Cornell
CHRONICLE

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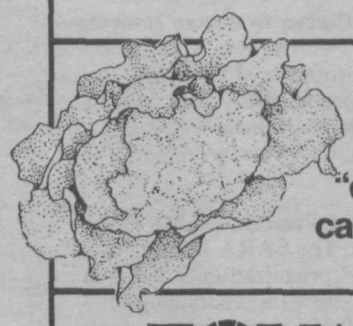
The poet John Milton radical to the end



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Genetic "cocktail" cauliflower

EQUAL
Opportunity at Cornell
A 4-page supplement inside

Professors join White House stock market investigation

Claude Levet

Steve Carvell, left, and Avner Arbel study stock printouts in Arbel's book-lined office, which provides more elbow room than the broom closet in which they file market movements into their computer system.

Professors Avner Arbel and Steven A. Carvell have been asked to serve as consultants to the White House committee set up by President Reagan to investigate stock market operations following the Oct. 19 Wall Street crash.

The President's Task Force on Market Mechanisms will use Arbel's and Carvell's expertise in studying factors that led to Black Monday and in making recommendations for possible reforms in the securities industry.

Arbel, a professor of finance, and Carvell, an assistant professor of financial management, both in the School of Hotel Administration, maintain a large data base on the financial performance of U.S. companies, which they update daily or weekly as market conditions demand.

The presidential task force telephoned the two professors in early November after they completed an extensive study of the characteristics of the market crash.

Market worsened in November

Their analysis of the performance of 5,000 stocks since the Oct. 19 Wall Street plunge indicates that the market as a whole was in worse shape on Nov. 19 than on Black Monday and had not recovered as much as the Dow Jones Industrial Average.

A key finding is that the price of the average stock is currently much below its crash level. Alarming similarities with 1929 also are apparent, they said.

The two professors said that a broad-based index of 5,000 equally weighted stocks continued to fall after Black Monday and remained significantly below Oct. 19 prices in mid-November.

Less optimistic than Dow Jones index

While the Dow Jones averages of 30 industrials recovered more than 12 percent during the same period, the larger index analyzed daily by Arbel and Carvell since Oct. 19 remained about 10 percent below Oct. 19 price levels and several points under the comparable period in 1929.

"Our study shows some market similarity of price behavior with the 1929 crash and is not as optimistic as the Dow Jones index indicates," Arbel said. "Our research suggests both an alarming signal and a great opportunity. Alarming because the 5,000 stocks in the index include thousands of the country's small and medium-sized companies, which are the backbone of the economy and in the past have been leaders in economic growth. The Dow Jones covers only about 2 percent of all stocks and is limited to larger, established companies which today are not necessarily the leaders in business development.

"At the same time, the findings may suggest a great opportunity because there could be real bargains among the large number of depressed shares if the market climbs."

Since October's Wall Street crash, their research has been reported in long articles in The Wall Street Journal, The New York Times, Forbes magazine and other publications.

— Albert E. Kaff

University to oppose naming Cornell Heights historic district

A firm of nationally recognized architectural historians and landscape architects has found no merit in a proposal to make Cornell Heights a historic district and has recommended the university formally oppose it.

Cornell will follow this strong recommendation at a hearing on Friday in Albany, according to John F. Burness, vice president for university relations.

A report presented to Cornell's Office of University Relations by the firm, Clarke & Rapuano Inc., said that most of the 166 buildings in the proposed historic district are of "indifferent value" or "positively do not distinguish themselves among innumerable similar suburban buildings of recent origin throughout the country."

The proposed district lies north of Fall Creek Gorge and west of the North Campus — partly in the City of Ithaca and partly in the Village of Cayuga Heights. The city's Department of Planning and Development would like it to be listed in state and national registers of historic sites. All parties agree that such a listing could lead to similar designation by the city, which then would restrict how owners could use or alter their property.

The 23-page report — supplemented with 12 appendices and 68 pages of photographs — said Cornell Heights' historical integrity "is presently non-existent," that it never had an overall landscape design, and that landscapes and gardens of individual properties are "rarely complementary to the building they serve."

The report concluded:

"The attempt to arrest the life and development of a large area by mummifying it into a historic district, particularly adjacent to a dynamic university, can be justified only if the objects of historic conservation are of significant and irreplaceable historic value. We find that such is not the case in this instance."

On June 26, the City of Ithaca submitted

Continued on page 8

Graduate student begins study of giant Himalayan honey bees

A Cornell graduate student has launched the first research by a Western scientist to study the largest known honey bee in the world, an isolated species in Nepal. His 15-month study could help open the way for using these bees more effectively as a pollinator of agricultural crops.

The tough, mountain-dwelling *Apis laboriosa* are about three quarters of an inch long, or twice the size of their American cousins *Apis mellifera*. They live in the foothills of the Himalayas in Bhutan, Nepal, China and India, but scientists know little about them.

To find out more about the lifestyle of this unique bee, Benjamin A. Underwood will climb cliffs in the rugged alpine regions of Nepal, where colonies of up to 60,000 bees build nests as large as 4 or 5 feet across and 2 or 3 feet high underneath rock overhangs in areas 4,000 to 12,000 feet above sea level.

The National Geographic Society is supporting the study with a $25,620 grant. Underwood is a doctoral candidate in entomology, and Roger A. Morse, chairman of the Department of Entomology in the College of Agriculture and Life Sciences, is his adviser.

Underwood left for Nepal in late November to begin his study. Because this particular bee dwells only atop cliffs at high altitudes, Cornell's rock-climbing expert Dan Tillemans, director of the university's Outdoor Education Program, accompanied him.

Tillemans came to Cornell three years ago from a faculty position at the National Outdoor Leadership School in Lander, Wyo., the leading such skills training institution in the country. His degree in outdoor leadership and natural history is from Prescott College, Arizona, where his thesis pro-

Continued on page 7

Claude Levet

Benjamin Underwood, left, a graduate student in entomology, and Dan Tillemans, director of the Outdoor Education Program, practice rock climbing at Buttermilk Falls State Park shortly before embarking on a 15-month study of an Asian honey bee.

Briefs

■ **Rev. Charles Curran to discuss contemporary ethics on TV**: The Rev. Charles E. Curran, visiting professor of Catholic studies, will discuss contemporary ethics during a one-hour television show to be broadcast at 9:30 p.m. on Dec. 10 on WICB-TV, cable channel 13.

■ **Hotel school scholarships established for Swedish students**: The SARA Group, an international hotel organization founded in Sweden, has established a scholarship fund and donated $100,000 to the development program at the School of Hotel Administration. SARA has made an initial contribution of $50,000 to the scholarship fund for Swedish students to study the hospitality industry at Cornell.

"The donation has two objectives," said Anders Gustrin, chief executive officer of the group which operates hotels in Sweden, Norway, Denmark, the United States and China. "First, to honor the memory of Ingemar Hellstrom, former chief executive officer and founder of the present-day SARA Corp., and second to help build the Professor Vance A. Christian Beverage Center within the School of Hotel Administration."

■ **Robert Burch heads development and public affairs at The New York Hospital-Cornell Medical Center**: Robert A. Burch, a top executive with Save The Children Federation Inc. since 1977, has assumed the newly established position of executive director of development and public affairs at the New York Hospital-Cornell Medical Center. Burch, 54, who took over his duties on Nov. 1, also holds the positions of vice president for development and public affairs at the New York Hospital and vice provost for development and public affairs at Cornell University Medical College.

■ **Full credit courses offered during Winter Session**: Undergraduate courses of up to four credit hours in English, biology, art, government and business will be offered during Winter Session from Jan. 4 through Jan. 20. Other courses may also be taken on an independent or tutorial basis. For more details and to register, contact the Division of Summer Session, Extramural Study and Related Programs at B12 Ives Hall, weekdays from 8:30 a.m. to 4 p.m. The phone number is 255-4987.

■ **Childrens' program on Korean New Year's celebration**: A free program for children age 7, 8 and 9 covering folk rituals, crafts, music and dance involved in the Korean New Year's celebration is scheduled from 1 to 3 p.m. on Dec. 19 at the Herbert F. Johnson Museum of Art. To register for the program, "Small Treasures from the Land of the Morning Calm," call the Education Department of the Johnson Museum at 255-6464 by Dec. 11.

Cornell
CHRONICLE

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It is the policy of Cornell University to support actively 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, age, or handicap. The university is committed to the maintenance of affirmative action programs that will assure the continuation of such equality of opportunity.

Seeber to head ILR Extension

Ronald L. Seeber, associate professor in the School of Industrial and Labor Relations, has been appointed director of the school's Division of Extension and Public Service and associate dean of the school.

Dean Robert E. Doherty announced Seeber's appointment, which was effective Nov. 11.

Seeber succeeds Lois Gray, who served in both positions for the past 12 years. Gray continues to serve on the faculty. Based in the school's extension office in New York City, she specializes in labor economics and collective bargaining.

Seeber, who received his Ph.D. in 1981 in labor and industrial relations from the University of Illinois, specializes in collective bargaining in the private sector and contemporary labor movements.

He came to Cornell as an assistant professor of collective bargaining in 1980, and from 1985 to his new appointment served as associate director of the Division of Extension and Public Service. He became an associate professor of extension earlier this year.

The Industrial and Labor Relations Extension Division comprises seven offices in major New York State metropolitan areas. The division employs about 75 professionals who deliver labor-management educational services to more than 35,000 practitioners annually.

— Albert E. Kaff

Ronald L. Seeber Doug Hicks

Obituaries

Arthur H. Dean

A memorial service was scheduled today in Cold Spring Harbor, Long Island, for Arthur H. Dean, who was a dominant force on the university's Board of Trustees for nearly 30 years following World War II and, for many, a man who epitomized the intellectual and pragmatic traditions of Cornell.

He died Nov. 30 of pneumonia at the Community Hospital of Glen Cove near his home in Oyster Bay. He was 89.

Dean was a 1921 graduate of the Arts College and a 1923 graduate of the Cornell Law School. He was the senior partner in the New York law firm of Sullivan & Cromwell. He served four U.S. presidents and gained international prominence in the 1950s and 1960s as a diplomat for the United States and the United Nations in the Korean war peace negotiations with the Chinese and in disarmament and nuclear test ban negotiations with the Russians. He was chairman of the Executive Committee of Cornell's Board of Trustees from 1948 to 1959 and chairman of that board from 1959 to 1968.

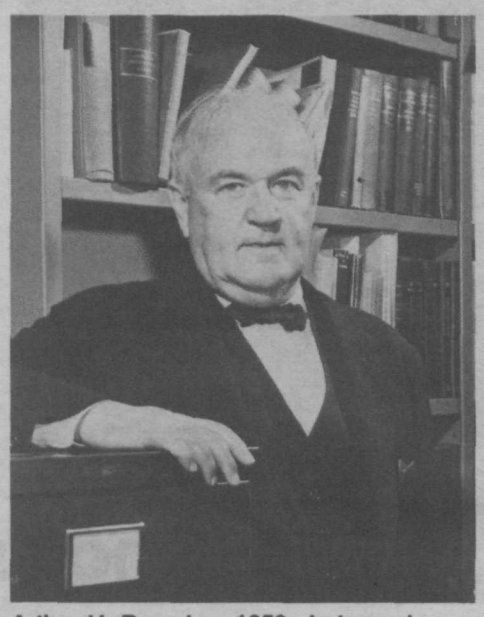
President Frank H.T. Rhodes said, "Arthur Dean was a devoted public servant and a loyal Cornellian. He served with distinction as chairman of the Board of Trustees during a crucial period in the university's development. Cornell has lost a wise counselor and a dear friend."

President Emeritus Dale R. Corson called Dean "a major figure in the history of Cornell and added, "I will always think of him as a book man and, in particular, remember his great support of the library system."

Among Dean's many gifts to the library were valuable additions to Cornell's renowned holdings in French and American history. Some he acquired in France while he was chairman of the United States delegation to the 17-nation disarmament conference at Geneva in 1962.

While in Formosa in 1960, he acquired a rare copy of the Chinese literary classic, "Dream of the Red Chamber," for the Cornell Library through arrangements with Hu Shih, a 1912 graduate of Cornell who is recognized in the Encyclopaedia Britannica as the father of China's literary renaissance.

Another Cornell president emeritus, Deane Waldo Malott, also recalled Dean's activities on behalf of the library, saying that his "long-lasting imprint on the university is in his many gifts, particularly to the library and in the money he helped raise." Dean played a key role during Malott's administration — which ran from 1951 to 1963 — in obtaining funds for the construction of Olin Library and for extensive renovation of the Uris Library.



Arthur H. Dean in a 1959 photograph.

Neal R. Stamp, university counsel emeritus, said he considered Dean his mentor, adding that he was "both a saint and a tyrant. One of his great contributions was reorganizing the financial structure of the university in the late 1940s. He was tough and raised hell until our finances were in order. He also was one of the most intellectually profound men I have ever known."

In a talk he gave at the 150th celebration of the birth of Ezra Cornell, Dean said, "There is intellectual futility in the attempts to classify this and that course as intellectual, professional or cultural, or whether a course is liberal or vocational."

He said that, with an approach of "critical examination" and "creative analysis," a technical course can be "converted into a liberal or cultural course as much as a course so labeled in the curriculum."

Dean, who was born in Ithaca and whose father was a Cornell administrator, concluded by saying, "We are a great university community with all that means for the spiritual betterment of mankind."

— Martin B. Stiles

Mary K. Bloetjes

Mary K. Bloetjes, emeritus professor of nutrition and head of the Department of Institutional Management in the College of Home Economics, now Human Ecology, from 1955 to 1969, died Nov. 21 at her home at 400 Triphammer Road. She was 82.

A recognized pioneer in her field, Bloetjes was director of nutrition at the Hospital for Joint Diseases in New York City from 1929 to 1949. She was nutrition executive at Montefiore Hospital in New York City from 1949 to 1950.

Before becoming head of the Department of Nutrition Management in the School of Home Economics at Florida State University in 1953, she earned a doctorate from Cornell in 1953 and did graduate work at the University of Copenhagen in Denmark. She earned a bachelor's degree in 1939 and a master's degree in 1942 from Teachers College, Columbia University.

She was born in Ramsey, N.J. Survivors include a niece and a nephew.

Notable

Patricia Pollak, associate professor of consumer economics and housing, has been named chairperson of a 17-member state Housing Elderly New Yorkers Advisory Committee. The committee will provide recommendations for efforts to stimulate development of affordable housing for the elderly, according to an announcement by the State Division of Housing and Community Renewal and the Office for the Aging.

There currently are three state housing programs for the elderly that support home repairs and the creation of shared accommodation residences, among other projects, according to the announcement. The committee headed by Pollak includes five state lawmakers or persons appointed by the legislators as their representatives.

Albert J. Sievers, professor of physics and a member of the Laboratory of Atomic and Solid State Physics, has been awarded the 1988 Frank Isakson Prize for Optical Effects in Solids "for his innovative and imaginative use of infrared and far infrared radiation in determining the fundamental optical properties of solids and their surfaces." The American Physical Society will present the award to Sievers at its March meeting in New Orleans.

Sievers' use of infrared radiation to study materials is leading to such developments as improved optical computer memories, new kinds of lasers, and better theories of new high-temperature superconductors.

New vice president for computing sought

Provost Robert Barker has launched a search for a replacement for the vice president for computing and information systems, Ken King, who left in September to join EDUCOM, a national computer education organization.

According to Barker, the search is being assisted by Michael Luskin, an executive recruiter with Howard Fischer Associates of Philadelphia, and a campus advisory group consisting of the dean of the College of Agriculture and Life Sciences, David Call; the dean of the College of Arts and Sciences, Geoffrey Chester; the chairman of the Department of Computer Science, John Hopcroft; Senior Vice President Jay Morley; Theory Center Director Kenneth Wilson; and the dean of admissions and financial aid, Susan Murphy.

The new vice president will be charged with developing strategic plans for computing and information systems; guiding the development of educational computing, library automation, and research and administrative systems; establishing and implementing an effective networking system; supporting university supercomputing; and maintaining working relationships with major vendors and other external groups.

BTI lecture topic: subviral pathogens

Two types of primitive disease organisms called viroids and prions will be discussed when U.S. Department of Agriculture scientist Theodor O. Diener delivers a Boyce Thompson Institute Distinguished Lecture on Dec. 9. Diener is the discoverer of viroids, the smallest known infectious agent.

Diener, a research plant pathologist with the USDA Microbiology and Plant Pathology Laboratory in Beltsville, Md., will speak at 2 p.m. in the Boyce Thompson auditorium.

Viroids, discovered in 1978, are fragments of nucleic acid, the genetic material of the cell. Much smaller than viruses, they have been shown to cause some of the plant diseases previously believed to be of viral origin. Prions, a postulated infectious agent made up of proteins, might be the cause of certain diseases in animals.

Diener is the recipient of the 1987 Wolf Prize in Agriculture, one of the most prestigious awards given in the field of agriculture. He has served as an A.D. White Professor-at-Large.

Diener's lecture and visit are made possible in part through support provided by the Agway Foundation in Syracuse.

Cell fusion yields herbicide-resistant cauliflower

Genetic "cocktails," test-tube mixtures of the cells of two plant species induced to fuse, have produced new cauliflower plants with strong built-in resistance to the herbicide atrazine.

The new plants are the first genetically altered cauliflower developed using the process known as cell fusion, according to Cornell scientists Elizabeth D. Earle, a specialist in tissue culture and cell fusion technologies, and Martha A. Mutschler, a plant breeder, both in the College of Agriculture and Life Sciences.

First fusion of cauliflower

Using the fusion process, other scientists have previously introduced herbicide resistance into potatoes and tobacco, and disease-resistance into tobacco.

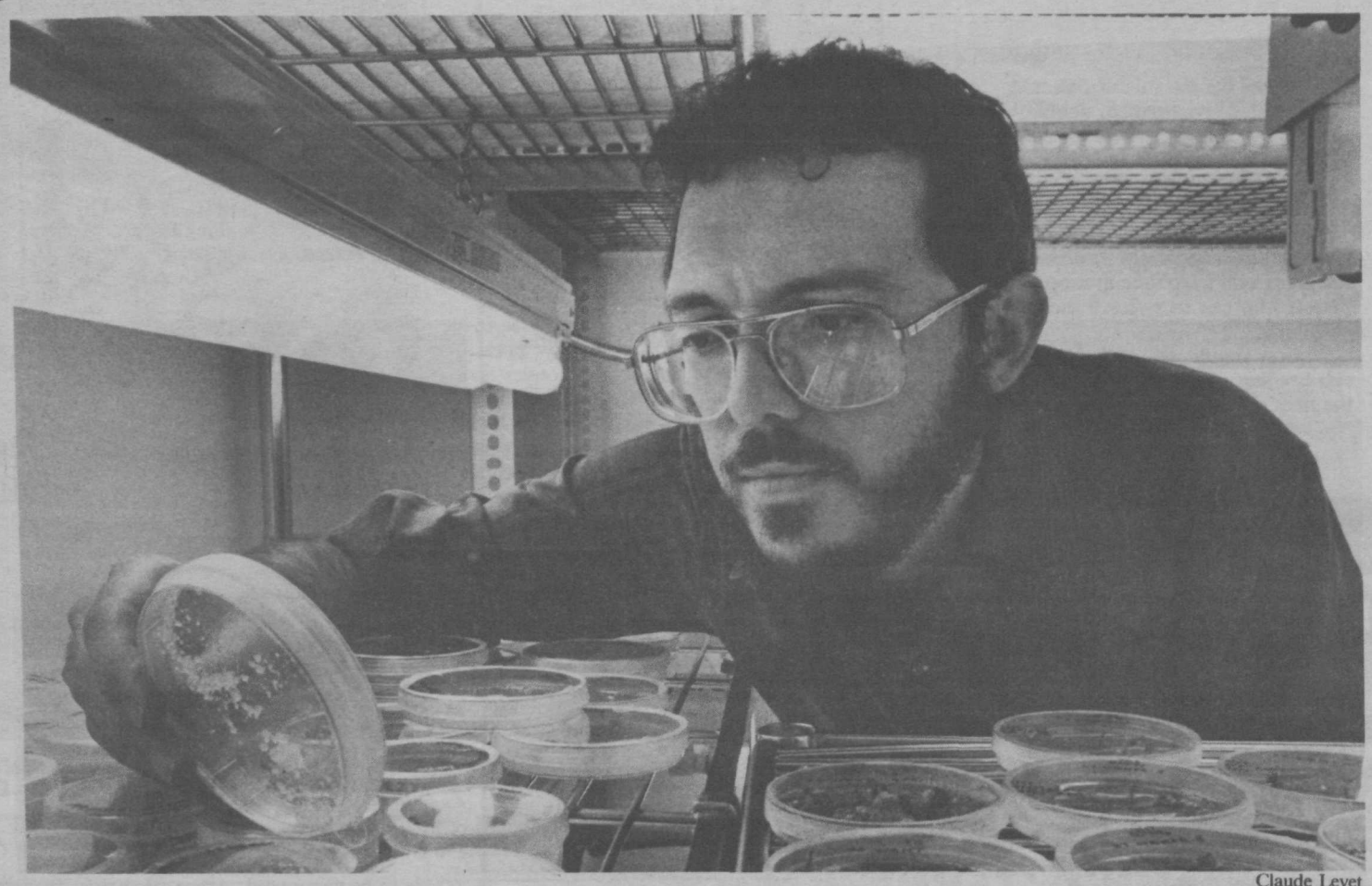
Other experimental plants produced by the technique include the "pomato," a test-tube hybrid of a potato and tomato, but the Cornell work is the first in which cell fusion was used to create a new cauliflower. Cauliflower is a member of the Brassica group, which also includes broccoli, Brussels sprouts, collard, cabbage and kale.

The atrazine-resistant cauliflower represents an important step in refining cell fusion as an efficient genetic engineering tool to design new superior crop varieties, Earle said. Through cell fusion, new improved plants could be produced in only several months, whereas the conventional breeding method may take many years to accomplish the same task.

Earle is convinced that the test-tube procedure could be used to move from one plant to another other cytoplasmic traits, especially cytoplasmic male sterility (CMS) for hybrid seed production. Cytoplasmic traits, which include resistance to certain diseases and herbicides, are controlled not by DNA in the cell nucleus but by DNA located in some cell organelles such as mitochondria and chloroplasts.

Cell walls removed

In cell fusion, the thick cellulose cell walls are first removed with special enzymes, leaving only the cell membrane. These "naked" cells, or protoplasts, fuse to become one cell, which can multiply, forming colonies and clumps of cells called callus.



Claude Levet

Pablo Jourdan, a former graduate student of Elizabeth D. Earle, professor of plant breeding, examines fused cells in petri dishes in Earle's cell fusion laboratory.

The atrazine-resistant cauliflower was created using the fusion technique to combine cells of an atrazine-resistant rapeseed and a cauliflower vulnerable to atrazine. The resulting fused cells were then exposed to atrazine and some of the surviving cells developed into atrazine-resistant cauliflowers.

"Atrazine resistance in the rapeseed simply moved into the cauliflower," Earle pointed out.

Atrazine, used widely in corn fields, has the major drawback in that it does not break down quickly after application. As a result, atrazine residues make it almost impossible to grow vegetable crops for two or three years following corn production.

Robin Bellinder, a vegetable crops specialist at Cornell, tested the cauliflower this past season and found that it did well even when atrazine was applied at the rate of four pounds per acre; the chemical is normally used at the rate of one pound per acre for sweet corn and two pounds for field corn.

Earle said that the fusion technique, for example, could be used to develop vegetable varieties with CMS, a highly desirable characteristic essential for hybrid seed production.

Plants with CMS are incapable of producing pollen because the male part of the flower is sterile. Such plants depend on pollen from other plants for reproduction, resulting in hybrids which, among other attributes, grow more vigorously, give more yields and are more uniform.

If such a trait could be transferred quickly to many improved varieties of popular vegetables such as broccoli, cauliflower, cabbage and Brussels sprouts that belong to the Brassica group, it would be a boon to the vegetable industry, Earle said.

— Yong H. Kim

Faculty to discuss new ethnic studies

Reports on new ethnic-studies programs and proposed changes in faculty committees will be the agenda of the monthly Faculty Council of Representatives meeting on Dec. 9 at 4:30 p.m. in 120 Ives Hall.

The new Hispanic-American Studies Program will be discussed by its acting director, Vernon M. Briggs Jr.; and the Asian American Studies Program will be discussed by Lee C. Lee, the director.

The council also will consider proposals to change and combine the structure of some council and general faculty committees.

Trustees to meet in New York City

The Executive Committee of the Board of Trustees will discuss budget and tuition planning for 1988–89 when it meets on Dec. 10 in New York City. Other financial and personnel matters also will be discussed.

The committee will meet in open session at 2:00 p.m. in the Executive Faculty Room (A-126) of the William Hale Harkness Medical Research Building at the Cornell University Medical College, 1300 York Ave.

The board's Buildings and Properties Committee also will meet in open session at 9 a.m. in the Vanderwarker Room of the Memorial Sloan-Kettering Cancer Center, 1275 York Ave.

A limited number of tickets for the open session of the Executive Committee will be available to the public at the Information and Referral Center in the Day Hall Lobby beginning at 9 a.m. on Dec. 8. Tickets are not required for the Buildings and Properties Committee meeting.

Milton scholar delves into poet's radicalism

When Mary Ann Radzinowicz began her study of John Milton 40 years ago, she "wanted to influence my times." Now she says that "all I want to do is satisfy people's curiosity and tell the truth."

But Radzinowicz's truth — namely that Milton's epic poems are a culmination, not an abandonment, of the radical political thinking displayed in his earlier prose — has strengthened the argument against the traditional notion of two Miltons.

Scholar of the Year

Her influence will be recognized on Dec. 28 when she will be named by the Milton Society of America as the Honored Scholar for 1987 during the Modern Languages Association meeting in San Francisco.

Radzinowicz is the Jacob Gould Schurman Professor of English Literature. She has taught here since 1980 after an uninterrupted 20-year academic career in Great Britain. Her most notable work, "Toward 'Samson Agonistes': The Growth of Milton's Mind," published in 1978, demonstrated that the ideals of Milton's radical politics of Puritan revolution are continued in the poems written after restoration of the monarchy, according to Gordon Teskey, assistant professor of English.

Her book, which was 10 years in the making, gave the entirety of Milton's work "a thorough and vigorous treatment" and "buried some untenable speculations about Milton's notions of inspiration" and about the dating of "Samson Agonistes," which she shows to be the poet's final work, Teskey added.

In the introduction to "Toward Samson Agonistes," Radzinowicz wrote: "Milton's poetry has more than archaeological, anthropological, or historical interest for us. . . . because . . . [he] sought to free mankind from the constraints of falsity and inconsistency, so that each individual might achieve a pattern of growth and renewal in himself from which national growth and renewal could follow, the conclusive work of his hand has the vitality today that it had at its conception."

One reviewer described the book as "destined to become the prelude book to all serious study of Milton's canon . . . a model for the way in which Milton criticism . . . should be conducted."

Radzinowicz is less certain than is Teskey that her book "buried" opposing arguments. But she admitted in a recent interview that the book "created a certain stir," not so much by what she asserted but by what she tried to do: "fit almost every written word from Milton's hand into a pattern of design that moved forward chronologically through his life, but also expanded in focus" to trace his intellectual and poetical development and to illuminate new facets of Milton's character.

"People were no longer writing the kind of book that attempted complete comprehensiveness," she added. "The accepted wisdom is that publishers don't like it, readers don't much like it, and they're hard to write."

> Mary Ann Radzinowicz will deliver the Society for the Humanities Invitational Lecture today at 4:30 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. Her topic is: "The Politics of Donne's Silences."

But for Radzinowicz, a scholar committed to criticism within historical context, examining Milton's writings in relation to his other pieces and to his final major work was natural and necessary. Radzinowicz detailed "how Milton colored the tones of 'Samson Agonistes' so that he encoded a political statement in a work produced at a time when such a statement could not be made."

"The singularity of Milton is that he is the only English poet of that stature who was a political revolutionary," Radzinowicz added. "His emphasis was on the ability of the individual, by sheer magnitude of mind and force of reason, to achieve some sort of politically driven ethos to form a commonwealth, to sling out monarchy, to spread education."

Intoning bridge players

Radzinowicz's interest in Milton dates to her youth, when she and her brother would quote Milton's "Lycidas" to urge reluctant bridge players to open the bidding. "Begin, then Sisters of the sacred well," they intoned. "Begin, and somewhat loudly sweep the string."

"I can hardly think of a time when I hadn't discovered Milton," she said.

During World War II, her father, Gen. Arthur S. Nevins, served as deputy chief of plans to Dwight Eisenhower and was the chief planning officer for the Sicilian campaign and developed a deception plan for the European invasion, Radzinowicz recounted. She entered graduate school at Columbia in 1947, when the political thought of the time included "a slightly leftist individualism that seemed to bear some resemblance to Milton's revolutionary idealism," she said, explaining the genesis of her life-long commitment to Miltonian scholarship.

"There was a sense that large group consensus could be reached by political debate and that social fabric was open. All those things together made Milton seem available and useful in America."

Her discovery of how much of the language in "Samson Agonistes" came from the Bible led to a second book, just completed, on Milton's epic poems and the Book of Psalms, and to plans for a third book on Milton and the Book of Job. Since 1980, she has written 15 articles and book chapters and 20 reviews, and given more than 20 public lectures — almost all of them on Milton.

Not once has she questioned her decision to make a career of Milton's work. "My advice to my own graduate students is, 'It's all very well for you to decide to broaden the canon, but there's something to be said for choosing the strongest and best canonical writer that you can possibly find,' " she said.

— Mark Eyerly

CALENDAR

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

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

Notices should also include the sub-heading of the calendar in which the item should appear.

DANCE

Folkdancers
The Cornell community and the general public are welcome to join in folkdancing. Admission is free, unless stated otherwise.

Instruction and requests, Dec. 5, 7:30–10:30 p.m., North Room, Willard Straight Hall.

Impact Dance Emsemble
Impact Dance Ensemble, a student dance group that does jazz and modern dancing, will give a free performance Dec. 5 at 7 p.m. at A.J.'s on the first floor of Noyes Center.

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

Swing and Jitterbug
Dancing every Wednesday evening from 8:30–10 p.m., Edwards Room, Anabel Taylor Hall. Instructor will be present. Partners are not needed.

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. Call 255–6464 for further information.

Friedel Dzubas: Works of the '70s and '80s: An exhibition of more than 20 of Dzubas' large paintings and 50 sketches made since 1972, including the artist's "color-block" paintings. Dzubas achieved recognition as an abstract expressionist and taught as a visiting artist/critic at Cornell from 1970 to 1973. Through Dec. 20.

The Utility of Splendor: The Architecture of Balthasar Neumann: Drawings, models prepared by architecture students and explanatory text, celebrating one of the great architects of the 18th century. Through Dec. 20.

Lessons in Printmaking: Works by artists from Europe, Asia and the United States illustrate the range of printmaking techniques and effects. The exhibition includes Pablo Picasso's "Le Peintre a la Palette," 1963. It also explores the printing process from paper selection to proper matting techniques. Through Dec. 20.

Highlights of the Permanent Collection: A selection of recent acquisitions and works. Through Dec. 20. The museum will provide a free tour of the exhibit focusing on contemporary sculpture on Dec. 20 at 1 p.m. Participants should meet in the museum lobby.

Children's Workshop: "Head, Heart and Hands: The Tradition of Japanese Gift Giving," will explore gift-giving traditions in the Japanese culture, Dec. 5 and Dec. 12. Children ages 7–9 will meet from 10 a.m. to noon, followed by a class for ages 10–12, 1–3 p.m. A $10 fee will be charged. For more information and to register call the education department at 255–6464.

Olin Library
Wordsworth and the Age of English Romanticism: First editions of Wordsworth's books and broadsides, manuscripts and letters, books and fine bindings from his library and handsome engravings of the English Lake District. Weekdays 8 a.m. to noon and 1–5 p.m. Through Dec. 31.

Willard Straight Art Gallery
Potshop and darkroom exhibit and sale, Dec. 3, 11 a.m.- 8 p.m., Dec. 4, 11 a.m.- 6 p.m.

FILMS

Unless otherwise noted, films are sponsored by Cornell Cinema. An (*) indicates that admission is charged.

Thursday, 12/3
"Musical Tradition in Banaras," documentary, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

"Petria's Wreath" (1980), directed by Srdjan Karanovic, 8 p.m., Uris.

"The Dead" (1987), directed by John Huston, with Anjelica Huston and Donal McCann. Based on James Joyce's classic story, this is the last film John Huston directed, 10:15 p.m., Uris.

Friday, 12/4
"Satriya Bergitar," starring Rhoma Irama, sponsored by Southeast Asia Program, Dec. 4, 4 p.m., 201 A.D. White House.

"The Untouchables" (1987), directed by Brian DePalma, with Kevin Costner, Sean Connery and Robert DeNiro, 7 p.m., Uris.*

"84 Charing Cross Road" (1987), directed by David Jones, with Anne Bancroft, Anthony Hopkins and Judi Dench, 8 p.m., Anabel Taylor Auditorium.*

"Law of Desire" (1987), directed by Pedro Almodovar, with Eusebio Poncela, Carmen Maura and Antonio Banderas, 9:40 p.m., Uris.*

"Stop Making Sense" (1984), directed by Jonathan Demme, with Talking Heads, midnight, Uris.*

Saturday, 12/5
"Shame" (1969), directed by Ingmar Bergman, with Max Von Sydow and Liv Ullmann, 2 p.m., Johnson Museum.

"Law of Desire," 7 p.m., Uris.*

"The Untouchables," 9:20 p.m., Uris.*

"84 Charing Cross Road," 7:30 p.m. and 9:45 p.m., Uris.*

"Stop Making Sense," midnight, Uris.*

Sunday, 12/6
"The Parent Trap" (1961), directed by David Swift, with Hayley Mills, Maureen O'Hara and Brian Keith, 2 p.m., Uris. Co-sponsored by the Ithaca Youth Bureau.*

"Scenario De Film Passion" (1982), directed by Jean-Luc Godard, with Jean-Luc Godard, and "Soft and Hard" (1985), directed by Jean-Luc Godard, with Jean-Luc Godard, Anne-Mari Mieville, 2 p.m., Johnson Museum. Co-sponsored by the CCPA.

"The Untouchables," 8 p.m., Uris.*

Monday, 12/7
"The Last Waltz" (1978), directed by Martin Scorsese, with Bob Dylan, Joni Mitchell and Van Morrison, 8 p.m., Uris.*

Tuesday, 12/8
"Bali: Mask of Rangda," and "Sacred Trance in Java and Bali," sponsored by the Southeast Asia Program, 4:30 p.m., 310 Uris Library.

"La Marseillaise" (1938), directed by Jean Renoir, with Louis Jouvet, Andrex, and Pierre Renoir, 8 p.m., Uris.*

Wednesday, 12/9
"Paths of Glory" (1957), directed by Stanley Kubrick, with Kirk Douglas, Ralph Meeker and Adolphe Menjou, 8 p.m., Uris.*

Thursday, 12/10
"The Maltese Falcon" (1941), directed by John Huston, with Humphrey Bogart, Mary Astor and Peter Lorre, 8 p.m., Uris.*

LECTURES

China-Japan Program
"The Road Taken: My Personal History As a Writer," Zhang Xinxin, fiction writer, drama director and author of "Chinese Lives: An Oral History," Dec. 4, 4:30 p.m., 230 Rockefeller Hall.

Classics
" 'No, Virgil, No': Actium and the Shield of Aeneas," Robert Gurval, classics, University of California, Berkeley, Dec. 3, 4:30 p.m., 156 Goldwin Smith Hall.

Title to be announced, Alison M. Keith, classical studies, University of Michigan, Dec. 8, 4:30 p.m., 156 Goldwin Smith Hall.

Cornell Graduate Christian Forum
"The Perception of God," Williama Alston, Syracuse University, Dec. 3, 8:15 p.m., Hollis E. Cornell Auditorium Goldwin Smith Hall.

Ecology and Systematics
"Biological Anthropology in India Today: Research and Training at the University Level," R.P. Srivastava, University of Poona, Pune, India, 2:30 p.m., Dec. 7, Human Biology Lab., 206A Stimson Hall.

English
"People's Theater/Radio Pictures: Mercury's 'Citizen Kane,' " Michael Denning, Dept. of American Studies, Yale University, 4:30 p.m., Dec. 8, A.D. White House.

Human Development and Family Studies
"The Problem with Memory," Elizabeth Loftus, University of Washington, Dec. 3, 3 p.m., Martha Van Rensselaer Auditorium.

Materials Science and Engineering
"Cavity Growth Mechanism Maps," Peter Goodhew, University of Surrey, Dec. 10, 4:30 p.m., 140 Bard Hall.

Noyes Center
"The Roots of Rock and Roll 1953–63," an entertaining and informative multi-media presentation on the history of rock and roll by Barry Drake, Dec. 8, 8 p.m., Noyes Center 3rd Floor Lounge.

Society for Humanities
"The Politics of Donne's Silences," Mary Ann Radzinowicz, English, The Society for the Humanities Invitational Lecture, Dec. 3, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

Southeast Asia Program
"Points of Departure: Sources for the Study of the Tagalog Region in the 17th Century," Jose Cruz, SEAP grad student, Dept. of History, Dec. 3, 12:20 p.m., 102 West Ave. Ext.

"Placing Women in SEAsian History: Oichi and Prostitution in Singapore Society," Jim Warren, chairman, Asian Studies, Murdoch University, Australia, Dec. 10, 12:20 p.m., 102 West Ave. Ext.

MUSIC

Bound for Glory
John Gorka, singer-songwriter from New York City, Dec. 6. Bound for Glory presents three live sets, at 8:30, 9:30 and 10:30 p.m., every Sunday at the Commons Coffeehouse, Anabel Taylor Hall. Admission is free. The show can be heard live from 8 to 11 p.m. on WVBR-FM93.

"Augenblick," (1986) by Friedel Dzubas, an acrylic on canvas. Through Dec. 20.

Department of Music
The Chamber Singers, directed by Susan Davenny Wyner, will present a concert of J.S. Bach, Josquin Desprez and Giovanni Gabrieli, on Dec. 4 at 8:15 p.m. in Sage Chapel. The mixed-voice ensemble's members come from the Ithaca and Cornell communities.

Cornell University Symphonic Band, under the direction of Marice Stith and Christopher Kaufman, will give a concert featuring the music of Fred Jewell, George Frederick Handel, Paul Whear, Norman Dello Joio, Arne Running and Vincent Persichetti, on Dec. 5 at 8:15 p.m. in Bailey Hall.

Chamber Music will be performed by students of Sonya Monosoff on Dec. 5 at 8:15 p.m. in Barnes Hall auditorium and on Dec. 8 at 8:15 p.m. in Barnes Hall auditorium. The first performance will feature violinists Jonathan Ivry and John Wells, cellist Rebecca Abeles, flutist Lori Rothstein and pianists Mee-Jin Woo, Wolfram Scherp and Yumi Asaoka. The second will feature violinists Thomas Georgi, Robert Seletsky, Manek Mistry and Michael Greenberg, violists Mark Barsamian and Karen Mohlke, cellist Sara Edgerton and pianist Chui-inn Lee.

A **Student Piano Recital** will be given on Dec. 9 at 8:15 p.m. in Barnes Hall auditorium featuring works by Mozart, Schumann and Prokofiev.

RELIGION

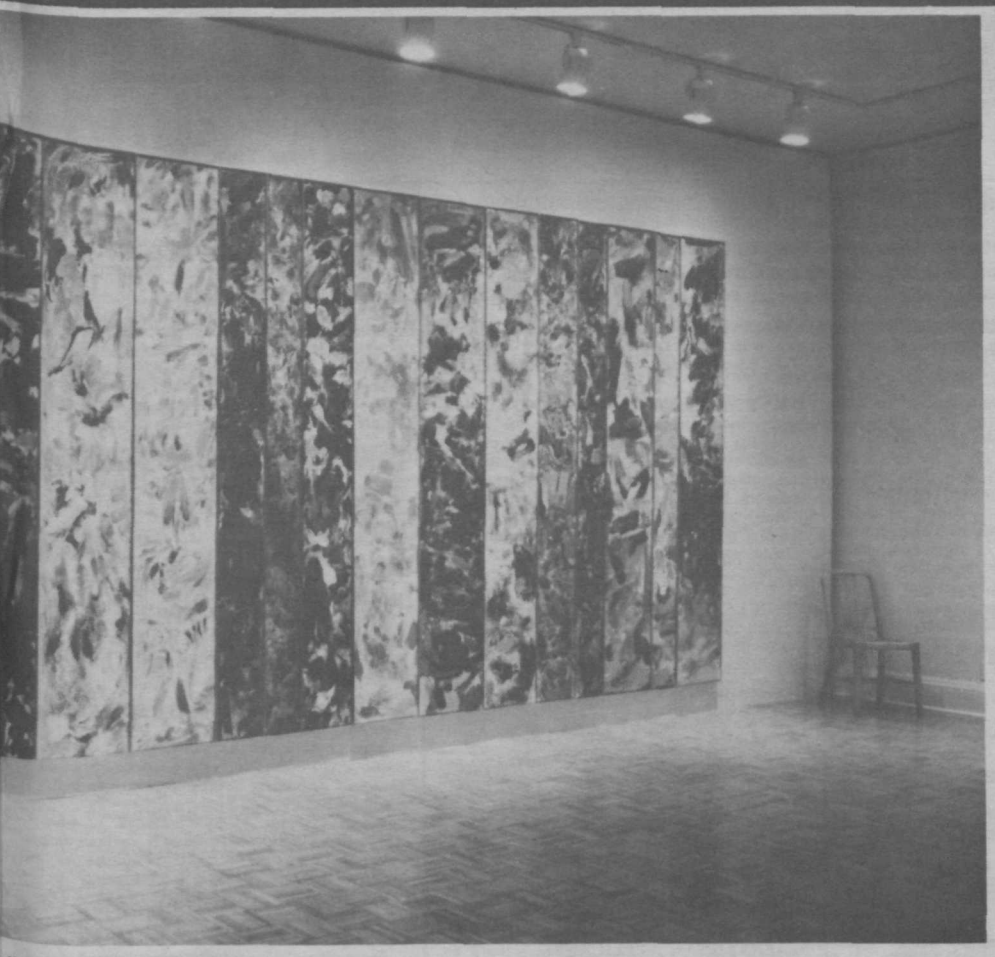
Sage Chapel
Robert L. Johnson, CURW director, will be the speaker at the Sage Chapel interfaith services Dec. 6 beginning at 11 a.m.

Catholic
Mass: Every Saturday, 5 p.m., every Sunday, 9:30 and 11 a.m., and 5 p.m., Anabel Taylor Auditorium.

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

Christian Science
Testimony Meeting: Every Thursday, 7 p.m., the Anabel Taylor Founders Room.

Episcopal (Anglican)
Every Sunday, 9:30 a.m., Anabel Taylor Chapel.



nting on canvas of 17 panels of varying widths, on view at the Johnson Museum through

Friends (Quakers)
Sunday, 9:45 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish
Morning Minyan: Young Israel House, 106 West Avenue. Call 272-5810.

Reform Services: Friday evenings 5:30 p.m., Anabel Taylor Chapel.

Conservative/Egalitarian Services: Friday 5:30 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.

Orthodox Shabbat Services: Friday evenings, Young Israel House, 106 West Avenue. Call 272-5810. Saturday, 9:15 a.m., Anabel Taylor Edwards Room.

Korean Church
Every Sunday, 2:30 p.m. Anabel Taylor Hall.

Muslim
Sunday through Thursday, 1 p.m., 218 Anabel Taylor Hall. Friday 1 p.m. Anabel Taylor Edwards Room.

Protestant
Protestant Cooperative Ministry: Every Sunday, 11:15 a.m., Anabel Taylor Chapel.

Baptist Campus Ministry (SBC): Every Tuesday, 7:30 p.m., Anabel Taylor Chapel.

Zen Buddhism
Zazen meditation: Tuesdays at 7 p.m., Edwards Room, Anabel Taylor Hall. Every Thursday 5:10 p.m., Anabel Taylor Chapel. For more information or to arrange beginner's instruction, call Ian Dobson at 277-4364.

SEMINARS

Agricultural Engineering
"National Program for Low Input Agriculture," Brian Chabot, associate director of research, Agriculture and Life Sciences, Dec. 7, 4 p.m., 400 Riley-Robb.

Agronomy
"Genesis of Consolidated Subsurface Horizons (including Fragipans) in Europe," Roger Langohr, University of Ghent, Dec. 7, 11 a.m., 135 Emerson Hall.

"The Use of Microelectrode Techniques to Study Iron Uptake and Translocation in Plants," Leon Kochian, Dept. of Agronomy, Dec. 8, 4 p.m., 135 Emerson Hall.

Anthropology
"Dr. Strangegod: On the Symbolic Meaning of Nuclear Weapons," Ira Chernus, Dept. of Religious Studies, University of Colorado, Dec. 8, 4:30 p.m., 305 McGraw Hall. Sponsored by the Anthropology Graduate Students Association.

Applied Mathematics
"Asymptotics of Sums with Dependent Indices," Florin Avram, MSI postdoc, Dec. 3, 12:30 p.m., 321 Sage Hall.

"Three-Dimensional Instabilities in Quasi-Two-Dimensional Inviscid Flows," B.J. Bayly, Courant Institute of Mathematical Sciences, New York University, Dec. 4, 4 p.m., 322 Sage Hall.

Astronomy and Space Sciences
"On the Complexities of Convection in the Sun (bubble, bubble, toil and trouble)," Peter Fox, Yale University, Dec. 3, 4:30 p.m., 105 Space Sciences.

Biophysics
"The Genesis of Secretory Granules," J.M. Fernandez, Dept. of Physiology, University of Pennsylvania, Dec. 9, 4:30 p.m., Clark Hall Room 700.

Boyce Thompson Institute
"Subviral Pathogens: Viroids and Prions," Theodor O. Diener, Microbiology and Plant Pathology Laboratory, Plant Protection Institute, Beltsville, MD., Dec. 9, 2 p.m., Boyce Thompson Institute auditorium.

Center for International Studies
"Conservative Hegemony in Japan," Michael Mochizuki, Yale University, Dec. 3, 4:30 p.m., 153 Uris Hall. Co-sponsored by the China-Japan Program and International Political Economy.

Chemistry
"Biochemistry and Genetics of Antibiotic Production by the 'Streptomyces,' " Charles R. Hutchinson, University of Wisconsin, Dec. 7, 4:40 p.m., 119 Baker Laboratory.

Computer Science
"Handy: A Task Level Robot System," Tomas Lozano-Perez, Artificial Intelligence Laboratory, M.I.T., Dec. 10, 4:30 p.m., B17 Upson Hall.

Ecology and Systematics
"Pattern and Process in a New England Salt Marsh," Mark D. Burtness, Section of Population Biology and Genetics, Brown University, Dec. 9, 4:30 p.m., Morison Seminar Room, A106 Corson/Mudd.

Economics
"Labor Market Segmentation and the Distribution of Earnings," İnsan Tunalı, Dept. of Economics, Dec. 4, 4 p.m., 498 Uris Hall.

Food Science
"Inhibition of Polyphenol Oxidase Activity by the Amino Acid L-Cysteine," Everett Dudley, Dept. of Food Science, Dec. 8, 4:30 p.m., 204 Stocking Hall.

Genetics and Development
"Evolutionary Advantages and Disadvantages of Sexual Reproduction," James F. Crow, University of Wisconsin, Dec. 3, 3 p.m., 135 Emerson Hall.

"Sequence Duplications and Rearrangements in Animal Mitochondrial DNA: Are tRNA Genes Mobilizing Elements?" Wes Brown, University of Michigan, Dec. 10, 3 p.m., 135 Emerson Hall.

Jugate
"Between Field Dispersion on Onion Flies (Delia Antigua), and Larval Damage in Rotated Onion Fields," Tim Martinson, Dept. of Entomology, Dec. 7, 4 p.m., A106 Corson/Mudd.

Mechanical and Aerospace Engineering
"Flow Visualization and Holographic Interferometric Measurements in Compressible Flow," G. Havener, SUNY Binghamton, Dec. 8, 1 p.m., 282 Grumman Hall.

Microbiology
"How Does RNA Polymerase Recognize Regulatory Signals During Transcription?" Robert Landick, Dept. of Biology, Washington University, Dec. 3, 4:30 p.m., 124 Stocking Hall.

Neurobiology and Behavior
"Mechano-electrotransduction by Hair Cells of the Internal Ear," Jim Hudspeth, Dept. of Physiology, University of San Francisco, Dec. 3, 12:30 p.m., Morison Seminar Room, A106 Corson/Mudd Hall.

A Colony of Mind: The Beehive as Thinking Machine," Tom Seeley, Dept. of Neurobiology and Behavior, Dec. 8, 12:30 p.m., Morison Seminar Room, A106 Corson/Mudd Hall.

"Electrosensory Processing in the Brain of Elasmo Branch Fish," David Boznick, Dec. 10, 12:30 pm., Morison Seminar Room, A106 Corson/Mudd Hall.

Peace Studies Program
"Arms Control and the Summit," Jack Mendelsohn, deputy director of the Arms Control Association, Dec. 3, 12:15 p.m. (brown bag lunch), G-08A Uris Hall.

"From Tribes to Nations: Continuities in the Study of Violence," Marc Howard Ross, Bryn Mawr College, Dec. 10, 12:15 p.m. (brown bag lunch), G-08A Uris Hall.

Pharmacology
"Regulation of the Efficacy of Central Synapses," Don Farber, Division of Neurobiology, SUNY Buffalo, Dec. 7, 4:30 p.m., Pharmacology Library, D101L Schurman Hall.

Physiology
Title to be announced, Peter Gluckman, Dept. of Pediatrics, University of Auckland, New Zealand, Dec. 8, 4:30 p.m., G-3 Veterinary Research Tower.

Plant Biology
"Pollen-Pistil Interactions: The Role of Calcium in Self Recognition and Rejection," Anuradha Singh, Dec. 4, 11:15 a.m., 404 Plant Science.

Plant Breeding and Biometry
"In Vitro Selection for Methomyl Resistance in CMS-T Maize," Heidi Kuehnle, Dept. of Plant Breeding, Dec. 8, 12:20 p.m., 135 Emerson Hall.

Plant Pathology
"Biological Control of *Fusarium oxysporum* Using *Trichoderma harzianum*: Application and Possible Mechanisms," Alex Sivan, Hebrew University of Jerusalem, Dec. 8, 4:30 p.m., 404 Plant Science.

Poultry Biology
"Immunological and Developmental Studies with Quail-Chicken Hybrids," Caryl Greenfield, Dept. of Poultry Science, Dec. 3, 4:30 p.m., 300 Rice Hall.

Psychology
"Teaching Reasoning," Richard E. Nisbett, Research Center for Group Dynamics, Institute for Social Research, The University of Michigan, Dec. 4, 3:30 p.m., 202 Uris Hall.

Statistics
"Regression Analysis in Genotype-Environment Interaction," B.R. Murty, Ohio State University, Dec. 9, 3:30 p.m., 250 Caldwell Hall.

Textiles and Apparel
"Textile and Apparel Exports," Barbara Vanden Berghe, Dec. 8, 12:20 p.m., 317 Martha Van Rensselaer.

Western Societies
"Local Knowledge and Imagined Communities in Northern Ireland: The Rhetoric of Political Murder," Joan Vincent Barnard, Dec. 4, 4:30 p.m., 153 Uris Hall.

THEATRE

Theatre Cornell
"Love's Labour's Lost," a comedy by William Shakespeare, Dec. 3, 4, 5, at 8 p.m.; Dec. 6 matinee, 2:30 p.m., Willard Straight Theatre. Call the Theatre Cornell Box Office at 255-5165 for ticket and charge information.

MISC

International Dinner
Anyone interested in planning activities for International Week (April 11-16) is invited to an international dinner organized by the International Students' Programming Board on Dec. 4 at 5 p.m. in the One World Room of Anabel Taylor Hall. Sign up in the International Students and Scholars Office.

CUSLAR
Committee on U.S./Latin American Relations meets at 5 p.m. on Mondays in the Commons Coffee House. For more information call 255-7293.

Graduation Brunch
A brunch for all January graduates will be held Dec. 9, 11 a.m. to 1 p.m., in the Memorial Room, Willard Straight Hall. Any January graduate who has not received an invitation may still pick up a ticket at the Willard Straight Hall Ticket Office by Dec. 4, with a valid ID.

Shotokan Karate Club
Shotokan Karate Club welcomes new members, beginners and advanced. The club meets Monday through Friday in front of Barton Hall, 5:30 to 6:45 p.m. For information call Scott, 272-2512, evenings.

Unions and Activities
Holiday Craft Fair '87, through Dec. 4, 10 a.m.-6 p.m., Memorial Room, Willard Straight Hall.

Writing Workshop
Writing workshop walk-in service, free tutorial instruction in writing, Monday-Thursday, 3:30-5:30 p.m. and 7-10 p.m., 174 Rockefeller Hall; Sunday, 2-8 p.m., 174 Rockefeller Hall; Sunday-Thursday, 10-midnight, 340 Goldwin Smith; Sunday-Thursday, 7-10 p.m., McFaddin Hall-Computer Room; and Sunday-Thursday, 7-10 p.m., Clara Dickson Room-Computer Room.

Job Opportunities

December 3, 1987
Number 45
Office of Human Resources
Cornell University
160 Day Hall
Ithaca, New York 14853-2801

In compliance with the Immigration Reform and Control Act of 1986, Cornell University is now required to check the identity and employment eligibility of all new hires.

Effective June 1, 1987, if you accept a position, you must show documents on or before your first day of work, that indicate your identity and employment eligibility; for example, a state issued driver's license and a birth certificate. For more information, contact Staffing Services, 255-5226.

-WINTER HOLIDAY SCHEDULE: Due to the Winter Holiday, there will be no 'Job Opportunities' list on December 24, December 31 or January 7. Therefore, requisitions received after noon on Thursday, December 10 through noon on Thursday, January 7, 1988 will be posted in the January 14 issue of 'Job Opportunities.'

-HIRING FREEZE BEGINS DECEMBER 3, 1987 TO JANUARY 4, 1988.

-Send cover letters & resumes to Staffing Services, 160 Day Hall, Cornell University, Ithaca, NY 14853.

-Employment & employee transfer application forms are available at both Staffing Services locations–160 Day Hall & East Hill Plaza.

-Requests for referral &/or cover letters are not accepted unless specified in the ad.

-Cornell University is an Affirmative Action/Equal Opportunity Employer.

-This listing is also available on CUINFO. Terminals are situated in main lobbies of Day Hall & Gannett Clinic, & the Olin, Mann & ILR Libraries.

Administrative and Professional

Minimum salaries listed are for recruitment purposes only.

RESEARCH SUPPORT SPECIALIST II (PT4510) Horticultural Sciences-Geneva
Oversee & mng. field & greenhouse operations *in support of grape, raspberry & strawberry* breeding programs.
Req.: BS; MS desir. in horticulture, plant breeding or related field. Exp. with culture of grapes & small fruits desir.; knowl. of plant material & able to evaluate. Expertise in weed control, irrigation, pest control & virus indexing desir. Knowl. of ag. operations. Letter & resume to J.C. Sanford, B.I. Reisch, Hendrick Hall, Geneva, NY.

STUDENT DEVELOPMENT SPECIALIST I (PA4504) Education
Assist in admin. of new teacher ed. program in sci. & math. Assist in ID of undergrads. interested in program, coord. their financial support & field work, & collect program data. 20–30 hrs./wk., possibly f-t. 1 yr. position.
Req.: Exp. in teaching sci. or math in public school pref. Exc. comm. skills, exp. working with public. Letter & resume to Cynthia Smithbower by 12/18.

MUSEUM REGISTRAR (PA4505) Johnson Museum
Resp. for safety & maint. of permanent collection, loans to permanent collection & exhibitions. Org. & maint. of records pertaining to permanent collection, loans & exhibitions.
Req.: MA in Museum Studies, Fine Arts, Art History or related field. 1–2 yrs. museum exp. incl. ability to examine & report condition of artwork; awareness of approved methods of storage, incl. temp. & humidity control, proper methods of handling & installing works of art, conservation & preservation techniques; familiar *with shipping & customs regulations; exp. with* info. storage & retrieval. Letter & resume to Cynthia Smithbower by 1/1/88.

SR. RESEARCH SUPPORT SPECIALIST (PT4507) Nat'l. Nanofabrication Facility
Supv. operation of Cambridge electron beam lithography system to ensure its maximum availability & functionality & work with users of facility whose research involves this instrument.
Req.: MS/MEng Elec. engr. or related field. or equiv. exp. Exp. in operation of electron beam lithography equip. & assoc. processing techniques req. Letter & resume to Judi Deane by 12/18.

APPLICATIONS PROGRAMMER III (PT4506) Consumer Economics & Housing
Design computer analysis of Nationwide Food Consumption Survey; consult with prof. staff on use of data & statistical technique. Supv. grad. asst. 20 month appt.
Req.: BS; MS pref. in statistics. 3–5 yrs. exp. in prgrmng. & statistics. Knowl. of Fortran, PL/I or other prgrmng. lang. Knowl. of CMS & CU system highly desir. Letter & resume to Judi Deane by 12/10.

DIRECTOR, DEVELOPMENT (PA3908) ILR-Special Programs & School Rels.
Create an environ. via extensive series of strategically-planned moves, with alumni, friends, corps., foundations & govern. agencies to maximize private/public financial support for School. Involves direct/indirect fund-raising efforts. Serve as principal liaison between School & Univ.'s public affairs division.
Req.: BA/BS 3 yrs. exp. in development or related field. CU exp. pref. Exc. comm./interper./org. skills req. Willing to travel. Letter & resume to Cynthia Smithbower by 12/18.

RESEARCH SUPPORT SPECIALIST II (PT3214) Agronomy
Support plant physiol./seed bio. research program involving physiolog., biochem., molecular & genetic mechanisms regulating embryogenesis, seed growth, maturation & germination. Grow & mature somatic embryos in tissue culture; from artificial seeds. Support biochem. lab & greenhouse activities; data collection, analysis & publication.
Req.: MS in biochem., plant molecular bio., chem., plant physiol., plant sci. or agronomy. 2 yrs. biochem. research req. Radioisotope & plant tissue culture exp. desir. Org. & supv. skills essential. Data analysis, interpretation & computer skills needed. Letter & resume to Judi Deane ASAP.

FINANCIAL ANALYST I (PC4404) Facilities & Engr. Admin.
Provide analytical, financial & database mgmt. support to Engr. & Facilities Dept.
Req.: BS in busn. or computing or equiv. Min. 3 yrs. job-related exp. Exp. in gen'l. ledger & cost acctg. & busn. operations. Demonstrated org. & mgmt. skills req. Natural/ADABAS, JCL & other high level lang. (BASIC, PASCAL) desir. Physical plant knowl. pref. Letter & resume to Esther Smith by 12/4.

DINING MANAGER I (G4402) Residence Life
Resp. for coordinating 11 fraternity dining operations, incl. supv., budgeting, menu planning, purchasing, quality control, payroll, sanitation standards, equip.
Req.: AAS in related field, BA pref. 3–5 yrs. food service mgmt. exp. Knowl. of PC & spreadsheet software. Letter & resume to J. Courtney Fletcher.

APPLICATIONS PROGRAMMER I (PT4405) Nutrit'l. Sciences
Provide prgrmng. support, write & maintain documentation, & provide instruction for admin. & academic computing systems. Assist with purchase, set-up & maint. of computer equip., software & networks. Assist with formation & back-up of data sets.
Req.: BS or equiv. Exp. in admin. & academic environ. Facility with computers, esp. microcomputers. Knowl. of hardware, software & data mgmt. Some prgrmng. exp. helpful. Good interper. skills. Letter & resume to Judi Deane by 12/11.

AREA SUPV. II (PT4401) Elec. Engr.
Mng. gen'l. purpose computer systems within School, not under specific control of research or educational labs. Use, maintain & modify computer operating systems. Oversee daily operation of several medium-scale systems.
Req.: BS in comp. engr./comp. sci. or equiv. 1–2 yrs. exp. managing computer systems & with UNIX operating system. Good comm. skills; exp. with micro computers desir. Letter & resume to Judi Deane by 12/11.

Clerical

REGULAR EMPLOYEES Submit an employee transfer application, resume & cover letter. Career counseling interviews are available by appt. **EXTERNAL APPLICANTS** Submit an employment application & resume to Esther Smith or Laurie Worsell. Interviews are conducted Tues. & Wed. at Staffing Services, East Hill Plaza by appt. only. Qualified applicants will be contacted after materials are reviewed.

OFFICE ASST., GR16 (C4519) Health Services
Provide recept./clerical support. Answer phones; schedule appts.; pull medical charts; file. Other duties as assigned. M-F, 8:30 a.m.–5:00 p.m.; every 5th Sat., 8:30 a.m.–12:00 p.m.
Req.: H.S. dip. or equiv. General offc. skills. Strong comm./interper. skills. Exp. working in medical offc. pref. Min. Biweekly: $401.78

CIRCULATION/RESERVE ASST., GR16 (C4509) Circulation/Uris Library
Resp. for shelving books; page items for interlibrary loan & interlibrary reserve; work at security desk inspecting knapsacks, briefcases, etc. of exiting patrons when security alarm sounds; work at Circ./reserve desks.
Req.: H.S. dip. or equiv. Good pysical strength for shelving & shifting of books. Able to work effectively with variety of people in a public setting. Min. Biweekly: $401.78

RECEPTIONIST/OFFICE ASST., GR16 (C4528) Cooperative Extension
Recept. for Offc. of CU Ext. Representatives. Backup sec. for offc. support staff.
Req.: H.S. dip. or equiv. Strong interper./comm. skills desir. Able to work with diverse public. Bkgrnd. in IBM PC helpful. Med. typing. Min. Biweekly: $400.67

SECRETARY, GR17 (C4508) Art
Clerical support for admin. supv., dept. faculty & grad field rep. Type corresp., etc.; handle mail; act as recept. answer phone; other duties as needed.
Req.: *H.S. dip. or equiv. Previous offc. exp.* helpful. Phone exp. req. Med. typing. Min. Biweekly: $421.81

OFFICE ASST., GR17 (C4523) Modern Languages & Linguistics
Serve as recept. for dept.; handle textbook orders; assist with recordkeeping, WP & gen'l. offc. duties; provide clerical assistance to admin. mgr., faculty, & support staff in daily operation of large academic dept.
Req.: H.S. dip. or equiv. Busn. or sec. school desir. Some offc. exp. Able to work with a variety of people, organize data & work independ. essential. Exp. on Mac computer Knowl. of foreign languages & cultures desir. Med. typing. Min. Biweekly: $421.81

SECRETARY, GR18 (C4514) Agronomy
Sec. support for 2 faculty, 1 research assoc. & several Postdocs. Type & edit manuscripts, corresp., reports; phone answering; file, schedule mtgs. & appts., etc.; misc. libr. duties.
Req.: H.S. dip. or equiv. Busn. school desir. Min. 1 yr. exp. Exc. typing. Exp. with MAC desir. Min. Biweekly: $443.13

SECRETARY, GR20 (C4517) CUCE NYC Programs-EFNEP-New York City
Sec. & program assistance to nutritionist. Type & edit letters, reports, etc.; maintain & input data for computerized program recordkeeping system; answer phone; handle mail; serve as recept. Mon.-Fri. 9–5; 35 hrs./wk.
Req.: AAS or equiv. Min. 2 yrs. sec. exp. Knowl. of computers & WP Bilingual in English & Spanish req. Med. typing. Min. Biweekly: $495.35

ACCOUNTS ASST., GR20 (C4526) Electrical Engr.
Acctg. support for School & research accts. Process internal School billings; assist with research accts.; act as acctg. offc. recept.; process purchase requests; maintain offc. supply inventory; maintain petty cash fund.
Req.: AAS in acctg. or busn. or equiv. Min. 2 yrs. financial work exp. pref. at CU. Exc. org./interper./comm. skills. Exp. with IBM PC, Lotus 123 & grants & contracts. Lt. typing. Min. Biweekly: $496.80

COORDINATOR OF STUDENT PERSONNEL, GR21 (C3821) Unions & Activities-Noyes Ctr.
Student staff recruitment, selection, training supv., evaluatioin & payroll processing. Will hire 80–100 student employees/semester. Irregular hrs. & frequent evenings & weekends. 10 month position.
Req.: AAS or equiv. BA desir. Min. 2 yrs. exp. in related field or 5 yrs. related exp. Demonstrate proficiency in interper., comm. & supv. skills. Able to comm. effectively with all members of CU community. Knowl. of micro-computers pref. Lt. typing. Letter & resume to Esther Smith. Min. Biweekly: $527.69

General Service

REGULAR EMPLOYEES Submit an employee transfer application to Staffing Services, East Hill Plaza. **EXTERNAL APPLICANTS** Employment applications are available at Staffing Services, East Hill Plaza 9-noon, Mon.-Thurs.

CASHIER, GR15 (G4509) Dining
Transact cash & credit sales; tabulate daily figures & prepare deposits.
Req.: H.S. dip. or equiv. 1–2 yrs. related exp. *Basic reading & computation skills. Good* interper. & comm. skills req. Min. Biweekly: $382.62

DISH MACHINE OPERATOR, SO16 (G4505) Dining-Endowed
Wash dishes, utensils, pots & pans. Stock assigned areas. Shift subject to change.
Req: H.S. dip. or equiv. Able to learn proper use of dishwashing equip. & cleaning agents. Able to lift 35 lbs. Min. hourly: $5.39

FOOD SERVICE WORKER, SO16 (G4504) Dining-Endowed
Prepare, present & serve food items for Co-op, cash, catering or special events. Shift subject to change.
Req.: H.S. dip. or equiv. 1 yr. related exp. Working knowl. of food prep. & presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers & various hand tools. Good customer relation skills. Min. hourly: $5.39

CUSTODIAN, SO16 (G4510) Residence Life-Endowed
Provide general custodial care of bldgs. & grounds in immediate vicinity of assigned area. Mon.-Thur., 7:30 a.m.–4 p.m.; Fri. 7:30 a.m.–3 p.m.
Req.: H.S. dip. or equiv. Able to operate a *variety of heavy power equip., lift 50 lbs. & climb* an 8 ft. ladder. Basic reading & writing skills. Daily contact with students. Min. hourly: $5.39

CUSTODIAN, SO16 (G4511, G4512) Buildings *Care-Endowed*
Provide gen'l. custodial care of bldgs. & grounds in immediate vicinity of assigned area. Mon.-Thur., 6 a.m.–2:30 p.m.; Fri. 6 a.m.–1:30 p.m.
Req.: H.S. dip. or equiv. Able to operate a variety of heavy power equip., lift 50 lbs. & climb an 8 ft. ladder. Basic reading & writing skills. Min. hourly: $5.39

SALES ASST., GR17 (C4507) Food Science
Run register, stock shelves. Supv. & train student sales clerk. Supv. on Saturdays, incl. opening & closing store. Tues.-Sat, 7:30–4:00.
Req.: H.S. dip. or equiv. Able to functionally supv. others & operate (or willingness to learn) computerized register. Min. Biweekly: $420.76

COOK, SO18 (G4513) Residence Life-Endowed
Clean, prepare & cook food for Univ.-owned fraternity. Clean all food prep. areas, cooking areas & assist in keeping storerooms & refrigerators sanitary. Aid student steward in menu-planning & food purchases as needed. Mon.-Fri.
Req.: H.S. dip. or equiv. Some yrs. exp. as a cook. Able to follow recipes accurately, operate standard food prep. & cooking equip. Exp. in large quantity prep. essential. Good org. skills. Able to work with little supv. & with student volunteers. Able to supv. student helpers pref. Min. hourly: $5.96

MATERIAL HANDLER, SO18 (G4506) Dining-Endowed
Receive, inspect, store & issue food products, equip. & supplies. Clean & maintain assigned areas. *Shift subject to change.*
Req: H.S. dip. or equiv. Basic reading & computation skills req. Knowl. of storeroom/inventory techniques & purchasing/receiving food. Able to lift 75 lbs. on continuous basis. NYS driver's license req. Min. hourly: $5.96

UNIV. SERVICE OFFICER, GR02 (G4502) Public Safety
Resp. for prevention & detection of criminal behavior; external & internal patrol of Univ. property within assigned area for fire, safety & crime hazards; enforcement of parking regulations on campus.
Req.: H.S. dip. or equiv. Formal ed., training or exp. in law enforcement field pref. Satisfactory completion of basic Univ. Service Officer training. U.S. citizenship; eyesight 20–40 corrected to 20–20; no record of convictions other than minor traffic infractions. NYS driver's license; able to obtain NYS pistol permit within 90 days of employment. Must pass physical exam. Min. hourly: $6.75

VEHICLE MECHANIC, SO20 (G4503) CU Transit, Inc.-Endowed
Repair & maintain heavy equip. Drive bus on Campus & charters. Summer, 7:30–4:18; Winter, 12:00–9:00.
Req.: H.S. dip. or equiv. 3 yrs. mechanical exp., familiar with heavy equip., bus driving, able to pass driverr physical, have or obtain NYS Class II driver's lic. within 3 months. Min. hourly: $6.59

COPY PREP. SPECIALIST, GR20 (G4508) *Agricultural Economics*
Utilize desk-top publishing skills to typeset, lay out, format & design books, study guides, journals, brochures, calendars & various teaching, research & extension publications. 2 yrs. appt., *possible continuation.*
Req.: H.S. dip., AAS desir. 1–2 yrs. trng. or exp. with microcomputers. Exc. org. & comm. skills. Med. typing. Min. Biweekly: $495.35

PRINT MACHINE OPER., SO23 (G4411) Media Services-Statutory
Set-up, operate & maintain a variety of commercial bindery equip. & duplicating machines incl.: off-set presses, folders, cutters, stitches & collators. Mon.-Thur., 8–5; Fri., 8–4.
Req.: H.S. dip. or equiv. Vocat'l. trng. in printing pref. Min. 2 yrs. exp. on commerical bindery equip. or offset presses. Able to lift 60 lbs. Min. hourly: $7.74

VEHICLE MECHANIC, SO23 (G4409) CU Transit, Inc.-Endowed
Provide routine servicing & prevent. maint. to all vehciles at Bus Garage. Major repair work on engines, drive train, chassis, body, etc. Mon.-Fri.
Req.: H.S. dip. or equiv. Min. 5 yrs. exp. working diesel engines on busses. NYS Class 2 lic. req. Min. hourly: $7.74

Technical

REGULAR EMPLOYEES: Submit an employee transfer application, resume & cover letter. **EXTERNAL APPLICANTS:** Submit an employment application, resume, & list of laboratory techniques/equipment, or computer languages/hardware with which you are familiar. Submit a cover letter for each position for which *you apply, (specify title, dept. & job number)* to Judi Deane 160 Day Hall. The following backgrounds are highly desired: biochem., chem., microbio., elect., physics, lic. animal health tech.

TECHNICIAN, GR19 (T4508) *Animal Science*
Tech. support for research projects on reproductive physiology, incl. sample collection & radioimmunoassay measurement of steroid & peptide hormones.
Req.: BS or equiv. with coursework in bio., organic chem., biochem. & endocrinology or 2 yrs. related lab exp. in radioimmunoassay or biochem. procedures. Apply by 12/23. Min. Biweekly: $469.53

ANIMAL HEALTH TECH., GR20 (T4510) Vet. Med. Teaching Hospital
Tech. support for Small Animal Clinic Medicine Srvc. & Intensive Care Unit. Assist Clinicians to educate & supv. vet. students with patient care.
Req.: AAS in animal health tech.; NYS licensed or eligible for licensure. 2 yrs. exp. working with small animals pref. Apply by 12/23. Min. Biweekly: $495.35

TECHNICIAN, GR21 (T4505) Entomology
Tech. asst. by conducting field, lab procedures & data analysis. Help design & carry out experiments relating to predator-prey interactions between stoneflies & mayflies, & mayfly-periphyton interactions in streams. 2 yr. appt.
Req.: BS in aquatic ecol.; MS pref. or equiv. related research exp. 2 yrs. exp. in designing exp., designing & bldg. specialized apparatus; exp. with video equip., photomicroscopy, SEM, microbalances, Apple 2E, MacIntosh, statistical computing, aquatic invertebrate ID, chlorophyll determination using fluorometry; familiar with literature on stream ecology. Apply ASAP. Min. Biweekly: $526.14

TECHNICIAN, GR21 (T4406) Avian & Aquatic Animal Med.
Run exp. in molecular bio. in Viro Lab, prep. radioactive probes, carry out hybridizations, prep. mRNA & cDNA, develop in vitro transfection methods, etc. Resp. for daily org. of molecular bio. lab.
Req.: BS in microbio. or equiv. 2 yrs. with radio-isotopes, sterile techniques, tissue culture & recombinant DNA techniques req. Familiar with electrophoresis equip., ultracentrifuges, faction collectors, scintillation counter, etc. Apply by 12/11. Min. Biweekly: $526.14

TECHNICIAN (T2104) Biotech. Program
Assume full resp. for vertebrate cell culture facil. that provides tech. srvc., advice & cells for client groups of CU Biotech. Ctr. Perform biochem. assays, fluorescense staining of photomicroscopy; participate in experiments for ongoing membrane biophysics research. 20 hrs./wk. flex.
Req.: BS in bio. Min. 2–4 yrs. exp. incl. cell culture & protein conjugation methods, spectroscopy, fluorescence microscopy, biochem. purification & analytical methods. Familiar with computers. Letter & resume to Judi Deane ASAP.

MICROCOMPUTER SUPPORT SPECIALIST, GR22 (T198) Mann Library
Coord. microcomputer support, maint. & repair activities. Order & install computer hardware. Order, install, configure & upgrade software. *Troubleshoot hardware & software* problems. Provide consulting support in use of microcomputer hardware, software & peripheral devices.
Req.: AAS in tech. field; BS pref. 1 yr. exp. in troubleshooting & support of microcomputer hardware & software req. Driver's lic. req. Apply ASAP. Min. Biweekly: $554.63

TECHNICIAN, GR22 (T4403) Plant Breeding & Biometry
Assist in design & conduct of molecular studies on gene expression in tomato fruit, invol. isolation & analysis of DNA & RNA, nuclear isolation & run-on experiments & protein binding studies. Lab upkeep, oversee use of radioactive compounds in lab. Hire, train & supv. students.
Req.: BS biochem./biology/chem. 2 yrs. exp. with molecular techniques req. incl. isolation purification & analysis of RNA & DNA, exp. with plant system useful. Good supv. & interper. skills. Apply by 12/11. Min. Biweekly: $554.63

RESEARCH EQUIP. TECH., GR24 (T4506) Nat'l. Nanofabrication Facility
Support to staff in terms of equip. maint., i.e., vacuum systems & daily lab operations. Assist in design, installation & repair of research equip.
Req.: AAS or equiv. college coursework in elec. & mech. engr. & design pref. Blueprint reading. Adept mech. ability; machine shop practices; inventory & purchasing bkgrnd. helpful; able to follow flow charts & diagrammatical instructions; attention to detail; observance of safety & "clean" room res. environ. conditions. Apply by 12/18. Min. Biweekly: $625.43

Part-Time

DINING SERVICES (G4514)
Several openings with various shifts. Uniforms, meals & trng. avail. Apply at Staffing Services, East Hill Plaza, Mon.-Thurs, 9 a.m.–12 noon.

LABORATORY ATTENDANT, SO16 (G4516) Vet. Microbiology-Statutory
Prepare glassware & related equip. for use in tissue culture & biochem. analysis. Sterilize glassware & prepare in order to maintain sterile condition. Mon.-Fri., 8 a.m.–12 noon.
Req.: H.S. dip. or equiv. Knowl. of autoclaves, diswashers, acid cleaning & methods used in cleaning glassware used in tissue culture. Min. hourly: $5.39

SECRETARY, GR16 (C4501) Unions & Activities-Willard Straight
Transcribe dictation tapes; assist in gen'l. sec. duties, student supv. & offc. mgmt. Mon.-Fri. 9 a.m.–1 p.m.
Req.: H.S. dip. or equiv. Min. 1–2 yrs. offc. exp. Computer/WP exp. helpful (pref. IBM PC). Knowl. of gen'l. offc. equip. req. Able to set priorities & work independ. in a complex, active environ. Med. typing. Min. full-time equiv.: $401.78

CUSTODIAN, SO16 (G4412) Ornithology-Endowed
Perform custodial duties: clean restrooms, mop, vacuum bldg., wash windows & display cases, remove trash, set up tables & chairs for mtgs./seminars, feed waterfowl, shovel snow & run errands. 20–25 hrs.
Req.: H.S. dip. or equiv. Able to lift 50 lbs. & climb 8 ft. ladder. Previous janitorial exp. pref. Must have NYS driver's lic. for occasional *errands. Min. hourly rate: $5.39*

SECRETARY, GR17 (C4527) Human Ecology Student Services
Primary contact for students & faculty visiting offc. Answer inquiries; make approp. referrals; maintain & distribute info.; act as recept. & sec. for 4 professional staff members; assist staff in carrying out program functions; job placement of graduating seniors; orientation of new students, services for minorities & orgs. 20 hrs./wk. flexible.
Req.: H.S. dip. or equiv. Some college desir. Exp. in people-oriented environ. Able to handle several tasks almost simultaneously. WP exp. an asset, computer capability helpful. Interest in student svcs. Med. typing. Min. full-time equiv.: $420.76

OFFICE ASST., GR17 (C4521) Media Services
Conduct mail & phone order fulfillment operations for Pesticide Applicator Training publication. Open & sort mail; check remittances; assemble & ship orders; file completed orders; prepare cash; check deposits; prepare invoices; maintain records & files; serve inquiries. Min. 20 hrs./wk.
Req.: H.S. dip. or equiv. 1–2 yrs. busn. or admin. offc. exp. desir. Able to lift up to 50 lbs. Exc. org. & interper. skills. Med. typing. Min. full-time equiv.: $420.76

ACCOUNTS ASST., GR18 (C4522) Dining Services
Maintain fin. & personnel records for Unit. Resp. for routine functioning of main offc. 20 hrs./wk.
Req.: H.S. dip. or equiv. Min. 2 yrs. sec./acct. exp. Good interper. & comm. (written/oral) & computation skills essential. Knowl. of WP & PC's. Lt. typing. Min. full-time equiv.: $444.37

INFORMATION ASST., GR18 (C4513) Mann Library
Provide info. about libr. collection & svcs.; answer in-person & phone questions using card catalogs, RLIN database, reference books & other libr. resources; assist with maint. of reference collection & projects. 9 month appt., 20 hrs./wk. Incl. evenings/weekends.
Req.: BA or equiv., pref. in agriculture, bio. or human ecol. Evidence of strong interper./comm. skills. Exp. working in an academic/research libr. &/or teaching is desir. Min. full-time equiv.: $443.13

SPECIAL COLLECTIONS ASST., GR18 (C4515) Public Services/Law Libr.
Maint. of all special collections in Law Libr. Foreign & internat'l. law materials; faculty loose-leaf services; all microform materials. 20 hrs./wk.
Req.: AAS or equiv. Exc. org. skills. High level of attention to detail. Familiar with French, German or Spanish highly desir. Min. full-time equiv.: $444.37

SEA GRANT EXT. OFFC. SECRETARY, GR19 (C4516) Coop. Ext.-Riverhead, NY
Act as offc. recept.; take shorthand & use dictation equip.; use computer for corresp., reports, comm., etc.; answer phone. Mon.-Fri., 30 hrs./wk.
Req.: AAS or equiv. Shorthand & computer knowl. desir. Exc. org., comm. & interper. skills. Med. typing. Min. full-time equiv.: $469.53

RESEARCH AIDE, GR20 (T4503) Chemistry
Support to prof. of organic chem. Collect, compile & synthesize data from lit. research; org. prof.'s research data files; prep. manuscripts & grant apps.; mng. corresp., make travel arrangements; maintain files & schedule appts. 25–30 hrs./wk. flexible.
Req.: AAS or equiv. exp. College coursework in chem. or bio. helpful. Libr. research, scientific writing/editing, tech. drawing exp. req.; sec. exp. req.; knowl. of microcomputers & software for WP useful. Reading knowl. of French or German useful. Letter & resume to Judi Deane by 12/18. Min. full-time equiv.: $496.80

Employee hospital stays to require precertification in '88

Employees participating in Cornell's endowed health care plan will have to have their hospital stays reviewed by Aetna Life Insurance Co. beginning Jan. 1 as part of a move to reduce the cost of health-care benefits, the Office of Human Resources has announced. Aetna administers the university's health plan for employees of endowed units.

The reviews will be made by registered nurse consultants who will take employees' or physician's calls over a toll-free telephone line called Healthline. Employees or their physicians will be required to contact Healthline within 48 hours of emergency hospital admissions.

In addition to obtaining such "precertification," employees also will be able to call the toll-free number for advice about health-benefit claims, second surgical opinions and community health care services. The university's Employee Benefits Office has scheduled meetings this month to discuss this new service.

Employees participating in the endowed health care plan will receive further information at their home addresses on Healthline and on precertification. Future mailings will include information on an alternate health plan option and adjustments in employee contributions, both of which are expected in April 1988.

The precertification plan — in which the consultants review the necessity and length of planned hospital stays — is being inaugurated because a study of Cornell's health care usage showed hospital admission rates and lengths of stay above the norm, said Marilyn Paluba, employee benefits manager. For instance, she said, Aetna's norm in 1986 was 164 hospital admissions per 1,000 employees, while Cornell's endowed employees had 216. During this same period, an unnamed comparable Ivy League college showed 133 admissions per 1,000 employees and a comparable upstate New York institution showed 171.

The average length of stay for Cornell employees is also higher at 6.3 days, versus 5.5 at the upstate New York institution and 6.1 for the Aetna norm. It is not higher than the 7.9-day average at the comparable Ivy League institution. Paluba said that there is no inherent reason that Cornell employees would need more hospital treatment than would other groups.

"The university's expenditures for health care benefits continue to be the fastest growing component of our total benefits budget," Paluba said. She explained that the endowed health care plan represented 6 percent of the total benefits cost nine years ago, but is 21 percent today. Among the increased medical costs, hospital room and board showed the largest gain as both hospital costs and employee use grew.

"During the past 20 years, the cost of medicine has increased an estimated 300 percent, while the cost of hospital room and board has gone up over 650 percent," Paluba noted.

"At Cornell, more than 40 percent of our health care costs can be attributed to hospital expenses. If we are going to control the cost of our plan, this is an area we have to target. The Healthline program is one that will help control expenditures and at the same time not compromise the quality or scope of Cornell's health care benefits."

Precertification requirements have existed for several years for members of the Empire Plan for employees of Cornell's statutory units and for health plans by other local employers, Paluba said.

She stressed that the endowed health care plan will continue to pay normal benefits for room, board and services when a hospitalization has been precertified. However, she said that if an employee fails to contact Healthline, the plan will pay only 50 percent of its normal benefits for medically necessary charges, leaving the participant responsible for paying the remaining 50 percent, up to a maximum of $1,000.

The precertification plan will apply to all hospital stays unless Medicare pays for these expenses first.

— Dennis Meredith

Meetings will be held this month to explain the new Healthline service and precertification at the following times and locations:

- Dec. 9, from 2:30 to 4:30 p.m. in the Bache Auditorium of Malott Hall.
- Dec. 10, from 9:30 to 11:00 a.m. and from 1:30 to 3:00 p.m. in Bache Auditorium.
- Dec. 15, from 9:30 to 11:00 a.m., from 11:30 a.m. to 1:00 p.m. and from 2:30 to 4:00 p.m. in Room B14 of Hollister Hall.
- Dec. 16, from 9:30 to 11:00 a.m. in Bache Auditorium.

Employees may attend whichever meeting they wish.

Graduate Bulletin

Charlotte Newcombe Doctoral Dissertation Fellowship: Primarily for those in humanities and social sciences, $10,000 for dissertation writing year; deadline is Dec. 11.

Thesis/Dissertation: All students who plan to submit an MA, MS, MFA (creative writing or music), MPS (AAA), or Ph.D. thesis/dissertation should see the adviser in the Graduate School either shortly before or after the defense to ensure Graduate School rules are being followed. Bring the entire document — title page to last page — weekdays, 9:30 to 11:30 a.m. or 1:30 to 3:30 p.m. (except Weds. morning), Sage Graduate Center. No appointment necessary. You have only 60 days after passing the defense in which to submit the thesis/dissertation to the Graduate School without a $100 late-filing penalty. The deadline for a January 1988 degree is Jan. 15.

Spring 1988 Registration: for graduate students will be in Sage Hall Lounge Jan. 18–22, 8:15 a.m. to 4:15 p.m.

Applications are being received by the Cornell Chapter of Sigma Xi, the scientific research society, for a writing contest and a grants-in-aid program:

The Fuertes Memorial Scientific Writing Prize is for the best popular student-written article on a topic of current interest in the physical or biological sciences. First prize, $350; second prize, $150.

Graduate students and advanced undergraduates are eligible to apply for the grants-in-aid program and/or small research grants. Deadline is Feb. 20.

More information on both programs is available from Herbert Everett, Department of Plant Breeding, 520 Bradfield Hall, telephone 255-1667.

Himalayan honey bees *Continued from page 1*

ject was a three-and-a-half-month solo walk across the state.

During the weeks ahead, Tillemans will set up anchors and establish rope systems on two cliffs, one at about 8,800 feet and the other at 11,500 feet in a hilly area in the valley of the Modi Khole River, some 150 miles northwest of the Nepalese capital city of Kathmandu. Mt. Everest, the world's tallest mountain, on the Nepal-Tibet border, is 29,000 feet high.

Tillemans will set up several rope systems at each cliff for Underwood to use rope ascenders to climb up and down the cliff to observe those bees at the nesting site. To prepare for the expedition, Underwood took two rock-climbing courses taught by Tillemans, who will return to Cornell in early January.

"There are no bees nesting on these cliffs this time of year, so we can set up the rope systems without any interference from the bees," Underwood said, explaining that the bees are "hanging out in forests" at lower altitudes, where they spend each winter without building nests or rearing their brood. They migrate back to the cliffs in the spring.

Underwood first heard about the bees when he was in Nepal from 1974 to 1976 as a Peace Corps volunteer teaching beekeeping techniques to the Nepalese. He returned to the country in 1978 and saw the cliff-dwelling bees for the first time. In 1984, he spent several months in Nepal doing research for his master's degree thesis on the bees.

Based on the findings he made in Nepal, Underwood said that the cliff-dwelling bees build their nests only on cliffs that range in height from 30 to 400 feet, usually putting between 10 and 20 nests underneath a large rock overhang on top of a cliff.

When the bees return and build nests in spring, Underwood will be able to use rope ascenders to climb the cliff and set up a wooden platform near the nests to observe the bees at close range.

He will focus his study on behavioral, morphological and physiological characteristics of the Asian bee in efforts to gain a better understanding of how the species can live at high elevations with cool climates. No other kinds of honey bees live at such high altitudes, he said.

Unlike American honey bees that build nests in cavities such as in hollow trees or in buildings, the Nepalese bees construct nests in the open. To protect the brood inside the comb, these bees must keep the nest warm by covering the whole nest with their own bodies. According to Underwood, honey bees generally keep their nest temperatures at about 92 degrees F., a factor crucial for the brood to develop into healthy adult bees.

Finding out how warm the Nepalese bees maintain their nest temperatures is one of many questions to be answered through the study. Underwood also will study other factors, including the time required for eggs to develop into adult bees, the longevity of worker bees, flight activity at various ambient temperatures, migratory behavior, wintering areas, foraging activity, flight range, pollination of high-altitude agricultural crops, diseases and parasites.

He will pay special attention to the foraging activity in terms of areas covered and crops involved. "Because this Nepalese bee is important for the pollination of Nepal's high-altitude crops such as apples, cherries, peaches, pears, mandarin oranges, buckwheat and vegetables, the study of this mountain-dwelling bee should benefit Nepalese agriculture," he pointed out.

According to Underwood, one possible way to use these bees more effectively as a pollinator of agricultural crops in Nepal may be to build artificial cliffs near cropland and lure those bees to build nests on such a man-made structure.

Underwood will explore many parts of Nepal in search of the giant honeybees of the Himalayas. He speaks Nepalese fluently. He is scheduled to return Cornell in March 1989.

— Yong H. Kim

Chimes work overtime

The chimes in McGraw Tower rang more times than usual yesterday afternoon to accommodate a CBS television crew doing a feature on Cornell's 119-year bell-playing tradition. The story will appear on the CBS Morning Show, with Charles Osgood.

Job Opportunities

ADMINISTRATIVE AIDE, GR20 (C4507) Associate Vice President

Type corresp.; serve as recept.; arrange mtgs. & keep calendar; maintain files & affirmative action records. 4 hrs./day.

Req.: AAS or equiv. Knowl. of Wordperfect or willingness to learn. Able to maintain confidentiality. Exc. comm. skills essential. Attention to detail. Med. typing. Min. full-time equiv.: $496.80

SR. INFORMATION ASST., GR20 (C4510) Reference/Olin Library

Assist libr. patrons at Info. desk & phone in using CU libs. by providing info. about libs. org. & svcs.; handle complex bibliographic & govt. document questions; recommend & provide instruction in use of reference sources; use & teach use of manual lib. files & online catalog; search in automated files; review & verify ILS requests; assist with bibliographic instruction, collections & other projects. 20 hrs./wk., incl. nights & weekends.

Req.: BA in social sci., humanities or equiv. Exp. working in a academic libr. or with bibliographic verification sources desir. Teaching exp. desir. Knowl. of at least 1 foreign lang. Strong interper. & comm. skills req. Min. full-time equiv.: $496.80

Temporary

Experienced & skilled individuals specifically interested in temporary clerical/secretarial work can contact Lauren Worsell (255-7044).

SECRETARY (C4522) Hotel Admin.

Sec. support for Dean & Asst. Dean. Resp. for typing & using WANG PC; maintain files & confidential records; answer phones, direct calls; resp. for distribution of various acct. statements, phone bills, etc.; greet on-campus & off-campus visitors; handle mail. 9–3 flex. Until 3/30/88.

Req.: H.S. dip. or equiv. Busn. or sec. school desir. Prior recept. or sec. exp. highly desir. Able to work in complex, active, busn.-like environ. Heavy typing. Letter & resume to Esther Smith.

DARKROOM TECHNICIAN (G4515) Publications Photography

Process 35 mm film & make prints in high quality production environ. Exp. in darkroom facil. req. Apply to Staffing Services, East Hill Plaza, 9 a.m.-noon, Mon.-Thurs.

TECHNICIAN (T4501) Biotech. Program

Assume full resp. for vertebrate cell culture facil. that provides tech. srvc., advice & cells for client groups of CU Biotech. Ctr. Perform biochem. assays, fluorescense staining of photomicroscopy; participate in experiments for ongoing membrane biophysics research. 20 hrs./wk. flex.

Req.: BS in bio. Min. 2–4 yrs. exp. incl. cell culture & protein conjugation methods, spectroscopy, fluorescence microscopy, biochem. purification & analytical methods. Familiar with computers. Letter & resume to Judi Deane ASAP.

DATA ENTRY OPER. (C4503) Summer Session

Computer entry (IBM PC/XT using dBase III plus) of data from application & recommendation forms for Summer College applicants; production of reports & program statistics, answer phone inquiries from students, parents & guidance counselors re: Summer College program. Until 8/31/88.

Req.: AAS or equiv. Exp. with IBM PC/XT & dBase III Plus software essential. Exc. keyboarding. Letter & resume to Esther Smith.

CLERICAL ASST. (C4504) Summer Session

Answer phone & mail inquiries; provide info. to callers; process applications, recommendations & transcripts through acceptance to programs; assemble & process bulk mailings, info. packets for students & parents & assist with registration & course changes; enter student data on computer. Until 5/1/88.

Req.: AAS or equiv. Exp. with IBM PC/XT using dBase III Plus software essential. Exc. org., interper. & comm. skills. Med. typing. Letter & resume to Esther L. Smith.

PROJECT COORD. (G4410) Human Ecology Admin.

Assist with short & long term space planning in College of Human Ecology. Work on current & future renovations plus long term space allocations. 15 hrs./wk.

Req.: BA/BS or some facilities exp. helpful. Good with detail. Creative problem solving. Exc. interper. skills. Letter & resume to J. Courtney Fletcher.

SECRETARY (C4414) Agricultural Economics

Provide sec., admin. & research support for 2 faculty. Support programs in teaching, research & ext. Type & edit manuscripts using an IBM compatible PC & Apple Mac.; extract figures, compile & do simple calculations.

Req.: H.S. dip. Busn. or sec. school desir. Min. 1–3 yrs. exp. Able to type & edit manuscripts. Knowl. of Word/Wordperfect & its usage on IBM PC or equiv. equip. desir. Med. typing.

EDITORIAL ASST., GR20 (C4221) Romance Studies

Copy editing & production coord. Work with complex literary, & serve as liaison between editors, contributors & publishers.

Req.: BA; lit. degree useful. Knowl. of IBM & Mac WP's. Letter & resume to Esther Smith. Min. Biweekly: $496.80

Academic

RESEARCH ASSOC. (A4501) Plant Pathology-Geneva

Apply to Dr. James Hunter, Plant Pathology, NYS Agricultural Exp. Station, P.O. Box 462, Geneva, NY 14456.

EXTENSION ASSOC., REGIONAL ANIMAL SCIENCE SPECIALIST (A4502) (Ontario, Seneca, Wayne & Yates County)-Waterloo, NY

Send letter of intent & resume by 12/10 to Sally A. Bartholomew, 212 Roberts Hall, Cornell University, Ithaca, NY 14853.

ASSISTANT PROFESSOR (A4503) Ecology & Systematics-Biological Sci.

Contact Dr. Peter Marks, Biological Sciences, Corson Hall, Cornell University, Ithaca, NY 14853.

RESEARCH ASSOC.-LESOTHO (A4504), **RESEARCH ASSOC.-BURKINA FASO** (A4505), **RESEARCH ASSOC.-MALI** (A4506), **RESEARCH ASSOC.-EAST AFRICA** (A4507), **SR. RESEARCH ASSOC./PROJECT LEADER** (A4508), **SR. RESEARCH ASSOC.-RWANDA** (A4509), **SR. RESEARCH ASSOC./DEPUTY DIRECTOR** (A4510), **SR. RESEARCH ASSOC./ECONOMIST** (A4511) Nutritional Sciences

Send letter of application, CV, transcripts & list of references to: Per Pinstrup-Andersen, Director/CNSP, Nutritional Sciences, Savage Hall, Cornell University, Ithaca, NY 14853.

EXTENSION ASSOC. III, REGIONAL EXT. SPECIALIST Grapes Offc. Location: Regional Extension Offc.-Fredonia, NY

Contact Sally Bartholomew, 212 Roberts Hall, Cornell University, Ithaca, NY 14853.

RESEARCH ASSOC. (A4401) Chemistry

Manage Facility for Laser Spectroscopy & conduct research w/Facility members. Photodissociation; multiphoton dissociation, excitation, & ionization; energy transfer; gas-solid interactions; Raman spectroscopy of biologically important molecules; electron transfer in liquids; & spectroscopy of van der Waals clusters. 1 yr. appt. w/possibility of continuing employment. Contact: Prof. Paul L. Houston, Dept. of Chemistry, Cornell University, Ithaca, NY 14853-1301.

SPORTS

Friday, 12/4
Women's Polo, at Yale, 7 p.m.
Men's Hockey, Harvard, 7:30 p.m.

Friday-Saturday, 12/4-12/5
Men's Wrestling, Cornell Invitational

Friday-Sunday, 12/4-12/6
Men's Squash, at Williams

Saturday, 12/5
Women's Hockey, Providence, 1 p.m.
Men's Swimming, Columbia, 1 p.m.
Women's Basketball, at Long Island Univ., 2 p.m.
Men's Polo, at Yale, 3 p.m.
Women's Swimming, Columbia, 4 p.m.
Women's Polo, Cape Cod, 8:15 p.m.

Sunday, 12/6
Men's Track, at Syracuse Relays, noon
Women's Track, at Syracuse Relays, noon

Monday, 12/7
Men's Basketball, at Syracuse, 8 p.m.

Tuesday, 12/8
Women's Hockey, Colgate, 7:30 p.m.
Men's Wrestling, at Lehigh, 7:30 p.m.

Wednesday, 12/9
Men's Hockey, at Colgate, 7:30 p.m.

Thursday, 12/10
Men's Jr. Varsity Basketball, Ithaca College, 6 p.m.
Women's Basketball, at Bucknell, 7 p.m.

Last week's scores

[X-Y Overall record to date]

Women's Basketball [1-0]
Cornell 79, Brooklyn 29

Men's Basketball [1-0], Ivy League [4-2]
Cornell 81, Castleton 53

Women's Swimming [1-1], Ivy League [0-1]
Cornell 154, Army 109

Men's Swimming [0-2], EISL [0-2]
Army 123, Cornell 89

Envoy describes China's economy

Ambassador Xan Hu, speaking here Nov. 18 shortly after attending the National Congress of China's ruling Communist Party, voiced assurance that his country's economic restructuring is safe under a new generation of leaders.

The Congress "charted the course for accelerating and deepening the reform," the ambassador said, and made it the central goal of the Party and the Chinese people "to energetically develop productivity." He reported "whole hearted support" from the people, since "a recent public opinion poll conducted in China shows that all those polled support the reform."

By way of historic background, Xan recalled that as far back as 1959, when the Soviet Union cut off its assistance, "the built-in defects of the existing economic system, such as low efficiency and rigid management that failed to respond to market need, became apparent." However, for the ensuing 20 years, "the living standard of the Chinese people did not change much."

"China is still in the primary stage of socialism," the ambassador noted. "Public ownership will remain the mainstay of China's economy," he said, although "the former view that only state ownership should be allowed to exist in China has been rejected as impractical."

"The focus of the urban reform is to instill vitality into China's state-owned enterprises" by introducing competition, he said. "Undaunted by the Wall Street crash, China has opened financial markets in a number of cities," and individually-owned business, while a "tiny" proportion of total enterprise, is enjoying an annual growth rate of 20 percent.

As Xan spoke under the auspices of the Graduate School and the China-Japan program, demonstrators outside the hall pleaded for China to restore independence to Tibet.

Asked about the issue, the ambassador stated that "Tibet has been part of China since the 13th century, and one million Tibetans today enjoy freedom and human rights." He referred to the independence advocates as "a group of people in the United States who are trying to undermine China." Chinese exchange students in the audience applauded his reply.

— Irv Chapman

Barton Blotter:

$3,000 computer system stolen

A computer, printer and associated equipment valued at a total of $3,138 were stolen from 206 Willard Straight Hall sometime between 10:40 p.m. on Nov. 15 and 8:10 a.m. on Nov. 16, according to the morning reports of the Department of Public Safety for Nov. 15 through Nov. 29.

A total of 31 thefts with a total value estimated at $8,682 were reported during the 15-day period. These included a $840 love seat and hassock taken from the fourth-floor lounge of North Campus No. 1 and an $800 couch stolen from the ground-floor south lobby of the same building, a $300 gold lapel pin, a $275 leather jacket, a $308 stereo from a car in CC Lot and a $500 metal sign from the lawn area from the Herbert F. Johnson Museum of Art. There also were nine thefts of wallets, with losses in cash and valuables set at $511.

Two persons were referred to the judicial administrator, one for forging a parking permit and the other for setting off a false fire alarm. One person was arrested for petit larceny; and another, for criminal trespass.

Computerized copies of the most current daily report may be called up on CUINFO under the title SAFETY.

University policy on holiday decorations

University Senate legislation adopted in 1972 bars Cornell from sponsoring or providing direct support for the display of religious symbols.

Any area that gives the impression that a symbol is associated with the university should not be used for display. In particular, the external surface of buildings cannot be used; however, individuals are not prohibited from having private displays in their own offices or living quarters.

Stars displayed at Christmas time are considered religious symbols, according to the legislation. Decorated trees are not, unless the decorations include such religious symbols as stars.

Questions related to the guidlelines should be addressed to William D. Gurowitz, 313 Day Hall, telephone 255-4166.

Gurowitz has requested that, in conjunction with Cornell's energy conservation program, decorations be non-electrical.

NEWS OF... Construction

Renovation of the east wing of Martha Van Rensselaer Hall began in early November. The 15- to 18-month project is the first in a series of renovations planned in MVR over the next few years. In all, 78 rooms and more than 30,000 square feet of space used by the College of Human Ecology are affected in the first phase. In addition to upgrading the facility and improving energy-conservation efforts, the project will provide storage and display space for the Department of Textiles and Apparel's costume collection. Changes in the space will conform to current health and safety standards.

A new sidewalk connecting the town houses on North Campus to the Village of Cayuga Heights was completed in November. The $35,000 project includes a concrete walk that is six feet wide and about one-third of a mile long.

Two projects scheduled for completion in January include the new Equitation Center on Pine Tree Road and improvements to Lecture Room A in Rockefeller Hall.

Other campus projects have taken on their winter blankets — mostly in the form of heavy plastic — so that interior work can continue during the colder weather.

Central campus to be brightly lit

The central campus will be brighter at night, thanks to sleek, high-yield halide lights that should improve safety for drivers and pedestrians, according to Harold D. Craft Jr., associate vice president for facilities and business operations.

The $180,000 project began six weeks ago and should be completed before winter vacation.

The 40 new lights, atop 30-foot-tall metal cylinders, have "high-intensity lamps that greatly increase the amount and quality of light," according to Henry E. Doney, director of engineering and facilities. The 400-watt lamps are supposed to last 20,000 hours. Because their light falls more directly downward, there is less sideways glare to bother drivers and thus more safety for pedestrians.

Craft noted that the traditional Gothic-style lamps — on 14-foot serrated poles — will be kept and additional ones erected in areas where there is heavy pedestrian traffic but moderate car traffic, including south of Sage Hall and behind Day and Martha Van Rensselaer halls.

This phase of the new lighting will go along Central Avenue from the Collegetown bridge to Campus Road, up to Phillips Hall then left up East Avenue to the Triphammer bridge, then left down University Avenue to the Johnson Museum and through a gorge footpath (with less powerful lights) west to Stewart Avenue.

Historic preservation *Continued from page 1*

the historic-district nomination to the State. Cornell owns 26 of the buildings in the proposed district and Cornell-affiliated organizations such as fraternities and sororities own another 25. Cornell officials had not been formally notified of the city's action, but found out about it by reading a classified official notice in a local newspaper.

The university then succeeded in obtaining a delay in the hearing before the State Board for Historic Preservation, whose recommendations go to Orin Lehman, the state commissioner of parks, recreation and historic preservation. The delay put the question on the board's agenda for its Dec. 3-4 session, but that still left Cornell only several weeks to evaluate its position.

"With so little time to analyze so important a question, we decided to seek an independent evaluation from a firm with impeccable credentials and experience in the field of historic preservation," Burness said. "Had Clarke & Rapuano recommended support for the proposal, it's quite possible we would have concurred. But their opposition is so firm, and the basis for it so well documented, that we feel no hesitation about strongly opposing the nomination."

Burness said the university would state that position at the hearing, while the report itself will be explained by James R. Lamantia, one of Clarke & Rapuano's four-member review team.

Lamantia, a Harvard-educated architect, has won the coveted Rome Prize and was a member of the Vieux Carre Commission on the preservation of New Orleans' French Quarter. The team leader was Peter F. Martecchini, an engineer who has participated in the historic restoration of Bethlehem, Pa., and is presently directing, among other projects, rehabilitation work associated with the landmark Church of the Holy Trinity in New York City. The other members of the review team are Bradford M. Greene, a landscape architect and planner who is a trustee of the Metropolitan Museum of Art and of the National Trust for Historic Preservation; and Zachary N. Studenroth, an architectural historian who is a member of the Preservation League of New York State.

Report evaluates 166 buildings

The report includes photographs and analyses of each of the 166 buildings, which are situated on 22 different streets. It gave points — ranging from zero up to 10 — for each building's architecture, historical value and landscape architecture.

It also discussed the practical difficulties of imposing preservation restrictions in an area that already permits six different kinds of zoning use, including multiple dwellings, rooming houses and educational buildings. Fire exits, safety lighting and parking lots, for example, are existing requirements that are "clearly inconsistent with the restoration aims of a historical district," the report said.

Of the 166 properties, point scores were given as follows: for architecture, 20 properties were rated 10 (the top) and 74 zero; for historical value, 17 were rated 10 and 81 zero; for landscape architecture, 16 were rated 10 and 101 zero. While 10 properties were rated 10 for both architecture and historical value, none had 10 in all three categories. Nor were the highest-rated properties clustered in any one area.

Martecchini, noting that the analysis did not include interiors of the buildings, said intense scrutiny might alter some of the point ratings either up or down. However, the report elaborates how ratings were made and cites specific government and private references for evaluation. On architectural value alone, it lists 12 references on style.

"Simple commercial subdividing"

Beyond the question of point ratings, the report strongly contested the historic-district advocates' contention that Cornell Heights was a planned residential preserve reflective of the style of Frederick Law Olmsted, the great 19th century landscape designer.

"The plan of Cornell Heights projects practically nothing of Olmsted's philosophy of harmony of man and nature," the report said. It adds that roads and intersections were laid out inelegantly and added to randomly, that there was no landscape design, that there were at least three, unplanned phases of construction from 1895 until after World War I and that there was an "ungracious juxtaposition of many houses to each other." In fact, the report said, the product indicates "a philosophy of simple commercial subdividing" that has created "a pattern of random massing that becomes almost an object lesson in what not to do."

For those very few properties worthy of preservation, historic designation might be pursued individually, the report suggests. As a district, however, Cornell Heights has "embarrassingly few" distinctive architectural characteristics and falls far short on all measures of historic significance, it says.

After noting that Ithaca's own master plan affirms its "unique function as a major center of higher education" and embraces the necessity for evolving land use, the report concludes:

"The nomination of Cornell Heights to the State and National Registers not only lacks merit on the basis of facts, but it would be positively harmful to Cornell University and the long-term interests of the people of the State of New York. . . ."

A copy of the report is available for reading in the office of Associate University Counsel Shirley Egan, 500 Day Hall.

— Sam Segal

SUPPLEMENT TO THE CORNELL CHRONICLE DECEMBER 3, 1987

EQUAL Opportunity at Cornell

Joycelyn Hart

OEO: A time of transition at 234 Day Hall

With some new and and some experienced staff members, the Office of Equal Opportunity at Cornell is in a period of transition.

Not only has the cast of characters in the office changed in the past year, the university has taken a much stronger stand regarding human relations issues.

According to Joycelyn Hart, associate vice president for Human Relations, the function of the office remains to insure that equal opportunity encompasses all university policies, practices and actions, including recruitment, advancement, promotion, reclassification, renewal, termination, transfer, leave, training, and employee benefits of any nature.

The office's mandate includes making sure that Cornell's policy complies with all applicable state and federal equal opportunity laws. Each member of the staff has responsibility for investigating charges of discrimination from any member of the Cornell community and from applicants during the hiring process.

The office is open to all members of the Cornell community for consultation on issues involving equality of opportunity, affirmative action, and discrimination.

"The words in our formal policy are very important, but it's our actions that make the rhetoric powerful," said Hart. "The Office of Equal Opportunity is the place in which we've vested our trust to make sure that our actions match the policies. That's a big job for four people — five once we hire a director — but it's a dedicated staff and I believe they're up to the task," said Hart, who is acting director of the office until a new one is hired.

Until then, she has overall responsibility for administering the functions of the office, which are organized under several major areas: services for the disabled, women's services, minority staff services, services for Vietnam era veterans, and age discrimination.

Claude Levet

President Rhodes and his executive staff attend to actors Kate Levy and Harvey Blanks, who are playing a scene depicting sexism on campus.

Non-academic supervisors begin training

Some are surprised to find that blacks have prejudices, too.

Some grow more fervid about "degree-ism" — a perceived arrogance by holders of Ph.D.s — than about the day's main topics.

Those topics are racism and sexism, but all revelations about employee interaction are welcome at the day-long training sessions that were begun this fall for all non-academic supervisors on campus.

They meet in groups of about 25 — each group a mix from many campus units — for training every Wednesday in Room 200 of the ILR Conference Center. About 170 supervisors have been through the 7-1/2-hour session; another 900 will follow suit. Even President Frank H.T. Rhodes and his senior staff have taken part.

"Tolerance is not ignoring differences," commented Joycelyn R. Hart, associate vice president for human relations. "The whole idea is understanding differences and accepting them. Acknowledging that there are differences is the start of genuine equality."

The training grew out of last year's recommendations by a 12-member task force appointed to examine human relations at Cornell. For veteran supervisors, the day's training stands alone; for newly hired supervisors, it is the last day of 30 hours of what is called a results-oriented-training program.

The training, under Hart's office, is directed by Judith Atcheson; and each session is run by two professional staff members. There are full-group discussions, small-group sessions, and short, individually answered questionnaires that provide the basis for some of the discussion.

One element that seems always to command group attention is scenes performed by Theatre Cornell's Resident Professional Theatre Associates. The two-actor scenes depict incidents of racism or sexism — subtle, not blatant — that prompt extensive discussion in which the actors join. But though the scene has ended, the actors remain in character for the discussion — innocently defending the scene's racist acts, for instance, and thus making the discussion even livelier.

"In my group, the actor who was the perpetrator of sexism in one scene became the victim of racism in the next," one participant recalled. "But he was so successful at playing the S.O.B. that some people couldn't feel sympathy for him later."

Since the subjects of racism and sexism are "fraught with emotion," it is important to dig out people's true feelings on the subjects, according to Hart. For that reason, the talents of professional actors and anything else that sparks genuine discussion are welcome.

"And it's not only on women and minorities that we want to open discussion," Hart said, adding, "We'd like to see a carry-over: We hope people will learn about themselves, will think about how their work-unit interacts; we hope this leads to more accepting of diversity, even if their own groups happen to be homogeneous at the moment."

For Dorothy Pasternack, director of the Office of Publications Services, the session succeeded in opening up a wider discussion. In fact, she recalled that one of the hottest questions concerned what one manager called "degree-ism." In an exercise to show how some people see others in stereotypes, he complained that anyone without strictly academic credentials could feel despised at an institution where people at the top iof the pyramid have Ph.D.s, Pasternack said, adding, "And he got a lot of 'amens.' "

For her training group — most of whom

Continued on last page of supplement

Sexism, racism explored through didactic drama

Had Sophocles merely lectured the Athenians on the sin of pride, we'd know him, if at all, as a Greek general. Instead, he wrapped his message in the Oedipus plays; and he's still moving audiences 2,400 years later.

The Office of Human Resources isn't seeking millennial effects, but it has embraced the principle that emotional messages can be communicated better through drama than lecturing.

That's why it invited the Department of Theatre Arts and its six resident professional actors to communicate with Cornell supervisors on the problems of racism or sexism on the job.

The didactic drama (sometimes called "applied theater") is part of a day-long session, which in turn is part of wider management education and training. By year's end, 1,100 Cornell supervisors will have seen two scripted performances — one on sexism, the other on racism — that are separated by spirited discussion with the actors and training staff.

Janet Salmons-Rue directs the Theatre Department's outreach programs, which include performances on child abuse and date rape, as well as on racism and sexism.

Since last year, about 1,000 Cornell students have seen the date-rape performance, which already has led to an increase in the number of students coming to discuss the subject at the Dean of Students Office and the Gannett Health Center, according to Salmons-Rue. If the new performances on sexism and racism similarly promote more open discussion of those issues, the communications process will have worked as hoped, she said.

Unusually intimate communication

One of the actors, David Gottlieb, suggests that the process may succeed because of the unusually intimate communication it fosters between actors and audience.

"It's very different to have all this interaction with the audience while you're in character, and the responses we elicit are anything but friendly," Gottlieb said. "Sometimes it's hard to subject yourself to those negative feelings and still keep doing what you're supposed to do."

He explained that he has a balancing act to perform — to be enough of a "jerk" to arouse feeling but not so much that he becomes the pure villain of the piece.

Whether the subject is sexism or date rape, didactic theater is communication about communication; and although the product appears emotional and spontaneous, it is carefully directed from backstage.

Judith Atcheson, who directs this Office

Continued on last page of supplement

EQUAL
Opportunity at Cornell

Learning-disabled students form peer support group

Carlyse Marshall ranked fifth out of 96 graduates at her high school in New London, N.H. She scored 700 in math and 560 in English on her Scholastic Aptitude Tests, shone in music and sports, and had strong teacher recommendations. So it was no surprise that she was admitted to Cornell.

What was surprising — and devastating — was her discovery, in her freshman year, that she was learning-disabled.

"When I found out, I didn't want to accept it," she said. "I was mad, frustrated. I felt like crying in class. I just couldn't understand."

It took months for Marshall to define her disability — both dyslexia and a problem processing sound — and it took more than a year until some of her professors began to lend the support necessary for her to succeed. But with understanding, that support has come; so has success. Now, with the help of Cornell's Office of Equal Opportunity, Marshall has launched a campus drive to bring other learning-disabled students out of the shadows.

In early November, she and a dyslexic architecture student, Paul Boudreau, hosted a well publicized pizza party for any learning-disabled Cornell students who wanted to be part of their new peer-support group.

Eight other students came forward, which Marshall said is a strong response, considering that it is a huge step to move from secrecy to public disclosure.

"I have a very special mother, and got real support from some friends here," Marshall said. "Otherwise, it would have been too much. And yet even they couldn't really understand what was going on in my head. That's what this group can give other learning-disabled kids."

She believes that, besides support for the students themselves, the exposure will help others understand what learning disabilities are and are not. In fact, there is no simple definition. The term covers dozens of neurologically based disorders, sometimes combined, that can impair the ability of even the brightest students to read, write or process information.

The peer-support group is part of a larger effort, at Cornell and at campuses across the country, to accommodate an estimated 1.8 million pre-college students with learning disabilities. Besides addressing students themselves, Cornell has just mailed to all faculty members a new booklet explaining learning disabilities and suggesting how teachers can help. Among 17 specific suggestions are allowing "note-taking" with tape recorders, giving assignments both orally and in writing, allowing extra time on exams written in class, and considering oral, taped or take-home exams as alternatives for learning-disabled students.

"The key is to develop strategies that capitalize on a student's strengths while compensating for specific deficiencies," the booklet says.

Carlyse Marshall and Paul Boudreau, students who have started a peer support group for the learning disabled.

According to Joan Fisher, Cornell's coordinator of disabled services, the resulting assistance translates simply into permitting compensation. "Glasses compensate for defective vision," she argued. "No one would question allowing a near-sighted person to wear his or her glasses. Well, letting a learning-disabled student take an oral exam is simply allowing the student to compensate."

The new faculty booklet says these students "are not manipulators looking for the easy way out. On the contrary, they must work extra hard to master what for most people seems simple."

In looking back on her academic career so far, Carlyse Marshall would have to agree.

When she was very young, she sometimes transposed letters and wrote her name as "Carshall Marlyse." But her high intelligence, focused energy and the small classes that afforded her ample give-and-take with teachers allowed her great success in school. It was not until she had to do lots of writing for an advanced English class during her senior year in high school that she had even the least bit of trouble succeeding through hard work.

Fisher said a common reason that teachers fail to spot learning disabilities is the "halo effect, which means teachers know that Carlyse Marshall is a good student and are guided by that perception when it comes to grading."

Cornell was different. When she entered as an engineering student, Marshall quickly felt the impact of her disability, which she describes as mild dyslexia plus "a conceptual problem where there's a time lag until I can understand what I've heard."

In one of the best and toughest engineering colleges in the country, the old methods of compensation were strained to the limit.

"One teaching assistant told me I was stupid and would flunk math," she recalled. "I didn't, but it didn't make me want to go back for help."

At the end of her freshman year, in the summer of 1986, she took a three-day test and discovered her disability. The tester also learned a secret of Marshall's compensation:

On a 20-question, multiple-choice part of the test, she changed 18 of her initial, incorrect answers to the right answers. She didn't actually erase answers. Rather, her pencil — almost automatically and apparently without her awareness — redirected itself from the wrong to the right box. It somehow double-checked her dyslexic's tendency to confuse numbers. But of course it was not really the pencil; it was part of the brain checking up on another part.

Marshall has switched majors to government and Soviet studies. Despite her disability, she can speak Russian fine, but she has needed an oral tutor. And on papers in a government course, she raised her grade from "C" to "A" after her teacher allowed her to copy her papers from tapes that she had recorded — her own oral "papers."

Fisher said that, although many learning-disabled students have no trouble understanding concepts, they may have trouble expressing themselves in a 50-minute exam, especially a written one. Time, it seems, is an important element in compensation.

For professors or fellow students who see accommodation of these students as an invitation to fakery, Fisher noted that there are standardized tests — given by psychologists, neurologists or special-education professionals — which determine if someone is legally learning-disabled. Cornell is asking faculty accommodation only in such verified cases.

Joycelyn Hart, associate vice president for human relations, said her office is trying to be immediately responsive while also trying to define the size of the problem and the legal and philosophical obligations of the university.

She explained that Cornell does not seek out students because they're learning-disabled. Like Carlyse Marshall, they must get in on their academic merits. Once admitted, though, if they have a certified learning disability, federal law assures that they cannot be discriminated against. Hart said that detailed policy still is being shaped, as it is at many universities.

Although Cornell's tough admissions standards limit the number of learning-disabled students who will apply and enter, Hart and Fisher reported a sharp increase in the visibility of the problem.

In just the three months since Fisher has been at Cornell, she has had more than 60 contacts — through letters, phone calls or personal visits — with learning-disabled students or their parents or school counselors.

Just a few years ago, such calls were unheard of at Cornell. Some students who knew they had learning disabilities may have preferred to hide the fact from admissions committees; more likely, the calls didn't come because schools were inept at diagnosing the disabilities. Greatly improved diagnosis, Fisher says, also has emboldened the parents and children to ask about available services, Fisher said.

At Cornell, only about 25 students have identified themselves as legally learning-disabled. Marshall said she knows of some who are definitely disabled but, for social reasons, won't admit it. She also has heard of students who flunked out without ever disclosing their disabilities.

In starting her peer-support group, she said she hopes it will be easier for such people to acknowledge their disability; and she is certain the group can make life more pleasant for the growing number of students with learning disabilities.

As for Carlyse Marshall herself, the late but growing community of sympathy she has found at Cornell has restored her once-shaken confidence.

"I'm sure I'll go to graduate school," she said," probably in business or law and I expect at a place of Cornell's high quality. I know I have to fight, and I'll never be an 'A' student; but being a 'B' or a 'B-plus' student doesn't upset me much."

— *Sam Segal*

President calls for tolerance, respect for personal dignity

The following statement is from President Frank H.T. Rhodes.

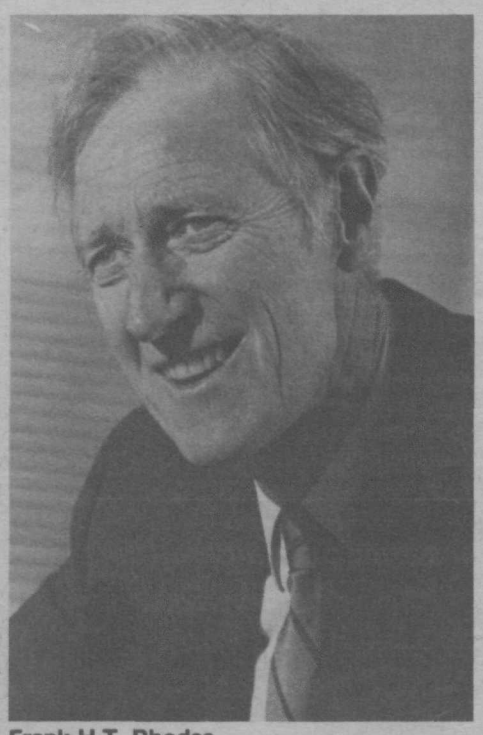
Cornell properly celebrates its diversity. Our students, faculty, staff and visitors come to Ithaca from many different backgrounds and include different ethnic ancestries, races, religions and sexual orientations. Learning to understand and appreciate the differences among us is an important dimension of education.

Tolerance alone, however, is not enough; respect and understanding also are required. Each person is responsible for respecting the personal dignity of others. We expect members of the Cornell community to demonstrate fundamental generosity of spirit. Expressions of bigotry have no place in a university environment.

Any behavior that stigmatizes individuals on the basis of ethnic or national origin, race, or gender is a violation of the university's Statement on Educational and Employment Opportunity, which prohibits discrimination on the basis of age, color, disability, handicap, national or ethnic origin, race, religion or sex.

The university also is committed to providing an environment where individuals are free to think and express their views openly and to achieve the highest quality of academic life in the classroom and in the work place. The university has established policies that are designed to ensure such freedoms. Foremost among these is the Cornell University Campus Code of Conduct.

I call on each and every member of the university community to join in our effort to make Cornell a community where tolerance, respect, and understanding characterize our dealings with each other and where bigotry and discrimination have no place.



Frank H.T. Rhodes

EQUAL Opportunity at Cornell

The door's open at the Office of Equal Opportunity

Services for the Disabled

An icy sidewalk can be a treacherous impediment for anyone. But to the person using a wheelchair, or to the person with any mobility impairment, it can stand in the way of getting to work to earn a living.

"Our doors are always open to persons with disabilities who need assistance, advocacy, or just someone to talk to," said Joan Fisher, coordinator of disabled services. "There are now 86 identified students on campus with disabilities. These include hearing and vision impairments, mobility impairments, and learning disabilities.

"These students come to the office to arrange for hiring tutors, note takers, readers, or to make other accommodations that lead to successful classroom experiences. Others request help in such areas as building accessibility, parking problems, or transportation needs. Some come in just to talk."

Fisher also helps employees with disabilities who often share the same transportation and parking problems as students. "An employee may come with specific problems such as accessibility needs, concerns about discrimination due to the disability, or requesting help in adjusting to work after a disabling illness or accident.

"Disabled employees who wish a job change may also come to the office for help in resume development and participate in the Practice Interview Program to brush up on skills in this area. A similar program of resume development and interview practice is also available to persons in the community with disabilities who would like to work at Cornell."

Joan Fisher

Mary DeSouza

Minority, Veterans' Services

"My job is part guide, part coach," said Mary DeSouza, coordinator for minority staff and Vietnam era veterans services. "Many outside applicants don't realize that it's not the people in the employment office who make the hiring decisions. When I help minority and Vietnam era veteran applicants understand the hiring process, I'm acting as a guide.

"We offer resume critiques and assistance in filling out applications to insure that applicants are supplying the right level of information. We also offer the Practice Interview Program, in which applicants go through an interview and receive feedback on their interview skills.

When an applicant comes to see me about finding a job, he or she has often just gone through at least one unsuccessful attempt. If that person gets discouraged and gives up, we've lost the battle. If, on the other hand, we can come up with new schemes for bettering the chance of employment, then we're on the way to accomplishing our mission — we've removed barriers to employment opportunities. That's when my job is like that of a coach. I'm careful not to promise people jobs, but I'm committed to seeing that they get every possible consideration."

DeSouza also investigates employee grievences or charges of discrimination based on race or one's status as a Vietnam era veteran.

Women's Services

With women in the work force in greater numbers than ever before, employers are finding it necessary to address the problems that working parents have with scheduling, raising children, and managing a household. There is also increased awareness of sexual harassment and other forms of sex discrimination.

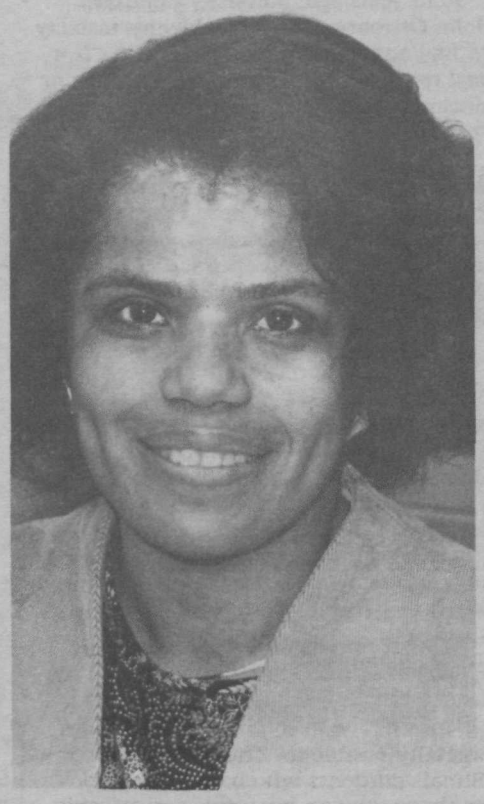
Carolyn McPherson, coordinator for women's services, assists women with job searches and transfers, investigates sexual harassment and other sex discrimination complaints, and provides information and other resource materials on child care and other women's issues.

She works closely with the Advisory Committee on the Status of Women to identify issues faced by women at Cornell, and to propose solutions.

"That committee is key to our efforts in enhancing the working environment for women at Cornell. It was no surprise that a major concern for working women is child care. We applaud the support that Cornell has given to the Ithaca Childcare Center in plans for a new building on Warren Road. We're now working on a brochure with information about benefits, leave policies, child care, and support services for members of the Cornell Community who are parents," McPherson said.

"The advisory committee is also working on such issues as pay equity, gender and ethnic stereotyping, family support services, and sexual harassment," she added.

Carolyn McPherson



Lillie McLaughlin

Age Discrimination

"Our culture tends to disregard what older people have to offer. When that attitude becomes discriminatory, we can do something about it," said Lillie McLaughlin, assistant director for OEO, whose responsibilities include racial, sexual, and age discrimination.

McLaughlin holds no myths about the deep-rooted prejudices that result in discriminatory behavior. "It is difficult to really change attitudes," she says. "They are too personal. We can, however, change behaviors that result from discriminatory attitudes. The hope is that if the behavior is equitable, the attitude will follow. That may not always be the case, but it is a level at which we can effect change. Every seminar and workshop reaches a few more people, and we make some progress we move forward."

Most people don't need to be sold on the concept of equal opportunity. "Hiring managers are eager to do their part to increase the numbers of protected class employees," she said. "We have resource material here that can help hiring managers make contacts with sources of qualified candidates. The challenge is to let managers know that such resources are available and to make the information accessible. As computerized databases become more prevalent, OEO will ensure that hiring managers have access to the resources we have."

Sexual harassment violates federal law, university policy

Sexual harassment in an academic environment or in a workplace can threaten a person's academic performance or economic livelihood. The university defines sexual harassment as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- submission to such conduct is either explicitly or implicitly a term or condition of employment or academic status;
- submission to, or rejection of, such conduct by a person is the basis for an employment decision or an academic decision affecting that person;
- such conduct substantially interferes with a person's work or academic performance or creates an intimidating, hostile, or offensive working or learning environment.

Sexual harassment is an illegal form of sex discrimination and is a violation of Title VII of the Federal Civil Rights Law, Title IX of the Education Code, New York State Law and Cornell University Policy.

Sexual harassment can take many forms, including:

- Verbal sexual innuendo and other suggestive comments, humor and jokes about sex or gender-specific traits, offensive written notes, sexual propositions, insults, threats;
- Nonverbal leering, whistling, suggestive or insulting sounds and gestures;
- Physically touching the body (e.g., brushing, patting, pinching), coerced sexual intercourse.

The first thing to do in dealing with sexual harassment is: react. You can sometimes stop harassment by taking direct action.

- Say "No" to the harasser, and be direct, saying, for instance, "I'd like to keep our relationship strictly professional."

Ignoring the situation will not make it go away. If others have had similar experiences, approach the offender together.

- Write a note to the harasser. Describe the incident and how it made you feel. State that you would like the harassment to stop. Keep a copy.
- Keep a record of what happened and when. Include the date, the time, the place, the names of the people involved and of witnesses, and who said what to whom.

If the harassment does not stop, discuss it with the harasser's supervisor or department chairperson.

Sexual harassment is sex discrimination and therefore illegal. Even if you are not sure that what you are experiencing is harassment, call the Office of Equal Opportunity.

Discussions with staff members of that office will help ensure effective handling of the complaint and reestablishment of a working or learning environment free of harassment.

If a supervisor, administrator, faculty members, or counselor receives a complaint or inquiry about sexual harassment, it is imperative that the Office of Equal Opportunity be contacted. Cornell's responsibilities include taking immediate and appropriate action to reestablish a working or learning environment free of harassment. Inquiries are made confidentially and without disclosing names or specific details.

Resolution of complaints is often achieved through information mediation. Inquiries are appropriate either as a first step in dealing with the harassment or as a continuation of your efforts to resolve the problem yourself.

Formal grievance procedures exist to protect all students and all faculty and staff members. They are activated only when a complainant puts a complaint into writing.

To report an incident or to file a complaint:

Office of Equal Opportunity, 255-3976

Dean of Students Office, 255-6839

Judicial Administrator, 255-4680

University Ombudsperson, 255-4321

EQUAL
Opportunity at Cornell

Minority business interns gain job experience

Four years ago, university Controller John Ostrom was frustrated by his inability to find and hire qualified minorities. "Normal recruiting methods weren't reaching or disclosing minority job applicants," he said, "so how do you recruit minorities?"

Five young men and women around the country who are members of minority groups also were frustrated. They wanted careers in finance or business management, and had earned the proper academic credentials, but could not find starting jobs that fit their goals.

Ostrom solved their problems — and his — by starting Cornell's Minority Business Manager Intern Program in 1984. The five aspiring executives are now working for Cornell, and Ostrom's success has sparked a similar recruiting effort in the Division of Campus Life. "We are not hiring minorities for a job," Ostrom said of the program, "we're trying to bring them into the Cornell environment and give them some skills from which they may find a job."

Claude Levet

Controller John Ostrom and Bernadette Pickett, who just started in the Minority Business Manager Intern Program created by Ostrom three years ago.

Giving recruits on-the-job experience

Ostrom recruits minorities who have academic business training but lack on-the-job experience, and puts them through a six-month-to-one-year internship in his office. Interns rotate through accounting, payroll, budgeting, human resources, facilities and computing. They also spend time working with business managers in various departments. "As soon as we feel they're ready, or after one year, they're on their own," Ostrom said.

The internship is rigorous, he noted, because it has to be. With an annual operating budget in excess of $825 million, Cornell has many of the complexities of major corporations. "The experience they get in the program equips them to handle any business task Cornell, or another institution, may throw at them," he said.

Three interns have "graduated" from the program since it started — two of them ahead of schedule — to take administrative positions at Cornell. A fourth intern, Bernadette Pickett, just started the program. A fifth person, Kathryn Lomax, applied to be an intern, was not selected, but then was recruited for a one-year internship as assistant to the business manager of the Division of Campus Life. She is now administrative manager of the Newman Laboratory Business Office.

Pickett applied to be an intern while working as an applications programer in the Registrar's Office. She was a management science major in college, and holds an M.B.A. degree from the School of Management at the State University of New York at Binghamton. "The opportunities for growth and to prepare for a career in business management attracted me to the program," she said.

Wilson Small, the program's first intern, left Jamaica in 1980 to earn undergraduate and graduate degrees in business in the United States. After completing his internship in 1985, he became business manager in the Office of Transportation Services, moving two years later to the Division of Campus Life where, as business manager, he helps plan and administer an annual operating budget of more than $60 million.

"My predecessor in Campus Life, Roberta Derlin, hired Kathy Lomax as an intern," Small said, "and it worked out so well that we decided to continue the practice." He recently received assurance of continued funding to hire one intern a year, and currently is sifting through 30 applications.

Varying degrees of formality

The Campus Life internship program is more informal than Ostrom's, according to Small. "I'll make sure they get the skills they need," he said, "but the most important aspect of being an intern is meeting and working with people in many different departments. Cornell is so complex and diversified that you need to know who to call to get things done. Once this begins to happen, an intern's chances of being hired permanently at Cornell are much higher."

The other former interns agreed that developing networking skills is the program's key to success. But they also stressed the importance of exposure to a wide range of skills they could not get in entry-level jobs.

"This combined it all," Juanita Hinton-King, the 1986 intern, said of the program. She had earned a master's degree in education administration, but had gotten sidetracked into entry-level jobs in a bank and as a teacher in a community college when she learned of the program. After only five months as an intern, Ostrom told her, "You're ready," and she applied for, and got, her present job as business manager of Cornell's Office of Transportation Services.

There she controls the finances of the Traffic Bureau and CU Transit Inc., administering a $3.5 million annual budget and reporting to the City and Town of Ithaca and the State Department of Transportation as well as to Cornell. She also serves as acting director of the office in Director William Wendt's absence.

Hinton-King's predecessor, 1985 intern Wanda Lessane, received a bachelor of business administration degree in college with a major in accounting, then earned M.B.A. and J.D. degrees from Howard University. Lessane wanted to pursue a career in university administration, but she soon discovered that universities don't recruit business or law school graduates the way corporations do.

After nine months of unsuccessful job-hunting in the Washington, D.C., area, she read about Cornell's intern program in The Washington Post, applied and was accepted. She now is a financial analyst in Acting Treasurer and Senior Vice President Jay Morley's office.

To recruit interns, Ostrom places advertisements in publications that aim at minorities, and at traditionally black colleges such as Howard, Fisk and Tuskeegee Institute. And he has gotten results: More than 60 minority candidates have applied each year for the one internship position open in Ostrom's department.

"These are bright and able people who just need an opportunity, and Cornell is giving them that opportunity" Ostrom said. "One measure of our success is that after almost four years we've yet to make a mistake," he quipped. — *Joe Leeming*

Actors *Continued*

of Human Resources program, prefers to withhold some details of plot and procedure because most of her potential audience has still not seen the performances. But the actors already have a record that gives insight into the process.

The date-rape program, for instance, began when Sandra Stein, assistant dean of students, asked Salmons-Rue if she could come up with an innovative way to deal with cases where women are forced — although without brute violence — to have sexual relations.

With Stein and Human Services Studies faculty member Andrea Parrot, a specialist in sexuality, Salmons-Rue researched the problem and the situation on campus.

Then she took the facts and concepts to a director and actors, and they devised scenes — first improvised, later scripted — to convey that information to the intended audience.

In the matter of date rape, the product was two 10-minute scenes. In the first, a college couple meet at a party, go to the boy's room to continue their drinking and end having date-rape sex. In the second, following discussion with the audience, they do a "re-take" with a happy ending: The two go out for coffee rather than up for drinks.

The sexism and racism scenes, similarly, depict campus situations whose content derives from research that the Theatre Cornell team shapes into dramatic conflict. The "supervisors" who exhibit racism or sexism usually come across as decent people who don't intend the offenses they commit or even, in some cases, realize they're doing it. That agreement of the drama with the usual situations at Cornell strikes a familiar chord with many supervisors and, according to several training participants, is the reason for the lively discussion of the scenes.

The actors in these and the date-rape scenes are the resident professional theater associates, who spend a year at Cornell teaching, studying and serving as mentors to undergraduates.

They also perform, not only in didactic pieces but in classic and modern productions on campus and off. Most recently, they took lead roles in Theatre Cornell's production of Shakespeare's "Love's Labour's Lost."

The six, all of whom have master's degrees, include, besides Gottlieb, Kate Levy, Harvy Blanks, Maria Porter, Douglas Simes and Bonnie Gould. Patricia Martin, a set designer, is also in this year's residence program, which works closely with Theatre Cornell's artistic director, David Feldshuh.

— *Sam Segal*

Training *Continued*

were white — it was interesting to hear a black woman say she suffered from both racism and sexism and was often unsure if problems resulted from one, both or neither of them, Pasternack said. What the woman was sure of, though, was that she, too, had her own prejudices — a confession that intrigued the group, Pasternack said.

Harry Stinson, associate director of academic affairs and administration in the Division of Biological Sciences, summarized the evaluation of many participants:

"The group I was in — many of whom I happened to know before —were pretty aware about these issues. But the training forces you to give undivided attention to these matters for a while. At the least, it will have a reinforcing effect." — *Sam Segal*

Practice interviews offered by OEO staff

- Have you ever wished you could talk with someone about how to improve your chances for getting a job or transferring to a different job at Cornell?
- Have you wondered how an employer reacts to your application and resume?
- Would it be helpful to you to have a practice interview and get feedback on how the interview went?

If your answer to these questions is Yes, the following staff in the Office of Equal Opportunity are available to assist you:

Mary DeSouza, Minorities and Vietnam Era Veterans

Joan Fisher, Persons with Disabilities

Carolyn McPherson, Women

Lillie McLaughlin, Older Adults

The practice Interview program offers resume critiques, practice interviews and help with strategies to improve your job opportunities. For more information, call the office of Equal Opportunity, 255-3976.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 8, Number 13 **Thursday, December 3, 1987**

Diana Wagner

Diana Wagner Receives Dedicated Service Award

Diana "Di" Wagner has been with Cornell since February 8, 1954, and she has worked with the Department of Buildings's Care, beginning in April 1978. Di is an exceptionally dedicated Cornell employee and a great person in general! She is a person whom we have grown to rely upon very heavily. She is constant in her attendance, her attention to detail, and her pleasantness to everyone.

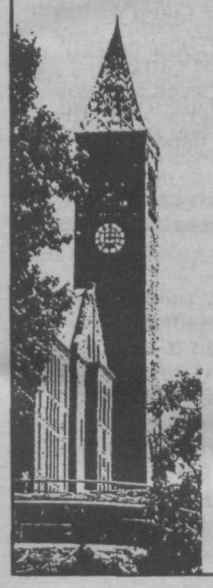
Di is totally committed to serving our staff of 250 custodians campus wide. She always has a warm greeting and positive word for every visitor to her office. She takes that extra moment to assist our custodians with their special concerns, whether it be a simple matter involving their vacation accruals, or a more complicated issue involving their pay, workers' compensation, disability, or retirement.

Di also generates the biweekly payroll for the department's 250 custodians which involves a state payroll as well as endowed. This is in addition to administering to "personnel" related matters which consumes a considerable amount of her time. Di interfaces extensively with the department's 14 supervisors and managers, and generously shares the wealth of information that she has gained over her 33 years at Cornell.

To put it simply, Di is a joy to work with. She is a tremendous asset to our department and to Cornell. We are very fortunate to have Diana as a member of our staff.

Comments by Jean J. Rogers, superintendent, and Robert C. Osborn, assistant superintendent, Department of Buildings' Care

Just For Your Information



Endowed Health Care Plan Changes

Did you know...

The cost of medicine has increased about 300% in the past twenty years?

The cost of hospital room and board has increased 650% in that same amount of time?

Cornell is paying 337% more for endowed health care this year than just six years ago in 1981?

In the ongoing effort to control health care costs, a hospital precertification program and Healthline, toll-free direct line for information, will be introduced to the endowed health care plan on January 1, 1988.

Endowed employees recently received a health care update on Healthline and precertification at the home address. Future mailings, articles, and campus meetings will provide detailed information on Healthline and hospital precertification, in addition to other changes in endowed health care proposed for April 1988.

Focus on the Employee Assembly

Gift Giving That Won't Cost a Penny: Volunteering Your Time

by Dean L'Amoreaux

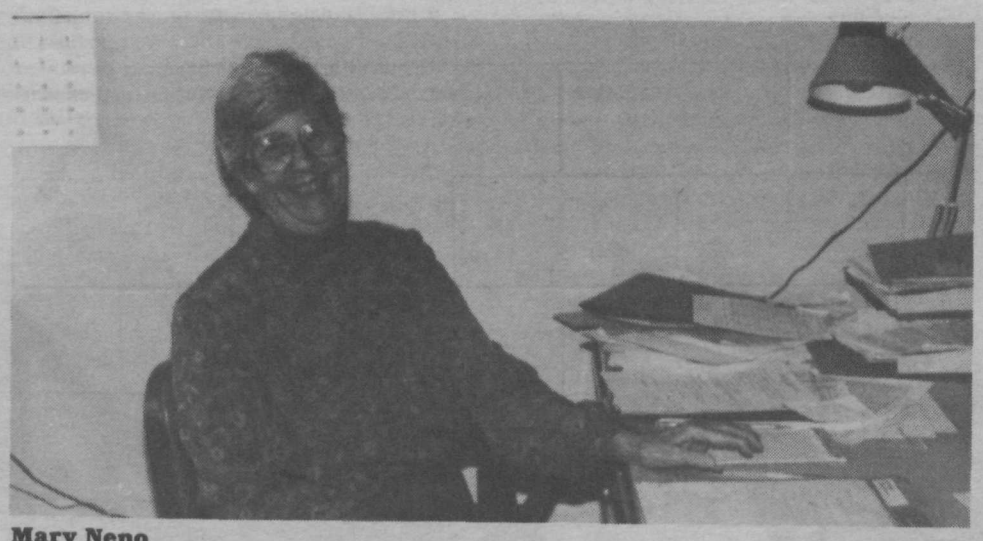
The gift-giving and Thanksgiving season are bearing down upon us, and though we may feel the financial pressures when it comes to gift-giving, there is a reprieve whereby one can give to many and it won't cost a penny! That reprieve comes in the form of VOLUNTEERING a little time to University governance. This can be in the form of running for an elected office in the spring, or it can be giving time to committee assignments, maybe an hour a week at the most.

Operations may be received as "going pretty smoothly" as compared to 15 years ago, but that perception could change overnight if it weren't for the "gifts" of some thoughtful colleagues given in the form of time.

In any case, please give as generously as your "time" permits, it will help many, cost nothing, and, you indirectly give a gift to yourself.

Contact the Assemblies Office today at 255-3715 with your pledge, their lines are open.

Happy Retirement, Margaret Neno



Mary Neno

Margaret Neno retired from the Center for Environmental Research on November 12, 1987 after spending 23 years in Hollister Hall. She began her Cornell career in the Counsel's Office in October 1956 shortly after she and her husband moved from southern Maine to Lansing. Jim had a teaching position at Lansing High School and started to work on a master's degree at Cornell. Three years later Margaret left the Counsel's Office for the birth of her second child and she continued to work on an occasional basis for several years.

In February 1964, Margaret came to Hollister Hall to work for Gordon Fisher, acting director of the newly-created Water Resources Center. In 1973 Margaret was appointed the administrative officer of the Center for Environmental Quality Management under the directorship of Walter Lynn.

In 1976 the Center merged with the Water Resources Center to become the Center for Environmental Research (CER). Margaret continued her tenure through three directors: Gill Levine, Neil Orloff, and presently Simon Levin.

Margaret's understanding of the development of CER and her keen knowledge of the programs have been a valuable asset to everyone involved with the Center.

Margaret will be sorely missed by those of us who have come to depend on her, but we wish her well as she begins the "slower-paced" days of retirement. She plans to relax with her yarn, her garden, and a good book (no budgets attached!). She even thinks going to the grocery store during the day will be a treat. Margaret is already making plans to assist at the Science Discovery Center and to do tax counseling through the Retired Senior Volunteer Program (RSVP). Margaret's family, including her three sons and two grandsons, are scattered among several states and she plans to spend time traveling to visit them and explore new places (Alaska keeps beckoning). With travel plans developing, it's a relief to learn that Margaret and Jim plan to keep their home base in Ithaca.

Best wishes, Margaret, for a happy retirement!

Leadership Leads

Fellowship and Leadership

by George Peter

FELLOWSHIP has not been a term too often associated with LEADERSHIP, and yet, the two are closely related. FELLOWSHIP IS ALL THAT LIFE IS ABOUT, and only by demonstrating true fellowship can real leadership be effective. Leadership has been defined in hundreds of ways by hundreds of writers, and so has fellowship. A good definition of fellowship: It is a feeling of kinship; a bond; it is love; it is the urge to share thoughts, ideas and information about and with each other. It can be found in every encounter of any two people of any gender.

It should not be a surprise that the greatest power of fellowship is found within the immediate family. A good measure of one's effectiveness as a human being may be how far one extends the boundaries of "family." For both supervisors and the supervised, the work environment is pleasant, and productivity results from the amount of fellowship present.

A few weeks ago we lost a sister-in-law to cancer. The expression of pure love and concern by family and friends was too great to be defined. The same kind of love and support was manifested recently at a niece's wedding. The family, from all parts of the country, came and demonstrated how much they really care and share and love.

My recent stay at Tompkins Community Hospital was another opportunity to see fellowship and leadership alive and well. Each nurse and aide was disciplined to be professional in every detail. Yet something even more impressive shown through. Each one, in her or his individual way, allowed human kindness, compassion and sincere love (for the patients and for their work of service) to be a part of each one's being.

The same can be said of the volunteer ambulance service, the doctors and everyone else involved. At 10:30pm, after working all weekend and when he should have been in bed, my doctor took time to call my wife to report that everything was OK. The fire department volunteers and the Freemasons cause me embarrassment by raking our leaves and bringing in firewood. Cards and flowers and visits by friends and relatives may be enough to restore the economy after the stock market crash. It is so overwhelming as to be humbling, and yet there is pride in being a part of a society which demonstrates such pure fellowship.

I have described FELLOWSHIP and LEADERSHIP in their most basic forms -- it is the process of giving, sharing, loving; and thus leading by example. We best lead by showing how much we can give and receive of fellowship.

Life Safety Services

Cook Safely and Give Thanks

by L.S.S. E. Thurston

Home fires are devastating tragedies that claim lives and destroy property. It is always sad to hear of such a fire, but during the holidays it always seems much worse. The holidays are a time for sharing love and friendship and to be thankful for what we have. The Cornell University Department of Life Safety Services reminds you that fire can strike even at such a joyful time.

At any time of year, kitchen fires are the most likely kind to start. This particular holiday is one that revolves around the kitchen as holiday feasts are prepared, so extra caution is a must. Start by making sure ovens and stovetop burners are clean; if not, clean them thoroughly and safely.

Don't cook overnight and don't leave your meal cooking on the stove while you go out to the neighbors, take a nap before your guests arrive, or pick the kids up from the football game.

Keep folks out of the kitchen as much as possible, especially children. A crowded kitchen is more likely to have an accident. Use only one or two appliances at each electric outlet. More can cause the circuit to overheat and start a fire.

Keep pot handles turned inward, away from the front of the stove, and keep appliance cords up on counters. Don't wear loose sleeves that can hang over the stove and accidentally catch fire.

If a grease fire erupts, quickly and carefully cover the pan with a lid or a larger pan - NEVER use water. If it's in the oven, turn the controls off and close the door tight. This will smother the flames. Better yet, have a portable fire extinguisher handy and know how to use it.

A little caution can give us something to be thankful for - health and safety.

LIFE SAFETY MINUTE MINDER

Started your Christmas shopping yet? How about giving the "gift of life" a smoke detector or fire extinguisher. Even if friends or loved ones have one in their home, two can double their protection. Also ideal gifts for the boat or camping enthusiast. What better way to show how much you care.

LIFE SAFETY LINES is a presentation of Cornell University Life Safety Services in cooperation with Networking. Questions and comments should be addressed to: LIFE SAFETY LINES, c-o L.S.S. E. Thurston, Toboggan Lodge, Cornell University.

Questions to the Director

"Questions to the Director" include comments, concerns, and questions addressed to Director of Human Resources Lee M. Snyder by respondents of the employee attitude survey.

"Supervisors do not always pay for overtime and do not allow compensatory time."

University policy, in compliance with the Fair Labor Standard Act, states that all nonexempt employees who work in excess of forty hours in a standard nonexempt workweek are eligible for overtime pay. Compensatory time off may be authorized only if it can be taken within the same workweek. A standard nonexempt workweek is 39 hours and begins at 12:00 am Thursday and ends at 11:59 pm Wednesday.

Overtime pay after forty hours is calculated at the rate of one and one-half times the employee's regular rate of pay. The regular rate of pay for most employees can be calculated by dividing their total weekly compensation by the number of hours (40 or less) worked. An employee who works over 39 hours but less than 40 hours receives the regular rate of pay which is called straight time.

"In my department there is a policy of giving compensatory time off instead of overtime pay. Due to insufficient staff at my work place, one can't get allotted time off."

You should discuss this concern with your supervisor. As mentioned above compensatory time off may be authorized in lieu of overtime pay for nonexempt employees ONLY if it can be taken within the same workweek. Compensatory time off such as this may NOT be carried forward into the next workweek and you and your supervisor must agree when the compensatory time will be used.

"Why doesn't the University publish tables of job classifications and salaries?"

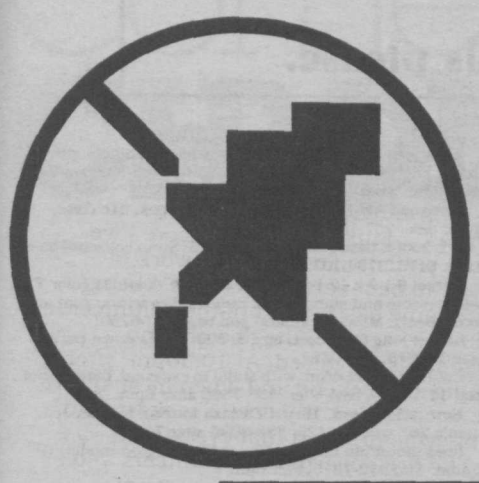
Each year the university publishes a copy of the GR and SO classification salary schedules in addition to the nonacademic exempt hiring ranges computer professional salary schedule, and the pay scale for temporary and casual employees. This information is available to all employees and can be found in the appendix to the Personnel Manual (appendix nos. 60 through 63).

Photo by Charles Harrington

McGruff the Safety Dog enjoys the company of friends.

Help Sought in Protection of Campus Landscaping

by R. Clark, Crime Prevention Officer



Cooperation of everyone in and around the Cornell community is being sought again this year to prevent the destruction of decorative evergreens on campus by people who cut them down for Christmas trees.

Every year around Christmas time trees are cut down -- many of them having values in the hundreds. There are numerous places in the area to purchase trees and the cost is minimal compared to the expense and embarrassment of being caught in possession of a stolen tree.

The Department of Public Safety encourages anyone who sees a tree being cut down, or knows or suspects that one has been cut down unlawfully, to call Public Safety at 255-1111. All information will be kept strictly confidential.

Theft of trees is a violation of both civil and criminal laws, as well as the University Judicial Code. A number of cases have been prosecuted over the years with guilty parties forced to pay high restitution along with fines and penalties.

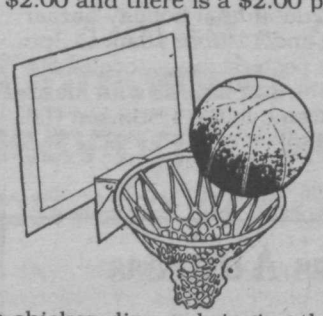
Lets all help keep the landscaping at Cornell at its best!

Employee Night at the Court

There's a night full of slam dunking good fun on tap for Saturday, January 23, 1988 when the second annual Employee Night at the Court takes place in Barton Hall. Inspired by the success of annual Employee Days which are held each fall for the Cornell community, Employee Night at the Court is just the event to get you and your family out of the house on a cold January night and enjoy a great chicken barbecue, Cornell basketball, and a good time.

Tickets Only $4.00

The event is sponsored by Cornell Athletics, the Office of Human Resources, the Employee-Elected Trustee, and the Employee Assembly. Basketball tickets will be on sale for the reduced price of only $2.00 and there is a $2.00 price for



each chicken dinner, bringing the total cost of dinner and a ball game to only $4.00 per person -- perhaps the best price ever for an evening of fun.

The chicken barbecue will be served in Barton Hall from 5:00 - 6:30pm. Then at 7:30pm the Cornell Big Red basketball team will face Columbia for some fast-paced Ivy League action on the boards.

Invitation to Come

Each Cornell employee will receive an invitation to Employee Night at the Court in a mailing to the campus address the first week in January. Tickets will be on sale from January 11 through January 19 and will be sold at the Grumman Squash Courts, the Campus Store or at the CRC Office at 165 Day Hall. Watch for your letter!

EAP

Family Rules: Consistency Fosters Trust

All families have rules. These rules range from the very simple, such as brushing one's teeth after eating, to the quiet complex, which govern our ideas and perspectives about such things as sexuality, trust, and family roles. These rules may be spoken and well-identified; often, however, they are not verbalized and are conveyed in subtler, sometimes confusing, ways. Healthy family rules lead to openness, growth, and flexibility for family members. They can teach us how to solve problems and interact with each other. These rules tend to be passed down through the generations. Below are some rules that are present in families where positive, constructive communication and sharing occurs:

1. It's okay to talk about problems.

Every family has problems. To avoid these difficulties by not talking about them, not sharing our viewpoints and our issues, is an unhealthy response. Appropriate discussion of issues leads to resolution of difficulties, and helps prevent depression, anxiety, and migraine headaches.

2. Feelings are shared.

Our feelings - joy, sadness, fear, and anger - when expressed appropriately, help to define us, and help us to risk who we really are. In healthy families, shared emotions lead to closeness and intimacy.

3. Communication is direct.

In a family with functional rules, people talk directly and honestly to each other. There are few "go-betweens" and people can more effectively resolve conflicts.

4. Expectations are realistic.

"Live and let live" can be a healthy attitude. When too rigid and rigorous expectations are prescribed - "be perfect, be good, always" a lot of stress, and physical or emotional difficulties will follow, because it is impossible to live up to one's own and one's family's expectations.

5. It's okay to think of oneself.

It is important to help and serve others. In unhealthy homes, though, this rule is too rigidly followed, to the exclusion of members' own needs. It is beneficial for each individual family member to pay attention to his or her own needs, and to find ways to fulfill those needs.

6. Actions are congruent with words.

When a family member, especially a parent, believes the others should "do what I say, not what I do," and the two are different, confusion results. Which is really expected, and how can you tell? Consistency between actions and words minimizes confusion over expectations and fosters family trust.

7. Reactions and behaviors are consistent and predictable.

In other words, it is useful and desirable to have the same reaction to similar situations. For example, if "no hitting" is a family rule, then every time hitting occurs, it is unacceptable, and punished in the same way; thus, there are no surprises, with different, unusual, or confusing reactions.

8. It is okay to play.

Unhealthy families have little joy, and see the world too seriously and rigidly. Family picnics, events,and trips occur regularly in functional homes. Family playtime helps one learn relaxation skills and provides stress management tools.

9. Change is not threatening.

In families with unresolved issues, change seems a threat to the equilibrium of the system, and can be met with resistance, even hostility. Healthy families can adjust to absorb the change and stress which occurs with growth of individual members. Ideally, change will be seen as a challenge and an opportunity - not a threat.

If your family is having difficulty with any of the above rules, you may want to consider visiting a family therapist. The Employee Assistance Program is available to employees of Cornell University and to their dependents to help with family, individual, and job-related concerns. You can reach the EAP at 273-1129 for more information, or to arrange to make an appointment with a counselor.

A New Look at Anger

Anger is an emotion we all experience, though we all deal with it in a variety of ways. There are probably as many different ways of dealing with anger as there are people in the world. Very few escape the need to cope with this often troubling emotion. Even infants must handle their anger.

The different ways in which we choose to deal with anger impact our lives in different ways. Some methods for coping with anger seem to have little effect at all. Other methods can be quite destructive; still others can be very constructive. Over the years, there have been a host of different theories about ways to deal with anger. There was the "primal scream" technique; there were theories suggesting that the most healthy thing to do was to "get it all out," and more recently, a trend implying that getting it all out might just promote high blood pressure, stroke and heart disease.

In the book, The Dance of Anger, by Harriet Lerner (1985), a thorough, comprehensive, straightforward approach to dealing with anger is proposed. The author provides a model which is essentially based on honesty and understanding. Anger, it suggests, if handled correctly, can be used as a tool to actually help our relationships. Following are some of the ways in which the author helps us to turn anger into a constructive part of our lives:

-Turn your "you messages" into "I messages." Instead of making statements like "You are too irresponsible." make statements like "I get upset when we're not on time." "You messages" sound blaming.

-Always give yourself an adequate amount of time to calm down and think. Only when you're in a calm state...

-Talk with the person you're angry with.

-Talk with that person only. Don't involve others.

-Define the problem clearly and specifically.

-Define the problem in terms of you; it is you who is dissatisfied, not the other person. This doesn't mean you're to blame. It doesn't mean the other is either.

-Blame is a useless concept when dealing with anger. Anger is a process in which two people are involved. Blaming only makes one or both of them defensive and doesn't facilitate understanding.

-Look into your own family of origin to discover how anger was dealt with. See if there are any noticeable patterns.

Remember, change doesn't happen overnight. It helps to be patient and to be willing to work at it over time.

For a more in-depth look at this approach, you may wish to read the book. If you are having a problem with anger or with another issue, you can call the EAP to arrange for an appointment (273-1129).

Unclassified Ads

Send all ads to Donna Updike, 240 MVR
Send in campus mail only.
No phone calls please.

1. Please submit all unclassified ads to Networking Unclassifieds, 240 MVR - 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. Any ads that are hand delivered to 240 MVR Hall will be omitted. Send through campus mail ONLY.
4. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
5. Please limit your ad to 30 words or less. If an ad is longer than 30 words it may be shortened by the Networking staff.
6. Unclassified ads are for nonbusiness purposes only.
7. The deadline for the December 17th issue is December 7th.
8. If an error appears in your ad, please resubmit the ad to be published in next available Networking.
9. Please submit an ad for each issue that the ad should appear in.

For Sale

1987 Pontiac Fiero GT, burgundy red, 12k miles, competition suspension and tires, extra tires, mint cond, $10,500. Lynn Baker 5-5274.

1986, Z-24 Cavalier, white with red interior, V-6, standard, sunroof, Am-FM cassette, 20k miles, very sporty, must sell, best offer. (607) 546-9241 eves or Debbie 5-7206 weekdays.

1985 Dodge Van, 25k miles, $8,200. 387-9308 or 5-8475 (Susanne).

1984 Aspencade Cycle, 1100 CC, full dresser, sheepskin covers, Am-FM cassette, 2-way radio, includes helmets with intercom, black leather jackets, $5,000 complete. Dot 5-3152 (w) or 272-4271 (h).

1982 Mazda GLC, metallic gray, standard exc cond, sun roof, AM-FM cassette, new tires, runs great, $2,500 OBO. 5-2203 days or 1-659-3552 eves. Must sell.

1982 VW Rabbit-L, one owner, only 25k miles, exc maintenance record, 5-spd manual, elec ignition, 2-dr, metallic silver, no rust, perfect Michelin radials for ice and snow. Heinz B. Biesdorf 272-5910 eves.

1979 MGB, brown, convertible, 60k miles, $2,100 OBO. 387-5673.

1979 Fiat, 2-dr, good cond, 60k miles, asking $900. 277-3076 eves.

1977 Mustang, V-6, 4-spd, midnight blue, exc cond, must be seen to be appreciated, $2,400. 533-4020.

1972 Olds, one family care from the West Coast, runs great, good maintenance record, $600. 5-9865 or 539-6145.

Enclosed trailer, 9x12, for transporting or storage, single axle, tows beautifully, $7850. 5-3152 (2) or 272-4271 (h).

One pair of radial snow tires and wheels, fit Pontiac 6000, Chevrolet Celebrity 195-14 goodyear F-32, $100; wheels only $40 new 1 yr ago. Ray Ink 539-7819 after 5pm or 5-6493 days.

Used all season radials, Michelin 195-75R-15, 27k miles on four, no miles at all on spare, $125 for all five tires. 539-6696 after 7pm.

One general year-round radial tire, 13", less than 10k miles, $35. 257-7094 after 6pm.

Kirby-84 vacuum cleaner, like new, all attachments, (shampooer, paint sprayer) extra bags and belt, $350; Fisher wood burning stove, "Baby Bear" exc cond, $300. John 3-3234.

16" McCulloch gas chain saw, used 1 season, $100; aluminum I-beams, various lengths, enough for 24x24 roof, $80; 4-man Coleman rubber raft, $45. Donna 5-8117 or 539-7767.

Trumpet, $100; Frigidaire gas clothes dryer, $45. 844-8927 eves.

Teak wall unit (veneer) 94x75" with 2 cabinets, print dryer, kitchen cabinet 39x34x24". 5-6364 (8-noon) or 272-9476 after 1pm.

Kenwood AM-FM tuner with original box, exc cond, great deal. 257-1973.

G L 2000E bass guitar, black, $475; Sunn coliseum bass amp, $175. 273-5163.

Carpet 9 1-2 x 12 1-2, almost new; 13" Toshiba color TV with remote and stand; clock radio; ladies winter coat and snow boots; Minolta camera; golf bag. 257-0790.

Ladies long wool coat, size 8, $30; ladies down parka, size 10, $15. 277-0371.

Luldwig smare drum with stand in exc cond, diameter of pad 14", cash, best offer. 533-7806 after 6pm.

New, never used, 18-spd Firenza touring bicycle, red, men's 26" wheel, $125. 539-6696 after 7pm.

Ross mountain bicycle, Mount Washington model, 19" frame. Tim 273-7375 after 6pm.

House for sale by owner, lovely remodeled home in Etna, on busline, 6 mi from Cu, 3 bdrms, 1 1-2 baths, 2-3 acra, good barn-garage, fireplace with buckstove insert, $70,000. 347-4609.

Guinea Pigs from show quality stock, Teddies and Peruvians, assorted colors, starting price $5 each. Michael 257-2420 after 4pm.

1 milk goat, Alpine, $50; 1 neutered buck, nubian free. 387-9308 or 5-8475 (Susanne).

Wanted

Bunk beds in good cond, prefer the kind that convert to twin beds, mattresses not a must. Mary 5-1899 or eves 1-535-4063.

House in Fall Creek or lower South Hill, 3 bdrms, $80s or $90. Save agency fee, sell direct, no agents please. 347-4609.

Backpack style baby carrier with pack frame, for older baby, make an offer or take nearly new Snugli front style carrier in trade. Jean 5-2297.

For Rent

Two bdrm, spacious, quiet, on busline, $400 utils, avail Nov 28. Debbie 5-7727 days or 257-3493 eves.

Completely remodeled three bdrm house in the Belle Sherman district, extra lot, country house in the city, two miles to CU. 387-5673 or 539-6545.

The Appledore Store Features New Catalog

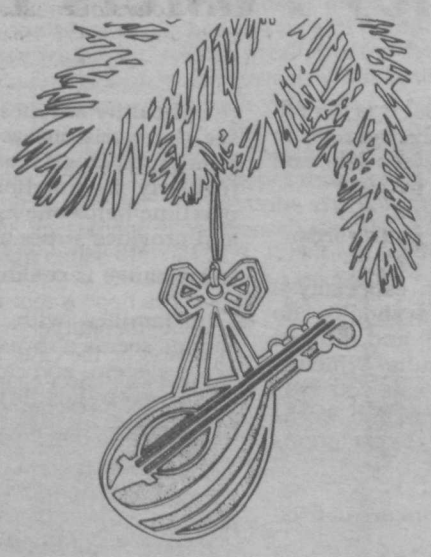
Shoals Marine Laboratory welcomes you to the third catalog of The Appledore Store. Growing out of the marine education program of Shoals Marine Laboratory, The Appledore Store features the flora and fauna of our home on Appledore Island in the Isles of Shoals and the southern Gulf of Maine. All of the plants and animals that appear on our clothes and cards are native to or visit our corner of the globe.

We especially want you to know that the major beneficiary of The Appledore Store is Shoals Marine Laboratory's scholarship fund. Most of the profit that the store makes is used to support students who want to attend SML but are financially unable to. The large number of Shoals students who have benefited from these scholarship funds can attest to the store's commitment. So you see, it's not only that we'd like to see the Shoals name and our artwork spread worldwide, but we offer these items to you in order to allow more students to experience Shoals Marine Laboratory - The Learning Island.

The Shoals Marine Laboratory is having their 2nd annual holiday bazaar, December 10 and 11 from 10am to 3pm. Items include posters, mugs, books, T-shirts, sweatshirts and cards with marine fauna motif. Come to G-14 Stimson Hall (next to Day Hall).

Campus Address Change?

If your campus mail is incorrectly addressed or you have recently changed work locations, to correct the address, please send the following information to Human Resource Information, 147 Day Hall: your name, your social security number, new address. Allow three weeks for the change to become effective.



Dedicated Service Award Nomination Procedures

Many individuals at Cornell University contribute to the success of their department and the University through the use of talents that may not be recognized in their official job description.

Do you know someone who takes particular pride in their work, who exhibits a willingness and cheerfulness in the dispatch of their duties, who provides service beyond the call of duty, and who makes life at Cornell a rewarding experience for those with whom they come in contact? Networking is looking for special people you feel should be recognized for their special contribution. The Dedicated Service Award is open to any Cornell employee, regardless of rank.

Nominate someone today by filling in this form and please note that you should accompany your ballot with a paragraph explaining why you wish to nominate this person and a list of signatures from other department members supporting your candidate. If your candidate is selected, we will be in touch with you to supply additional information.

For the Dedicated Service Award
I NOMINATE

Employee's Name: _____

Phone: _____ Department: _____

Working Address-Phone: _____

Person Submitting Nomination: _____

Dept.-Address: _____

Phone _____

Mail to: Donna Updike, 240 MVR Hall

Employee Calendar

Events of Particular Interest to Cornell Employees

Tuesday, December 8. Open Blood Pressure Screening Clinic, Statler Hall, 3rd floor Conference Room, 9am-3pm.

Wednesday, December 9. Open Blood Pressure Screening Clinic, 120 Maple Ave, Purchasing Conference Room, 8:30am-12 noon.

Wednesday, December 9. Open Blood Pressure Screening Clinic, Sage House, 9am-10:30am.

Wednesday, December 9, 1987. Health insurance meeting, Bache Auditorium, Malott Hall, 2:30pm-4pm.

Thursday, December 10. Open Blood Pressure Screening Clinic, Stocking Hall, Sherman Reading Room, 8:30am-12 noon.

Thursday, December 10. Open Blood Pressure Screening Clinic, Upson Hall, lounge, 1pm-3:30pm.

Thursday, December 10, 1987. Health insurance meeting, Bache Auditorium, Malott Hall, 9:30am-11am.

Thursday, December 10, 1987. Health insurance meeting, Bache Auditorium, Malott Hall, 1:30pm-3pm.

Thursday, December 10, 1987. Shoals Marine Laboratory's 2nd annual holiday bazaar, 10am-3pm, G-14 Stimson Hall (next to Day Hall).

Friday, December 11, 1987. Shoals Marine Laboratory's 2nd annual holiday bazaar, 10am-3pm, G-14 Stimson Hall (next to Day Hall).

Saturday, December 12. Holiday dinner dance at TC3. Call the CRC Office for more information.

Tuesday, December 15. Open Blood Pressure Screening Clinic, Traffic Bureau, 9am-11am.

Tuesday, December 15, 1987. Health insurance meeting, Auditorium, B14 Hollister Hall, 9:30am-11am.

Tuesday, December 15, 1987. Health insurance meeting, Auditorium, B14 Hollister Hall, 11:30am-1pm.

Tuesday, December 15, 1987. Health insurance meeting, Auditorium, B14 Hollister Hall, 2:30pm-4pm.

Wednesday, December 16, 1987. Health insurance meeting, Bache Auditorium, Malott Hall, 9:30am-11am.

Networking

Deadlines

December 7 for December 17
January 4 for January 14
January 18 for January 28
February 1 for February 11
February 15 for February 25
March 7 for March 17
March 28 for April 7
April 11 or April 21
April 25 for May 5
May 9 for May 19
June 9 for June 23
July 7 for July 21

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