What does the Dean's office do? "We handle all the problems in the college. We work very closely with the faculty, in

which Dean Firebaugh keeps in close touch with. She is a very personable lady and I really enjoy working with her. The Dean also does a lot of fund raising for the College of Human Ecology and works closely with the Development and Alumni staff of the college."

Phyllis also manages Dean Firebaugh's hectic schedule, all correspondence and travel arrangements, all of the Dean's dinners and events that are put on as well as other various office duties which she needs Phyllis' expertise.

Before coming to the School of Human Ecology, Phyllis worked at the Ornithology Department. She was the assistant to the director of endangered species Paragrim Falcon program for 18 years. "I started in the very beginning of the program and we worked ourselves out of a job because we accomplished what we set out to do in the Eastern

COST SAVINGS COLUMN

Purchasing

- Consider buying used equipment. Be sure to let suppliers know that you would be interested in used items. One department reported paying \$1,000 for used equipment (sorter towers) that would have cost \$14,000 new. This is realized savings of \$13,000 for that department.
- Save money on purchases by calling around, including General Stores and Purchasing, to get the best prices.
- Plan ahead and make bulk purchases whenever possible. Many supplies are cheaper when purchased in larger quantities.
- Check to see if shops on campus can build an item for less than the price of a manufactured item.

- When shipping items out of the department, place all items for one destination on one bill of lading regardless of internal accounting procedures. This is substantially less expensive than putting items on separate bills.
- To take advantage of lower costs and save on shipping and handling charges, routinely order P32 isotopes on a department blanket order for all labs.
- Consider ease of maintenance when purchasing equipment. Items that can be serviced locally may save time and money over items that must be shipped out for repair.
- Use computers to process purchase orders.

The Ithaca/Cornell Job-Market - Persistence Pays!

by Angela M. Carroccia

Ithaca, as the rest of the country, is in the midst of some difficult times economically. This recession which our government claims is almost at an end, has our job market at a stand still. And to make matters worse, the State of New York has laid off thousands of workers because of budget cuts, causing many of Cornell's state side employees to lose their jobs.

However, in better economic times, Ithaca's job market has not fared much

better. Let us review some of the facts involved here:

1. The citizens of Ithaca and its surrounding areas must deal with some heavy competition in getting hired for jobs. We have more and more people staying in the area after completing their college education simply because they like it here. To some, the small town environment is

continued on page 3

Obscene phone calls street harassment and sexual harassment

at work or school are all forms of sexual abuse.
If sexual abuse happens to you or someone you know,
there is a place you can call for assistance and information.
Please call the Ithaca Rape Crisis at 277-5000.

UNCLASSIFIED Ads

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking Unclassifieds*, Susan Hollern, 440 Day Hall. Hand delivered ads will be omitted. **NO PHONE CALLS PLEASE!**
2. For our information your name and campus phone number **MUST** be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the *Networking* staff—depending on space available.
5. The deadline for the November 21 issue is November 12, 1991 at noon.
6. Please submit an ad for each issue that the ad should appear in. Thank you.

For Sale:

Beautiful white wicker dressing table and chair. Asking \$85. Please call 844-9278 after 6:00pm.

Cute 3 bedroom home in pretty, quiet downtown Ithaca neighborhood. Fireplace, beautiful oak floors, den, screened-in front porch, garage, fenced yard with garden, new roof, well maintained. Very convenient location. Now reduced to \$79,900. Call for showing: day 255-5134/eves 277-0749

1987 Dodge Daytona, 4 cylinder 2.2 L with turbo. 5-speed manual transmission, front wheel drive, fully loaded. AM/FM cassette player, sunroof, new brakes. \$3,500. Please call 5-3088 or 277-0649.

1988 Toyota pickup, black, 4-wheel drive, 57K miles, bed liner, custom wheels, AM/FM/ cassette, mint shape! \$7,700 FIRM! Please call 5-3192 or 564-7188.

Electric baseboard Heating units with Honeywell thermostats. Variety of lengths from 2' to 10'.

Priced from \$10 to \$25. Please call Denise at 257-5285.

Wood & coal kitchen cook stove. Good condition. White. \$225. Please call Keith at 5-4822 or 533-7124.

1985 Dodge, 350, 1-Ton, 8' Body, 5th Wheel hook-up and tow bumper. Power steering, power brakes, automatic transmission, lighted visor, running boards, new tires, helper springs, air shocks, sliding rear window, plus much more! Also, a 1981 28' W.W. 3-horse, 5th wheel trailer with living quarters. Refrigerator, oven, etc. Ideal for hauling horses, cargo, motorcycles, etc. \$12,500 for the pair or \$6,500 for the trailer only. For inspection and more information on this sharp unit, please call 607-844-9278 in the evening.

Nokia snow tires for Acura Integra. Used only 4,300 miles. Set of four mounted and balanced on new 14" rims, including wheel covers. Will fit some other Honda products. Please call 277-4713, 6-9pm.

Trundle bed (twin size) with mattresses. \$50 firm. Please call Demetra at 273-8751.

International Cub Cadet; Model 102 with 42" mower. Asking \$575. Please call 315-496-2117 after 7pm. Ask for Bud.

Western saddle, bridle and blanket. 15" Suede seat. Excellent condition. \$135. Please call 844-9278.

1965 Buick Skylark convertible. Red with black top. Body in good condition. Asking \$2,500. Please call 315-496-2117 after 7pm. Ask for Bud.

Wedding gown, size 6 petite. Ivory, ankle length. Excellent condition, simple and elegant. \$300. Please call Mary at 5-8093 or 272-3077.

Mobile home. 14 x 70 with 12 x 12 addition. Sunroom, central air, 3-bedroom. In park on quiet double corner lot. Financing—no down payment necessary. Must see! Please call 272-2416.

Nicely remodeled home for sale. Hunting, fishing and hiking on 16 acres. Four bedrooms. Location is Route 38, four miles south of Harford. \$62,500. Please call Rosemary French at 5-6017.

1985 Subaru sedan, 5-speed, 4-door; cruise; power windows/mirrors; am/fm radio/cassette tape player. \$1,500 firm. Phone 659-7660 and leave a message.

Four, 13-inch tires with approximately 200 miles on them. Asking \$150. Please call 257-2269.

Nice home in family neighborhood in West Hill. Two blocks from Alternate School. Adjacent to 4-acre city park. Three bedrooms, fireplace, deck, large shaded yard. \$98,500. Please call 5-6135 during office hours or 277-6905 evenings.

Low spinet piano in good shape for beginner or medium player. Asking \$500 or best offer. Please call Sandy at 5-4477 or 589-6513 after 5pm.

Bradford Snowblower, 8HP motor, 3-stage with a 26" bite. Excellent condition including chains on wheels. Asking \$250. Also, 16" boys bike with new tires and training wheels. Only two years old. Asking \$25. Please call 5-5313 or 753-3995 after 6pm.

Three bedroom house in T-burg village; sunporch, attached garage, pantry, large storage barn. Private yard with trees and stream on dead-end street. Walking distance to stores and bus. Remodeled and insulated, new windows and siding. \$63,900. Please call Pat at 564-7927 evenings or weekends.

Snow tires. 185/70-R13, very good, used 2 winters. \$25 each. Honda Accord service manual for 1983. \$10. Two wheels for 1983 Honda Accord. \$5 each. Please call Mike at 5-7344 or 257-1192.

Wanted:

Wooden picnic table and benches. Please call Barbara at 5-2691.

Going on sabbatical or leave? Sober, non-smoking, clean and responsible 35 year old male will gladly pay your utilities, maintain your property and do minor repairs as needed in exchange for housing. Will be relocating to Ithaca as of 01/01/92. Excellent references available. Please call 315-446-6834. Leave message if answering machine is on. Will return all calls.

Going away this winter? My parents would love to house sit for 2 weeks to be near granddaughter. Downtown location preferred, but not required. Please call Barbara at 273-7847.

1/2 face cord seasoned firewood. Please call Carol at 5-5250.

Used Nordictrac exerciser. Please call Kay at 5-0881.

Adoptive home needed for cute, affectionate, 10-year old dog. "Puck" loves company, weighs 15 pounds and would be an ideal companion for elderly person. Please call 539-6664.

10 foot satellite dish. Needs work. \$200. 1989 Dodge Daytona Shelby. Loaded. Red. 29K. Asking \$6,900. Please call 659-4925.

Ride to Florida around Christmas time. Will share gas and driving. Please call 844-8834 or 5-7946.

For Rent:

Sabbatical house, 5 minutes from campus. Furnished, 3 bedrooms, 2 full bathrooms, fireplace, piano, washer & dryer. Attached 2-car garage, deck, quiet neighborhood. Full basement, extra storage space, negotiable rent. Please call 257-6238

12 x 60 two-bedroom, unfurnished trailer on private lot. 5 1/2 miles from Ithaca—\$300 per month plus utilities. Please call Pat at 5-5202 mornings or 277-0838 afternoons and evenings.

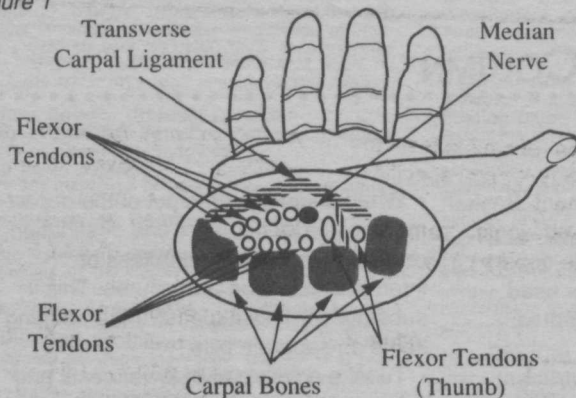
INCITES

Avoiding Carpal Tunnel Syndrome: A Guide for Computer Keyboard Users

—by Mark Sheehan, adapted by Sharon Marcus

Carpal tunnel syndrome (CTS) is a painful, debilitating condition. It involves the median nerve and the flexor tendons that extend from the forearm into the hand through a "tunnel" made up of the wrist bones, or carpals, and the transverse carpal ligament (see figure 1). As you move your hand and fingers, the

figure 1



flexor tendons rub against the sides of the tunnel. This rubbing can cause irritation of the tendons, causing them to swell. When the tendons swell they apply pressure to the median nerve. The result can be tingling, numbness, and eventually debilitating pain.

CTS affects workers in many fields. It is common among draftsmen, meat cutters, secretaries, musicians, assembly-line workers, computer users, automotive repair workers, and many others. CTS can be treated with steroids, anti-inflammatories, physical therapy, or with surgery to loosen the transverse carpal ligament. Recovery of wrist and hand function is often, but not always, complete.

Like many skeletal-muscular disorders, CTS has a variety of causes. The most common cause of CTS that's been attributed to the workplace is repetitive motion. When you flex your hand or fingers, the flexor tendons run against the walls of the carpal tunnel. If you allow your hand time to recover, this

rubbing is not likely to lead to irritation. The amount of recovery time you need varies from fractions of a second to minutes, depending on many circumstances, including the genetic and health factors, as well as the intensity of the flexing, the weight of any objects in your hand, and the extent to which you bend your wrist during flexing.

Prevention

Computer keyboard users can take several steps to lower their chances of developing CTS. Some of these center around the configuration of the workplace, or "ergonomics." Others have to do with human factors (please refer to figure 2, which illustrates many of the points discussed below).

Table height.

To adjust the chair properly, look first at the height of the table or desk surface on which your keyboard rests. On the average, a height of 27-29 inches above the floor is recommended. Taller people will prefer slightly higher tables than do shorter people. If you can adjust your table, set your waist angle (see below) at 90 degrees, then adjust your table so that your elbow makes a 90 degree angle when your hands are on the keyboard.

Wrist Angle. If your keyboard is positioned properly, your wrists should be able to rest comfortably on the table in front of it. Some keyboards are so "thick" that they require you to bend your hands uncomfortably upward to reach the keys. If so, it will help to place a raised wrist rest on the table in front of the keyboard. A keyboard that requires you to bend your wrists is a common cause of CTS among computer users.

Elbow angle. With your hands resting comfortably at the keyboard and your upper arms vertical, measure the angle

between your forearm and your upper arm (the elbow angle). If it is less than 90 degrees, raise the seat of your chair. If the angle is greater than 90 degrees, lower the seat. Try to hold your elbows close to your sides to help minimize "ulnar displacement" (the sideways bending of the wrist, as when reaching for the "Z" key).

Waist angle. With your elbow angle at 90 degrees, measure the angle

between your upper legs and your spine (the waist angle). This too should be about 90 degrees. If it is less than 90 degrees, your chair may be too low (and your knees too high). Otherwise, you may need to alter the position of the backrest or adjust your own posture (nothing provides better support than sitting up straight.) (Note: If making your waist angle 90 degrees changes your

continued on page 3

Tompkins County Health Department

Cornell University

Open Blood Pressure Clinics

November

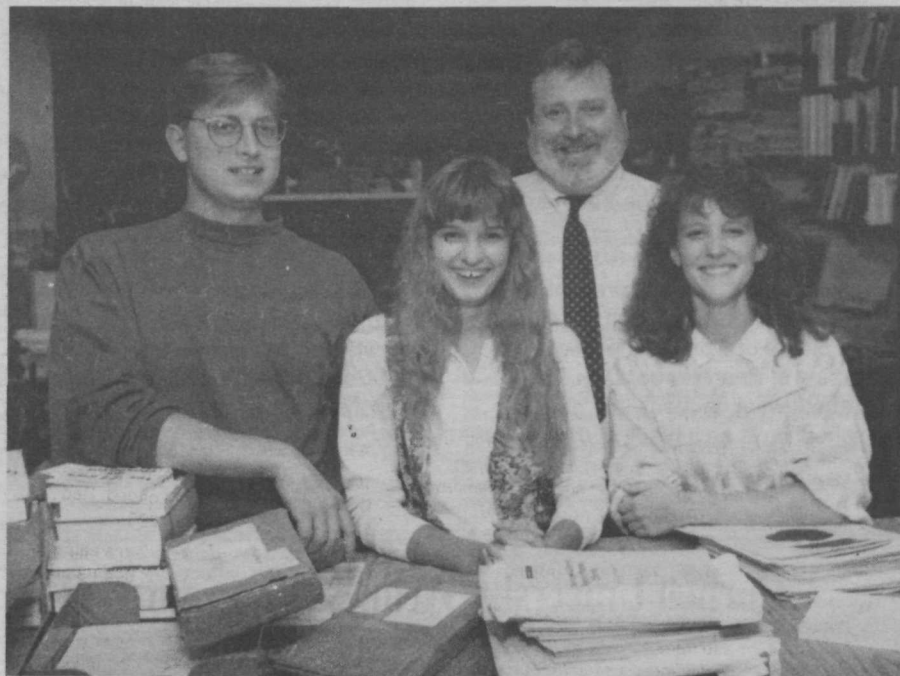
November 12	Trillium	8:30a-10:30a
November 12	Noyes Center Dining	1:30p-3:30p
November 13	Willard Straight- Elmhurst Room	9:00a-11:30a
November 14	Balch Dining	8:30a-10:30a

December

December 3	Purchasing-Environmental Health Conference Room	9:00a-12:00n
December 4	Traffic Bureau- Conference Room	9:30a-11:00a
December 4	Research Park/Langmuir Lab	1:00p-3:00p
December 5	Day Hall Board Room	9:00a-12:30p
December 10	Newman Hall-Room 305	10:00a-12:00n
December 10	Wilson Hall-Lg. Conf. Room	1:00p-3:30p
December 11	Research Park/ 20 Thornwood	9:30a-11:00a
December 12	Statler School-Room 190	1:00p-3:30p
December 18	Public Safety-G2 Barton Hall	7:00a-9:30a
December 19	Malott Hall-Room 256	9:30a-11:00a

Acquisitions

by Victoria Gehring



Charlie Burge, Victoria Gehring, Christine Miller, Christian Boissonnas

Photo by Doug Hicks

ACQUISITIONS - do you know what it means? I didn't until I came to work for Cornell in Olin Library. It means the act of acquiring, something acquired. Which makes sense, now that I think about it, but at the time I had no idea.

We acquire about 80,000 monographs (books) a year for the endowed libraries, except the law library. But we have also acquired an interesting array of people. We have Igor and Eugenia from Russia, Ruth from Israel, Martina from Germany, the list goes on. There are 23 people under our Department Head, Christian Boissonnas, and he is french. This article was originally to be about Christian himself, but he is the kind of person who won't take credit for something he didn't do "all by himself". So this article is about us, here in 110 Olin Library, the ACQ. DEPT.

We are part of Central Technical Services, which also includes Serials and Cataloging. We place orders with vendors all over the world, but our problem is that we can't buy in quantity, we buy one book at a time, so some-

times its hard to find a good price. That is where Christian comes in, he does a lot of research with different vendors to find the best price. The books we purchase are not ordinary books that would be found in a bookstore, they are more scholarly, serious and in many languages. 50% of the orders we place go out within 48 hours and 95% go out within 72 hours. We have to get the orders out as soon as possible or the book may go out of print, but it can still take up to a year to get the book we want.

We in Acquisitions do not decide which books to order, selectors for each library or collection do that. They are also responsible for their own book budgets. We do the labor part of the process; making sure the book is still in print, searching our on line databases for duplicates, ordering the book, receiving it, and placing the book on selectors appropriate fund. We have a lot of fun here (well sometimes anyway), but we ARE like a big happy family with many different cultures and backgrounds!!

Job-Market

continued from page 1

more attractive than that of the city. There are also students' spouses who are seeking employment while their husbands or wives are obtaining a college degree.

2. There are only three large companies/institutions who are doing the major hiring in this area: Cornell University, Ithaca College and NYSEG.

So there you have it. What can you do if your currently unemployed or looking for a promotion? *Keep trying.* As a person who has been through this scenario, I speak from experience. I graduated from college and did not get a full time position until December of the same year. I have a list of over fifty companies/institutions in Ithaca which I interviewed for and received rejection letters from.

I was overqualified, underqualified, inexperienced. Tell me, how does one get the experience if they are not given the chance? At one point, I had gotten so desperate that I was about to tell a firm's manager that I would work without pay for a week just to prove myself! (I changed my mind about that later on.)

When I finally got an interview at Cornell, my application that had been renewed twice at the Staff Employment Office. Esther Smith and her staff were also very helpful when I was seeking a promotion within the Cornell System. Although it took a lot of patience and persistence on my part, I'd say that it was definitely worth it.

Articles of Interest?

by Susan E. H. Hollern

The *Networking* Board has enjoyed all the positive affirmations about the articles and layout of *Networking*. From all of us on the Board, we thank you! As you know, our time is all volunteer. We love what we do and want to do more for our reader—like you!

Are there some ideas for stories or articles that you would like to see in *Networking*? For instance, the *Dedicated Service Employee Award*. If you are aware of a fellow employee that is deserving of this award, jot down their name, their department and a couple sentences of why you feel this fellow employee is deserving of this coveted award. What a wonderful way to encourage employee growth as well as departmental participation in this spectacular awards event!

How about understanding what other departments on our campus (or off-campus) do at the University? This is another great form of communication in and around our marvelous, eclectic campus. If you would like to see your department shine, please feel free to contact myself or one of the members on the Board. (Please see our first department story on page 3!)

There is so much to discuss and learn about this great campus which we are a part of. If you are aware of any other areas of interest, please feel free to contact myself or any member on the *Networking* Board of Directors. Until then, happy reading!

INCITES Avoiding CTS: A Guide for Computer Keyboard Users

continued from page 2

elbow angle, you may need to readjust the height of your chair or table.)

Feet. With your elbows and waist at 90 degree angles, your feet should rest comfortably flat on the floor. If your table and chair aren't adjustable and your feet don't comfortably reach the floor, a raised footrest can help. Otherwise, you may need a different table.

Work Routine

You need very little recovery time between keystrokes to cool and lubricate the flexor tendons. If you type constantly, however, the need for recovery builds. Further, working with your hands bent upward at the wrists or frequently bending your wrists sideways heightens the friction within the carpal tunnel. It takes longer to recover from these motions. Working under stress (deadline pressure, anger, or other anxiety) can make matters even worse.

Many studies recommend a ten to fifteen minute break each hour to give yourself the recovery time you need. This needn't be a break from productive activities—just a break from your keyboard. Exercises can help, too. Try the following:

- Make tight fists, hold for one second, then stretch your fingers out wide and hold for five seconds. Repeat several times.
- With arms outstretched in front of you, raise and lower your hands several times. Rotate your hands ten

times (make circles in the air with the fingertips).

Variety is the key. CTS occurs most frequently in workers whose motions are not only repetitious but are kept up for hours at a time. If you use a keyboard, structure your workdays to include a mix of activities each hour. For example, instead of typing all morning and filing all afternoon, mix typing and filing throughout the day.

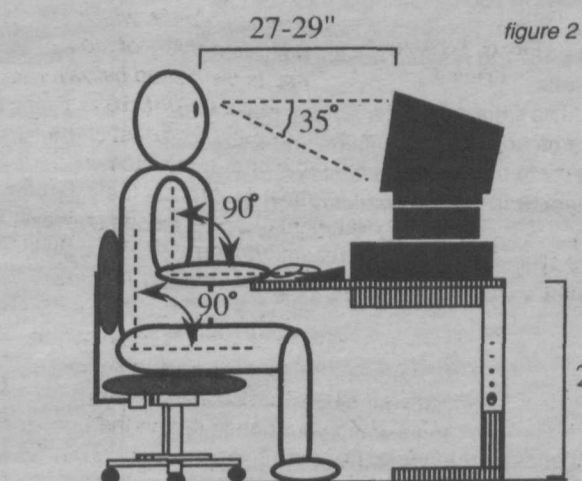
Early Detection

The most painful cases of CTS are those that have gone undetected or untreated over a long time. CTS can be caught easily in its early stages however, and much of the pain and all of the disability avoided. Early symptoms include a tingling in the fingers, often beginning several hours after work activity has stopped. Because of this delay in the appearance of symptoms, many CTS sufferers don't make the connection between their work activities and the pain they feel until it's too late. The tingling can lead, over time, to stiffness and numbness in the fingers and hand, and then to severe wrist and hand pain.

At the first sign of CTS, you should be examined by a doctor who specializes in hand and wrist disorders. The doctor

can perform a number of simple tests to detect CTS, and can prescribe specific steps for avoiding the problem.

Wrist Rests Available at CIT Sales
CIT Sales now offers comfortable, foam



wrist rests to help you reduce the risk of developing CTS. For more information, please call or visit the CIT Sales and Demonstration Facility, 110 Maple Avenue, 255-4941.

OEH Offers Program on Computer Workstation Ergonomics
Cornell's Office of Environmental Health (OEH) offers a special training program on *Computer Workstation Ergonomics* at no charge to members of the Cornell community. After viewing the videotape

Avoiding Computer Strains and Pains, participants are given an opportunity to discuss and ask questions about the topics presented. Several key areas of concern to those using computers in the

workplace are addressed, including: ergonomic workstation design; work practices to minimize back, neck, and eye fatigue; and strategies for avoiding CTS. If you would like to schedule a time for this training program to be presented to your workgroup, department, or division, please contact Robin Goodloe, OEH Training Coordinator, at 255-5613.

More information

For more information and a bibliography of current articles on *computers and your health*, please contact the CIT Service HelpDesk, room 121 CCC, phone 255-8990.

Editor's Note: Mark Sheehan wrote this article and created both illustrations. It was adapted for the Cornell community by Sharon Marcus. Permission to adapt and reprint the article in *Networking* was granted by the author. This article was first published in the July-August 1990 issue of *University Computing Times*, Indiana University, Bloomington. It was obtained electronically from the Articles database of CCNEWS, the Electronic Forum for Campus Computing Newsletter Editors, a BITNET-based service of EDUCOM.

CRC Membership News

by Janet Beebe

Puerto Rico

February 20 -26, 1992:

Let's all go to Puerto Rico! George Peter is our fearless leader on the special trip to Puerto Rico. Here is the wonderful itinerary that has been planned:

February 20:

Depart from Syracuse on American Airlines at 11:35 am, arrive San Juan 6:27 pm. Stay at the "Hosteria Del Mar" Parador in San Juan.

February 21:

Depart for Dorado Beach where we'll spend the morning before heading to Cornell's own Arecibo.

February 22:

Depart for Mayaguez. We'll visit botanical gardens or the zoo, or maybe just have free time to shop! Depart for San German to visit Porta Coelli Church. Depart for La Parguerra.

February 23:

Depart for Ponce. Sightsee and shop at Ponce all day.

February 24:

Depart for "El Yunque" or Luquillo Beach. Drive back to San Juan.

February 25:

Tour Old and New San Juan.

February 26:

Depart for Syracuse. Arrive in Syracuse at 9:17 pm.

The final price is not in yet, but it is estimated to be between \$800 to \$1,000 per person, double occupancy. What a delightful time of year to visit San Juan! Take a winter break, join CRC in Puerto Rico. Call the CRC office at 255-7565 for a copy of the itinerary. Final prices are promised in November.

MYSTERY TRIP 11/16/91:

This trip is full and on a wait list basis only.

FESTIVAL OF LIGHTS 12/7/91:

This trip is full and on a wait list basis only.

PHANTOM OF THE OPERA

3/7-8, 1992:

This wonderful trip to Toronto is filling fast, call today to reserve your space. The price is \$250.00 per person, double occupancy. Your price includes transportation, one dinner, lodging, city tour of Toronto, tour of Pantages Theatre and your "Phantom of the Opera" tickets. This is such a great deal! Phantom tickets alone cost \$91.00. Don't miss this opportunity to see this great performance.

"The Country Girl" and The Dryden Footlighters

by Diane Colf

The Dryden Footlighters are at it again at what they do best - bringing live entertainment to the people of Tompkins and Cortland Counties. Starting next weekend, we will be presenting "The Country Girl," the Pulitzer prize winning drama by Clifford Odets, and, as can be expected, the Cornell connection is in evidence even in this small cast show. **Jerry Combs**, a Professor in Nutritional Sciences, plays Bernie the director, and **Maureen Kelly**, a postdoctoral associate at the Boyce Thompson Institute, portrays the young actress Nancy, while **Charles Breckheimer**, a Cornell alum, is the playwright Unger. Rounding out the cast is Bill Hopkins as Frank, Barbara Jo Williams as Frank's wife Georgie, Pat Mesmer as the producer Cook, and Charles Smithers as the stage manager Larry.

"The Country Girl" addresses the problems of a dysfunctional relationship caused by alcoholism that is as much a problem today as it was in the 1950's when this play was first presented. This absorbing drama centers around Frank, an alcoholic actor trying to make a come-back, Georgie his wife, "The Country Girl" of the show, who has stood beside him through all his

troubles, and Bernie, the director of a new play trying out for a Broadway run. Bernie believes in Frank and convinces the playwright and producer that Frank is perfect for the lead in his new show. Frank, however, is full of doubts about himself and his abilities and he needs constant reassurance from Georgie and Bernie. As Frank struggles with his demons, Georgie and Bernie are drawn into a conflict with a bittersweet ending.

"The Country Girl" will be performed at the Dryden High School Auditorium on Friday and Saturday evenings, November 15, 16, 22 and 23 at 8:00 p.m. and one Sunday matinee, November 24 at 2:00 p.m. Advance sale tickets are available at many locations in Ithaca, Dryden, and Cortland at \$4.00 for senior citizens and children under 18 and \$5.00 for adults. Tickets will be \$5.00 and \$6.00 at the door. **Diane Colf**, a secretary in Rice Hall, will be glad to get tickets to you by calling 5-4439 or call the Dryden Footlighter Ticket Hotline at 844-4871 to reserve advance sale tickets.

"The Country Girl" is an uplifting drama about real problems and one's ability to overcome obstacles and make choices. It's a show we dare you to see.

LEADERSHIP LEADS

Don't Be So Base

by George Peter

Most people, at one time or another, are called upon to be in charge of a program. It may be necessary to plan the logistics which include making arrangements for the public address system. We can land people on the moon and send satellites to explore the outer reaches of the solar system and beyond. What we can't seem to do very well is to provide and set up a decent public address system. Even if the system is fairly good, seldom is it adjusted for optimum performance.

The tendency is for people to turn up the base full clockwise and to de-

emphasize the treble. Most systems require that just the opposite be done for best voice communication. The next time you are responsible for, or can do anything about the P.A. system, adjust it so that voice sounds come through clear and crisp. If you crank up the base, you will have defeated the objective.

Leave the bases for the baseball diamond. Leadership involves good communication. You want the speaker to be heard, but more importantly, you want the speaker to be understood.

DECEMBER comes to Ithaca in November

by Geogre Peter

Yes DECEMBER comes to Ithaca this year in November. The exact dates are November 16 and 17 when the film, DECEMBER, written and produced by Gabe Torres will be shown at the ITHACA Theater. Director Torres grew up and went to school in the Southern Cayuga School district.

This is a real coup because the showing is a preview of the premiers which will be released in 25 major cities on Dec. 6, one day before the fiftieth anniversary of Pearl Harbor Day. The film is about what happens to a group of prep school boys as a result of the

attack on Pearl Harbor on Dec. 7, 1941. Scenes were shot at Wells College last winter. Several local people were used in the filming.

Proceeds go to the Southern Cayuga Scholarship Foundation and to the Morgan Opera House in Aurora. Tickets are \$5.00 for adults and \$3.00 for children. A matinee at 2:00 PM each day (Nov. 16 & 17) will be the only times to see the film.

Tickets may be purchased at the Ithaca Compact Disk Store, 220 the Commons, Ithaca, NY.

Cornell University Wellness Program

presents

Health Fair '91

Weds., November 20, 1991

9:00 - 3:00 pm

Alberding Field House

(across from Schoellkopf Stadium, CU Campus)

\$\$ A Wealth of Health \$\$

featuring exhibits, info. & demos:

Tompkins Community Hospital

Blood Cholesterol Screening (\$5 fee)
Body Fat Analysis (\$5 fee)
Knee, Hand & Wrist Exams
Lung Function Testing
(above services 10:30-1:30 pm only)
Breast Problem Screens & Skin Screens
(9-1 pm only)
Orthopedic Foot Exams (10-2 pm only)

American Heart Association

Blood Pressure Screening

Healthy Heart Program

Cholesterol Information

Gannett Health Center

Chemical Health Playhouse
Bike Safety
Sexual Health Display
Prevention of Low Back Injury

Tomp. Co Office for the Aging

Geriatric Services & Caregiver Info.

Groton Comm. Health Care Ctr.

Vision Screenings
Adult Day Care Info.

Local Exercise Opportunities:

Adirondack Mountain Club
Graduate Student Aerobics Program
Cayuga Trails Club
Finger Lakes Trail Conference
CU Wellness Program
CU Outdoor Education Program

American Cancer Society

Cancer Prevention

NY State Police

The "Seat-Belt Convincer"

GreenStar Co-op

Natural Foods Sampling

CU Dept. Nutritional Science

Nutritional Information

Health Department

WIC & PCAP Program
Immunization Program

Special Demonstrations

11:30-12:30 pm
12:00-12:30 pm
12:30-1:00 pm
12:00-1:00 pm

Aikido for stress management
Tia Chi Chan for stress management
African Dance Group
Open Aerobics Class
All are welcome to attend, Fun, Fantastic
LET'S GET PHYSICAL!

Free and Open to the Public!

For More Information Call:

255-5133

Prepare reagents; maintain lab.

Requirements: Associate's or equivalent in animal science or biological sciences. 1 yr. lab experience highly desirable. NYS Driver's license. Send cover letter and 2 resumes to Sam Weeks.

**Animal Health Technician GR20 (T9003)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91**

Provide technical support for the Community Practice Service within the Small Animal Clinic. Provide emergency care and routine care including medications, grooming, bathing, and cage cleaning when necessary. Maintain supplies and equipment. Educate clients while admitting patients, taking histories, discharging patients, and explaining techniques for outpatient treatment. Supervise animal health technician externs. Assist in paper work. Assist and train veterinary students.

Requirements: AAS degree in Vet Technology with AHT NYS licensure (or eligible). 1-2 yrs. experience in clinical environment. Work with small animals preferred. Send cover letter & 2 resumes to Sam Weeks.

**Lab Technician GR20 (T8409)
Veterinary Microbiology Baker Institute-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 9/26/91**

Assist in the molecular analysis of gene expression in the immune system of rodents. Prepare cDNA and cRNA probes, including: 1) growth and maintenance of bacteria with plasmids, 2) purification of plasmid DNA and enzymatic modifications of cDNA, 3) enzymatic labeling of nucleic acids. Assist in situ hybridizations for RNA detection, northern blots and electrophoresis of nucleic acids. Perform routine lab duties. Assist with lab animals.

Requirements: Bachelor's degree or equivalent in microbiology or biochemistry. 1-2 years lab experience in eukaryotic molecular biology including RNA preparation. Ability to prepare reagents, follow detailed written procedures and keep accurate records. Radioisotope use preferred. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T8316)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 9/19/91**

Provide technical assistance in a lab that conducts research on dog and horse reproduction. Collect and prepare blood; perform endocrine analysis including radioimmunoassay and enzyme immunoassay; prepare frozen tissue and stain by immunohistochemistry; perform tissue incubations; and maintain lab.

Requirements: BS in Science, preferably in biological sciences. 1-2 yrs. related experience. Must be able to perform quantitative chemical analysis. Previous experience with endocrine analysis by RIA and ELISA is highly desirable. Microcomputer skills: wordprocessing, database management, data analysis, graphics and biographic searches are very desirable. Must be willing to work with radioactive and potentially hazardous chemicals and tissue. Pre-exposure rabies vaccination and pre-employment physical required. Send cover letter and 2 resumes to Sam weeks.

**Technician GR21 (T9004)
Biotechnology Program-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 11/7/91**

Operate and assist in the operation of scientific instruments including a flow cytometer, spectrofluorometer, and confocal microscope in a research support facility. Duties include some computer work and general lab activities.

Requirements: B.S. or equivalent in physical or biological sciences. Minimum 2 yrs. lab experience involving use of instrumentation. Some programming experience desirable. Send cover letter and 2 resumes to Sam Weeks.

**Technician GR21 (T8803)
Center for Advanced Imaging Technology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 10/24/91**

Provide technical assistance in the daily operation and maintenance of the Center for Advanced Imaging Technology. Train and assist faculty, staff, students and visitors as needed. Teach and assist with: scanning and electron microscope diagnostic activities; general specimen preparation; chemical fixation; ultramicrotomy; critical point drying; metal coating techniques; immunoelectron microscopic and autoradiographic studies; operation of the microscopes and accessory instruments; and preparation and production of photographs and micrographs. Prepare reagents. Assist in maintaining lab accounts receivable and payable.

Requirements: BS or equivalent in biological or physical sciences with technical/vocational degree in electron microscopy. 1-2 yrs. relevant experience. Demonstrated ability and knowledge to use electron microscope and to produce high quality photographs. Send cover letter and resume to Sam Weeks.

**Computer Operator GR21 (T8703)
Dining Services-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 10/17/91**

Acquire a basic working knowledge of the various functions of the Dining units computer system. Assist the systems manager in systems related operations. Issue accurate and timely reports. Monitor and maintain equipment. Schedule repairs. Perform file saves and disk backups. Provide basic technical support to staff. Create spreadsheets. Audit system output for accuracy and make corrections when necessary. Maintain supplies.

Requirements: AAS degree or equivalent with related computer coursework. Minimum 6-12 months related experience. Basic computer operator skills supporting computer systems and equipment including mini/microcomputers, JCL, card readers, printers, modems, and telecommunication lines. Knowledge of DOS 3.3 (and higher), WordPerfect, Lotus and Foxbase+ preferable. Knowledge of IBM compatible PC hardware desirable. Strong communication and interpersonal skills. Send cover letter and two resumes to Sam Weeks.

**Research Aide GR22 (T8806)
Center for the Environment-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/24/91**

Assist in the conduct of research on the physiological ecology of algae and their link to global climate. Run experiments involving maintenance and monitoring of algal cultures; and analysis of sulphur compounds by gas chromatography. Evaluate results and plan experiments with supervisor. Some travel required.

Requirements: Bachelor's in chemistry or biology. Lab experience in analytical chemistry, algal physiology, biochemistry or microbiology. Statistics background and experience in use of spreadsheets and statistics packages on Mac helpful. Must be able to work competently and independently in a laboratory situation. Send cover ltr & 2 resumes to Sam Weeks.

**Technician GR22 (T8706,T8707,T8709)
Pharmacology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/17/91**

Provide technical support for research programs on the mechanisms of chemical (dioxin) toxicity/carcinogenesis. Perform experiments using established protocols for standard lab experiments involving radioligand binding assays, protein determinations, and gel electrophoresis. Modify procedures for different ligands, concentrations, time dependencies, or other variables. Maintain lab supplies, records, cultures and equipment.

Requirements: BS degree in biological sciences or equivalent. 2-4 years research experience including radioligand binding techniques. Good working knowledge of standard lab procedures and equipment: centrifuges, balances, microscopes, computers, pH meters, etc. Send cover ltr & resume to Sam Weeks.

**Technician GR22 (T8604)
Pharmacology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/10/91**

Conduct experiments and analyze results on biochemical research related to calcium channels. Contribute to

experimental design and the discussion of results. Calculate and analyze data using statistics and graphs. Perform radioligand binding, tracer flux, and enzyme assays. Maintain cell culture and perform tissue preparations. Prepare solutions. Keep records, maintain lab & order supplies. Supervise & train staff. **Requirements:** BS degree in biochemistry, neurobiology, or related field. 2-4 yrs. relevant lab experience. Familiarity with lab balance, pH meter, centrifuge, gamma and scintillation counter, spectrophotometer, light microscope and tissue culture equipment. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T8603)
Pharmacology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/10/91**

Perform experiments employing established molecular cloning protocols such as restriction enzyme digests, ligations, transformations, DNA mini-preps, agarose gel electrophoresis, etc. Perform DNA sequencing. Maintain supplies, equipment, bacterial cultures and radioactivity use records.

Requirements: BS degree in the biological sciences or equivalent. 2-4 years related experience, including molecular cloning. Working knowledge of standard lab procedures and use of general lab equipment: centrifuges, balances, pH meters, etc. Send cover letter and resume to Sam Weeks, Staffing Svcs, 160 Day Hall.

**Research Aide GR22 (T8905)
Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/31/91**

Assist in computer programming, data processing and analysis of a large hierarchical nutritional database. Assist and/or participate in research and literature review. Provide some office support with office activities including xeroxing, filing, or mailing.

Requirements: B.S. degree or equivalent. Course work in nutrition, computer science, and statistics preferred. Experience with the Cornell computing environment essential. Knowledge of IBM/CMS, SAS, SPSS-X, DBase, Lotus. Some experience with IBM/ DOS and Macintosh preferred. Send cover letter and 2 resumes to Sam Weeks.

Technical Temporary

Temporary Computer Electronics Technician (T8907)

**Human Ecology-Statutory
Hiring Rate: \$10.00
Posting Date: 10/31/91**

Provide technical hardware and software support to the College of Human Ecology. Assist with the installation of a large microcomputer network. Provide support for IBM and Mac hardware and compatible software. Provide data recovery services using utilities such as Norton and Mace. Install peripherals. Provide user assistance with large LAN. 5 month position.

Requirements: AAS degree or equivalent in computer electronics. Minimum of 2 yrs. related experience. Knowledge of IBM/compatible, Mac hardware and a variety of peripherals. Excellent interpersonal skills and service orientation required. Ability to solve problems. Knowledge of application software and experience with LAN helpful. Send cover letter and 2 resumes to Sam Weeks.

**Temporary Technician (T8708)
Clinical Pathology/Diagnostic Lab-Statutory
Hiring Rate: \$8.50
Posting Date: 10/17/91**

Perform diagnostic tests in hematology, cytology, urinalysis, coprology, chemistry and immunology. Operate, maintain and trouble shoot equipment. Prepare reagents. Use computer for specimen accession, data entry and information retrieval. Hours 3-11pm, some weekends and call rotation.

Requirements: AAS degree or equivalent in medical technology, BS and ASCP certification preferred. 1-2 yrs. current experience in all areas of lab testing. send cover letter and 2 resumes to Sam Weeks.

Technical Off-Campus

**Technician GR20 (T8704)
Equine Drug Testing, Saratoga NY-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91**

Provide technical support for a field drug testing lab at the Saratoga Raceway in Saratoga, NY. Extract and analyze blood and urine samples. Provide routine operation of gas-liquid chromatographs. Prepare thin layer plates.

Requirements: AAS degree or equivalent experience. 1-2 yrs. experience with thin layer chromatography and general lab procedures. Familiar with gas chromatography. Send cover letter & 2 resumes to Sam Weeks.

Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Micom), 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 GR16 (C9011)
Alumni Systems and Gift Services-Endowed
Minimum Biweekly Salary: \$511.68
Posting Date: 11/7/91**

Make biographic and information additions, changes and deletions to the CU alumni and friends Database, using an IBM 3270 terminal for an on-line operation.

Requirements: High School diploma or equivalent. Up to 1 yr. related experience. CRT experience preferred. Attention to detail. Good organization and interpersonal skills. Light typing. Regular CU employees send employee transfer application, cover letter & resume to Esther Smith, Staffing Services, EHP #2.

**Office Assistant GR17 (C9006)
Laboratory of Ornithology-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 11/7/91**

Under supervision, assist with the Laboratory's mail-order bookshop operations, stock and other outgoing U.S. and UPS mail processes.

Requirements: High School diploma or equivalent. Valid NYS driver's license required for post office deliveries. Familiar with US postal and other mailing operations, regulations, and processes essential. Ability to operate mailing machinery. Must be able to work quickly, accuracy required and often under time pressure. Must be able to lift about 50 lbs. Regular CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP #2.

**Accounts Assistant GR18 (C8905)
National Nanofabrication Facility-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 10/31/91**

To process and maintain department financial records, including purchasing, payable/receivable, and expense processing; accounts reconciliation; related record keeping and follow up; and providing complete and

timely information necessary for decision-making concerning department finances to other department administrative personnel. The incumbent works within established guidelines under the routine, daily supervision of the administrative manager. Mon-Fri 8:30-5pm **Requirements:** High School diploma or equivalent required. AS degree or experience in a related business or financial area preferred. 1-2 yrs. experience with Cornell's accounting procedures is required. Experience with computerized accounting and/or spreadsheet programs is required. Close attention to detail and the ability to see a project to completion, initiating follow-up when necessary, are essential. Ability to work as part of a team in a busy research-oriented environment is essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2.

**Public Affairs, Development-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 11/7/91**

Provide secretarial and administrative assistance to the Assistant Director for the Office of Planned Giving. **Requirements:** High School degree or equivalent. Some college coursework preferred. 1-2 yrs. work experience desirable. Knowledge of Macintosh desirable. Good typing skills required. Good organizational and interpersonal skills. Ability to work independently and handle multiple projects simultaneously. Good command of written and spoken English. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2.

**Office Systems Specialist GR19 (C9012)
JGSM-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 11/7/91**

Manage user services help desk for computing services. Responsible for tracking calls on several in-house computer systems, record-keeping, and basic troubleshooting. Provides central location for faculty, staff, and students to call with computing questions, whether that be application-specific, procedural or general. Some administrative duties.

Requirements: High School diploma or equivalent. Associate's degree preferred. Computer experience essential: VAX, DOX, or Macintosh. Experience with word processing required. Other computer package experience is a plus. Must have office and typing skills. Strong service orientation and good interpersonal skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

**Office Assistant GR19 (C8902)
Hotel Administration-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 10/31/91**

Provide secretarial, clerical and administrative support in the Registrar's office. Extensive contact with students, handle numerous inquiries and act as office receptionist. Data entry on student records.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2 yrs. related office experience. Excellent interpersonal skills. Knowledge of Macintosh required. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill plaza #2. Employees should include employee transfer application.

**Personnel Assistant GR20 (C9017)
OHR/Employee Benefits-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91**

Assist benefits specialist in administration of the endowed retirements program, and the university group life and AD&D plans. Primary responsibilities are in the area of administrative support & customer service. **Requirements:** Associates degree or equivalent required. 2-3 yrs. related experience. Excellent mathematical, customer service and communications skills. Familiarity with desktop computers, word processing and the Cornell payroll system desired. Requires independent work, self-motivation, and the ability to accommodate fluctuating workloads. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

**Copy Cataloger GR20 (C9008)
Catalog Department, Olin Library-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91**

Associates degree or equivalent. 2-3 yrs. previous library experience required, technical services experience preferred. Knowledge of at least one foreign language and familiarity with other foreign languages highly desirable. Strong interpersonal skills. Must be dependable and have the aptitude for detailed work. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C9015)
Cornell Tradition-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91**

Assist the directors and program staff with the day to day support of the Cornell Tradition Fellowship Program. Duties include office management, on-line system maintenance, secretarial support, supervision of student and temporary employees, maintenance of office budget, reconciliation of accounting statements. **Requirements:** Associates degree required and experience in a busy office. Must possess excellent communication (written and oral) skills. Responsibility for systems management. Experience with microcomputers. Ability to handle confidential information. Knowledge of accounting procedures. Ability to remain flexible in a high-volume environment and to anticipate peak demands for student services. Medium typing. Regular CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP #2.

**Administrative Aide GR20 (C9015)
Cornell Tradition-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91**

Assist the directors and program staff with the day to day support of the Cornell Tradition Fellowship Program. Duties include office management, on-line system maintenance, secretarial support, supervision of student and temporary employees, maintenance of office budget, reconciliation of accounting statements. **Requirements:** Associates degree required and experience in a busy office. Must possess excellent communication (written and oral) skills. Responsibility for systems management. Experience with microcomputers. Ability to handle confidential information. Knowledge of accounting procedures. Ability to remain flexible in a high-volume environment and to anticipate peak demands for student services. Medium typing. Regular CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP #2.

**Secretary GR20 (C9007)
Lab of Nuclear Studies-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91**

Act as receptionist; answer phones; operate paging system; make travel arrangements; schedule meetings; type technical papers using MASS-11 and MicroSoft Word; type purchase orders; distribute mail. **Requirements:** Minimum 2 yrs. responsible secretarial experience. Excellent organizational, interpersonal and communication (written and oral) skills. Must be able to work under pressure and handle continual interruptions. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C9013)
Law-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91**

Maintain master room calendar and coordinate room usage for courses and events at Law School. Editor and producer of weekly newsletter; record academic student minutes, committee minutes, administration of academic prizes and awards; provide administrative support to the Registrar and Dean of Students.

Requirements: Associate's degree with 2-3 yrs. of related office experience. Excellent interpersonal, communication, and organizational skills. Knowledge of data base management. Extremely high level of confidentiality required. Excellent judgment. Ability to work independently, under pressure, and meet deadlines. Excellent WordPerfect skills. Attentiveness to detail a must. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2.

**Administrative Aide GR20 (C8417)
Council of the Creative and Performing Arts and AAP Deans Office-Endowed
Minimum Biweekly Salary: \$90.45
Posting Date: 10/31/91**

Provide administrative assistance equally distributed in two office: 1) Council for the Creative and Performing Arts-assist to expedite arts programs, handle inquiries, schedule meetings, gather information for arts project proposals, assist with publication of EVENTS in the arts and humanities, maintain budget and grant accounts. 2) AAP Dean's Office-Assist with college accounting and administration, including preparation of journal vouchers and scholarship awards. Continuing 11 month appointment from August-June.

Requirements: Associate's degree or equivalent in office experience. Ability to work independently, manage multiple tasks with strong organizational and communication skills. Experience on the Macintosh with Knowledge of Microsoft Word, Excel, and Pagemaker needed. Familiarity with Cornell accounting procedures and knowledge of arts and humanities departments and programs at Cornell helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C8903)
University Development-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/31/91**

Provide administrative assistance to the Office of Foundation Relations. Coordinate flow and oversee completion of work within the office; i.e. prepare reports, arrange meetings, compile data, maintain computer database information, and assist in special projects.

Requirements: Associate's degree or equivalent. Excellent communication (oral and written) skills. 2-3 yrs. experience in providing high level executive support. Good organizational skills. Experience with Macintosh computer. Medium typing. Send cover letter and resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C8906)
Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/31/91**

Provide administrative and secretarial support for the Division of Nutritional Sciences Extension nutrition education efforts, including the Expanded Food and Nutrition Education Program (EFNEP). Currently this includes 3 professionals (1 professor and 2 Extension Associates). The professional staff work with Cooperative Extension professionals and paraprofessionals in NY's 57 counties, NYC, and the Cornell community. Specific duties include responding to inquiries, preparing correspondence, maintaining file system, arrange meetings and conferences, maintain accounts.

Requirements: AAS or equivalent required. 2-3 yrs. related work experience. Excellent organizational and interpersonal skills; proficiency w/current version of WordPerfect and basic desktop publishing techniques and appropriate electronic mail systems; familiarity w/ food and nutrition subject matter. Cornell Cooperative Extension including EFNEP highly desirable; flexible; able to work under pressure, set priorities, work independently and use sound judgement. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2.

**Personnel Assistant GR20 (C8809)
Cornell Cooperative Extension-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/24/91**

Provide administrative and clerical assistance for 2 Personnel Associates in maintenance, analysis, and review of federal retirement, federal employees group life insurance, workers compensation, and unemployment insurance accounts for Cornell Cooperative Extension statewide (1400+employees).

Requirements: Associates degree in Accounting/Business/Personnel or equivalent. Minimum 2 yrs. related experience. Attention to detail, public contact, judgment and accuracy. Computer familiarity, word processing, and spreadsheets (WordPerfect, Lotus/or Quattro). Good with numbers, familiarity with accounting procedures. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP #2.

**Administrative Aide GR20 (C8703)
JGSM-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91**

Coordinate and perform a broad set of accounting and administrative duties for the Director of Business Operations and the Business Manager and approximately 60 faculty members. This position combines two posts and the individual hired will need to work independently under the general supervision of the Business Manager in establishing priorities and overseeing the facilities, while working closely with Accounts Coordinator and others.

Requirements: Associates degree in Secretarial Science. Minimum of 3 yrs. of general office and accounting experience preferred. Macintosh experience necessary. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

**Administrative Aide GR21 (C9014)
Dean of Students Office-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 11/7/91**

To provide administrative support for Assistant Dean, Director of Parents Program.

Requirements: Associates degree or equivalent, additional college coursework preferred. At least 2-3 yrs. of administrative experience. Experience with Pagemaker highly preferred. Strong organizational and communication skills necessary. Ability to perform under pressure, prioritize work and respond with sensitivity to the diverse cultural experience of Cornell students and their parents. Cornell experience preferred. Medium typing. Regular CU employees send employee transfer application, cover letter, and resume to Esther Smith, Staffing Services, EHP #2.

**Research Aide GR22 (C8615)
Human Resources-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 10/10/91**

Act as primary source for survey requests. Assist Senior Compensation Specialist with survey data; gather survey data for internal and external requests, prepare reports. Provide data analysis and research aide support for the compensation unit of the Office of Human Resources.

Requirements: Associates degree or equivalent. Bachelor's degree or equivalent preferred. Some related experience and ability to use computer, e.g., IBM/Macintosh with a good working knowledge of spreadsheets. Strong organizational and analytical skills. Knowledge of statistical packages preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Professional Part-Time

**Receptionist/Office Assistant GR16 (C9005)
Johnson Museum-Endowed
Minimum Full-time equivalent: \$511.68
Posting Date: 11/7/91**

Operate museum reception desk in lobby. Provide information to visitors; sell cards, catalogues, and posters; answer telephone; take accurate messages for staff members; relay accurate information to weekend supervisor; provide security of museum lobby; and be available to work special events during evening hours and for substituting for weekday receptionists. Saturday and Sunday, 9:45a.m.-5:15p.m., some evenings plus weekday substitution.

Requirements: High School diploma or equivalent. Up to 1 yr. related experience necessary. Interest and involvement in art or related areas preferred, as well as familiarity with the Ithaca area community. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

**Secretary GR18 (C8706)
Physics-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 10/17/91**

Provide administrative and secretarial assistance to academic administrator and staff of autotutorial physics course with enrollment of approximately 400 students a semester and 50 students during summer. Monday-Friday 4hrs/day.

Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum 1 yr related office/secretarial experience. Strong interpersonal and organizational skills. Familiarity with academic environment helpful. Send cover letter and resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include employee transfer application.

Accounts Assistant GR18 (C8715)
Floriculture and Ornamental Horticulture-Statutory
Minimum Full-time Equivalent : \$529.35
Posting Date: 10/17/91
Provide accounting and budgeting support to Accounts Coordinator and Administrative Manager. Process all department, payables and receivables. Prepare standard vouchers, requisitions, L-orders, interdepartmentals, receivable invoices, reimbursements and deposits. Manage internal billing services. Manage CU Stores vouchers and receipts. Monitor transaction statements. Maintain accounting files. 20hrs./week
Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience; Cornell accounting desirable. Personal computer skills and previous work with computerized accounting systems helpful. Excellent organizational, interpersonal and communication skills. Ability to interact with wide variety of personalities. Attention to detail. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Building Coordinator GR19 (C8605)
Human Ecology Administration-Statutory
Minimum Full-time equivalent: \$566.28
Posting Date: 11/7/91
Has the responsibility to identify routine and emergency building and utility problems. Responsibility for notifying departments of utility shutdowns. Assists Project Coordinator as needed. Serve as backup person for mailroom and building security. Monday-Friday a.m. or p.m.
Requirements: High School diploma or equivalent. Trade school or 2-3 yrs. of experience in construction or facilities related area to identify problems of that nature. Ability to read blueprints and specifications. Familiarity with building system terminology, construction operations, and Cornell M&SO operations and procedures desirable. Familiarity with Macintosh computers preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR19 (C8717)
Agricultural Economics- Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 10/17/91
Support/maintain FarmNet office mechanics. Provide support to individuals using the 800# information, referral, consulting system for NYS farm families. Days/Hours negotiable. Until 3/31/92.
Requirements: High School diploma or equivalent required. College coursework desirable and preferred. 1-2 yrs related experience in office operation. Strong listening and interpersonal skills. Self directed. Familiar with farming and farm families desirable. Familiar with Cornell Cooperative Extension. Send cover letter and resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include employee transfer application.

Historical Core Literature Project Assistant GR19 (C8510)
Albert R. Mann Library - Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 10/3/91
Assist in the compilation of subject bibliography of historic materials to be used for preservation purposes. Duties include bibliographic searching of computer databases, use of database management software, editing and verifying of bibliographic information, data entry and maintaining statistics and records of project. Additional duties in library bindery. Regular, part-time position until 12/31/92.
Requirements: AAS degree or equivalent required; additional coursework preferred. Computer experience including word processing ability required, 1-2 years experience searching bibliographic databases, including NOTIS and RLIN highly desirable. Experience with database management software (particularly Procite) desirable. Ability to be self-directed, to meet deadlines, and attention to detail are essential. Send cover letter, resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application.

Administrative Aide GR20 (C9001)
Associate Vice President for Human Relations-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 11/7/91
Provide administrative support for Assistant to AVP for working family programs. Word process correspondence; coordinate mailing; answer telephones; keep calendar; arrange travel; other projects as assigned. Monday-Friday, 25hrs/week.
Requirements: Associates degree or equivalent; IBM PC WordPerfect (5.1); Cornell endowed bookkeeping and Cornell travel procedures a plus. 2-3 yrs. related experience. Familiar with Cornell preferred. Good communication, organizational and interpersonal skills. Able to maintain confidentiality. Good attention to detail and ability to work independently. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Accounts Assistant GR20 (C9004)
Biochemistry, Molecular and Cell Biology-Endowed
Minimum Full-time equivalent: \$590.45
Posting Date: 11/7/91
Perform accounting, budget, and administrative services for a large research and teaching facility. Monday-Friday, 25 hrs/week.
Requirements: A.A.S. degree in Accounting or equivalent and at least 3 yrs. experience in accounting. Some Cornell accounting experience preferred. Since the section is both State and Endowed, experience with either system is preferred to no Cornell experience at all. Familiarity with Federal Grants and Contracts a plus. Light typing. Regular CU employees send employee transfer application, cover letter, resume to Esther Smith, Staffing Services, EHP #2.

Senior Night Supervisor GR20 (C8614)
Physical Sciences Library-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/10/91
Responsible for the security, maintenance, and provision of all services of the library during evening and/or weekend hours usually without the presence of any library staff except students. Responsible for the provision of the Table of Contents and photocopy services. Use both general guidelines and specific procedures for guidance as supervisor is usually unavailable for consultation. 24 yrs./week: Monday-Thursday 6-12 Midnight.
Requirements: Associates degree with course work in Physical Sciences desirable. 2-3 yrs. related experience. Must be able to work effectively in a challenging environment with constant interruptions. Demonstrated ability to communicate effectively with the public. Familiarity with computers required. Library experience desirable. Must be able to push loaded book trucks and occasionally lift boxes up to 100 lbs. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Research Aide GR20 (C8413)
Classics-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 9/26/91
Responsible for operating Kurzweil optical scanner which converts printed texts into computer files for the CCCGI (1/2 time), and correcting tests of Greek inscriptions from publications converted into computer-readable form by the Kurzweil Optical scanner for inclusion in a database on the Ibycus computer system (1/2 time). Flexible Hours.
Requirements: BA in classics, humanities, history or related field preferred. 1-2 yrs related experience. Proficiency in Ancient Greek, some knowledge of Latin, familiarity with word processing. Send cover letter and resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include employee transfer application.

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.

Extension Support Specialist (S9003)
Cooperative Extension-Human Ecology
Assist with the development and organization of a program evaluation handbook and with the assessment of the statewide program committee structure. Responsibilities include: Reviewing materials, writing drafts, developing case studies, gather and compiling information. Researching and analyzing format. Arrange meetings, draft interview guides, arranging and conducting interviews, summarize findings, and draft summary report of results and recommendations.
Qualifications required: Knowledge and understanding of and practical and practical experience with program evaluation and evaluative research processes, basic word processing skills, strong interpersonal, strong interpersonal skills. Direct experience in conducting individual and group interviews is desirable. Experience with informal education processes and programs is very helpful. Send cover letter and resume to Karen Raponi, Staffing Services, EHP #2.

Programming Coordinator (S8801)
Residence Life
Hourly Rate: \$6.25
Posting Date: 10/24/91
The programming Coordinator will work with the graduate and family residence staff to provide a well balanced programming effort to students and families living in graduate and family housing. Interest and/or experience working with families and/or graduate students preferred. Casual appointment, 19 hours per week, until 6/1/92. Mostly daytime hours with some weekend days likely. Send cover letter and resume to Karen Raponi, Staffing Services, East HILL Plaza #2.

Paraprofessional Part-Time

Send Application materials for the following positions to Cynthia Smithbower, 160 Day Hall.

Physical Therapist Assistant GR20 (B9003)
University Health Services-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 11/7/91
Carry out treatments as directed and supervised by the departments Physical Therapists.
Requirements: AS degree in Physical Therapy Assistantship or equivalent. Athletic training preferred. Experience in orthopedic/sports medicine setting desirable. 2-3 yrs. experience in related setting without advanced degree considered. Send cover letter and resume to Cynthia Smithbower.

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.

Food Service Worker SO02 (G9001)
Dining-Endowed, Regular Full-time, 40 hrs weekly
Hiring Rate: \$6.55
Posting Date: 11/7/91
Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change.
Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP #2.

Custodian SO02 (G8904)
University Health Services-Endowed
Hiring Rate: \$6.55
Posting Date: 11/7/91
Provide general custodial care of buildings and grounds in assigned area. Monday-Friday 39 hrs./week, 5:00am to 1:00pm.
Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder. Daily contact with students. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP #2.

Vehicle Mechanic SO09 (G8901)
Grounds-Endowed
Hiring Rate: \$9.17
Posting Date: 10/31/91
Perform skilled mechanical repairs and maintenance management techniques to maintain a variety of commercial lawn maintenance, snow removal and construction equipment with emphasis on small engine

repair. Make frequent road calls, manage shop including inventory, safety, cleanliness and accurate records.
Requirements: High School diploma or equivalent with additional coursework desirable. Must maintain a valid NYS drivers license. Minimum of 5 yrs. experience in automotive, truck (2 and 4 wheel drive) tractors, snowplows, and lawn maintenance equipment repairs. Send cover letter and resume to Esther Smith, Social Services, EHP #2. Employees should include an employment transfer application.

General Service Temporary

Temporary Shop Mechanic (S8204)
Grounds
Posting Date: 10/3/91
Perform skilled mechanical repairs and maintenance management techniques to maintain a variety of commercial lawn maintenance, snow removal, and construction equipment with emphasis on small engine repairs. Make frequent road calls and repair equipment on site. Manage shop facility to include keeping inventory of tools and supplies, shop safety & cleanliness, and accurate records on equipment & materials.
Requirements: High school diploma or equivalent required with associates degree or additional technical training school coursework desirable. Minimum of five years experience in automotive, truck (2 and 4 wheel drive), tractors, snowplows, and lawn maintenance equipment repairs including: repair of 2-cycle/4-cycle gasoline engines, and diesel engines. Must have and maintain a valid NYS driver's license, with a class 1 or 3 desirable. Send cover letter and resume to Karen Raponi, Staffing Svcs, Department S8304, EHP #2.

General Service

Send Application materials for the following positions to Cynthia Smithbower, 160 Day Hall.

Laboratory Assistant SO03 (B9002)
Veterinary Pathology-Statutory
Hiring Rate: \$6.83
Posting Date: 11/7/91
Maintain cleanliness of laboratories, prepare various solutions and media, to wash glassware, dispose of laboratory waste materials, order laboratory materials, maintain all aspects of cleaning area.
Requirements: High School diploma or equivalent. Some laboratory experience desired; training to be done by laboratory staff as needed. Must be able to work well with different laboratory supervisors and follow directions as needed. Send cover letter and resume to Cynthia Smithbower.

Dairy Worker SO04 (B9001)
Clinical Sciences-Statutory
Hiring Rate: \$7.17
Posting Date: 11/7/91
Duties include milking cows, cleaning and maintaining milking equipment, feeding and caring for large animals, washing and disinfecting stalls and walls, unloading trucks hauling hay/straw/wood shavings and supplies and transporting live and dead animals. Other duties may be assigned by the supervisor. 39 hrs., Friday-Tuesday, some holidays.
Requirements: HS diploma or equivalent required. Basic reading and writing skills are a necessity. Experience working around and handling large animals is essential. Milking experience is required. NYS Driver's license. Pre-employment physical required. Send cover letter and resume to Cynthia Smithbower.

Academic

Molecular Virologist
Microbiology, Immunology and Parasitology
Posting Date: 11/7/91
Assistant Professor of Virology- tenure track position. Appointment at a higher level may be possible for an exceptional candidate. The successful applicant will teach a course in Pathogenic Virology and Mycology to veterinary students and graduate students and will be provided with resources to initiate anindependent research program.
Requirements: Applicants must have a PhD and demonstrated evidence of research productivity. Preference will be given to candidates who also have a DVM. Applications including a curriculum vitae, outline of research interests and the names of three referees should be sent to Dr. Roger J. Avery; Department of Microbiology, Immunology and Parasitology; College of Veterinary Medicine, 615 Veterinary Research Tower; Cornell University; Ithaca, NY 14853-6401. Screening of candidates will begin immediately and will continue until the position is filled.

PA#38 Extension Specialist-Sea Grant/Great Lakes Environmental Quality (One-Year appointment) Location: Erie County, East Aurora, NY
Posting Date: 11/7/91
Implement and evaluate an Extension education program pertaining to the quality of Great Lakes coastal environments. Conduct educational activities that 1) enhance governmental, media, special interest, user group and general public awareness and understanding of coastal environments and associated problems; 2) assist such audiences in developing, implementing, or supporting activities that seek to remediate such problems; and 3) aid existing Cornell Cooperative Extension programs related to coastal resources and conservation in addressing environmental programs and issues. Minimum qualifications: Master's degree in environmental science, aquatic science, or coastal/natural resource management. 1-2 yrs. experience in environmental resource management, education or communications. Experience with public outreach efforts and familiarity with New York's Great Lakes desirable. Salary: \$21,400, commensurate with qualifications. Apply by November 21, 1991. Send letter of intent, resume and transcripts to: 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

Assistant Professor
Horticultural Sciences, NYS Agricultural Experiment Station
Hudson Valley Laboratory, Highland, NY
Posting Date: 10/31/91
Research 60% A research program directed at solving production problems faced by the New York State tree fruit industry will be established. Potential areas of specialization are:
1) Control of fruit set and tree growth
2) Influence of climatic and edaphic factors on perfor-

mance of rootstock/interstem/scion combinations
3) Influence of pest and/or environmental stress on fruit-tree performance in a multi-disciplinary effort to advance the goals of IPM
In addition, this position will cooperate with other Cornell University faculty on research projects conducted in eastern New York.
Extension 40% A tree fruit extension program will be developed and carried out to serve the eastern New York industry in particular and NY State in general. Position Available: April 1, 1992, or as negotiated. Application: Send resume and the names of 3 references by December 1, 1991 to: Dr. Hugh C. Price, Department of Horticultural Sciences, New York State Agricultural Experiment Station, Cornell University, Geneva, NY 14456.

Assistant Professor
English
Start Date: July, 1992
Posting Date: 10/31/91
The Asian American Studies Program and the Department of English invite application and nominations for a tenure-track assistant professorship in English. A primary commitment of teaching, publishing and directing research on Asian American literary and cultural topics is required, but candidates with interests in theory and in other Anglophone literatures are welcome. Ph.D. should be in hand or close to completion. Please send letter of application, vita and dossier by 15 November 1991 to Fredric Bogel, Acting Chair, 250 Goldwin Smith Hall.

Assistant Professor
English
Start Date: July, 1992
Posting Date: 10/31/91
The Hispanic American Studies Program and the Department of English invite applications and nominations for a tenure-track assistant professorship in English. A primary commitment to teaching, publishing, and directing research on Hispanic American literary and cultural topics is required, but candidates with interests in theory and in other Anglophone literatures are welcome. Ph.D. Should be in hand or close to completion. Please send letter of application, vita and dossier by 15 November 1991 to Professor Jose Piedra and Professor Fredric Bogel, 250 Goldwin Smith Hall.

Assistant, Associate, or Full Professor
English
Start Date: July, 1992
Posting Date: 10/31/91
One tenured or tenure-track position in African-American literature. Send letter of application, vita and dossier to Fredric Bogel, acting Chair, 250 Goldwin Smith Hall, by 15 November, 1991.

Rank Open, Agricultural and Biological Engineering Tenure Track, 12 Month Position
Start Date: August 1, 1992, or as negotiated
Agricultural and Biological Engineering, College of Agriculture and Life Sciences, Cornell University, Ithaca, NY 14853-5701
Posting Date: 10/31/91
50% teaching and 50% research responsibility in the area of machine systems engineering. Major teaching responsibility will be centered around the development and teaching of a senior level capstone engineering design course, which would include introduction to higher-level computer analysis tools, and oversight of technology courses in the machine systems area. Major research responsibility will center on advanced machine system applications for agricultural and biological engineering production and processing systems, including expert systems, robotics, imaging, sensor technology, safety engineering, and biomechanical systems.
Requirements: A Ph.D. in agricultural engineering or closely related engineering discipline is required. Appointment as Associate Professor or Professor requires appropriate experience at a similar educational institution or a related industrial organization. Evidence of education and ability related to integration of biological systems with machine systems, including robotics, is expected. Evidence of strong interpersonal skills and program organizational ability is very important. Strong analytical and leadership skills in research and teaching are required. Applicants are to submit a letter of application, vita, transcripts and names of three references to: Ronald B. Furry, Chair, Department of Agricultural and Biological Engineering, 104 Riley-Robb Hall, Cornell University, Ithaca, NY 14853-5701 by February 1, 1992.

Assistant Professor of Bacteriology-tenure track position. Appointment at a higher level may be possible for an exceptional candidate.
Cornell University, College of Veterinary Medicine, Department of Microbiology, Immunology and Parasitology.
Posting Date: 10/31/91
Applicants must have a Ph.D. and demonstrated evidence of research productivity. Preference will be given to candidates who also have a DVM. The successful applicant will teach a course in Bacteriology and Mycology to veterinary students and will be provided with resources to initiate and independent research program focusing on bacterial diseases of animals. Research in infectious diseases continues to be a prominent feature of work preformed in several Departments at the College of Veterinary Medicine. To apply, send cover letter and names and addresses of 3 references to Dr. Roger Avery, Department of Microbiology, Immunology and Parasitology, College of Veterinary Medicine, 14853-6401.

1991-92 Holiday Schedule

For your information, below is a schedule of the official university holidays for 1991-92:

Holiday	Day(s) of Observance
Thanksgiving	Thurs, Nov. 28, 1991 Fri, Nov. 29, 1991
Winter Holiday	Wed, Dec. 25, 1991 Thurs, Dec. 26, 1991 Fri, Dec. 27, 1991 Mon, Dec. 30, 1991 Tues, Dec. 31, 1991 Wed, Jan. 1, 1992

CORNELL
Employment News

EDITOR: Nancy Doolittle

PAGE LAYOUT: Cheryl Seland
PHOTOGRAPHY: University Photography, Susan Boedicker

Published weekly except for one week each in January and November and two weeks in December by the Office of Human Resources, Cornell University, 14853. Distributed free and available to staff and faculty at locations around the campus.
Mail subscriptions available US delivery third class mail at: \$12.00 for 3 months; \$24.00 for 6 months; or \$48.00 for 12 months. Make checks payable to: Staffing Services Subscription, 160 Day Hall, Cornell University, Ithaca, NY 14853.
It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, or handicap. The university is committed to the maintenance of affirmative-action programs that will assure the continuation of such equality of opportunity. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's Title IX coordinator (coordinator of women's services) at the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801 (Telephone: 607-255-3976).
Cornell University is committed to assisting those persons with disabilities who have special needs. A brochure describing services for persons with disabilities may be obtained by writing to the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801. Other questions or requests for special assistance may also be directed to that office.