

CORNELL CHRONICLE

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Uris Library celebrated

Ceremony to highlight building's architecture and storied past

An event that took place here 100 years ago this month as an aftermath to one of the great national scandals and heartbreaking stories of that era will be commemorated during a campus ceremony today.

The event will mark the laying of the cornerstone on Oct. 30, 1889, for what was to become one of the country's finest collegiate library buildings of the late 19th and early 20th centuries. Called Main Library for most its history, the building was renamed Uris Undergraduate Library in 1962 after undergoing extensive interior renovations.

"The stories of romance, intrigue and conflict that danced and swirled around the participants" in the decisions that led to the construction of the library "would supply material for several novels," said Kermit C. Parsons, a professor of city and regional planning and author of "The Cornell Campus: A History of its Planning and Development."

*The good she tried to do shall stand as if 'twere done
God finishes the work by noble souls begun.*

*In loving memory of Jennie McGraw Fiske whose
purpose to found a great library for
Cornell University has been defeated.*

This house is built by her friend Henry W. Sage.

— From a plaque at the entrance to Uris Library

At today's ceremony, beginning at 3 p.m. in Uris Library, Parsons will discuss the architectural symbolism of the library and its tower, which was one of the first great works of Ithaca architect William Henry Miller. Parsons also will give a brief outline of the battle over Jennie McGraw Fiske's will, which went all the way to the U.S. Supreme Court and into every newspaper across the nation.

Jennie McGraw Fiske died of tuberculosis in 1881, less than 15 months after marrying Willard K. Fiske, one of Cornell's original faculty members and its first librarian. The university and Fiske waged a protracted legal battle



Uris Library (above) was built after a legal battle between the university and Willard K. Fiske (left) over the terms of the will of his wife, Jennie McGraw Fiske (right), who bequeathed nearly \$1 million to Cornell.

over the terms of her will, which provided \$200,000 for building the library and nearly \$800,000 in other gifts to the university.

Fiske was characterized by some as a fortune-hunting scoundrel and others as a man of honor who had truly loved the sickly heiress. He was to have received \$300,000 under the terms of the original will. He and members of the

McGraw family contested the will after discovering machinations in behalf of Cornell's endowment and against their interests that were engineered principally by Henry Sage, chairman of the Board of Trustees.

After it was clear that Fiske would win the case, Sage provided the money for constructing the library.

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SUNY chancellor hopes to avoid budget crisis

An annual piece of political theater — "The SUNY Budget Crisis" — won't be performed this year if State University of New York Chancellor D. Bruce Johnstone has his way.

During a visit to Cornell on Oct. 20, Johnstone told interviewers that past years' performances of "The SUNY Budget Crisis" have featured a high SUNY budget request, low numbers in the SUNY portion of the governor's budget and three months of frantic negotiations. The climax of the drama has been a "hold-the-line budget in April after we've all been wrung through."

The result of the process has been that the faculty and deans of SUNY's 64 units — including Cornell's four state-supported colleges — have been threatened with job losses, and their productivity has been questioned, leaving them with "a dreadful feeling of being unappreciated and misunderstood," he said.

"I think it's to everyone's advantage to reduce the volatility and level of contentiousness," Johnstone asserted, pledging to come up with a SUNY budget that's realistic, in some cases by "saying no" to some campuses' requests rather than waiting for the governor to do so.

SUNY's chancellor was on campus to meet with the advisory councils of the New York State College of Agriculture and Life Sciences, College of Human Ecology, School of Industrial and Labor Relations



SUNY Chancellor D. Bruce Johnstone (second from right) meets with (from left): Geoffrey V. Chester, dean of the College of Arts and Sciences; William D. Gurowitz, vice president for campus affairs; and Walter J. Relihan Jr., university counsel, during his Oct. 20 visit to campus.

and College of Veterinary Medicine. In introducing Johnstone to the members of the advisory councils, Senior Provost Robert Barker, citing SUNY's 64 units and 384,000-plus students, said he believes that

the job of SUNY chancellor "is the most difficult in higher education." Cornell's four units account for 6,500 of those students.

Continued on page 6

Trustees, Council gather for weekend

More than 300 members of the Cornell Council will converge on campus from as far away as Hong Kong, Brazil, West Germany and South Korea to take part in a multifaceted dialogue concerning the university's present and future during the alumni leadership group's 39th annual meeting, today through Saturday, Oct. 28.

The council's meeting is held in conjunction with the October meeting of the university's Board of Trustees. The council's activities will include a joint meeting with the trustees tomorrow at 9 a.m. in Alice Statler Auditorium.

President Frank H.T. Rhodes will give his State of the University address; also presenting annual reports at the meeting will be Stephen H. Weiss (Class of 1957), chairman of the Board of Trustees; and Ronald P. Lynch ('58), chairman of the 440-member council.

Council members will use those presentations, as well as substantial printed material received in advance, when they divide into about 15 groups after the talks to discuss the three reports. Council members' insights pertaining to issues confronting the university will be shared with other univer-

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Revised health-care plans may be elected next month

Starting in January, faculty and staff of Cornell's privately endowed units will be offered some additional health benefits at an increased cost to them that is far below recent rises in health costs generally.

For Option One coverage, which pays 100 percent of many health expenses, the employee's contribution will rise by 8 percent, from \$51.02 to \$55.10 per two-week paycheck for family coverage.

For Option Two coverage, which requires more employee cost-sharing for many health services but has an out-of-pocket maximum for large medical expenses, the employee's contribution will rise by 2 percent, from \$21.60 to \$22.03 for family coverage. Single coverage continues to be free in Option Two.

The differences in the employee increase reflect differences in the plans' performance during the first year of operation, according to Marilyn Paluba, associate director of the Office of Human Resources.

A benefits-information package mailed this week to more than 6,000 endowed employees explains the changes and advises employees they have the month of November in which to change options if they choose.

Employees of Cornell's state-supported colleges also have the chance to change plans in November. The relative costs of their options are still being worked out, however, by the state of New York.

Paluba said soaring health-care costs are a national problem, with premium increases

reported as high as 50 to 90 percent.

"For ourselves, we expect medical inflation to run between 17 and 25 percent for the endowed program, though we are passing on only a portion of the expected increases to employees," Paluba said. "Costs in excess of the projections will, of course, be absorbed by Cornell."

Cornell's endowed plans are self-insurance, which means covered bills are paid by the university itself. Aetna acts as the administrator, not as an insurer.

An improvement next year in both Option One and Two coverage is expanded routine mammography. Cornell will cover an initial mammogram for women between 35 and 39, a routine mammogram every other year from ages 40 and 49 and a routine mammogram annually from 50. Option One will pay 100 percent; Option Two, 80 percent — without any regard for annual deductibles that apply in general.

Under Option Two only, new benefits will include 80 percent reimbursement — up to \$200 a year — for some well-baby visits, and 80 percent reimbursement for employees 40 or older for routine physicals every other year. (Deductibles are waived.)

United Autoworkers Local 2300, which represents about 1,000 Cornell employees, has filed a grievance because it was not substantively involved in altering the plans for 1990. But Lee Snyder, director of Cornell's Office of Human Resources, says the contract negotiated last year clearly does not give the union that role.

4-school effort

Program to give college hopes to disadvantaged students

A plan to foster college aspirations in students "who might otherwise not expect to go on to college" has been formed by four higher-education institutions in central New York state.

The sponsors see their plan as a model program for motivating socially and economically disadvantaged students from families unaccustomed to seeing college in their children's future.

The co-sponsors are Cornell, Ithaca College, the State University College at Cortland and Tompkins Cortland Community College. In an organizing statement, their four presidents said:

"To insure that economic or social standing not limit young people's educational aspirations, we are establishing the Access to College Education (ACE) initiative. ACE will neither compete with nor ignore existing state programs; it will complement them, with emphasis on motivating pupils who might otherwise not expect to go on to college."

The four presidents said they were offering a challenge and promise to those disadvantaged young people in their region:

"If they commit themselves to academic success, we will assure them admission to one of our institutions, along with support-

tive counseling and assistance in securing a financial package."

The four presidents are Cornell's Frank H.T. Rhodes, Cortland's James M. Clark, Ithaca College's James J. Whalen and Tompkins Cortland's Eduardo J. Marti.

The "counseling and assistance" are the keys to creating motivation, according to Katherine Doob, spokeswoman for ACE.

Admission and financial-aid professionals from the four institutions will work through school guidance staffs to make the path to college less mysterious and more friendly, she said.

These contacts have begun and will accelerate through the fall, as details of the ACE program take shape. ACE students must be identified and registered, for instance; and the sponsoring institutions must define the academic support programs they have promised.

The presidents said that, in return, "we ask that the school districts of Tompkins and Cortland counties commit themselves to identification of special skills, knowledge and cultural needs of these pupils and then pledge themselves — along with our colleges and universities — to the implementation of special academic and personal support programs for these students."

Graduate Bulletin



Survey: A survey of graduate students' expenses and responsibilities is being mailed to all graduate students at their local addresses. Students for whom a local address is not available will receive the survey at the Graduate Field Office. Please return the surveys by Nov. 22. Students who do not receive a survey by Nov. 10 should phone 255-1935.

Course Changes: The deadline for changing grade options and credit hours and dropping courses is Oct. 27. A \$10 late fee is charged for any change after this date. A course dropped after Oct. 27 will appear on transcripts with a "W" (withdrawn) unless the course instructor and committee chairperson recommend, prior to final exams, that the "W" be deleted.

Degree Requirement: To receive a graduate degree, students must have their final undergraduate transcript on file with the Graduate School. Students whose application was made before the conferral of their undergraduate degrees should check with the Graduate Records Office, Sage Graduate Center.

Barton Blotter:

10 thefts reported

There were 10 thefts on campus with losses of \$3,500 in cash and valuables, including three gold rings worth \$1,100 taken from the Campus Store, according to the morning reports of the Department of Public Safety for Oct. 16 through 22.

Other thefts included more than \$600 in cash taken from three wallets and a purse, a radar detector and a radio cassette player worth \$670 taken from a parked car and three marble blocks worth \$200 each removed from the outside walking area of the Center for Theatre Arts.

Five persons were referred to the judicial administrator, including three on charges of reckless endangerment, harassment and breaking light bulbs on the Arts Quad. The other two were referred on separate charges of possessing stolen property.

One person reported that a brick was thrown through the front window of her parked car, causing \$400 worth of damage.

Computerized copies of the most current safety report may be called up on CUINFO under the title SAFETY. CUINFO terminals are located throughout campus.

Council *continued from page 1*

sity leaders.

During the three days of activities, council members will attend meetings with faculty and administrators, hear lectures, tour campus facilities, and attend social events as part of their formal and informal look at the Cornell of today. They will have the opportunity to hear a number of faculty panel discussions on subjects such as the global environment, campus planning, workplace issues of the future, European and U.S. trade in the 1990s, and computer-aided design.

A social highlight for many will be the Saturday afternoon football game, with Cornell's defending Ivy League champions pitted against Dartmouth.

Since its inception, the council, a group of outstanding alumni who assist and advise the university in a wide variety of matters, has served as an important source of membership on the university's 42-member Board of Trustees.

The Board of Trustees will meet in open session tomorrow at 2:45 p.m. in the amphitheater of the J. Willard Marriott Executive Education Center in the Statler Hotel on campus. Among items on the agenda will be the 1990-91 budget request for the state-supported units at Cornell and a report on enrollment trends.

Several committees of the board also will meet in open session today:

- Buildings and Properties, at 9 a.m. in the Statler Hotel.

- Land Grant and Statutory College Affairs, at 4:30 p.m. in Room N-121A of Martha Van Rensselaer Hall.

- Audit, at 5:30 p.m. in the A.D. White House.

Members of the public who wish to attend the open meetings of the Board of Trustees may obtain tickets at the Information and Referral Center in the Day Hall lobby. A limited number of tickets will be available for the public, one per person, on a first-come, first-served basis.

— Martin B. Stiles

BRIEFS

■ **Film Unit awards:** "Bravo Gloria," a film about mental retardation produced by Psychology Chairman James Maas and the Cornell Psychology Film Unit, won the Red Ribbon Award at the American Film and Video Festival, a nomination for an Emmy and honors at the John Muir Medical Film Festival and the National Educational Film and Video Festival. Last year, it won the Silver Medal from the International Film and TV Festival. Maas' latest film, "Sleep Alert," on sleep deprivation has been accepted for nationwide, prime time broadcast on the Public Broadcasting Service in January.

■ **H.O.S.T. celebrates:** Housing Options for Seniors Today (H.O.S.T.), a housing education and counseling program for senior citizens jointly sponsored by Cornell Cooperative Extension of Tompkins County and the Office of the Aging, will celebrate its expansion with a reception at its new offices located at Clinton West Plaza, Suite 109, from 10 a.m. to 1 p.m. on Friday, Oct. 27.

■ **Cornell hockey:** The annual intra-squad Red/White Game of the Cornell hockey team will start at 7:30 p.m. on Friday, Oct. 27, in Lynah Rink. Tickets will be sold at the gate only at \$2 for adults and \$1 for students and children. Members of local non-profit youth organizations will be admitted free. For more information, call Helen Cooley of the Cornell Hockey Boosters Association at 539-7717. The Boosters sponsor the event for the benefit of The United Way and Cornell hockey.

■ **Auditions set:** The Department of Theatre Arts will conduct auditions for spring productions of "Cyrano de Bergerac" and "A . . . My Name is Alice" on Nov. 6, 7 and 8, beginning at 7 p.m. For more information, call Pamela Guion at 254-2703.

■ **Road closed:** Judd Falls Road between Tower Road and Forest Home Drive will be closed from 9 a.m. to 1 p.m. on Wednesday, Nov. 1, for tree-cutting.

NOTABLES

The American Association of Physics Teachers has awarded its 1989 Oersted Medal to Carl Sagan, the David Duncan Professor of Astronomy and Space Sciences and director of the Laboratory for Planetary Studies, in recognition of his contributions to astronomy and physics education. The medal is the association's highest honor and carries with it a \$5,000 cash prize. The award has been presented since 1937 and its recipients have included Nobel laureates Richard Feynman and I.I. Rabi. The medal will be presented at the joint meeting of the AAPT and the American Physical Society in Atlanta in January.

The Eastern Branch of the Entomological Society of America has presented its L.O. Howard Distinguished Achievement Award to Donald W. Roberts, insect pathologist with the Boyce Thompson Institute for Plant Research. Roberts was chosen from among 1,700 ESA members in recognition of his contributions to entomology. A scientist at the institute since 1965, his research interests include fungal toxins, the use of microbes to kill insects and fungi that live on insects.

Memorial service for Todd Crane to be held today

A memorial service for Cornell junior Todd M. Crane will be held today, beginning at 4 p.m. in the Anabel Taylor Chapel on campus. Crane died on Oct. 7 following a fight at Ithaca College.

Participating in the memorial service will be the Rev. Robert Johnson, director of Cornell United Religious Work; the Rev. Gurdon Brewster, the Episcopal chaplain at Cornell and chaplain for the town houses where Crane lived; and a chaplain from Ithaca College.

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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. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's Title IX Coordinator (Coordinator of Women's Services) at the Office of Equal Opportunity at 234 Day Hall, Cornell University, Ithaca, N.Y. 14853-2801 - telephone (607) 255-3976.

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

Cornell teams examine earthquake damage

Even as the shocked residents of San Francisco began to recover from the magnitude 7.1 earthquake of Oct. 17, teams of Cornell earthquake engineers were on the scene trying to glean information for the future from the disaster.

They found evidence of catastrophe narrowly averted and of lessons still not learned.

Last Thursday, civil engineers Thomas O'Rourke, Harry Stewart and Charles Troutmann and graduate student Bruce Roth began a three-day reconnaissance of ground failures and pipeline and building damage caused by the earthquake. Aided by officials of the San Francisco Fire Department and Water Distribution Department, the U.S. Geological Survey and engineering firms EQE Inc. and Weidinger Associates, they covered key areas of damage, including the Marina District where the largest fire occurred, the areas of severe structural damage from soil liquefaction and the epicenter region near Santa Cruz.

Tomorrow, civil engineer Peter Gergely and his colleagues also will fly to San Francisco to begin studies of building damage.

According to O'Rourke, both the municipal water system and the special auxiliary water supply system for fighting fires suffered ruptures due to soil liquefaction, severely reducing water pressure in the Marina District. The fire department immediately brought in portable hosing, which they strung to a fire boat brought into the nearby marina.

"People in San Francisco are lucky on two counts," O'Rourke said. "They are lucky in that the fire department had the foresight to provide a portable hosing system. They were lucky also in that when the earthquake struck, the conditions were ideal for fighting a fire. There was virtually no wind, and it was a clear night.

"If there had been a breeze or the 10-to-15-mile-an-hour winds that often blow off the Pacific in that location, then the fire-spreading hazard would have been much larger and then maybe there would have been the opportunity for that fire to have jumped the block and to have gone on to the next block before they could have had the water mobilized."

Also, a larger earthquake could have spawned multiple fires, which might have overwhelmed the firefighters' resources, O'Rourke said.

Countless areas where geysers of sand had erupted from the earth and where buildings and streets had sunk clearly revealed

that soil liquefaction had occurred during the earthquake, O'Rourke said. Earthquake engineers have long known that water-saturated soil may abruptly lose its ability to support structures as a result of earthquake shaking. Increased water pressures cause the soil to spread like viscous mud. (See the Sept. 28 Chronicle for a story about O'Rourke's research regarding soil liquefaction during earthquakes.)

According to O'Rourke, the ground seemed not to shift toward one direction but to oscillate in a predominantly east-west motion. The result was buildings shaken off their supports, foundations sinking, pipelines broken and streets ruptured.

"There is damage to structures from soil liquefaction that are in the exact locations where it occurred in 1906," O'Rourke said. "You have to wonder why people built these structures in the same way in the same places.

"People recognized that there were areas of San Francisco that had been filled with loose, sandy soil vulnerable to liquefaction, and yet there seems to have been perhaps a lack of appreciation in the general public about the damage that could occur to structures in these areas.

"In the future people have to take the locations where soils are especially weak or vulnerable to failure. Structures that are built in areas susceptible to strong shaking need extra reinforcement.

"For example, bolting wooden frames to concrete bearing wall foundations and stiffening the garages at the bottoms of three-to-four-story timber row houses would allow the structures to better resist the shaking deformations," O'Rourke said. "The stiffening could be accomplished with light steel framing or shear walls."

According to O'Rourke, other cities where loose fill has been used near a waterfront and where large earthquakes have occurred should pay attention to the lesson learned in San Francisco. These include St. Louis, Charleston and Boston.

According to O'Rourke, the reconnaissance of the area was made none too soon because repair crews, rain and traffic were quickly obliterating key evidence of soil liquefaction and its results.

The overall lesson, say the Cornell engineers, is that governments must face the fact that some parts of a city's infrastructure are weak. These governments must set careful priorities and commit themselves to upgrading these weak points.

—Dennis Meredith



Thomas O'Rourke

Damage in San Francisco caused by soil liquefaction.

News media turn to Cornell experts for quake, stock market analysis

Cornell engineers and seismologists found themselves besieged with requests for radio, television and newspaper interviews as the news media covered the San Francisco earthquake.

Reporters were alerted to the experts' availability by staff members in Cornell's Media Services and News Service. Principal among those interviewed were Thomas D. O'Rourke and Peter Gergely, professors of civil and environmental engineering, and geological sciences Professor Bryan Isacks.

In addition, the Oct. 13 stock market plunge led reporters from nearly three dozen national and international print and broadcast organizations to interview Avner Arbel, a professor of financial management in the Hotel School. In an Oct. 10 advisory produced by the News Service, Arbel pointed out that "there are alarming similarities between today's financial markets and the situation two years ago before the stock market crashed."

Cornell's mobile satellite uplink got heavy use in the aftermath of the earthquake. NBC News and three Syracuse television stations used the uplink to interview

O'Rourke; Gergely was interviewed via satellite by NBC's "Today" show as well as for an NBC News special report on the earthquake. O'Rourke and Isacks were interviewed by satellite for an ABC special, and Isacks gave a satellite interview to WROC in Rochester. Besides the satellite interviews, all three experts found themselves visited by local television crews.

Media Services also produced audio tape of the Cornell scientists' comments that was used by radio networks including CBS and NBC/Mutual Radio.

The scientists gave a multitude of newspaper interviews to both local and national newspapers. Among the prominent national papers were the Washington Post, Los Angeles Times, Chicago Tribune and Newsday. They also provided information to reporters at Associated Press, United Press International, Reuters, USA Today and Science magazine.

Media interest continued this week as the Cable News Network visited Ithaca to feature Cornell research in a report they are preparing on the earthquake.

—Dennis Meredith

Lion around

Bro, a lion from the Buffalo Zoological Gardens, is examined by a team at the College of Veterinary Medicine.

Tests this week found that the weakness in Bro's hind legs is not being caused by a herniated disk and that surgery is not necessary.

Bro returned to Buffalo and is expected to regain strength in his legs, according to a veterinarian here.



Chris Hildreth

Radiation control efforts strengthened in two labs

Stepped-up enforcement of radiation control and supervision procedures is now in effect in two campus laboratories that failed to comply with university regulations and public health law, according to Nariman B. Mistry, an adjunct professor in the Physics Department and chairman of Cornell's Radiation Safety Committee.

Procedures include increased frequency of surveys and monitoring by staff in the university's Office of Environmental Health. Mistry said this action does not stem from any contamination of individuals, but is being taken because one of those labs did not comply with university regulations after a previous infraction.

Last week, a state inspector found "hot spots" from traces of a radioactive isotope of phosphorous (P-32) in two biochemistry laboratories. One lab was closed for about one-and-one-half days while it was decontaminated; the other was cleaned in a shorter period of time. No employees or students were exposed to radiation, Mistry said.

P-32 is the most widely used isotope on campus. About 50 faculty members and researchers are authorized to purchase and use P-32 as a tracer in molecular biology.

Cornell administrators have met with the supervisors of the labs and will meet with other researchers to discuss the severity of the situation. One of the laboratories, which is under the supervision of Efraim Racker, the Albert Einstein Professor of Biochemistry, has been prohibited from purchasing any radioisotope until the university is assured that the laboratory is in full compli-

ance with university and public regulations.

Minute traces of P-32 are easily detectable, and only very tiny amounts of this contamination were found in the two labs, said Mistry, who added that the university has strict regulations for individual users to survey and monitor a laboratory during and after the use of radioisotopes.

"It is a serious infraction that the contamination, however small, was not detected and cleaned up by the lab staff," Mistry said. "Our emphasis is on making every laboratory a 'clean' place for use by researchers as well as by auxiliary staff who enter the room."

Mistry emphasized that the contamination was not life threatening, but that the contaminant should not have been allowed to remain undetected.

Although permit holders accept personal responsibility for supervising the use of ionizing radiation in their laboratories, the actions of a single lab can have serious implications for the entire university's research program if repeated violations occur, Mistry said. "The State Health Department could suspend the university's permit to handle P-32 and other radioactive materials in the many labs on campus," he said.

In a June 8 memo to radiation permit holders and radiation equipment supervisors, Senior Provost Robert Barker said that "it is critical that you demonstrate your commitment and your ability to use radioactive materials safely. . . . There is no alternative but that the privilege of using ionizing radiation be denied to those individuals unwilling to follow established procedures."

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

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

Advanced Balkan Folk Dance Workshop, the third of seven sessions, taught by Ed Abelson, Oct. 29, 6 to 7:30 p.m., North Room, Willard Straight Hall; instruction and requests, Oct. 29, 7:30 to 10:30 p.m., North Room, Willard Straight Hall.

A free nine-week series on basic folkdancing co-sponsored by the Cornell Wellness Program will be held Tuesdays, 7 to 9 p.m., through Nov. 7, in the Dance Studio, Helen Newman Hall. Pivot step will be taught Oct. 31. For more information, call 273-0707 or 539-7335.

Israeli Folkdancing

Israeli folkdancing, Oct. 26, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

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

"The Art of Zen: Paintings and Calligraphy by Japanese Monks, 1600-1925," on view through Oct. 29, presents approximately 88 paintings and calligraphy by Japanese monk artists active from 1600 to 1925. This is the first large-scale study of this important art form and the works are drawn from public and private collections throughout the United States, Europe and Japan.

"Form and Function in African Art," an exhibition on view through Dec. 23, contains masks, staffs and textiles that were created to be part of everyday life and were used in ritual ceremonies, dances and other activities.

Department of Art Faculty Exhibition, featuring the work of current and emeritus members of Cornell's art department, Oct. 27 through Dec. 22.

Asian Studies Department

Photographs of Women of Nepal, "O Didi!" through Nov. 3, third floor, Rockefeller Hall.

Hartell Gallery

"Contemporary Faces and Futurist Families," an exhibition of photographs of life in China by J.M. Stykos, director of the Cornell Population and Development Program, through Oct. 28. The gallery is in Sibley Dome and is open Monday through Friday, 8 a.m. to 5 p.m.

Olin Library

"Subjects into Citizens: Image and Discourse in the French Revolution," a colorful

and varied exhibition from Cornell's French Revolution Collection will be on display in Olin Library Monday through Friday, 8 a.m. to 5 p.m., through Jan. 3.

Tjaden Gallery

Group Exhibition with students of Kay WalkingStick, Oct. 29 through Nov. 3. The gallery is in Tjaden Hall.

Unions & Activities

The Delaware County Historical Association Quilt Exhibition with quilts, wall hangings and photographs of quilt making, through Nov. 10, art gallery, Willard Straight Hall.

FILMS

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

Thursday, 10/26

"Mera Naam Joker" (I am a Clown), South Asia Film Series, directed by Raj Kapoor, 7:30 p.m., 310 Uris Library.

"Landscape After Battle" (1970), directed by Andrzej Wajda, 7:30 p.m., Uris.

"License to Kill" (1989), directed by John Glen, with Timothy Dalton, Carey Lowell and Robert Davi, 10 p.m., Uris.*

Friday, 10/27

"License to Kill," 6:30 p.m., Uris.*

"The 21st Tournee of Animation" (1988), featuring "The Man Who Planted Trees," 7 p.m., Uris.*

National Lampoon's "Vacation" (1983), directed by Harold Ramis, with Chevy Chase, Beverly D'Angelo, co-sponsored by Class of '92, 8 p.m., Anabel Taylor.*

"Lucia," sponsored by Hispanic American Studies Program, 9 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

"Urinal" (1988), directed by John Greyson, with visiting film maker John Greyson, 9:30 p.m., Uris.*

Saturday, 10/28

"The Festivities and Honeymoon," and "Shri Ram's Title is Contested," parts 11 and 12 of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Library, 1:30 p.m., 310 Uris Library.

National Lampoon's "Animal House" (1978), directed by John Landis, with John Belushi and Tim Matheson, 7:15 p.m., Anabel Taylor.*

"The Blues Brothers" (1980), directed by John Landis, with John Belushi and Dan Aykroyd, 9:30 p.m., Anabel Taylor.* (free with "Animal House.")

"Chocolat" (1988), directed by Chaire Denis, with Isaach de Bankole and Giulia Boschi, 9:30 p.m., Uris.*

"License to Kill," midnight, Uris.*

Sunday, 10/29

"Mera Naam Joker" (I am a Clown), directed Raj Kapoor, sponsored by the South Asia Film Series, 3:30 p.m., 310 Uris Library.

"Pineapple" (1983), co-sponsored by CCPA, 2 p.m., Johnson Museum.

"Chocolat," 4:30 p.m., Uris.*

"Titticut Follies" (1967), directed by Frederick Wiseman, co-sponsored by Psi Chi, 8 p.m., Uris.*

Monday, 10/30

"Mr. Hoover and I," directed by Emile de Antonio, an experimental documentary about de Antonio's experiences with former FBI director J. Edgar Hoover and his secret police, co-sponsored by Noyes Center, 7:30 p.m., Uris.*

Tuesday, 10/31

"The Haunted Land," sponsored by the Southeast Asia Program, 4:30 p.m., 142 Goldwin Smith Hall.

"The Man with Three Coffins" (1987), directed by Chang-ho Lee, 7 p.m., Uris.*

"The 21st Tournee of Animation" (1988), featuring "The Man Who Planted Trees," 9:30 p.m., Uris.*

Wednesday, 11/1

"Mikey and Nicky," a film by Elaine May, with John Cassavetes and Peter Falk, 7:30 p.m., Uris.*

Thursday, 11/2

"Boot Polish," directed by P. Arora and Raj Kapoor, sponsored by South East Asia Film Series, 7:30 p.m., 310 Uris Library.

LECTURES

Art

David Storey, painter, the Nancy G. Dickenson Visiting Artist Lecture Series, Nov. 1, 5 p.m., 115 Olive Tjaden Hall.

Boyce Thompson Institute

Distinguished Lecture Series, "Insights from Sustained Ecological Research: An Ecosystem Perspective," Gene E. Likens, Institute of Ecosystem Studies, Mary Flagler Cary Arboretum of the New York Botanical Garden, Millbrook, Nov. 1, 2 p.m., auditorium, Boyce Thompson Institute.

Cornell Research Club

"With Gun and Camera in the Creationist Paradise: Responses of the Scientific Community to Changes in Public Education and Political Control of the Teaching of Evolution," Kenneth A.R. Kennedy, ecology, anthropology and Asian studies, Nov. 2, 12:50 p.m., 114 Martha Van Rensselaer Hall.

Human Ecology

"Current Status on Women in Vietnam," Le Thi Nham Tuyet, resident Rockefeller Fellow in the Humanities, South East Asia Program, Oct. 30, 4 p.m., Faculty Commons, Martha Van Rensselaer Hall.

Jewish Living Center

Lucy S. Dawidowicz, writer, historian and author of "The War Against the Jews 1933-1945," which was awarded an Anisfield-Wolf Prize, will speak on "Becoming a Jewish Historian," Nov. 1, 4:30 p.m., 117 Ives. She also will speak on "History, Memory and Autobiography," Nov. 1, 7:30 p.m., Kosher Dining Hall, 106 West Ave. Her latest book is "From That Place and Time," a memoir covering the years from 1938 to 1947.

Law School

William H. Webster, director of Central Intelligence, will discuss "Ethics: A Respect for Truth," Oct. 26, 7:30 p.m., John W. MacDonald Moot Court Room, Myron Taylor Hall. This is a change in time from previous announcements of his lecture.

Music

"The Rise of Professionalism in 17th-Century Opera," Margaret Murata, University of California, Irvine, the Donald Grout Lecture, Oct. 30, 4:15 p.m., Barnes Hall.

Philosophy Students' Association

"Knowledge, Gender and Power," Lorraine Code, York University, Nov. 1, 4:30 p.m., Guerlac Room, A.D. White House.

Religious Studies Colloquium

"Pluralism and Intolerance in Hinduism," Wendy Doniger, the Mircea Eliade Professor of the History of Religions, University of Chicago Divinity School, and A.D. White Professor-at-Large, Oct. 26, 4:30 p.m., A.D. White House.

Western Societies Program

"The Structuralist vs. the Keynesian Approach to Unemployment Swings," Ned Phelps, Columbia University, Oct. 27, 2 p.m., 153 Uris Hall.

"Italy: A Case of Unconventional Economic Policy," Luigi Spaventa, University of Rome, Italy, Oct. 27, 4:30 p.m., 145 McGraw Hall.

"New and Old in the Italian Communist Party," Renato Mannheimer, University of Milan, Nov. 1, 4:30 p.m., 153 Uris Hall.

"The New Man in Modern Revolutionary Movements: The Creation of Modern Masculinity," George Mosse, University of Wisconsin, Mellon visiting scholar, Nov. 2, 4:30 p.m., A.D. White House.

MUSIC

Department of Music

Elizabeth Field, violinist will give a "duo concert" recital with Daniel Seidenberg, viola, Robert Seletsky, violin and George Torres, guitar, Oct. 26, 8:15 p.m., Barnes Hall. Featured compositions will be Mozart's Duo No. 1 for Violin and Viola, K. 423; Paganini's "Centone di sonate," for violin and guitar; Leclair's Sonata for Two Violins, Op. 3 no. 5; Martin's Three Madrigals for Violin and Viola.

Cornell Camerata, music for mixed-voices, under the direction of Ron Schiller, Oct. 27, 8:15 p.m., Barnes Hall. Music by Britten, Copland, Ravel, Faure, Adams and Conte will be sung.

Sabine Vinck, pianist, will perform a student recital, Oct. 28, 8:15 p.m. in Barnes Hall. Works by Beethoven, Brahms, Gershwin, Chopin and Prokofiev will be performed.

David Feurzeig, piano, with guest artist Steve Sweeting, will perform works by Beethoven, Janacek and their own world premiere of Sweeting/Feurzeig's "Changing Time," Oct. 29, 4 p.m., Barnes Hall.

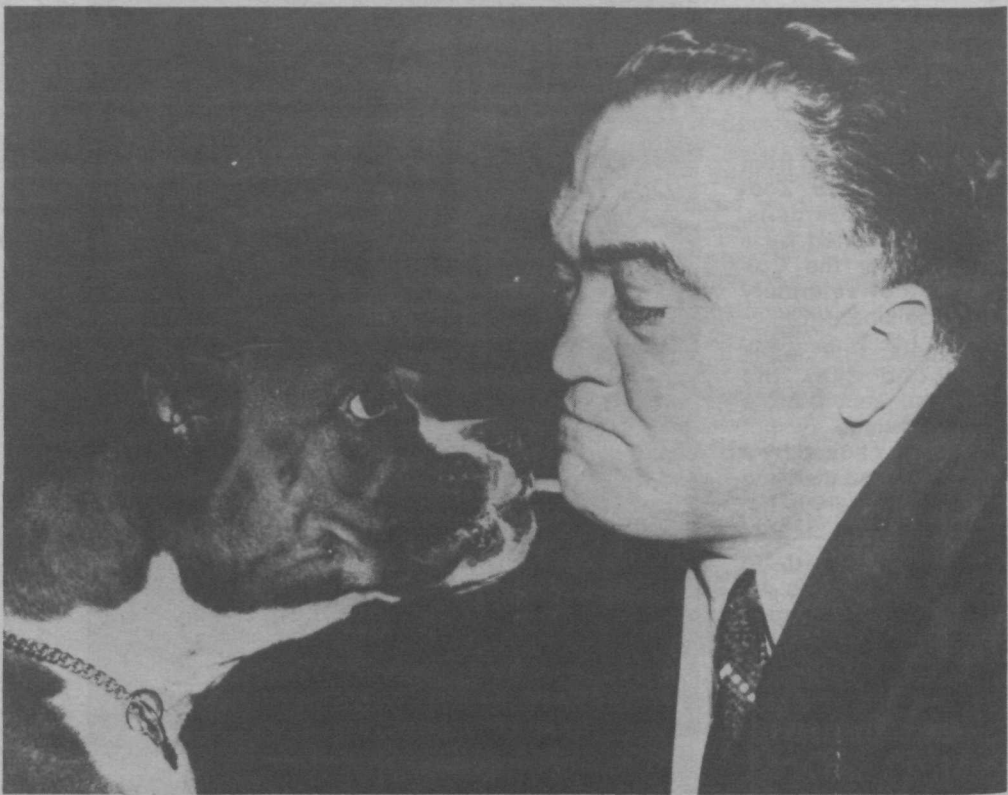
Bound for Glory

Charlie King, topical songwriter from Connecticut, will present three live sets in the Commons Coffeehouse, Anabel Taylor Hall, Oct. 29, 8:30, 9:30 and 11:30 p.m. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

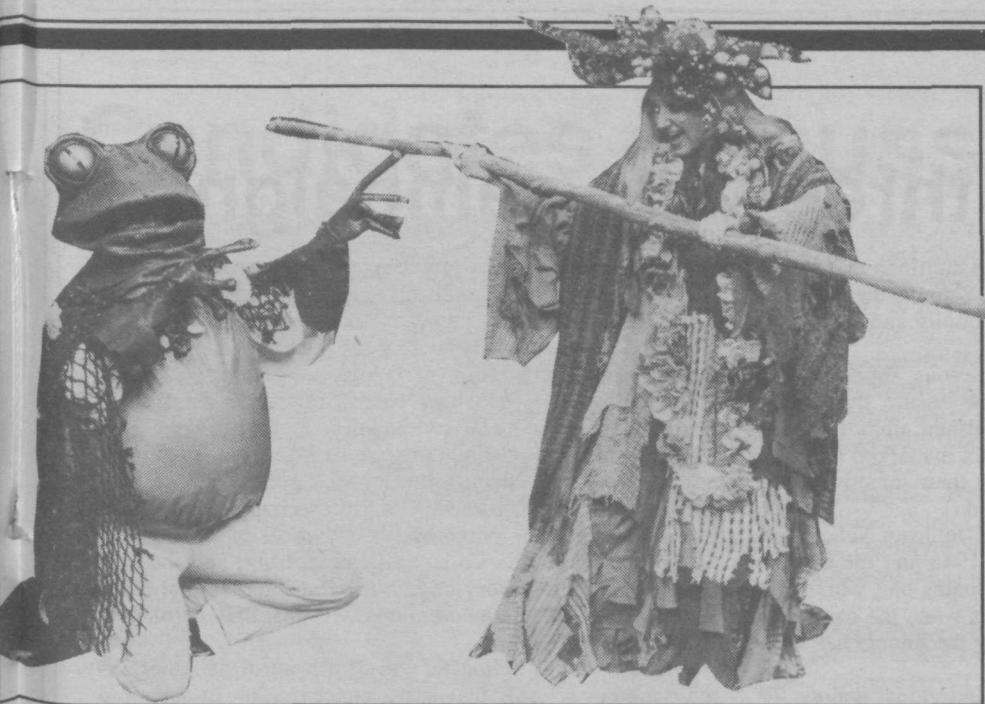
Unions & Activities

Classics-at-Noon, Nov. 1, Memorial Room, Willard Straight Hall.

Coffeehouse, Oct. 26, 8 p.m., Memorial Room, Willard Straight Hall.



A scene from "Mr. Hoover and I," an experimental documentary about director Emile de Antonio's experiences with former FBI Director J. Edgar Hoover and his secret police. De Antonio will introduce his film before its showing at 7:30 p.m. on Monday, Oct. 30, in Uris Hall auditorium.



Michael Stacy and Sophie Ahsen in David Mamet's "The Frog Prince," a free adaptation of the classic fairy tale for adults and children of all ages, directed by Ken Westerman. Performances Nov. 3, 4, 5, 11 and 12 in the Class of '56 Flexible Theatre, Center for Theatre Arts.

READINGS

Hillel
Grace Paley, short story writer, will give a talk and reading as part of the series, "A Celebration of Jewish Life," Nov. 8, 8 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. Tickets at \$4 and \$3 for students are available at Smedley's book shop, Hillel and at the door. Tickets for the series are \$12, \$9 for students.

RELIGION

Sage Chapel

Robert L. Johnson, director, CURW, will deliver the sermon at Sage Chapel on Oct. 29. Services will begin at 11 a.m. Music will be provided by the Sage Chapel Choir. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

Mass: Saturdays, 5 p.m., Anabel Taylor Auditorium.
Mass: Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium.
Daily Masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.
All Saints Mass, Wednesday, Nov. 1, 12:20 p.m., 5:15 p.m., Anabel Taylor Auditorium.

Christian Science

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

Episcopal (Anglican)

Sundays, Worship & Eucharist, 9:30 a.m., Rev. Gurdon Brewster, Chaplain, Anabel Taylor Chapel.

Friends (Quakers)

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

Jewish

Shabbat Services: Friday, Reform, 5:30 p.m., Chapel, Anabel Taylor Hall; Conservative, 5:30 p.m., Founders Room; Orthodox, Young Israel (call 272-5810 for times). Saturday, Orthodox, 9:15 a.m., Edwards Room; Conservative/Egalitarian, 9:15 a.m., Founders Room.
Morning Minyan at Young Israel, 106 West Ave. Call 272-5810.

Korean Church

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

Muslim

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

Protestant

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

Zen Buddhism

Zazen meditation: Thursdays at 5 p.m. in the chapel, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Jon Warland at 257-1404.

SEMINARS

Agronomy

"Water-based Optimization of Rainfed Tropical Cropping: Some Ideas and Examples," Ricardo Radulovich, agricultural engineering, University of Costa Rica, Oct. 31, 4 p.m., 135 Emerson Hall.

Astronomy

"Highlights of Scientific Results of the IUE," Spectacular Data on the Supernova 1987a, Yoji Kondo, NASA, Goddard Space Flight Center, Oct. 26, 4:30 p.m., 105 Space Sciences Building.

Biochemistry

"Biochemical and Genetic Analysis of Retroviral *pol* Gene Products," Steve Goff, biochemistry & molecular biophysics, Columbia University, Oct. 27, 4 p.m., Large Conference Room, Biotechnology Building.

"A Transcriptional Regulatory Protein of the *ilvIH* operon in *E. coli*," Debbie Aker Willins, biochemistry, molecular and cell biology, Oct. 30, 12:20 p.m., Conference Room, Biotechnology Building.

Biophysics

"Three-Dimensional Structure of Antibody-Antigen Complexes," David Davies, section of molecular structure, Laboratory of Molecular Biology, National Institute of Diabetes and Digestive and Kidney Diseases, Nov. 1, 4:30 p.m., 700 Clark Hall.

Chemical Engineering

"Thin Film Deposition: The Relationship Between Processing and Materials Properties," Klavs F. Jensen, chemical engineering, Oct. 31, 3:30 p.m., 165 Olin Hall.

Chemistry

General Chemistry Colloquium, "Vectorial Electron Transport in Microporous Solids: Recent Attempts to Emulate Photosynthesis with Rocks and Dirt," Thomas E. Mallouk, University of Texas, Austin, Oct. 26, 4:40 p.m., 119 Baker Laboratory.

Organic Chemistry Seminar, title to be announced, Jack Norton, Colorado State University, Oct. 30, 4:40 p.m., 119 Baker Laboratory.

General Chemistry Colloquium, title to be announced, Charles S. Parmenter, Indiana University, Nov. 2, 4:40 p.m., 119 Baker Laboratory.

Cognitive Studies

Max Cresswell, philosophy, Victoria University of Wellington, New Zealand and University of Massachusetts, Amherst, "Why Meanings Are Not Mental Representations," Oct. 26, 4:30 p.m., 106 Morrill Hall; "Times and Possibilities in

Natural Language," Oct. 27, 224 Morrill Hall; "Modality and Supervenience," Oct. 27, 4 p.m., 142 Goldwin Smith Hall.

Comparative Muslim Societies

"The Politics of Islamization in Pakistan," Oct. 30, 12:15 p.m., G-08 Uris Hall.

Design & Environmental Analysis

"Risk Management," David Stipanuk, hotel administration, Oct. 30 4:30 p.m., 200 Savage Hall.

Ecology & Systematics

"Invasions by Exotic Species and Ecosystem Processes," Peter Vitousek, biological sciences, Stanford University, co-sponsored by Center for Environmental Research, Nov. 1, 4:30 p.m., Morrison Seminar Room, A106 Corson/Mudd Hall.

Electrical Engineering

"Edison Steinmetz, and Tesla: Electrical Wizards in a Corporate Age," Ronald Kline, history of technology, electrical engineering, Oct. 31, 4:30 p.m., 219 Phillips Hall.

Environmental Toxicology

"Analysis of Environmental Contaminants," George A. Maylin, veterinary equine drug, Oct. 27, 12:20 p.m., 304 Femow Hall.

Epidemiology

"Comparing Two Approaches to Analyzing Longitudinal Binary Data," Ed Frongillo, nutritional sciences, Oct. 27, 12:20 p.m., 260 Warren Hall.

Floriculture & Ornamental Horticulture

"New York Village Greens: Meaning and Maintenance," Dan Krall, floriculture and ornamental horticulture, Oct. 26, 12:15 p.m., 404 Plant Science Building.

"Ornamental Horticulture in Kenya," Ken Mudge, floriculture and ornamental horticulture, Nov. 2, 12:15 p.m., 404 Plant Science Building.

Food & Nutrition Policy Program

"The Rise and Fall of Protein Deficiencies," Urban Jonsson, consultant, UNICEF, Oct. 26, 12:40 p.m., 200 Savage Hall.

Food Science

"Distribution of *Listeria* Species in Processing Plant Environments," Catherine W. Donnelly, animal science, University of Vermont, Oct. 31, 4:30 p.m., 204 Stocking Hall.

Geological Sciences

"The Zongo San Gabon Eocene Tectonothermal Event: Central Andes," Edward Farrar, Queens University, Oct. 31, 4:30 p.m., 1120 Snee Hall.

Latin American Studies Program

"Central America: The Environment Under Fire," a video presentation, NUCLEO VERDE, Oct. 26, 12:15 p.m., 114 Martha Van Rensselaer.

Materials Science & Engineering

"Effects of Alloying on Atomic Volumes of Transition Metals in their Liquid & Solid States," David Turnbull, Harvard University, Oct. 26, 4:30 p.m., 140 Bard Hall.

"Silicon in Motion; Micromechanical Systems," Noel MacDonald, Nov. 2, 4 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

"The Limited Validity of the Unsteady Boundary-Layer Equations, and the Relationship with Separation and Bypass Transition," Stephen Cowley, visiting scientist, Oct. 31, 4:30 p.m., 107 Upson Hall.

Manufacturing seminar, "Variability Reduction: The Tools of Total Quality Management," Jack B. ReVelle, Hughes Aircraft Co., Oct. 26, 4:30 p.m., B14 Hollister Hall.

Modern Languages & Linguistics

Title to be announced, John Bowers, Modern Languages and Linguistics, Oct. 31, 4:30 p.m., 111 Morrill Hall.

Natural Resources

"Forest Ecosystem: The Hidden Half," Kristina Vogt, forest ecology, environmental studies, Yale University, Oct. 26, 12:20 p.m., Femow Hall.

"Muskrat Damage to Crawfish Ponds," Tracy A. Casselman, associate wildlife biologist, Baton Rouge, La., Oct. 26, 2 p.m., 304 Femow Hall.

"The Application of the Geographic Information System (GIS) to Natural Resources," Stephen D. DeGloria, associate director, CLEARS, Oct. 31, 12:20 p.m., Femow Hall.

Neurobiology & Behavior

"Promiscuity in Babary Macaques," Meredith Small, anthropology, Oct. 26, 12:30 p.m., Morrison Seminar Room, Corson/Mudd Hall.

Nutrition

"Metabolism of L-Cysteine and L-2-Oxothiazolidine-4-Carboxylate, a Cysteine Product, in Mammalian Cells," Relicardo M. Coloso, nutritional sciences, Oct. 30, 4:30 p.m., 100 Savage Hall.

Ornithology

"The Individual in Lion Behavior," Flip Stander, visiting fellow, Laboratory of Ornithology, Oct. 30, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

"Soviet Military Politics in the Gorbachev Era," Rose Gottemoeller, RAND Corp., Oct. 26, 12:15 p.m., G-08A Uris Hall.

Pew-Cornell Lecture Series

"Seasonal Fluctuation in the Factor and Product Markets: Is There a Nutritional Risk?" David Sahn, deputy director, Cornell Food and Nutrition Policy Program, Oct. 31, 2:30 p.m., 166 Martha Van Rensselaer Hall.

Pharmacology

"Membrane Interactions of the Rous Sarcoma Virus Transforming Protein, PPOOOO V-SRC," Marilyn Resh, Princeton, Oct. 30, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology

"The Use of Steady State Labelling for the Study of Phloem Import and Unloading in Developing Legume Seeds," Erle Ellis, plant biology, Oct. 27, 11:15 a.m., 404 Plant Science Building.

Plant Pathology

"Studies of Classical and Population Genetics in *Phytophthora infestans*," L.J. Spielman, Oct. 31, 4:30 p.m., 404 Plant Science Building.

Poultry Biology

"An Autoimmune Amelanosis and Related Defects in a Chicken Model," J. Robert Smyth, Jr., veterinary and animal sciences, University of Massachusetts, Amherst, Oct. 26, 4:30 p.m., 300 Rice Hall.

Psychology

"Freud, Race and Gender," Sander Gilman, Oct. 27, 3:30 p.m., 202 Uris Hall.

Rural Development

"Industrial Policy and Rural Development," Tom Lyons, rural sociology, Oct. 26, noon, 250 Caldwell Hall.

"Structural Explanation of Persistent Poverty in the Urban Context," Bill Goldsmith, Nov. 2, noon, 250 Caldwell Hall.

Rural Sociology

"Bovine Growth Hormone Produces More Than Milk," Charles Geisler and Tom Lyson, rural sociology, Oct. 27, 12:20 p.m., 32 Warren Hall.

Science, Technology & Society

"Science in the Courtroom," Edward Gerjuoy, physics, emeritus, University of Pittsburgh, Oct. 31, 12:15 p.m., 701 Clark Hall.

Sociology

"All or Nothing: Compliance with Illegitimate Institutions, Persons and Acts," Henry A. Walker, University of Iowa, Oct. 27, 3:30 p.m., 302 Uris Hall.

Southeast Asia Program

"Kammu Shamanism," Damrong Tayanin, Rockefeller Resident Fellow in the Humanities, Oct. 26, 12:20 p.m., 102 West Ave. Extension.

"Indonesian Music," Carole Hoffman, grad, music, Nov. 2, 12:20 p.m., 102 West Ave. Extension.

Stability, Transition & Turbulence

"Finite-difference Approximations Suitable for High-Reynolds-Number Turbulence Modelling," Ray Ristorcelli, mechanical and aerospace engineering, Oct. 31, 1 p.m., 203 Thurston Hall.

Textiles & Apparel

"Fiber Reinforced Composites," Charles Carlson, E.I. duPont de Nemours & Co., Oct. 26, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Theoretical & Applied Engineering

"Nondestructive Determination of the State of a Composite," S. Rokhlin, Ohio State University, Nov. 1, 4:30 p.m., 205 Thurston Hall.

Urban Affairs & Planning

"Municipal Approaches to Economic Policy: Is Redistribution Possible?" Carla Robinson, Georgia Institute of Technology, Oct. 27, 12:15 p.m., 115 Tjaden Hall.

Continued on page 8

\$46.5 million raised**Johnson School completes three-year campaign**

The Johnson Graduate School of Management has completed what is believed to be the most successful capital campaign for faculty and programs for a graduate school of management.

The three-year campaign met the Johnson School's goal of \$46.5 million, thereby "transforming the Johnson School in a positive way forever," said Johnson School Dean Alan G. Merten. The campaign has enabled the school to expand its faculty and programs, reduce class sizes and expand its interdisciplinary programs with the College of Engineering and the College of Arts and Sciences.

The changes will launch the school into the 21st century as one of the leading management schools in the world, Merten said. *Business Week* magazine ranked the Johnson School among the top five graduate schools of business in the nation in its Nov. 28, 1988, issue.

In 1982, a task force identified the need for a significant endowment if the school were to become a leader of management education in the nation. Two years later, Samuel C. Johnson, a 1950 Cornell graduate, and his family and associates at S.C. Johnson & Son Inc. responded to the task force's findings by making a \$20 million pledge to management education at Cornell. At the time, it was the largest commitment ever made to a business school.

"The idealism in Sam and his family has significantly expanded the school's horizons," Merten said. "Their unprecedented gift sparked the imagination of many and forever changed the lives of those who are part — or will become part — of the Johnson School and Cornell community."

Cornell President Frank H.T. Rhodes said that "there are

certain events in the history of great institutions that represent turning points. For the Johnson School, the splendid commitment of Sam Johnson and his family and associates was just such an event.

"Those commitments and the generous support from alumni and friends that followed now ensure that future graduates — like many of the distinguished alumni — will become business leaders whose conduct is marked not only by their skill and wisdom, but also by their sensitivity and concern for the larger society," he added.

Considering that the alumni of the Johnson School are relatively young (the school began in 1946 and the median class year is 1975, which means graduates had worked in their fields only an average of 11 years when the campaign began), the spirit of community among the donors has been extraordinary, Rhodes said.

In all, there were more than 3,200 individual donors; 79 whose commitments were \$25,000 or more were named Fellows of the Johnson Society. In addition, more than 80 corporations and firms donated \$3.4 million, exceeding the corporate goal by 50 percent.

Specifically, the fund-raising campaign for the Johnson School has resulted in the following benefits:

- In the past five years, six senior and 14 junior faculty have joined the Johnson School.
- Seven new chairs were endowed in an effort to ensure that the business leaders of tomorrow are taught by the finest scholars in the field today.
- The faculty-to-student ratio has improved from 16-to-1 to 10-to-1, thanks to the increased faculty hiring.
- Almost \$3 million in scholarships, fellowships and loan

funds are now available, providing new opportunities to outstanding admissions applicants and allowing the Johnson School to select only the most qualified candidates.

- The Center for Behavioral Economics and Decision Research, a collaboration of faculty from other academic units at Cornell who study behavioral-decision research, was made possible by the campaign.

- Interdisciplinary programs are stronger than ever. The new Program in Manufacturing Management, which includes the Emerson Electric Co. Professorship of Manufacturing Management, combines the resources of the Johnson School and Cornell's College of Engineering; and the program in decision theory and courses in international management are cooperative ventures with the College of Arts and Sciences.

- The Johnson School is one of a handful of American management schools that has a concentration in Japanese business, including courses in Japanese language, society, theology, politics, industrial policies and economics. In addition, summer internships allow students to test their language skills and experience the cultural and business environment of Japan.

- Students and faculty may now experience rugged outdoor leadership programs in the Colorado Rockies and on Hurricane Island off the coast of Maine to expand their mental and physical limits and enhance their confidence and capabilities.

- The Executive-In-Residence Program brings seasoned executives to the Cornell classroom to share their experience and expertise.

—Susan S. Lang

Work on underground library could begin next month

The Board of Trustees is scheduled to review today plans for the a major Olin Library addition to be built underground between Goldwin Smith and Stimson halls.

The site was chosen largely because of faculty concern that the facility remain near Olin Library and the Arts Quadrangle, and it will appear virtually the same after construction is completed, according to university officials.

"We think our plan offers a response of appropriate scale to the urgent space needs of Olin Library," said Alain Seznec, the Carl A. Kroch University Librarian. "And it does so without changing the face of the Arts Quad or disrupting the patterns of scholarship so important to our humanities and social sciences faculty and their students."

If the trustees approve the schematic design of Boston architects Shepley Bulfinch Richardson and Abbott, preliminary work could begin by late November. The facility is expected to contain about 95,000 gross square feet and cost about \$25 million.

The project is part of a \$75 million program that Seznec has called necessary if the Cornell Library is to remain a leading scholarly resource into the next century.

Under the current plan, crews using backhoes will be checking the foundations of adjacent buildings in November, and trees will be removed (though some will be saved for transplanting). In December, crews will remove the exedra and sundial opposite Goldwin Smith's south entrance. The exedra, sundial and landscaping will be restored, with plants and trees expected to shield from view even the four flat skylights through which some natural light will pass into the underground space.

In an attempt to minimize public inconvenience, the tentative schedule calls for carrying out some of the project's more disruptive steps when campus traffic is limited.

For instance, it is hoped that the steps through the exedra's removal can be completed in time to undertake the next stage during winter break, according to Paul Griffen, associate vice president for facilities planning and construction.

The next stage will be relocating the 16-inch chilled-

water pipes — now running east-west under the center of the site — to the north end of the site and relocating a few feet eastward some electrical cables that run north-south near the east end of the site.

Griffen said he hopes that this noisy work, involving heavy equipment, can be completed during the window of Dec. 26 to Jan. 19, before winter break ends. If not, he hopes the noisy part can be done at night and on weekends soon after that. During this stage, East Avenue may have to be partially closed, Griffen said. If it is, it will be reopened when the relocation work is done.

The project's most disruptive aspect — excavating the 35,000-square-foot site — has been tentatively scheduled for between June and early September 1990, when many students are gone. The hole, which will be roughly a square of 190 feet per side, will vary in depth but will have to accommodate an extension of three stories. Hauling the rock and dirt from the hole will require a procession of heavy trucks from the site; during that period, East Avenue will be closed to through traffic from Tower Road north, Griffen said.

Limits on vehicle access to East Avenue during post-excavation work have not been worked out yet, he added.

As for walkers, they are expected to have normal access to the Arts Quad during the entire project, except for the fenced site itself, and full use of the sidewalk on the east side of East Avenue. The parking lots around the northeast perimeter of the quadrangle will be unaffected.

"During excavation, life on much of the Quad is bound to be unpleasant," said Geoffrey Chester, dean of the College of Arts and Sciences. "But I expect our faculty will appreciate that their own strong preferences for a site contiguous to Olin Library were crucial to this choice."

"And some of the other options would have created much more disruption for many more people," he noted.

In the spring, before work begins on the excavation, crews will be shoring Goldwin Smith and Stimson against the vibrations of the blasting and digging. Griffen said a plan also is being developed to make sure that faculty who

use vibration-sensitive research instruments advise department chairs of the tolerance of those instruments. The information will be passed on to project manager Albert Wright so that precautions can be taken, Griffen said.

In March 1988, Shepley Bulfinch presented Cornell with a study meant to deal with pressing current needs as well as future needs of Olin. Despite the addition of three miles of shelving in the three previous years, no amount of money or imagination could further expand the building's capacity beyond 1992, the study said. It asserted that the 2-million-volume capacity envisioned when the library was opened in 1961 soon would be exceeded by about 25 percent and that the 400 employees under the direction of Seznec and Olin Director David W. Corson were severely cramped, even after many former reading spaces had been appropriated for their use.

The firm suggested several possible expansion plans, including the razing of Day Hall, the redesign of Stimson and the addition of a high-rise block on top of the terrace at the north end of Olin. In a continuing dialogue with the trustees and other groups last year, numerous plans besides Shepley Bulfinch's were considered, including moving more library overflow to the annex at the apple orchard off Route 366.

There was also protracted study — including the participation of M. Stuart Lynn, vice president for information technologies — of the expected course of technological developments that can reduce the need for books and the shelving to store them.

"If we could defer action for 15 years, there might be other quite different options," Corson said. "But we already have filled the existing building way beyond its intended capacity, while at the same time we still are, at least in the social sciences and humanities, years away from the computer-screen research some see as the alternative to continued library growth. We'll have books and we'll need shelves to house them for the foreseeable future, and we must act now. The proposed plan is a conservative and a prudent response to these realities."

—Sam Segal

SUNY *continued from page 1*

Speaking before the councils and later at a press conference, Johnstone delivered other positive news for Cornell:

- He is satisfied with the current system under which Cornell's central administration and the schools' deans operate the state-supported units.

- He is pleased that Cornell's state-supported units have increased their productivity without having to make similar increases in resources, and he indicated that he wants the rest of SUNY to follow their lead. He described Cornell's statutory units as being "in a very different position" than the rest of the SUNY system because they're "looked after very well" by Cornell's administration.

"In the past, they've been something around which the rest of SUNY plans," he continued. "The pleasant dilemma we have is whether to include the statutory colleges more in the system planning and risk Cornell feeling that our attention is intrusive." SUNY probably has erred in the direction of "leaving them out too much," he said.

Johnstone noted that the SUNY-Cornell relationship has not always been "altogether satisfactory" to either party and said con-

cern at Cornell about SUNY's "general supervision" of the statutory colleges seems centered not on anything that has happened but on "what might happen."

The chancellor indicated that he was content with having Cornell's central administration and statutory deans continue to operate the units and that Cornell's statutory units and the rest of SUNY need just enough of a link so that neither side makes plans without thinking of the other.

Questioned about possible overlap between extension efforts by Cornell and the rest of SUNY, Johnstone said it is "the part of our relationship that needs more attention" and that making sure there is no duplication is in the middle of his agenda.

"I think we can capitalize on Cornell's extension system and learn from it — not take it over," he said. "It's a wonderful network. I think we need to help it" and to fill in the gaps where it is not operating.

While discussing state aid for students attending private universities, Johnstone voiced support for the T.A.P. and Bundy Aid programs, adding that, "To make sense for what it is, Bundy Aid needs to increase

over time, desirably in the same rough measure as costs." He also noted that Cornell President Frank H.T. Rhodes helped to heal a serious split that developed some five years ago between the private and public sectors of higher education in the state over Bundy Aid allocations.

Johnstone indicated that public and private institutions "are not equivalent with precisely equal claims on public funds." He said that when he was president of the State University College at Buffalo he had to let tenured faculty go because of budget cuts, although the campus "was bursting with students." No private institutions in the state had to take that kind of action, he said.

Johnstone expressed great distaste for his first experience with the SUNY budget cycle this spring, during his first year in office, saying that "every way you could think of would be easier than the one we have." The annual nature of the budget cycle and a volatility "unknown in the private sector" make planning difficult, Johnstone said.

He said SUNY budgets under Gov. Cuomo have been "quite good" and have repaired "damaging cuts" of earlier years.

But Johnstone also asserted that "I should always be seeking a little more than we're likely to get," and should list his priorities, and let the governor and legislature choose between funding all of the programs or eliminating some.

He acknowledged that "there's not much room in the state budget for real growth" in SUNY funding, and later noted that "an absolute-stand-still budget" with no new programs needs an additional \$90 million to cover increased costs.

The SUNY chancellor said he doesn't want to see the tuition burden shifted unduly from the taxpayers in general to the students and their families specifically, but asserted that the taxpayers' share of this burden has increased for the past five years, "and I'm not sure that can continue."

The SUNY system has to get a little bigger to keep its accessibility to new students and community college transfers alike, Johnstone asserted, adding that increasing the size of already bulging classes and the load on already-hard-working faculty is an alternative he opposes.

—Barry Gross

Candidates discuss town-gown issues



Jean Cookingham

Charles Harrington

Town-gown friction exists between virtually any college or university and its surrounding communities. Cornell is part of a number of communities, most directly and extensively the city of Ithaca and the town of Ithaca. With elections set for Nov. 6, Cornell News Service Education Editor Sam Segal asked the Democratic and Republican candidates for city mayor and town supervisor what they saw as leading town-gown issues, how they rated Cornell's performance and how they thought Cornell might be a better neighbor.

The candidates are Republican Jean Cookingham and Democrat Ben Nichols for mayor, and Republican Noel Desch and Democrat Shirley Raffensperger for supervisor.

Cookingham holds undergraduate and law degrees from Cornell; Nichols is a professor emeritus of electrical engineering; Desch is associate director of the Materials Science Center and Raffensperger's husband, Edgar, is a professor of entomology.

There was a clear consensus on several points:

- In general terms, the most important issue is honest, continuing, respectful communication that deals with Cornell's long-range development plans and how the municipalities see those plans.

- Among specific issues, all agreed delivering fire-protection services is critical and an area where Cornell should do more.

- All four agreed that Cornell has shown marked improvement in recent years in its attention to municipal concerns and its demonstrated response to those concerns, although there was some disagreement how profound the change was.

What follows are the candidates' own words on these and other town-gown issues.

Ben Nichols

"In the past, Cornell wouldn't have even considered reporting to the community [on things like a consultant's report on long-range university housing plans], but consulting with the community is still a very low priority in terms of university planning.

"The question is to what extent does Cornell see itself as part of the city and to what extent does it just see the need to respond to public feeling?

"When I came here as a freshman in 1937, I lived in a boarding house at Williams and Hyland Place, and across the street was a real family with kids. It was a neighborhood. Collegetown today is just a student enclave. Cornell hasn't given enough thought to devices to cut university

rents, including smaller co-ops that make good neighbors.

"With taxes already high on the middle class, we can't pay required increases in the fire budget simply by raising taxes. We have to take money that could go to housing, youth or recreation programs. Cornell's attitude is, 'We're not required to pay, so anything we pay we do out of sheer philanthropic largess.'"

Jean Cookingham

"I'd like to see if Cornell would consider investing some of its funds in a program like the Alternatives Federal Credit Union's, where money put into CDs is invested in local housing.



Noel Desch

Don Albern



Shirley Raffensperger

Don Albern



Ben Nichols

Jon Pachai

"Cornell was very callous at one time — not caring what happened downtown and in the community. Now there's a willingness to listen to the community and to come to grips with the differences that exist. We've got to approach each other in a nonconfrontational manner."

Noel Desch

"Cornell inappropriately hid behind a technicality when it should have recognized a moral responsibility" to install sprinklers in the just-opened Maplewood Park apartments for graduate students. Desch said Cornell won in court, but missed the chance to allay fire-risk fears in the community.

"Cornell's commitment to master planning is a major step. I know Cornell is more committed than is understood by some; there are perceptions that some faceless stockholders a thousand miles away run things. They're really run by people who raise families here, are homeowners, citizens.

"It would be very useful for Cornell people to attend local legislative meetings and speak not about agenda items but about something of interest to the community. People who work in service programs — not administrators from Day Hall — should make presentations.

"Even today, Cornell's understanding of local issues is relatively naive. Especially with so many municipalities that have quite different characters, it's imperative that Cornell's administration stay up on local issues. And priorities for the town are not necessarily those of the city. This is a two-way problem, of course; the town doesn't understand Cornell either."

Shirley Raffensperger

"Cornell has improved enormously. It was more secretive about land-use plans; it acted as if the community didn't have an interest. Now they talk, and there are real changes as a result, such as moving the polo building from Hanshaw Road to Pine Tree Road because of community discussions.

"Cornell engages in considerable comprehensive planning; yet the projects that come to us for discussion are presented in isolation. With an individual project, such as the East Hill parking lot, it's difficult to assess without seeing the wider picture. Cornell has to be more up-front about its [long-range] expansion plans.

"I saw nine people walking in the road the other day, between Maplewood Park and the East Hill shopping center. There were two children in strollers. There ought to be a sidewalk."

— Sam Segal

Holiday Corp. starts scholarship program

Holiday Corp., a leading hotel and casino company, has established a \$150,000 Holiday Inns Scholarship program to be phased in during a three-year period for students in the School of Hotel Administration.

The program consists of two annual awards for the next two years and the establishment of an endowment for future awards. The first two \$5,000 scholarships were announced by Kenneth B. Hamlet, president of Holiday Inns and a 1966 graduate of Cornell's Hotel School, who was instrumental in establishing the scholarship.

"Well-trained hotel managers and executives are critical to success in our industry," Hamlet said. "We look forward to playing a

role in helping deserving Cornell students achieve their educational goals and begin their careers with the highest quality educational preparation."

Hamlet and other Holiday Inn and Holiday Corp. executives were on campus last week to meet this year's scholarship award recipients, juniors Daniel Dammann and Jose Pinero-Vega.

"Daniel and Jose are excellent students, and each is involved in student activities as well as working part-time to help defray the costs of his education," said Hotel Dean John J. Clark, Jr. "We all are very grateful to Holiday Corp. for establishing the Holiday Inns scholarship program — such pro-

grams help the school meet its goal of providing financial assistance and other opportunities to as many students as possible."

Dammann, of Old Hickory, Tenn., worked at the Country Music Hall of Fame and Museum and at the Opryland Hotel, and he spent last summer in Dallas as a hospitality consultant/intern at Pannell Kerr Forster, a consulting and research firm.

Pinero-Vega, who was born and raised in Puerto Rico, was a management intern at the El San Juan Hotel and Casino last summer, where he acquired first-hand hotel experience and set his goals on becoming a food and beverage director in a large hotel.

— Susan S. Lang

Webster lecture moved to 7:30 p.m.

William H. Webster, director of Central Intelligence, is to speak on "Ethics: A Respect for Truth" in a public lecture here beginning at 7:30 p.m. today in the John W. MacDonald Moot Court Room of Myron Taylor Hall. His talk originally was scheduled for 3 p.m.

Webster's address will be the inaugural lecture in the James R. Withrow Jr. Program on Legal Ethics at the Law School.

Chicago scholar traces use of 'bed trick' in literature

Now come on, how can someone have sex with two different persons on several occasions and never tell the difference?

Both the psychological and theological meanings behind this incredible scenario that is common in mythology and literature were discussed in a public lecture last week by A.D. White Professor-at-Large Wendy Doniger.

Doniger, who is the Mircea Eliade Professor of the History of Religions at the University of Chicago, offered a number of explanations for the "bed trick," as she called it, during an hour-long discussion on the variety of stories involving myriad forms of hidden identity.

She cited examples in supernatural stories from ancient Indian literature along with realistic variants in Western literature found in the Hebrew Bible, Boccaccio and Shakespeare, and the fantastic variants in "Dr. Jekyll and Mr. Hyde" and "The Picture of Dorian Gray."

In some the stories, failing to recognize the true identity of the female partner reflects the "macho male fantasy, 'Put a bag over her head,' to gain power over a woman by implying that no one particular woman has power over a man," Doniger said.

Another example was the story, "The Return of Martin Guerre," where the woman did know that the surrogate was false but preferred him to her real husband.

"Thus in myths were one man masquer-

ades as another, the woman is exonerated from the defilement by stranger by saying, 'I could not tell them apart,' " explained Doniger.

But any of the somewhat plausible and implausible superficial reasons for not recognizing or deliberately ignoring the true identity of a partner are grounded in the ultimate purpose of myth, she said. This is to offer a solution for the human desire for integration, a problem that myths and stories

in literature never really resolve.

"There are only provisional endings, arbitrary moments when what we might call an episode comes to an end," she said.

Certain "bed-trick" myths are aimed at solving the problem of integration found in individual loneliness, she said. For example, the many stories where a wife mates with her own husband while disguised as his mistress.

On the other hand, as seen in the story of

Dr. Jekyll and Mr. Hyde, "The fantasy that the self now has a double responds to another problem of integration: 'I cannot bear to believe that the person who does all of these things — or certain of these things — is really me,'" Doniger said.

The material Doniger discussed is part of a book she is writing titled "The Bed Trick: The Mythology of Sexual Doubles and Sexual Masquerades."

— Martin B. Stiles

Princeton engineer to visit as A.D. White Professor-at-Large

David Billington, a structural engineer from Princeton University who is an Andrew D. White Professor-at-Large, will make his third annual visit to Cornell from Sunday, Oct. 29, through Sunday, Nov. 5, to lecture, teach and conduct seminars.

In 1987, when Billington became the first engineer named a professor-at-large, he was described in his appointment as a "structural engineer, definer and critic of structural art, and historian of technology, whose distinguished scholarship and inspired teaching have built enduring bridges between engineering and the humanities."

The highlight of his visit will be an illustrated public lecture, "Bridges and Culture in Modern Japan," on Thursday, Nov. 5, at 4:30 p.m. in Hollis E. Cornell Auditorium in

Goldwin Smith Hall.

Billington will draw on a visit he made to Japan last summer, at the invitation of the Japanese government, to tour and critique Japanese bridges. He evaluated not only the bridges' architecture but how they reflected the country's culture.

Billington also will teach in an engineering course and will hold a seminar for architecture students and faculty, according to John Abel, a Cornell professor of structural engineering. The architecture seminar, which also is open to the public, will be on Tuesday, Oct. 31, at 4:30 p.m. in Room 115 West Sibley. Its title is "Vaults and Towers: Structural Art and Architecture."

Billington is the author of "Robert Maitland's Bridges: The Art of Engineering," a

book which won the 1979 Dexter Prize of the Society of the History of Technology. He also wrote "The Tower and the Bridge: The New Art of Structural Engineering," which is a historical analysis of the engineering and aesthetics of public structures from the early 1800s to the present.

A graduate of Princeton, Billington does not hold an advanced degree, but he has been a full professor of civil engineering at Princeton since 1964. He also has worked as a structural designer and is a member of the National Academy of Engineering.

The professors-at-large program was founded in 1965 to give the university direct access to talents and scholars from all parts of the world.

— Dennis Meredith

Uris *continued from page 1*

Fiske, who died in 1904, left the university his Dante, Patriarch, Icelandic and other book collections and substantial library endowment funds.

The cornerstone at the foot of the library's 172-foot-tall stone bell tower contains a copper box filled with documents placed there, presumably for time immemorial, when it was laid in 1889. Items in the

box include a copy of the biography of Cornell founder Ezra Cornell and a copy of the address given at the cornerstone-laying ceremony by Cornell's founding president, Andrew D. White.

The cornerstone also contains a copy of Jennie McGraw Fiske's will. As an echo of her fragile existence, many people erroneously believe the tower that guards her will

and continues to peel forth the sounds of the nine bells she presented the university for its opening day in 1868 was named in her memory.

But the tower, known for decades simply as the Library Tower, was renamed McGraw Tower in 1961 for John McGraw, one of Cornell's original trustees and early benefactors, and Jennie McGraw Fiske's fa-

ther.

Also taking part in today's ceremony will be former Cornell President Dale R. Corson; Alain Seznec, the Carl A. Kroch University Librarian; and William D. Gurowitz, vice president for campus affairs. There will be an open house and chimes concert in the tower after Parsons' talk.

— Martin B. Stiles

CALENDAR

continued from page 5

Vegetable Crops/Pomology

"Effects of Temperature, Soil Crusting and Growth Regulators on Harvest Concentration and Post-Harvest Life of Broccoli," Douglas Heather, vegetable crops, Oct. 26, 4:30 p.m., 404 Plant Science Building.

Veterinary Physiology

Title to be announced, Steve Kelling, psychology, Oct. 31, 4:30 p.m., G-3 Vet Research Tower.

SPORTS

Thursday, 10/26

Women's Jr. Varsity Soccer, Cortland, at home, 4 p.m.

Friday, 10/27

Men's Cross Country, heptagonals at Van Cortlandt Park
Women's Cross Country, heptagonals at Van Cortlandt Park
Men's Jr. Varsity Soccer, at Cortland
Ltw Football, at Navy, 5:30 p.m.
Women's Volleyball, at Princeton, 7 p.m.

Saturday, 10/28

Freshmen Football, Dartmouth, at home, 9:30 a.m.
Women's Varsity Field Hockey, Dartmouth, at home, 10 a.m.
Women's Varsity Soccer, Dartmouth, at home, 11 a.m.
Varsity Football, Dartmouth, at home, 1 p.m.
Women's Volleyball, at Pennsylvania, 1 p.m.

Sunday, 10/29

Men's Varsity Soccer, Dartmouth, at home, 1 p.m.
Women's Varsity Soccer, Stony Brook, at home, 1 p.m.

SYMPOSIA

Biosafety in Research

"Biosafety in Research," Dr. Jonathan Richmond, director of safety operations, N.I.H., Nov. 3, Biotechnology Conference Room, Biotechnology Building: "Biosafety Awareness Training," 8:30 p.m.; "Blood and Body Fluids," 11 a.m.; "Biosafety in Animal Research," 1:30 p.m. For information, call the Office of Environmental Health, 255-4862.

Law School

"Latin American Debt: Brazil, Guatemala and Debt for Equity Swaps," sponsored by the International Legal Studies Program, the Biggs Society and the Latin American Law Students Association, Oct. 27, 1:30 p.m., MacDonald Moot Court Room, Myron Taylor Hall. Participants include New York City attorneys Antonio Tavares-Paes, Jr. and Miguel Sanchez, Brown University Professor Jonas Zoninsein and Cornell Law School Professor Harold McDougall.

THEATER

Center for Theatre Arts

"The Dance and the Railroad," written by David Henry Hwang and directed by Keith Grant, Nov. 2, 9 and 10 at 8 p.m., Nov. 4 and 11 at 5 and 9 p.m., in the Class of '56 Flexible Theatre, Center for Theatre Arts. Tickets are available by calling the Center Box Office at 254-ARTS.

"The Frog Prince," by David Mamet and directed by Ken Westerman, a free adaptation of the classic fairy tale for adults and children of all ages, Nov. 3, 4, 5, 11 and 12 in the Class of '56 Flexible Theatre, Center for Theatre

Arts, 430 College Ave. Tickets are available at Center Box office, 12:30 to 5:30 p.m., Monday through Friday, or by calling 254-ARTS.

MISC.

Alcoholics Anonymous

Meetings are open to the public and will be held Monday through Friday at 12:15 p.m. and Thursdays at 9:30 p.m. in Anabel Taylor Hall. For more information, call 273-1541.

Cornell Badminton Club

The club meets Wednesdays and Sundays at the Henry St. John gym. For more information call Bill at 272-3594 or Tom or Lisa at 533-7384.

Cornell Chimes

Uris Library and Tower Cornerstone Commemoration, Oct. 26, 3 p.m., A.D. White Room, Uris Library. Chimes concert and open house, McGraw Tower, Oct. 26, 3:45 p.m.

Cornell Folk Song Club

Michael Parent, storyteller and the "Beauty and the Beast Storytellers," in an evening of stories and songs for adults (and children age 9 and over), Nov. 3, 8 p.m., Kaufmann Auditorium, Goldwin Smith Hall. Tickets at \$5 are available at Rebop Records, Borealis Bookstore and Commons Coffeehouse, Anabel Taylor Hall.

Cornell World Tae Kwon Do Association

New members are being accepted for the fall semester. The club meets Mondays, Tuesdays, Wednesdays and Fridays from 6 to 7 p.m. in Martha Van Rensselaer Hall. For more information, call Sandy at 255-7923 or 273-7826.

Cornell Toastmasters

Learn communication and public speaking skills. Club meets Thursdays at 7 p.m. Call 272-0032 for more information.

Fuertes Observatory

Fuertes Observatory, situated on the hill behind Helen Newman Hall, will be open to the public every clear Friday night from 8 p.m. or dark until midnight. Call 255-3557 for information.

Hebrew Conversation Club

Hebrew Conversation Club meets Thursdays, 11:45 a.m. to 12:15 p.m., 374 Rockefeller Hall.

Hillel

Progressive Zionist Caucus, Oct. 30, 7 p.m., G-34 Anabel Taylor Hall.
Student Struggle for Oppressed Jewry, Oct. 31, 7 p.m., G-34 Anabel Taylor Hall.
Beginning Yiddish, Oct. 31, 7:30 p.m., 314 Anabel Taylor Hall.

Lesbian/Bisexual Women's Support Group

Group for all interested women meets Wednesdays from 7 to 9 p.m., 103 Barnes Hall. For more information, call 255-3608.

Macintosh Users' Group

MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meets on the first Thursday and second Wednesday of each month. Meetings are free and beginners are welcome. For more information, call Andrew Merkle, 277-2239.

Unions & Activities

"Right to the Moon, Alice," a vintage clothing sale will take place Oct. 30, 31 and Nov. 1, 10 a.m. to 6 p.m. in the Memorial Room, Willard Straight Hall.

Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Monday through Thursday, 3:30 to 5:30 p.m. and 7 to 10 p.m.; Sunday, 2 to 8 p.m., 178 Rockefeller Hall; Sunday through Thursday, 10 p.m. to midnight, 340 Goldwin Smith Hall; Sunday through Thursday, 8 to 11 p.m., Clara Dickson Macintosh Computer Room; Sunday through Thursday, 8 to 11 p.m., Noyes Center Browsing Library.

Networking

A Cornell Newsletter Published by Employees for Employees

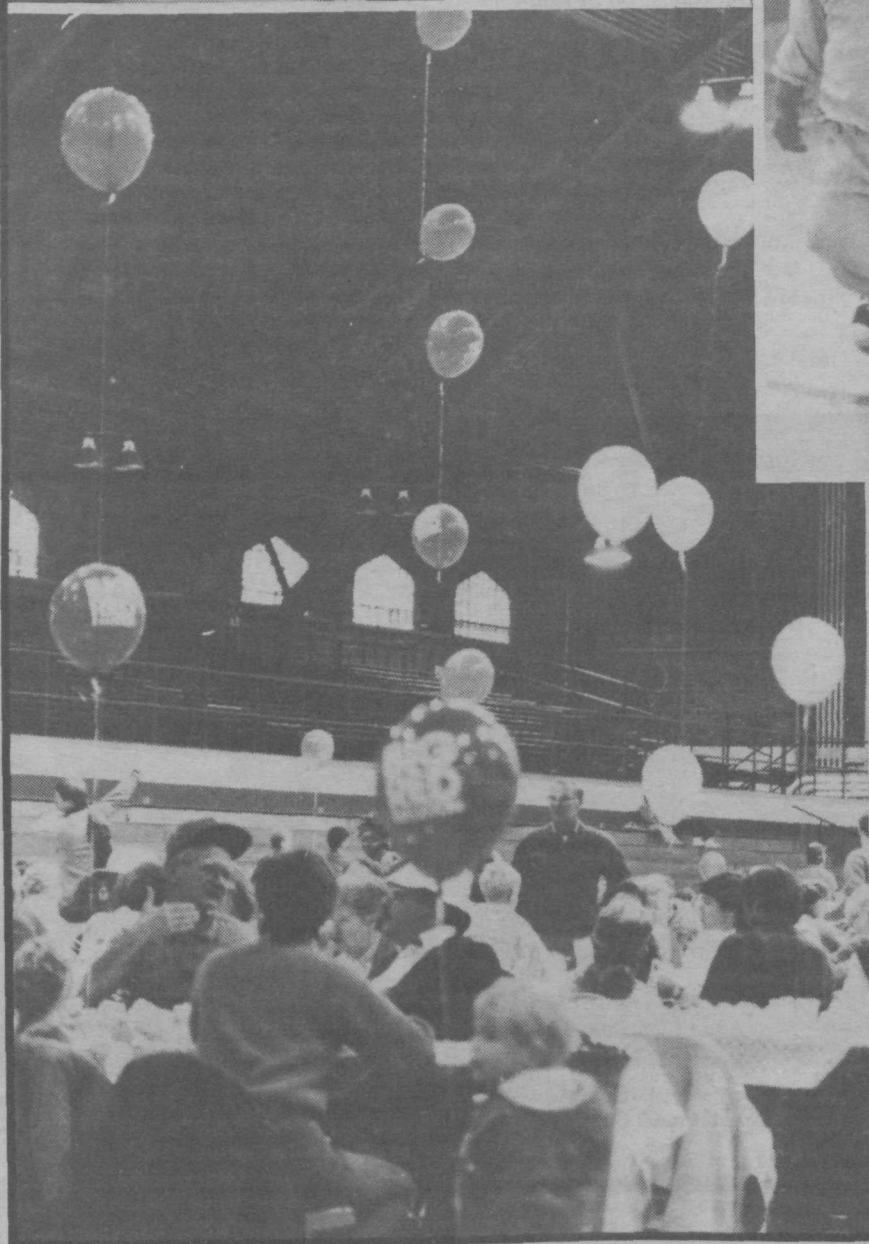
Volume 10, Number 20

Thursday, October 26, 1989

Employee Day 1989 - A

Photos by Susan Boedicker

Great Time!



Working and Nursing a Baby

By Theresa Vander Horn

Many women perceive working and nursing a baby as mutually exclusive activities. This is not so. A mother who wishes to continue nursing her baby after returning to work can do so.

The perceived conflict between working and nursing a baby weighed heavily on my mind though my pregnancy. I was already ambivalent about breastfeeding at all, having fallen prey to the myths and misperceptions surrounding it. And yet, I wanted to give my baby the nutritional and immunological advantages I'd read nursing provides him. I can still remember debating it with my husband. We both wanted the baby to have every advantage, and yet I perceived breastfeeding as a burden and inconvenience. I discovered my perceptions were inaccurate and I'm so glad I did; nursing the baby made working much easier for me, both emotionally and tactically.

When my son was born prematurely and had to be taken away to a neonatal center, I felt cheated on the bonding at birth of which I'd heard so much. The nurses at the neonatal center were more concerned with getting food into him than how it got there, and so they weren't particularly supportive of my attempt to nurse this very tiny baby. Fortunately, my husband was. Breastfeeding provided the intense contact I needed to transform 'their preemie' into 'my baby.' It provided the bonding I missed, and was a way of 'relinking' after our separation. All thoughts of breastfeeding as a burden flew from my head; now I can hardly comprehend when I hear others speak of it that way.

Leading child care expert and pediatrician Dr. T. Berry Brazelton refers to the first four months as crucial for a mother to feel that this baby is her baby. (He is calling for four months paid maternity leave nationally.) Many women suffer separations from their infant in the first months, whether due to hospitalization, or an early return to work. For me, breastfeeding helped lessen the impact of both those separations. The contact while nursing, and the "one-to-one" communication, made reuniting at lunch or after work more complete, more immediate, and more intense. And for the baby, nursing meant more than food; it meant softness, warmth, the familiar beating of my heart, my complete and undivided attention. Breastfeeding not only provided nutritional and immunological advantages, but the caressing and massaging of holding the baby provided additional physical stimulation that is so important in infant development, especially for premature babies.

Returning to work while still nursing the baby was not the challenge I had feared. In the first place, I had more sleep. I didn't have to get up and out of bed to get a bottle, wait for it to warm, feed and burp, and then try to get back to sleep. My husband didn't have to either. Instead, I woke up just enough to bring the baby into my arms, and I was back drowsing in about two minutes. The baby nursed, I slept. When he was "drunk with bliss," he shifted slightly and went back to sleep on my chest. Still drowsing, I could gently pat his back. When I was ready, I put the sleeping baby back into his bassinet. Sometimes I chose to just sleep on as we were. In either case,

nursing was a part of the night, not an intrusion into it.

One thing that makes nursing and working easier, is if the baby takes a bottle as well. This makes expressing milk from extra bottles unnecessary. When I was not there to nurse him, he took formula from a bottle and he took it nicely. He'd always had some formula since birth. On the advice of a child care book, his Dad usually gave him the formula bottle; I'm sure the baby simply perceived that as 'Dad's milk.' He took a bottle from me as well, but some parents do find that a baby will only take a bottle from Dad and will demand that Mom nurse. The may be because the baby relishes the extra contact and attention that breastfeeding often provides. Whether by breast or by bottle, food meant snuggling, intense contact and complete attention. Of course, baby has to get that at other times, or he'll want to eat all day long!

Another aspect of breastfeeding is "supply." Usually bottle-feeding is discouraged in the first weeks in order to fully establish a supply (though, with some guidance, it is possible to nurse and bottle-feed from the start). Once the supply and rhythm is well established, bottles are often introduced at the times that the mother expects to be at work, or in the late evening for convenience. While working, being tired and off-schedule can weaken the supply (more in your head than in reality). I used the weekends to strengthen my supply by nursing more often then. A nursing mother finds that natural rhythms and schedules simply evolve.

One of the misperceptions of nursing a baby is that it places restrictions on the

mother. These restrictions need only exist to the extent that she wishes them to exist. If she does not like the idea of breastfeeding outside the home, she needn't do so. She can take a bottle out if she likes, although not having to carry around bottles is one advantage of nursing. If she wants to split the feeding schedule with the father, she can do that too. But her turn will be much simpler than his turn! And if she would like to nurse only before and-or after work, her body will adjust to whatever schedule she regularly pursues.

Trying to explain the intense communication that takes place while nursing a baby is like trying to explain the joys of parenthood: You can never do it justice. To someone who has not experienced it, breastfeeding may appear as only a burden; it is very difficult to show that something which is perceived as a burden is not one at all.

Every avenue we choose has its restrictions, its price. Being single has its price, as does being married; childlessness has its price, as does parenthood; working has its price, as does being at home; and bottle-feeding has its price, as does nursing. Trying to assess a relative value to any of these choices is difficult. The most important thing is to evaluate each choice in terms of its benefits as well as restrictions. One may outweigh the other.

WARNING

Some outdated literature advises women to "have a drink" to relax during breastfeeding. Recent publications, however, warn that even occasional drinking of alcohol has serious implications for women who are breastfeeding, pregnant, or trying to get



Judy Vandermark and Amy and Sara Widger enjoy the Mechanical Engineering exhibit.

Employee Day Committee Says Th

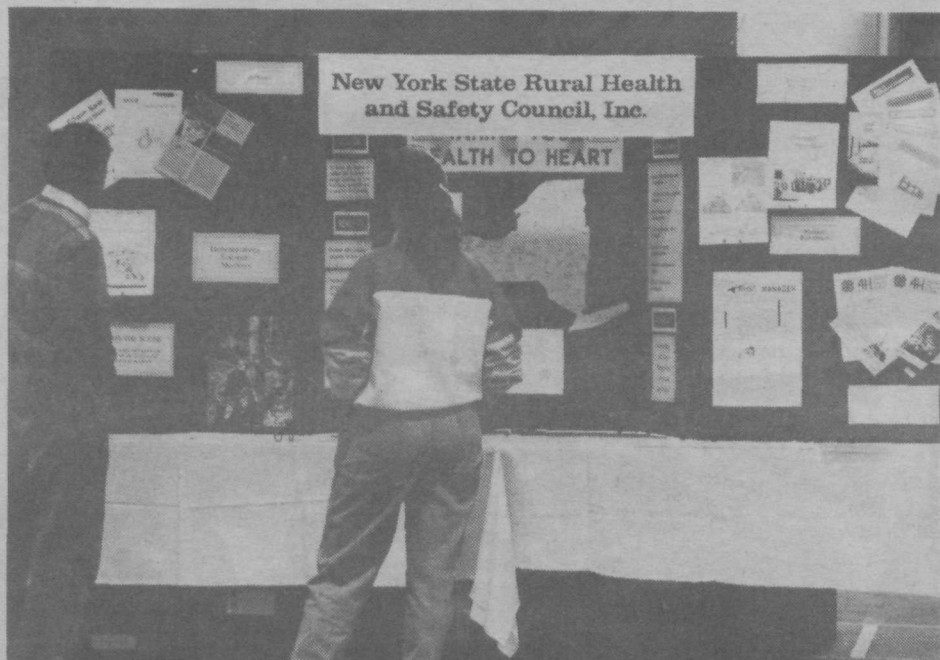
THE EMPLOYEE DAY COMMITTEE WOULD LIKE TO EXTEND A SPECIAL THANK YOU TO THE FOLLOWING INDIVIDUALS AND THEIR DEPARTMENTS AND/OR PROGRAMS THAT TOOK THE OPPORTUNITY TO LET THE CORNELL COMMUNITY KNOW MORE ABOUT THEIR SERVICES AND UNIQUENESS. THIS YEAR'S DISPLAYS WERE THE BEST!

Agricultural and Biological Engineering Sue Roedel
Tom Richard
Agricultural & Life Sci—Media Services Les Baldwin
Roy Lonnberg
Jan Saraceni
Cornell Bear—Campus Store Ruth Cain
Cornell Information Technologies Carrie Regenstein
Adam Quiggle
Cornell Recreation Club Janet Beebe
Cornell University Press Mary Lash
Division of Campus Life Michael Mes-sitt

Employee Assistance Program Lee Moon
Human Ecology—Media Services Glenn Palmer
Learning Web Michael Koplinka-Loehr
Susan Steigerwald
Joyce Hatch
Life Safety Paula Madey
Mechanical Engineering Professor A.R. George
Antwon Faimont
Office of Equal Opportunity Mary De-Souza
Carolyn McPherson
Public Safety Ted Pless
George Sutfin
Telecommunications Kathy Drake
Jan Brown
Mike Cobler
Jeff Wilbur
Felix Rojas
Nadine O'Brien
Gary Peregrine
Theory Center Donna Smith
United Way Andy Noel
Wellness Program Toni McBride



Mary De Souza and Carolyn McPherson of the Office of Equal Opportunity discuss the OEO exhibit with Lee Snyder and Jim McPherson.



The Agricultural and Life Sciences display focused on the New State Rural Health and Safety Council.

News from Your Employee Elected Trustee

By Dwight Widger

Paul Griffen, associate vice president for new Facilities Planning and Construction will be the featured speaker at the October 31 brown bag luncheon. The topic for the luncheon will be the Olin Library expansion project. This expansion will be placed beneath ground between Stimson and Goldwin Smith Halls. This luncheon will be held in room 190 of Statler Hall starting time will be 12:10pm. Everyone is welcome to attend.

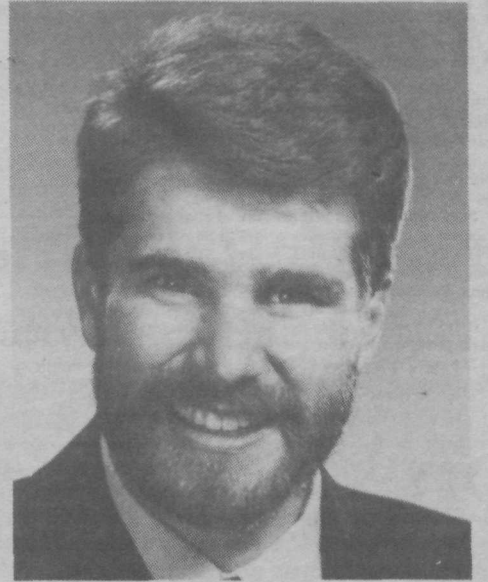
The Cornell University Board of Trustees is meeting tomorrow and Saturday here in Ithaca. Employees are welcome to attend the open session of the Board of Trustee and committee meetings. Tickets are limited for the attendance to the Board meeting.

The committees that I serve on include the Buildings and Properties and the Land Grant and Statutory College affairs. These committees meet today to prepare our recommendations for the Trustee meetings. Agendas for the meetings are extensive, with seating capacity occa-

sionally limiting the number of visitors. If there is anything of particular concern that you would like me to bring forward, please send me a note.

I would like to encourage all employees to consider nominating a fellow employee for the Dedicated Service Award. This award is presented only to individuals who are nominated by other employees. There is not a search committee to seek employees who are certainly dedicated. A letter of nomination or a form from the within Networking is all that is necessary. Please send these nominations to Dominic Versage, Environmental Health, Maple Ave. Campus.

If there are any topics of concern that you would like to have addressed at a brown bag luncheon I would be happy to entertain your suggestions. I am also receptive to any information that you feel I should become familiar with. My computer address is BITNET DWWCRNLNS. My campus mail address is Dwight Widger, Employee Elected Trustee, Nuclear Studies, Wilson Lab, Campus.



Dwight Widger

ant.
avy drinking during pregnancy,
bly resulting in Fetal Alcohol
rome, has been widely recognized
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recently, the seriousness of even
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result from the consumption of any
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feeding, manifests itself in the form
ble damage that may take years to
me apparent. Safety and good sense
te that alcohol and pregnancy-
feeding don't mix.
ou are pregnant, breastfeeding, or
ing to get pregnant, ask your doctor
the most recent research on Fetal
ol Syndrome and Fetal Alcohol
before you consume any alcohol.

Blood Pressure

October 1989
October 26 - Research Park, 83 Brown
Suite 112 - 1-10am
October 26 - Distribution Center,
Ithaca - 10:30-11:30am
October 26 - Langmuir Lab - 12 noon -
October 30 - Benefair, Statler - 10am-
October 31 - Benefair, Statler - 10am-

Wellness Update: 'Wellness in a Multi-cultural World' November 16

Dr. Crystal Kuykendall will present a seminar entitled 'Wellness in a Multi-cultural World' on Thursday, November 16 at 5:00pm in Room 120 Ives Hall.

The program is being sponsored by the Wellness Program, the African Studies Institute, Residence Life, the Learning Skills Center, the Johnson School Minority Business Association and the

Office of Human Relations.

Dr. Kuykendall has gained national recognition for specialization in the provision of human resources—staff development training and financial management techniques to city and school officials, parents, youth and youth serving associations.

Thanks to All Volunteers



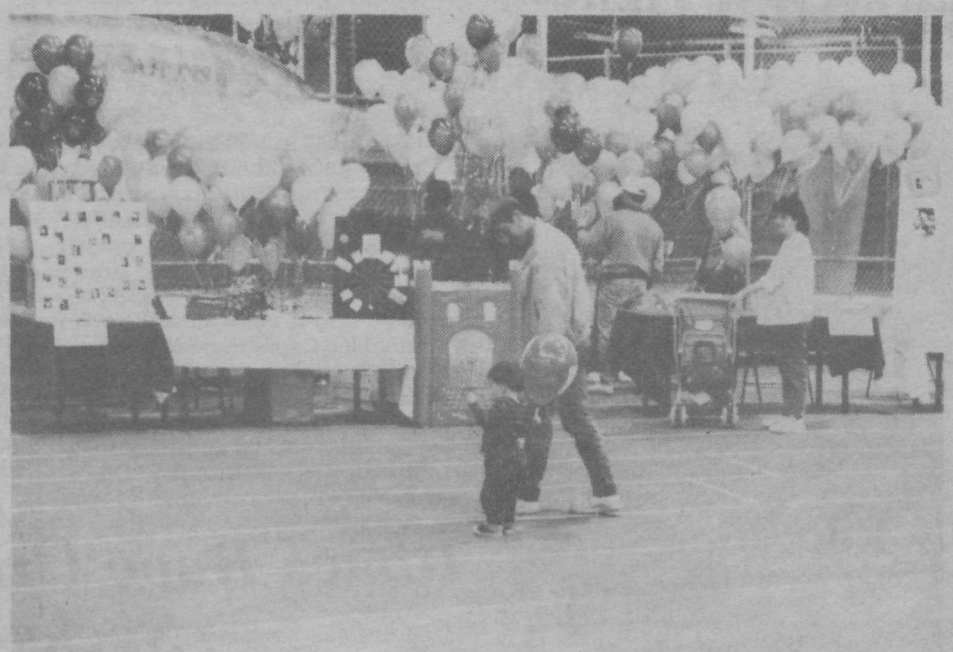
Wellness Director Toni McBride discussed Cornell's new Wellness Program with employees.



Telecommunications' Tin Man



Public Safety's closed circuit television was a big hit with the



Telecommunications 'Wizard of Oz' theme decorated Barton Hall with hundreds of colorful balloons.

Unclassified Ads

1. Please send all unclassified ads through Campus Mail ONLY to Networking Unclassifieds, Humphreys Service Building, (hand delivered ads will be omitted) - no phone calls please.
2. For our information your name and campus phone number MUST be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the Networking staff.
5. Unclassified ads are for nonbusiness purposes only.
6. If an error appears in your ad, please resubmit the ad to be published in next available Networking.
7. Please submit an ad for each issue that the ad should appear in.

Dryden Footlighters to Perform Melodrama in Groton

This weekend and next you have a perfect chance to cheer and hiss your coworker, friends, and students, and are actually encouraged to do so loudly and vociferously. That's because the Dryden Footlighters will be performing an old-fashioned melodrama, "NO OPERA AT THE OP'RY HOUSE TONIGHT," written with contemporary flair by Tim Kelly.

The comedy will be presented October 27, 28 and November 3 and 4 at 8 P.M. and two Sunday matinees October 29 and November 5 at 2:00 P.M. at the Groton High School Auditorium.

Set in 1889, in Desert Rat, Arizona Territory, the action revolves around the comic antics of a bedraggled, touring opera company. The play includes Cornell affiliates Susan Gilmore, a graduate student in the English Department as the heroine Alma Pumpernickle.; Beth Campbell, a home study course administrator for Lab of Ornithology as impoverished noblewoman Betty Bright; Amy Corson, daughter of Librarian David Corson and granddaughter of former Cornell President Dale Corson as Cindy Lou; Charles Breckheimer, an alumnus of Cor-

For Sale

- 1979 Honda CVCC Station wagon, 4dr, 4spd., new clutch, good condition. \$700 OBO Mary 5-2262 or 657-4474 eves.
- '81 Honda Accord for parts. Everything works except clutch. Good Tires. \$100. Ray 254-4873.
- 1987 Nissan Sentra Station Wagon, Gray, 15K miles, 5-speed, air, AM-FM, new exhaust. Excellent condition, asking \$6995. Kaye 5-7880 days, or 387-9343 eves.
- 1985 Mercury Grand Marquis L.S. 33K miles, 4 dr. Loaded, No Rust. Very Clean asking \$8200. Ed 5-5413 days or 272-1193 eves.
- 1980 Oldsmobile Custom Cruiser. Will pass inspection, brand new battery. \$500. 257-6540.
- '83, red, VW, GTI, 90K miles, sunroof. \$2500. 257-0301
- 1987 Potiac Grand Am, dark gray, V6, Automatic. Loaded, low miles, extra tires, sporty model, fantastic condition. Can be seen on campus. \$9400 or OBO 255-2138 or 594-3876.
- 1985 Somerset Regal, 2.5L, 5-speed, new R. Shocks & F. Struts, AM-FM, Cruise, 77K miles. Exc. cond., Asking \$4,800. Bart 5-990 or 753-3995.
- 1974 Chevrolet Vega, 4 cyl., new tires, new transmission, needs engine work. \$150 or BO. Call after

- 5pm 564-7112.
- 1980 Pontiac Sunbird, needs minor work, good car. \$500. 277-2418 eves. or 4-4804, days.
- 1976 Dodge Van, 318 V8 Automatic, great engine. Solid frame—floor. Rusty, especially doors. Insulted, 110V power, used for camper. \$250 or BO 898-3594 from 5-10 pm.
- 1980 Plymouth Champ, 60K, 4 speed with 2 rnaiges (hi-Lo), white with blue interior, air, AM-FM 4 speaker. \$950 or BO. Anita 3-3364.
- 1980 Pontiac Sunbird, automatic, 2.5 liter engine, great shape. 52K miles, good tires, little rust. \$1450 or BO 898-3594 from 5-10 pm or weekends 273-5293.
- Subaru 1982 EXCELLENT body and mechanical, 5 speed, sedan, frontwheel drive, new brakes, tires and exhaust system. 5-4088 or 277-6933.
- 1988 Mazda 626, silver, 4 dr, 5 speed, air, AM-FM, tape, 18K mile, exc. cond., Lost income will sell for take over payments. \$225 mo. or \$11,000. 5-3935 or 257-4014.
- Porcelain Bathroom since, fixtures and accessories, storm door, whirlpool electric stove—oven and hood, leveling roller, 539-6110 pm.
- 1972 Viking pop-up camper, Sleeps 6, Sink, heater, stove, table, awning, AC-DC electric huge storage space.

- \$800. Glenn, 5-5093 or 533-4791. Mahogany dining room table with 4 matching chairs, buffet and china cabinet. \$750. 257-7076.
- WOODSTOVES, 1 small - \$75, 1 medium - \$125. Great for small house or shop. 533-4767.
- Oak Childcraft crib, Sears best quality crib mattress, excellent condition. \$200. 5-8764 or 2720-2843 eves.
- New, countertop refrigerator for shop, apartment or office. Freezer and door space. \$75. 257-1757.
- Infant—Toddler "One Step" carseat. \$20; Fisher Price changing table—dresser, \$30; "Fast Fold" play yard, \$20; large, vinyl beanbag chair, \$10; small wooden stereo stand, \$10. 273-5762.
- Baby carriage, bassinet skirt, 2 crib mattresses. 253-3562 or 272-3029.
- Old Town Mark 1 Fiberglass Whitewater Kayak, spayskirt, float bags, foam pillars, back band \$200. Leer aluminum cap for S-10 or other small truck exc. cond. \$125. 14 inch studded radial snowtires on mazda rims less than 15K \$75—pair. 659 5389.
- Excercycle, like new, speedometer—times, adj. seat, \$60.; Chair—sleeper, exc cond \$20; ladies small leather motorcycle jacket \$35. Call Dot 5-3152 or 272-4271 eves.
- All season radials Yokahama 13". New \$80—pair. 844-8055, 5-6144.

- Like new Hotpoint 30" Elect. Range, Self-cleaning oven, bottom drawer, clock timer, etc. \$325—offers, 594-2849.
- Four Maple chairs with cane seats \$125; Empire side chair with cane seat \$30. Anne 5-7427 or 844-8315 eves.
- Pine Trestle table and 4 chairs, 40 x 69 with leaves extends to 93". \$400. 844-9745 after 5pm.
- Dining room table set (with extension leaves & six upholstered chairs) and hutch. Solid wood. Good condition \$950. 273-2065.

- Pick-up Camper; Cab-over, sleeps 5 to 6, complete with stove—oven, refrigerator, sink, heater. Good Cond. Pete 5-1707 or 844-9605 after 6 pm.
- Beautiful powder blue velvet upholstered swivel rocking chair, frame need repair, \$40; Exercise bike—original cost \$215 asking \$150. 273-1375.
- Kenmore washer, large capacity, 5 years old, A-1 cond. \$125 plus remove by 10—30, 272-1050.
- Modern Dresser, 6 drawers, large mirror, exc. cond. \$75. Maureen 5-7170 or 844-4239 after 10pm.
- Women's white leather ice skates, size 7 \$25. Nicky 272-2534 eves.
- Women's size 6CCM Lynn Nightengale Figure Skates. Like new \$35. Hockey Skates size 5 \$15. 347-4351.
- Strudy gold wing-back sofa \$100; cool-mist humidifier, used twice \$10; BBQ grill w—cover \$10, pair sheepskin seatcovers \$35; Montgomery Ward woodstove, inside grate 2 lids \$45; adorable clown lamp \$7; Hook-to-table seat, infant to 40 pld \$5; blue sofa cover, used little \$15. Detail, Jackie 5-4547 or 533-4576 eves.
- Original "Hoosier" kitchen cabinet, good cond. \$350. 277-4148.
- Ibanez 5-string banjo with case. Excellent condition. \$600 or BO Mary 5-2262 or 657-4447 eves.
- Combination 2 drawer file cabinet—locking desk—safe (metal). \$50 273-5762.
- Contemporary roll top desk \$325. Archive Fastape20 tape backup system for IBM PC or Compatible \$125. 273-6465 eves.
- Oak bunk beds with mattresses and matching dresser. One owner. Exc Cond. \$300 Firm. Arai Snell-approved full-coverage motorcycle helmet. \$50 firm. Shelly at 5-1509
- Canaries, variegated Glousters Males \$50. Females \$25. Audrey 5-6648.
- Bred Border Leicester ewe \$100. Purebred ram. 564-9223.
- Himalayan—Persian kittens, 10 months old, blue eyes, declawed, female neutered, loves children. Must sell due to child's allergies. \$150 594-3876 or 5-2138.
- Chestnut Gelding, 4 yrs, 15 hands, willing mover. \$750; assorted tack, buckets, blankets, bridles, etc. 564-9375.

Wanted

- Small bulk tank & double vat stainless steel sink. 564-9223.
- Used riding four-wheeler, battery operated 2-5 mph (toddler size). Jackie 5-4547 or 533-4576.
- Franklin type woodstove 844-9745 after 5pm.
- Building lot in Trumansburg area, One acre or less. Jeanne 5-1575 or 546-2166.
- Roommate to share new trailer in country, own bedroom with private bath. 564-9375.

Carpool

- Looking for ride(r) from Corning, Elmira or Horseheads area 8:00-4:30 flexible, Kristine 5-4848 or 962-4233.
- Looking for ride(r) from Auburn (Route 34) Hours 8:00-4:30 or 7:30-4:00 (flexible) 5-2273 or (0315)255-2170.
- Ride from downtown Owego area to Cornell-CIT Bldg. 7:30-4:30. Will gladly pay \$ 5-2973 or 687-2709.

Free

- Player Piano. 898-3594 5-10pm
- To Good home: Young adult female Shepherd-Corgi mix. Friendly, loyal, spayed, Marsha 5-6135 or 277-6095.

For Rent

- House (or sale) Attractive 3 bdrm house in T-burg, completely remodeled and repainted, sunporch, attached garage, private yard, reasonable rent, low utils, walk to stores or bus, avail immed (lease with option to buy possible for qualified person). 5-5482 or 564-7927.

Networking Meetings

- October 31, Noon to 1pm, Day Hall Board Room
- November 14, Noon to 1pm, Day Hall Board Room
- November 28, Noon to 1pm, Day Hall Board Room
- December 12, Noon to 1pm, Day Hall Board Room

Networking Deadline and Publication Dates

- October 31 for November 9 issue
- November 20 for November 30 issue
- December 4 for December 14 issue
- December 11 for December 21 issue
- Please note that Networking will not be published on Thanksgiving Day, November 23.

All information submitted to Networking for publication must reach the Networking board members ten days prior to the publication date. Deadline date is the date that the Networking board meets, which is listed below.

Employee Spotlight

By Kathleen O'Brien

A little started are you? Expected to see a person's name and see a photo of that person next to the article? This week's spotlight could be the employee sitting next to you in your office. Or it could be the individual who serves you at the local cafeteria or cafe on campus.

This article spotlights individuals on campus. They do not have to be people with a lot of years. How about the person who always says, "Hi! How are you doing today!" Look around you in your department. How many people do a great job but who seldom hear, "That was a job well done, thank you." Or maybe the plumber who stopped that flood in the lab, recently. The electrician who made it possible to run the coffee pot without shutting down the computer, might be a good choice. How about the painter who has made your life a little more cheery by repainting the office? The custodian who

polishes the hallway to a mirror-like finish?

How about the employee we rarely see those who work at night? The person who makes sure your copies come off the copy machine in time for that exam that needs to be given. The animal handler that milks the cows, takes care of the - well you know, by products. Feeds the horses and sheep. How many other different job classifications are out there that could be considered for an Employee Spotlight?

The Employee Spotlight is for any employees you may want to send in. The person sending the name does not have to be their supervisor, and if you, yourself, want to be spotlighted - talk to a few people and maybe they'll take the hint!

If you know of someone who enjoys their job, has maybe worked their way up to a better position, or takes the time to help other people who need assistance - nominate that person

Factory, next stop is lunch; then on to the Music Museum for a "hands on" look at some beautiful antique musical instruments. Final stop of the day is at Beck's Grove, where you will dine and be entertained by the comedy "Who Killed Howard Johnson?" The price is only \$38.00 per member.

50th Annual Ice Capades on November 12, 1989 in Syracuse. For only \$18.50 you can relax and enjoy this ice spectacular. Barbie and the Super Mario Bros. are the Ice Capades special guests. Also, a wonderful magic show with tigers. Don't miss this special event. Call Janet Beebe

at 255-7565 today.

Holiday Dinner Dance, December 9, 1989: TC3 is the place to be this night where the dining and dancing is fine. Tickets will be on sale soon at Day Hall.

Children's Christmas Party: December 16, 1989 at Helen Newman Hall. Bring your children and grandchildren for a visit from Santa, gifts, and refreshments. Call Janet to reserve your child's space.

COMING SOON: New York Knicks Basketball play the Cleveland Cavs in February. Atlantic City, February 11 and 12, 1990. Dinner Dance at the VFW on March 17, 1990.

Ithaca Rape Crisis Seeks Volunteers

Ithaca Rape Crisis is looking for volunteers interested in being members of their Speakers Bureau. Members of the Speakers Bureau will do presentations throughout Tompkins County addressing issues such as date and acquaintance rape and

personal safety. Women and men who are bilingual - including ASL - women and men of color, teens and older women are encouraged to take part. For more information please call Ithaca Rape Crisis at 273-5589.

Leadership Leads

CRC Invites You to Join In the Fun

The Cornell Recreation Club invites you to join us on the following trips and events:

OPEN HOUSE AND HALLOWEEN PARTY AT THE PARK on October 28, 1989. Come see our new park. The fun begins at 12:00 noon on the 28th. Join us for cider and donuts. Then stick around for the Halloween Party. Be a part of the fun! There will be games, food and maybe even a spook house! So come along -- come in costume. Join us!

Beck's Grove Dinner Theatre on November 4, 1989. Leave Cornell at 9:00 am, stopping first at the Oneida Silver

Why Education?

Submitted by George Peter

From education comes knowledge, From knowledge comes interest, From interest comes participation, From participation comes commitment, From commitment come dedication, From dedication comes enthusiasm, From enthusiasm comes growth, From growth come progress. The future of society rest on education borrowed.

CORNELL EMPLOYMENT NEWS

Special Benefits Edition

October 26, 1989

Volume 1, Number 42

Benefair to be Held October 30 and 31 in Statler Ballroom

Opportunity for Employees to Discuss Benefits with Representatives and Specialists

Benefair will be held on October 30 and 31, 1989 in the Statler Ballroom from 10:00 a.m. to 3:30 p.m. each day. This two-day program will give employees the opportunity to ask questions about their benefits and also to attend special seminars on a variety of benefits-related topics.

You are encouraged to come to the Benefair and share questions, concerns and ideas about the university's employee benefit programs. Representatives from the insurance carriers, as well as benefits specialists, will be available to review coverages, answer questions, and assist you in the open enrollment process for Select Benefits, Group Life Insurance and Endowed Health Insurance.

This issue of *Cornell Employment News* provides an overview of many of the university's benefits plans and introduces you to various members of the benefits staff. Also featured is a listing of the seminars available during the Benefair, including those provided by Gannett Clinic, the Cornell Wellness Program and the Tompkins County Health Clinic.

Free Cholesterol Screening and Blood Pressure Clinic Available at Benefair

Free Cholesterol Screening: Gannett Clinic will provide to any employee a coupon good for a free cholesterol screening. Further details and coupons will be available at Gannett's table at Benefair. There is no cost to the employee for this service.

Blood Pressure Clinic: Tompkins County Health Department will have personnel available during the Benefair to check your blood pressure. There is no cost to the employee for this service.

Wellness Program Mini-health Appraisal Available for \$10.00

Cornell Wellness Program: Representatives from Cornell's Wellness Program will be on hand to provide employees with a mini-health appraisal, including a self-scoring lifestyle assessment questionnaire, body composition analysis, height/weight reading and blood pressure screening. Upon completion of the appraisal, a representative of the program will sit down with the employee to discuss the results. The cost of this service is \$10.00.

Time Away from Work Policy

Time spent at the Benefair can be considered time worked, as described in Policy 408 "Release Time from Work," in the *Personnel Manual*.



The Employee Benefits staff includes (first row, left to right) Tammy Kroboth, Pat Cooke, June Franklin, Bonnie Clark, Jean Samuelson; (second row) Susan Boedicker, Donna Bugliari, Alice Boose, Pat Smith, Beverly Swartwood, Bill Douglas

Seminars to be Held During the Benefair:

Monday, October 30, 1989

10:30-11:30 a.m.
Workers' Compensation
Short Term and Long Term Disability
Statler Ballroom

12:20- 2:10 p.m.
TIAA/CREF and Your Financial Future
110 Ives Hall

2:30- 3:30 p.m.
Financial Planning
Fidelity
Statler Ballroom

Tuesday, October 31, 1989

10:15-12:00 noon
Tax-Deferred Seminar
(Dreyfus, Fidelity, TIAA/CREF, UNUM)
110 Ives Hall

12:30- 1:15 p.m.
Is Wellness For You?
Toni McBride, Cornell wellness director
Statler Ballroom

1:30- 2:30 p.m.
Financial Planning
Fidelity
Statler Ballroom

An Overview of Your Cornell University Benefits



Bill Douglas, benefits specialist

Bill is available to answer questions you may have regarding any of the endowed retirement plans at 255-6896. This includes TIAA/CREF, the Nonexempt Retirement Plan (NERP), and the Tax Deferred Plan.

University Retirement Plan (CURP)

University contributions to TIAA/CREF provide endowed employees with annuity income at retirement. The university contributes an amount equal to 10% of base salary to TIAA/CREF on a monthly basis for the purchase of retirement annuities.

Eligibility and waiting periods for participation are based on job title. Employees designate the percentage invested in TIAA - a fixed annuity - and in CREF - a variable annuity. Contributions are immediately and fully vested. TIAA/CREF sends an annual report with a monthly breakdown of premiums as well as quarterly statements directly to participants.

Following are frequently asked questions about the Cornell University Retirement Plan (CURP):

How much lead time must I plan in order to start my Cornell University Retirement Plan (CURP) annuity?

You should contact TIAA/CREF Counseling Services Corporate Office in New York City at least three months before your anticipated retirement date. Their address is 730 Third Avenue, New York, NY 10017 and their toll free number is (800)842-2733.

What happens to my endowed health insurance when I retire from the university?

As long as you are at least 55 years old and have ten years of service with the university, you will be eligible to continue the endowed health insurance coverage as a retiree.

How do I obtain a retiree I.D.?

You should contact the Employee Benefits Office at 255-3936 to obtain your retiree I.D.

If I am entitled to a benefit from the Retirement Plan for Nonexempt Employees of the Endowed Colleges (NERP), when should I contact the Employee Benefits office?

You should contact the Employee Benefits office at least three months in advance of your retirement date.

Will I have any life insurance coverage when I retire from the university?

You will be eligible for retiree life insurance coverage provided you are age 55 or older with at least 10 years of university service, and you satisfy one of the plan participation provisions at the time of retirement:

- continuous participation in supplemental coverage for 10 years prior to your retirement date
- age 50 or older on January 1, 1980 and continuously enrolled in the basic and supplemental coverages until your retirement date.

Can TIAA/CREF estimate my retirement income?

Yes. TIAA/CREF provides a retirement income illustration service based on specific assumptions. You may obtain these illustrations by contacting TIAA/CREF directly at 1-800-842-2733.

Group Life Insurance

Group life insurance provides income security for employees and their beneficiaries in the event of death. The university provides Basic Coverage equal to one-half budgeted annual salary, up to a maximum benefit of \$50,000.

Employees may purchase Supplemental Coverage in an amount equal to one, two, three, four or five times their budgeted annual salary up to a maximum benefit of \$300,000 (Basic plus Supplemental).

Employees may also purchase Dependent Coverage through this plan.

Continued on page 2



Pat Cooke, benefits assistant

Pat administers several of the endowed benefits plans, including Select Benefits, the Endowed Health Care Program (Aetna), and the Group Life Insurance Plan. If you have a question regarding these benefits, please give Pat a call at 255-6885.

Group Life Insurance *Continued from page 1a*

What are the rates for Supplemental Coverage and Dependent Coverage?

Supplemental Coverage

Employee's Age Group	Biweekly Rate, Per \$1,000
Less than age 35	.02
35-39	.04
40-44	.04
45-49	.07
50-54	.12
55-59	.21
60-64	.22
65-69	.30
70-74	.42
75 and over	.48

Dependent Coverage

Employee's Age Group	Biweekly Rate
Under age 35	1.36
Age 35-49	2.63
Age 50 and over	7.40

There will be an open enrollment during the month of November 1989 which will allow employees to make changes in their life insurance without providing proof of health.

Cornell University Tax Deferred Plan

The Tax Deferred Plan offers employees the opportunity to save for retirement by contributing to a variety of investment options with before-tax dollars. You will be taxed on your contributions and earnings on these contributions when you begin receiving distributions from your account.

What companies are included in Cornell's Tax Deferred Plan?

TIAA/CREF	1-800-842-2733
Unionmutual	1-800-341-0441
Dreyfus	1-800-645-6561
Fidelity	1-800-343-0860

Investment alternatives provided through these companies range from conservative vehicles which will normally yield a stable, guaranteed return over the lifetime of your investment to high-risk investment funds which will fluctuate up or down over the lifetime of your investment with no guarantee on return.

What is the maximum I can contribute to the tax-deferred program?

The annual allowable maximum is determined by a number of factors that vary with salary and longevity. Generally, maximum contributions are from 12% to 20%, not to exceed \$9,500 annually.

Employee Benefits (130 Day Hall) or Statutory Employee Benefits (B-22 Mann Library) can provide a personalized illustration that will show the maximum contribution permissible under federal guidelines or the impact of different contribution rates on your next paycheck.

Can I transfer from one fund to another?

In most cases, a transfer can be made from one account to another within the same company or from one fund to another fund with a different company. These transfers are known as "Tax Free Exchanges" and have no tax implications. However, there may be fees associated with the transfer. Be sure to request this information from any company you are considering before making a final decision.

When can I withdraw funds?

Generally, you are eligible to withdraw funds when you reach age 59 1/2. Funds may also be withdrawn if you become disabled, if your employment terminates, if you have experienced a financial hardship or pursuant to a Qualified Domestic Relations Order. Your beneficiary(ies) may withdraw your account assets in the event of your death.



Bonnie Clark, benefits specialist

Call Bonnie at 255-5791 for questions you may have regarding any of the endowed retirement plans - TIAA/CREF, the Nonexempt Retirement Plan (NERP), and the Tax Deferred Plan. You can also contact Bonnie if you have questions about the Voluntary Accidental Death and Dismemberment (VADD) plan.

How are the distributions taxed?

Distributions will be taxed as ordinary income and may be subject to penalty under certain conditions.

Under what conditions must I pay a penalty on my distribution?

If you withdraw funds before age 59 1/2 you will ordinarily have to pay a 10% withdrawal penalty and amounts received are also subject to taxation as ordinary income. However, there is no penalty if the distributions are made for the following reasons:

- total and permanent disability;
- medical expenses, which exceed 7.5% of your adjusted gross income;
- your employment terminates and you are at least age 55;
- you annuitize the distributions over your life expectancy or over the the joint expectancy of you and your beneficiary;
- you roll the assets into another 403(b) tax deferred plan or Rollover IRA; or upon your death

When am I required to begin distributions?

Minimum distributions must begin by April 1 of the year following the calendar year in which you reach 70 1/2, regardless of the date of your retirement.

Select Benefits

Select Benefits allows you to pay your share of the cost for health coverage, certain eligible medical expenses and eligible dependent care expenses with before-tax dollars. Final approval of regulations affecting Medical Care Reimbursement accounts is expected this fall. As soon as information is available, you will be notified. Changes which will take effect during 1990 due to past legislative action are marked with an asterisk.

Health Care Plan Premium Contribution



Donna Bugliari, benefits specialist

Donna administers several of the endowed benefits plans. These include Select Benefits, the Endowed Health Care Program (Aetna), and the Group Life Insurance Plan. If you have questions regarding any of these benefits, please give Donna a call at 255-6886.

All employees who participate in a health care plan provided by Cornell automatically pay health care contributions with before-tax dollars. If you prefer to contribute on an after-tax basis, you must complete a Select Benefits form to elect that option during open enrollment each year.

Medical Care Reimbursement Account

This option allows you to contribute a preset amount from each paycheck to an individual medical spending account. Funds accumulated in this account can be used to pay for medical, dental and vision charges which generally are deductible expenses for federal income tax purposes (such as eye glasses, hearing aids, health plan deductibles and dental out-of-pocket expenses). Copies of IRS Publication 502, *Medical and Dental Expenses*, are available through Employee Benefits (130 Day Hall) or Statutory Employee Benefits (B-22 Mann Library).

* Premiums for health coverage such as an individual policy or plan of a spouse's employer are no longer eligible expenses starting in 1990. Your share of the cost for a health plan sponsored by Cornell should not be included when determining how much to contribute to a medical care reimbursement account.

Dependent Care Reimbursement Account

Expenses incurred for services which allow you or you and your spouse to work are eligible for reimbursement under this account. Eligible expenses for your child (under age 13), disabled spouse or other disabled dependent include the cost of day care centers, private babysitters, nursery schools, household services to care for your dependent and run your home including cooking and cleaning.

* Expenses for children who will attain age 13 during 1990 are no longer eligible for reimbursement. Overnight camp expenses are no longer eligible for reimbursement.

You must provide the name, address and social security number or the taxpayer ID number of your daycare provider on your individual income tax returns. The IRS has developed a special form, IRS Form W-10, to help you get this information. Copies of this form, as well as IRS Publication 503, *Child and Dependent Care Credit*, are available through Employee Benefits (130 Day Hall) or Statutory Employee Benefits (B-22 Mann Library).

Depending on your individual circumstances, it may be more

advantageous to take the tax credit on your income tax return than to pay for dependent care on a before-tax basis. Materials that can help you calculate which approach would be most beneficial for you are available through Employee Benefits or Statutory Employee Benefits.

Enrollment

Each year employees are given the opportunity to enroll in Select Benefits during the November open enrollment period. Changes cannot be made at any other time unless you experience a change in family or employment status and notify Employee Benefits or Statutory Employee Benefits within 30 days. The Select Benefits booklet provides more detail on eligible changes.

Use of Reimbursement Accounts

You may contribute a minimum of \$5.00 per pay period to a spending account, or \$2.50 per account if contributing to two accounts.

The maximum contribution for a Medical Care Reimbursement Account is \$250 per pay period and contributions to Dependent Care Reimbursement Accounts are limited to \$192.30 per pay period (\$5,000 per plan year). Total contributions, if contributing to two accounts, cannot exceed \$250 per pay period (based on 26 pay periods) or \$6,500 annually.

You may file a claim when you have incurred at least \$50.00 in expenses. Reimbursement is normally received within two to four weeks.

Under federal law amounts remaining in a reimbursement account at the end of the plan year cannot be returned to the employee.

Frequently asked questions about Select Benefits:

What are the advantages of enrolling in Select Benefits?

By paying certain eligible expenses on a before-tax basis, less of your gross salary is subject to personal income tax, state income tax, and Social Security deductions (FICA). Nearly every Cornell employee who makes a health care plan premium contribution can save some money each paycheck by making that contribution with before-tax dollars, under Select Benefits.

This is the most simple Select Benefits option. Through this option, you automatically convert a portion of your salary to pay a regular health care cost (health care plan premium), on a before-tax basis.

Savings from participation in a reimbursement account will depend on individual circumstances.

Many employees with high predictable dependent care expenses and some employees with moderate predictable dependent care expenses may be able to achieve significant savings through a Dependent Care Reimbursement Account. Employees with large or unusual out-of-pocket predictable medical care expenses, including dental expenses, may be able to realize substantial savings by participating in a Medical Care Reimbursement Account.

Can I change my election at any time?

During the plan year, you cannot change your decision to participate in a specific option or your level of participation (for example, the amount you contribute to a reimbursement account) unless you have a change in family status (i.e., new baby in the family, spouse's job status changes, child graduates from college and moves away from home to live independently, etc.), or a change in your employment status (full-time to part-time or vice versa, new position, etc.). Such changes are specifically defined under the plan and described in plan materials. You have 30 days from the time the change becomes effective to change your selection.

If I transfer from endowed to statutory or statutory to endowed, do I have to re-enroll?

Yes, if you are enrolled in Select Benefits and transfer from endowed to statutory or statutory to endowed you must re-enroll in the new unit's Select Benefits plan within 30 days of your appointment date. If you do not enroll you will no longer be in the plan.

How do I request payment from a reimbursement account and how long will it take?

You must file a claim with the statutory or endowed employee benefits office. Claim forms can be obtained at either office.

Normally you will receive reimbursement within two to four weeks from the time the claim is submitted.

The following are deadlines for each biweekly period remaining in the 1989 plan year. The dates are listed for your information only. You do not have to submit your bills on a particular date, but all bills incurred during 1989 must be submitted for reimbursement by the end of March 1990.

- November 10, 1989
- November 21, 1989
- * December 8, 1989
- December 19, 1989
- January 19, 1990
- February 2, 1990
- February 16, 1990
- March 2, 1990
- March 16, 1990
- March 30, 1990

**Early deadline due to winter holiday period.*

Government law does not allow amounts remaining in reimbursement accounts at the end of a plan year to be returned.

Please note that during the 1990 Select Benefits plan year there will be 26 pay periods. Remember to take this into consideration when calculating your biweekly Select Benefits contribution.

Workers' Compensation Short Term Disability Long Term Disability

The university provides benefits for employees who become disabled and unable to work through a variety of programs.

If your illness or injury is job-related, both income protection and medical benefits are provided by Workers' Compensation. Employees who become disabled due to a non-job-related illness or injury are covered by the Short Term Disability plan. In the event that either type of disability extends for more than six months, you may be eligible to apply for benefits under the university's long term disability program.

Here are some commonly asked questions regarding Workers' Compensation, Short Term Disability and Long Term Disability:

Who is covered by the Workers' Compensation Law?

All employees of the university including temporary, student, academic and nonacademic employees are covered by the law and are eligible to receive Workers' Compensation benefits. Individuals who volunteer their services to the university are not covered by the law.

What should I do if I am injured on the job?

Any on-the-job injury or illness should immediately be reported to your supervisor. A Cornell University Accident Report must also be completed within 24 hours after the injury is first reported, no matter how minor the injury may have been.

How are Cornell employees paid for periods of lost time from work?

Regular full and part-time employees who lose time from work will be continued at their regular salary during the first 13 weeks of total temporary disability. The first five working days of absence are designated by State law as a waiting period, and the employee's sick leave must be used. However, if the disability exceeds 14 calendar days, the sick leave used during this waiting period will be recredited.

What happens if I lose more than 13 weeks from work?

You are taken off your department's payroll and your payment is reduced to the Workers' Compensation rate, which is two-thirds of your average weekly wage.

Am I covered by Workers' Compensation for non-job-related disabilities?

No. Instead, the Short Term Disability Plan provides income continuation benefits if you are an eligible nonacademic Cornell employee who is unable to work due to a non-job-related illness or injury.



Susan Boedicker, benefits specialist

Susan administers the Central Employee Registration (CER) process for all endowed employees. She is also responsible for the Long Term Disability plan for all endowed employees, and those statutory employees not vested in the NYSERS retirement plan. Susan can be reached at 255-3937 to answer questions.

What do you mean by "eligible"?

Eligible employees include all regular full- and part-time non-academic employees, as well as student and temporary employees paid through the payroll system.

What benefits will I receive under this plan?

If you are a regular full-time or part-time employee, you will receive one-half of your base salary as disability pay under this plan once you have satisfied a seven (7) calendar day waiting period. This benefit will be supplemented by your accumulated sick leave to provide full wage replacement until your sick leave is exhausted. You may also use accumulated vacation time if you have no more sick leave.

If you are a student or a temporary employee, benefits are provided under the terms of the New York State Disability Law. These benefits differ from the Cornell plan and are subject to a weekly maximum.

What is the maximum number of weeks that I can receive Cornell Short Term Disability benefits?

The maximum benefit period is 26 weeks during any 52-week period.

What happens if I am disabled for more than 26 weeks?

You may be eligible to apply for continued benefits provided through the Cornell Long Term Disability Plan, which covers

both Workers' Compensation and Short Term Disability illnesses and injuries.

What benefits does the Long Term Disability Plan provide?

If you are an endowed employee who meets the plan's eligibility requirements and are approved for benefits, you receive 60-70% of your budgeted monthly salary, up to a \$5,000 per month maximum, for as long as you remain totally disabled or until you reach age 65. (Employees age 65 and over who become totally disabled may also be eligible for a benefit.) This is offset by any benefit payable to you from Workers' Compensation, Social Security and other group disability plans.



Alice Boose, benefits assistant

Alice coordinates Workers' Compensation and Short Term Disability. If you have a question regarding a work-related or nonwork-related injury or illness, or general questions regarding these coverages, please contact Alice at 255-6347.

What if I am a statutory employee?

If you are vested in the New York State Employees Retirement System (NYSERS) or the Federal Civil Service Retirement System (FCSRS), you are eligible to apply for Long Term Disability benefits through NYSERS or FCSRS.

If you participate in the Optional Retirement Plan (ORP) or are not vested in NYSERS or FCSRS, coverage is provided by the Cornell Long Term Disability Plan.

If you have further questions regarding Workers' Compensation, Short Term Disability or Long Term Disability, contact Employee Benefits, 255-3936.

NY State Employees' Retirement System (NYSERS)

NYSERS provides statutory employees with retirement, disability, and death benefits. Participation is divided into four tiers and benefits vary accordingly.

Listed are frequently asked questions about the New York State Employees' Retirement Systems (NYSERS):

What types of benefits does NYSERS provide?

NYSERS provides three basic types of benefits: disability, death and retirement. Eligibility for disability and retirement benefits is based on membership tier, service credit, and for most situations, require that a member attain vested status to qualify for benefits.

What does the "tier" designation mean?

The tier designation determines the level and type of benefits a member is entitled to and whether or not employee contributions, among other things, are required.

Currently, NYSERS has four levels of membership:

Tier 1 - employees hired through June 30, 1973.

Tier 2 - employees hired between July 1, 1973 and July 26, 1976.

Tier 3 - employees hired between July 27, 1976 and August 31, 1983.

Tier 4 - employees hired on or after September 1, 1983.

Tier 3 and 4 members are required to contribute 3% of their gross pay.

How are retirement benefit amounts calculated?

Benefit amounts are based on years of service credit, age at retirement and final average salary. In general the formulas used are as follows:

less than 20 years (25 for tiers 3 and 4):
1.66% x service credit x final average salary
20 or more years (25 for tiers 3 and 4):
2 % x service credit x final average salary

Some membership tiers offer a reduced benefit for early retirement. Refer to your tier's plan booklet for further information.

Statutory Health Insurance

Eligible employees may enroll in the Empire Plan or the HMO option for hospital, medical, and prescription drug coverage.

The Empire Plan provides comprehensive health coverage for hospitalization through Blue Cross, major medical expenses

through Metropolitan and prescription services through Equitable. Listed below are questions most frequently asked concerning Empire Plan coverage:

What is the Precertification Review?

Precertification review allows Blue Cross to determine if an inpatient hospital stay is medically necessary. Precertification is required of all inpatient hospital admissions and applies to medical, psychiatric and surgical admissions. An inpatient admission is defined as any hospital admission where a patient will be required to stay at least one night in a hospital. As soon as your doctor determines that you should be admitted to a hospital as an inpatient, you MUST call the following number:

In New York State 1-800-992-1213

Outside New York State 1-800-628-6677

All emergency, urgent, or maternity inpatient admissions must be called in within 24 hours or one business day following your admission.

If a hospital stay is not precertified, you will be responsible for paying a \$250 deductible even if your admission is later determined to be medically necessary. In addition to the deductible, you will also be responsible for paying \$100 a day for each day it is determined that it was not medically necessary for you to stay in the hospital. Informing your doctor of the precertification requirement without making the call will not eliminate the deductible or copayment. THIS CALL IS YOUR RESPONSIBILITY.

If you do call the precertification number and Blue Cross determines that it is not medically necessary for you to be admitted as an inpatient but you are admitted anyway, you will be responsible for paying a \$250 deductible AND \$100 a day copayment for each day of your hospital stay that Blue Cross determines was not medically necessary for you to be an inpatient.

When is a second-surgical opinion required by the Empire Plan?

Presently second-surgical opinions are only required for the following six procedures:

Bunionectomy
Cataract Surgery
Deviated Septum Repair
Knee Surgery
Hysterectomy
Prostatectomy (TURP)

In order to comply with the second-surgical opinion requirement you must call 1-800-992-1213 so an appointment for a second surgical opinion can be arranged. If you do not obtain a second surgical opinion and one is required, your benefit will be paid at a reduced rate. Any Empire Plan enrollee who would like to have a voluntary second-surgical opinion performed for a procedure which does not require one may call the same 800 number and request a second-opinion appointment. The cost for the voluntary second surgical-opinion will be reimbursed as a major-medical expense.

What can I do to make sure that my health claims are processed and paid promptly?

When submitting claims there are 5 easy rules to remember that will allow claims to be processed and paid more quickly:

1. Make sure that the information you have filled out on your claim form is complete and legible.
2. ALWAYS send an itemized bill with a diagnosis. Balance forward statements are not acceptable.
3. If you are covered by other insurance, always list the name and address of the other insurance provider OR if you have additional insurance through a spouse be sure to indicate his/her name, social security number and employer on the form.
4. RETIREES WHO HAVE MEDICARE AS THEIR PRIMARY COVERAGE must always attach a copy of the Medicare Explanation of Benefits statement that corresponds to the appropriate itemized bill when submitting a claim.
5. If you are submitting any claims that are the result of an accident, be sure to provide a description of the accident as well as the date it occurred and the location.

Does the \$8 copay apply to well-child visits?

No. Well-child visits are covered at participating providers up to age 18 with NO copay. Pediatric immunizations (even immunizations required for college such as measles, mumps and rubella) are covered up to age 18 at participating providers. There is NO copay for pediatric immunizations.



Midge Kelsey, personnel assistant

A member of the Statutory Finance and Business Office, Midge coordinates statutory Select Benefits. She is also available to answer general questions regarding the statutory health (Empire) plan and can be reached at 255-4455.

What is COBRA?

COBRA (Consolidated Omnibus Budget Reconciliation Act) allows you, your spouse or your child(ren) the opportunity to purchase and continue the same health care coverage that was in effect prior to a loss of health coverage eligibility.

COBRA coverage is available to any dependent who is no longer eligible for health coverage because of divorce, death of a spouse, termination of employment (for reasons other than gross misconduct), or a dependent child's loss of dependent status (i.e. they are 18 or older and no longer a full time student). Enrollees who lose their health coverage eligibility due to termination of employment or death of a spouse will automatically receive a COBRA application from NYS Department of Civil Service. Enrollees who lose their health insurance eligibility for reasons other than termination of employment or death of a spouse must request that a COBRA application be sent to them.

NYS Department of Civil Service
COBRA Unit
W. Averell Harriman State Office Building Campus
Albany, NY 12239

Statutory employees who have questions regarding their benefits can contact Employee Benefits (607)255-4455.

Highlights of the Health Care Program for Endowed Employees

What options are available?

Under the health care program for endowed employees of Cornell University, you have the choice of coverage under one of two available plans:

- 1. *Option I: Base/Major Medical Plan* ; or
- 2. *Option II: 80%/20%Plan*

Option I: Base/Major Medical Plan

Option I divides eligible expenses into two levels of coverage: *Base and Major Medical*.

What is Base Coverage?

Base coverage pays 100% of hospital, surgical, x-ray and lab expenses for up to 365 days of hospital care per illness, within the reasonable and customary charges for surgery. Emergency treatment in a hospital emergency room for accidental injury or sudden and serious illness will also be covered in full.

To receive full Base benefits, you will be required to follow the guidelines of the care-management provisions of the health care program - precertification and same-day surgery. These provisions are described under the *Special Care Management Features* section of this article.

What is Major Medical Coverage?

Major Medical coverage helps you to pay for outpatient expenses, expenses in excess of Base limits, or expenses not covered by the Base part of the plan. Major Medical expenses are subject to a \$100 annual deductible or \$300 for your entire family. After you satisfy the annual deductible, Major Medical pays 80% of your covered expenses for the rest of the year and you pay the remaining 20%.

Option II: 80%/20% Plan

Option II provides one level of benefits for covered hospital, surgical and medical expenses. Here is how Option II works:

- * When you or one of your eligible family members has covered hospital, surgical or medical expenses, you pay the first \$200 of those expenses (maximum \$400 for your entire family) during the calendar year. This is your deductible.
- * After the deductible is satisfied, the plan pays 80% of most of your covered expenses; you pay the remaining 20%.
- * When the eligible medical expenses that you must pay out of your own pocket - including the deductible - reach \$1,000 for an individual, or \$2,000 for your entire family, the plan pays 100% of your covered expenses for the rest of that year. This out-of-pocket maximum is designed to protect you against catastrophic medical expenses by putting a limit on the amount you will personally have to pay for medical expenses each calendar year.
- * Starting January 1, 1990 the Option II health care program will add coverage for certain wellness benefits. These benefits will be paid at 80%; however, they will not be subject to the annual plan deductible. The following benefits will be added:

Well-baby care will be covered for children 2 years and younger. Reimbursement will be limited to \$200 annually for each eligible child.

An employee age 40 or over will receive coverage for a routine physical exam every other year. Reimbursement is limited to \$250 biannually.

An expanded mammography benefit will provide coverage for one baseline mammogram between ages 35 and 39, routine mammographies every other year between ages 40 and 49 and a routine mammogram each year after attainment of age 50.

Under Option II, the only exception to the 80%/20% copayment provision is coverage for outpatient mental health care. Benefits for outpatient mental health care are covered at 50% after the deductible is satisfied, up to a maximum of \$1,000 a year; and, your 50% share will not count toward satisfying your out-of-pocket maximum.

What is prescription drug coverage?

Prescription drugs are covered the same way under both Option I and Option II. Out-of-hospital drugs and medicines which require a doctor's prescription and insulin are covered at 100% minus your copayment when you use an Aetna-participating pharmacy. The prescribing doctor may be a doctor of medicine (M.D.), a doctor of osteopathy (D.O.), dentist or podiatrist.

Prescriptions filled at a nonparticipating pharmacy are covered at the rate of 75% of the cost minus your copayment. This program will not cover contraceptives, even if they are prescribed. Devices (such as needles and syringes and allergy serums) are subject to the deductible (Option I - \$100/Option II - \$200) and then reimbursed at 80%.

The copayment for prescription drug coverage will increase to \$4 per prescription on January 1, 1990 under both Option I and Option II.

Is a mail order prescription drug service available?

Yes.

If you require regular medication for a long-term illness or condition such as, but not limited to, diabetes, arthritis, heart conditions and high blood pressure, you may obtain up to a 90-day supply of certain maintenance prescription drugs through a mail-order prescription drug service, Express Pharmacy Services. In addition to the fact that there are no copayments when you use the mail order prescription drug program, you can take advantage of extended evening and weekend service to order refills by telephone, or use the program's postage-paid order forms.

Enrollment/order forms for the mail order drug program are available in 130 Day Hall, or by calling Employee Benefits at 255-3936.

Comparing Your Options

Options I and II cover the same medical services, but the options differ in how much they pay for those services.

Option I (Base/Major Medical Plan) reimburses certain expenses at a higher rate than Option II (80%/20% Plan.) This higher reimbursement rate results in a higher biweekly premium for Option I.

With Option II, you will have a lower biweekly premium and then share in the cost when you actually incur expenses. However, to help you keep your share of the cost manageable, Option II places a maximum on your out-of-pocket expenses each year. Under Option II, when your deductible plus your 20% share reach \$1,000 per person or \$2,000 per family, the plan pays 100% of eligible expenses for the remainder of that year.

Special Care Management Features - Both Options

Whenever it is possible and medically safe for the patient, both Option I and Option II include provisions that encourage you to use efficient health care services. These provisions not only are aimed at controlling rising health care costs, but can also be more convenient, help you avoid unnecessary surgery and treatment, and reduce the time you are kept away from your normal activities.

Healthline

Through a toll-free telephone call to Healthline, you have access to medical professionals on staff with Aetna. Healthline staff can provide guidance as you purchase and use medical services. The toll-free number is 1-800-331-2595.

Using Healthline, you can:

- * precertify hospital admissions,
- * obtain the names of board certified surgeons if you wish to get a second opinion before you undergo surgery,
- * find out the status of your health-care claims,
- * get answers to questions about treatment alternatives, medical tests and procedures, or find out about resources in your community that may be helpful,
- * find out about your coverage under the endowed health care plan.

What is hospital precertification?

The hospital precertification program is designed to reduce inpatient health-care costs - for both you and the university - by making sure that you don't spend more time in the hospital than you need. Precertification applies to all hospital confinements unless Medicare pays the expenses first.

Any time you or one of your covered dependents are to be admitted to the hospital for an overnight stay, you must call Aetna's Healthline prior to the hospital admission to precertify. When a hospital stay is the result of an emergency admission, you have 48 hours or until the next business day to contact Aetna. *If you fail to precertify a stay, the plan will pay its normal benefit at a 50% rate; you will have to pay the rest up to a maximum penalty of \$1,000.*

What nonemergency procedures require same-day surgery?

Same-day surgery requires the use of the hospital/physician's office out-patient facilities for the nonemergency surgical procedures listed below. Regular plan benefits for both Options I and II will be paid for charges associated with the following non-emergency surgical procedures only when performed on an outpatient basis or in the physician's office:

Breast biopsy - Removal of tissue for examination
Diagnostic Dilation and Curettage, D&C - Dilation of cervix and curettage of uterus

Hemorrhoidectomy - Removal of hemorrhoids
Myringotomy - Ears, with or without tubes
Endoscopies - Visual exam of following body cavities:
Arthrocentesis/Arthroscopy (joints)
Bronchoscopy (bronchus passages)
Colonoscopy (colon)
Cystoscopy (bladder)
Gastroscopy (stomach)
Laparoscopy (abdomen)
Esophogascopy (esophagus)

When hospital-inpatient services are selected for one of the above-designated same-day surgery procedures, payment will be limited to 50 percent of the regular plan benefits. If the surgeon can demonstrate medical necessity for the use of inpatient services, regular plan benefits will be payable.

If you use the hospital precertification and same-day surgery features as required, you will qualify for maximum benefits from the plans. *But when you fail to follow these required procedures, your benefits will be reduced.* Here is a summary of how your action will affect the plan's benefit payments:

<i>When your doctor recommends:</i>	<i>You</i>	<i>Your benefits are:</i>
Nonemergency hospitalization	Have the stay precertified	No penalty
	Go ahead with a stay that is not precertified	The plan pays its normal benefit at a 50% rate; you pay the rest up to \$1,000
Surgery for same-day surgical procedures	Have outpatient surgery	No penalty
	Have inpatient surgery	The plan pays its normal benefit at a 50% rate

What is the coordination of benefits?

If you or another member of your family has group health insurance other than through Cornell, your benefits payable under the option you choose will be coordinated with benefits from the other plan.

Under Option I - the Base Major Medical plan - your benefits will be coordinated so that the amount you receive does not exceed the total expense.

Under Option II - the 80% / 20% plan - the plan will reimburse you for the difference between what the other plan pays and what Option II would pay for the same medical charges. This method of coordinating benefits avoids exceeding Option II benefits and is commonly referred to as nonduplication of benefits.

Who is eligible to participate in this program?

You are eligible to participate in the Option I/Option II endowed health care program if:

- * you are a regular full-time or part-time employee of the university
- * you are a member of the faculty or academic staff of the endowed colleges, or
- * you are a postdoctoral or visiting fellow in a statutory division of Cornell.

A regular full-time employee is defined as an individual working at least 35 hours per week and a regular part-time employee as an individual working 20 hours per week or more, but less than 35 hours. In addition, you must be expected to continue in regular service for at least six months or at least one full semester at 50 percent time if you are on the academic teaching staff.

You must sign up for coverage within 31 days of the date of eligibility. Employees requesting coverage more than 31 days after their eligibility date may be required to provide evidence of insurability and be approved for coverage by Aetna.

Each November there will be an open enrollment period when you may change options and/or add dependents. During the year you also are able to enroll eligible members within 31 days of a change in family status such as a birth, adoption of a child, marriage or loss of spouse's medical coverage.

When you enroll, you may also enroll your eligible dependents. They include your spouse and each of your unmarried children under age 19, or under age 25 if a full-time student. If your child is mentally or physically disabled coverage may be continued beyond the normal age limit of the plans.

How do I enroll?

All that is required for you and your eligible dependents to be covered by the health plan of your choice is to fill out and return an enrollment card to Employee Benefits, Office of Human Resources, 130 Day Hall.

In Summary

Cornell's endowed health care program is designed to provide a solid level of protection that matches the needs of you and your family. At the same time, the program will help the university to keep the program costs manageable. Please consider your enrollment decision carefully. If you have questions, please contact Employee Benefits at 255-3936.

The complete terms and conditions of the plan are set forth in the Master Group Contract issued by Aetna to Cornell University. In the case of any discrepancy between these highlights and the Master Group Contract, the Master Group Contract will govern.

CORNELL EMPLOYMENT NEWS

Including Job Opportunities

October 26, 1989

Volume 1, Number 42

Educational Opportunities for Career and Personal Growth

by Kay Nelson, employee career development specialist
Office of Human Resources

As part of its commitment to employee growth, Cornell offers a variety of educational opportunities for staff members to develop and enhance job-related skills, knowledge in other interest areas, personal effectiveness, and career development tools and information.

This article presents an overview of the career and personal development opportunities available at Cornell, offers suggestions on how to most effectively present a request to your supervisor for time away from work for career development and provides tips for effective learning in workshops and seminars.

What opportunities are available for Cornell employees for career growth?

Cornell employees may choose from several avenues of educational opportunity, including:

- workshops and seminars sponsored by the Training and Development section of the Office of Human Resources,
- computer workshops sponsored by CIT (Cornell Information Technologies),
- Cornell courses offered through either the Extramural Program or the Employee Degree Program, and
- courses offered at neighbor institutions, which are available through the Tuition Assistance Program.

How do I begin to focus on my career development?

One of the most effective ways to take advantage of available educational opportunities is to create an individual development plan (I.D.P.) for your professional and personal growth. The individual development plan is a questionnaire/chart which, upon completion, will help you focus on and identify career needs.

By identifying your current development needs and interests, you will better be able to focus on the educational opportunities available to address your needs and communicate with your supervisor. Copies of the individual development plan are available in Training and Development, 107 Day Hall and, in addition, training and development staff members are available to assist you in your career planning.

Workshops and seminars are available to address your identified career needs.

A variety of workshops and seminars are offered for the fall 1989 semester which might help you address the professional and personal development needs which you identify with the I.D.P.

For example, the current fall calendar of workshops and seminars - which all employees received at the campus address - includes instruction in job-related skills in writing, speaking, reading, and understanding of university policies and procedures;

skills in supervising and being an effective member of a team; skills in communicating and interacting with others, including colleagues and clients; and career development concepts for managers and career planning skills for all employees.

Workshops designed to evaluate career goals are available.

The workshop *Work Life Development* might be of particular interest to employees who wish to develop techniques to evaluate career goals; assess areas of knowledge, skills, abilities and interests; plan development activities; and develop effective career strategies. The workshop *Career Development Concepts for Managers* could be of interest to supervisors who wish to increase their knowledge and skills in assisting employees with their career development needs and plans.

How do I talk to my supervisor about obtaining approval for career and personal growth opportunities?

Employees often wonder how to raise the issue of career development with their supervisors when planning to participate in a workshop or seminar or take a course through Cornell's extramural, employee degree or tuition aid programs.

While some employees prefer to ask for their supervisor's approval within the context of an informal discussion or a more formal meeting, other individuals are more comfortable writing a memo which addresses major issues. Whether the request is stated orally or in writing, the following issues should be addressed:

- What is the purpose of the workshop/seminar/course?
- How will the activity benefit you, and how will it benefit the work unit and/or the university?
- How will your responsibilities be covered while you are participating in the learning opportunity?
- How might you offer to assist others in your unit who need time away from work in order to participate in a workshop or course?

By concentrating on the above issues you will not only help clarify in your own mind how to best proceed with your career goals but you will also be indicating to your supervisor that you have considered this idea very thoroughly and are aware of department needs.

Sample memo for obtaining supervisory approval

If you prefer to communicate your request in writing, the following sample memo can be adapted to the specific circumstances of your own situation. This sample memo is written for a hypothetical situation; you should use the format as a guide and adapt it to your own situation.

Also, if you have created an individual development plan, you might want to attach a copy of it with your request for supervisory approval.

Sample Memo for Obtaining Supervisory Approval for Career Development

Date: _____

To: (Your supervisor's name)

From: (Your name)

Re: Proposal for Educational Opportunity

In order to continue my professional development, I wish to participate in the following workshop:

Name: Organizing and Writing Management Reports and Proposals

Semester: Fall 1989

Time: 1:00-4:00; December 4,6,8,11,13

Purpose: The workshop will help me develop an effective approach to organize, research, outline, and write management reports.

Along with other staff members in the department, I am increasingly being called upon to prepare reports on a variety of topics for administrators within other units. Skills which I will develop in the workshop will help me write better reports. Also, I would be happy to share what I learn with others in the office who wish to increase their report-writing skills.

Plan for Time Away: My coworker, (coworker's name) offered to answer questions from individuals who drop by or call while I am away from the office. I will make sure that my other work gets done, either by taking work home or making up time. Also, I would be willing to assist others who wish to take workshops or courses by covering some of their responsibilities while they attend classes.

If you approve of my proposal, please sign the attached form. I would be happy to discuss my plans with you at your convenience.

Thank you.

After you have received your supervisor's support for your career and personal development, you might want to consider the following tips for effective learning in workshops and seminars:

- Know what your objective is. Do you want to increase a job-related skill? Do you hope to improve your personal effectiveness in communication, dealing with conflict, managing your time, etc.? Do you wish to develop career planning skills? Whatever your specific objective is, write it down.
- Know what the workshop/seminar will offer you. Make sure that you can identify skills, abilities and/or knowledge that you expect to develop or enhance through participation. Write them down.
- Set objectives which are specific, measurable, achievable and compatible.
 - Specific objectives state the desired outcome.
 - Measurable objectives can be assessed so that you can evaluate the degree to which you achieve your goal.
 - Achievable objectives are realistic, possible to obtain, and lead to success.

Continued on page 4

Climbing the Ladder of Success: Advancement from Secretary to Administrative Aide

by Kevin L. Sharp, administrative aide
Office of Equal Opportunity

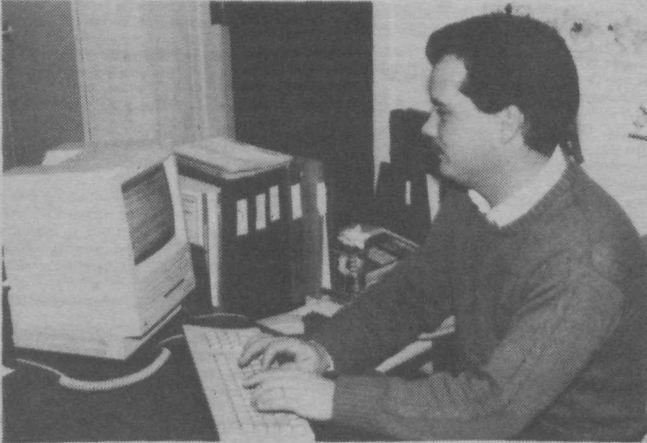
Advancement in any position is often times difficult. At Cornell, this advancement is hindered by the multitude of people holding office professional positions. In addition to the competition by Cornell's office professionals vying for advancement, there are also applicants to Cornell attempting to get similar positions. Advancement, though difficult, is possible.

In general, job families at Cornell have a normal sequence of advancement. For office professionals, it begins at the office assistant level, followed by advancement to secretary and then to administrative aide and beyond. Using my own experience, I will address advancement from the secretary to the administrative aide; however, many of these points may be applicable to any situation.

There are several steps that you must do to aid in your advancement. One of the most vital parts of advancement is to be active and selective in your advancement process. If you find a position that is suitable for you and, more importantly, for which you are suitable, it is necessary to take the first step toward attaining that position. The old saying that "nothing comes to those who wait" holds true in this case. You need to remember that there may be dozens of individuals applying for just one position. It is your responsibility to convince the hiring department that you are the best qualified individual for the position.

To do this, you must give your cover letter and resume careful consideration. As these two documents will represent you long before you may meet face-to-face with the hiring individual, it is imperative that they be accurate. Be certain to say what you mean (and mean what you say) and be sure there are no errors in grammar or typing. Be accurate in describing your present position. Ask a friend to proofread your material and give you feedback. After careful consideration of your written material, then and only then should you forward it to the appropriate contact.

An important item to remember when reviewing job postings is that they are written to attract the best qualified individual to that position. If the position lists a bachelor's degree or equivalent and



Kevin Sharp

you do not meet the educational requirements, do not rule yourself out. However, it will be important that you put emphasis on your equivalent skills and experiences if you apply for the job.

Because the office professional position is a very demanding position, you may not have the time you would like to devote to advancement. One thing you must dedicate time to is education. Hiring departments are looking for individuals who are not afraid to learn new and challenging responsibilities. For me, this has proven very valuable. I have always taken great pride in my desire to learn new facets of my position and it has greatly benefitted my own advancement. Though learning new things may seem unimportant to your present position, it may prove extremely beneficial in your advancement. Your desire to accept new responsibility will also demonstrate that you are a responsible individual who is unafraid of new tasks. I have come to learn that when job descriptions list "Other Duties as Assigned," it can mean just about anything. Be prepared to accept with confidence the "other duties." In the long haul, learning new skills may prove to be beneficial.

This past fall, I had the opportunity to serve on Training and Development's advisory committee for the office professional curriculum. This curriculum is designed to pace the office professional through a series of courses designed to help Cornell's office professionals acquire additional knowledge and advance themselves through the system. This is a unique opportunity for office professionals at Cornell which should be given serious consideration. Discuss this curriculum with your supervisor and express your desire to enroll in the sequence of courses. A good supervisor is interested in the growth and development of employees. Take a positive step to gain the needed knowledge for your advancement.

Once the cover letter and resume have been sent the most difficult part of advancement is facing you. Providing you get an interview for a higher position, it now is time to "sell" yourself to the hiring department. I have conducted several interviews in my Cornell career and have interviewed for several positions in my own advancement. Individuals who look good on paper may prove to be a disaster in an interview. Learn how to interview—how to answer questions, how not to answer questions, how to ask questions, and what questions not to ask. Research the interviewing department to learn what they do. It is imperative to stand apart from the pool of candidates and to positively convey your qualifications for the position. If possible, research effective interviewing skills through the many books available, and practice these skills with a qualified interviewer who will give you honest feedback. The Office of Equal Opportunity also offers a Practice Interview Program to aid women, minorities, people with disabilities, Vietnam-era veterans and older persons in their job search. Show confidence in your answers and sincerity in your questions. This is the last and most crucial step in your advancement.

Lastly, remember not to get discouraged. Remain positive in your advancement process. This positive attitude will be conveyed in your cover letter and resume, your attainment of knowledge and your interview skills. There may be several jobs listed for which you are qualified but, as mentioned earlier, there are also many applicants trying for these positions. Remember, it will take time and determination as well as a positive attitude to climb the ladder of success.

Job Opportunities

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

- Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an Affirmative Action/Equal Opportunity Employer.
- Job Opportunities can be found on CUINFO

Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care. Submit a resume and cover letter for each position, specifying the job title, department & job number. Employees should include an Employee Transfer Application.

Production Coordinator (PA9103) C.U. Press-Endowed
Prepare estimates; maintain inventory and paper records; control paper levels; schedule books, and shipping of imports and exports; work with costs.
Requirements: Bachelor's or equivalent. Knowledge of University Press systems helpful. Good math skills; knowledge of book production helpful; prior experience with PCs; effective communication skills. Send cover letter & resume to Cynthia Smithbower by Nov 2.

Staff Physician (PA9102) University Health Services-Endowed
Provide general medical care for a patient population comprised of students, faculty and staff.
Requirements: MD-Must be Board eligible or certified in Internal Medicine, Family Practice or Pediatrics (Adolescent Medicine). Good interpersonal skills and an interest in supporting a strong Health Education service preferred. Send cover letter and resume to Cynthia Smithbower.

Lab Operations Director I (PA9009) HRIII Diagnostic Lab-Statutory
Assist in management of Toxicologic Testing Lab. Perform complex toxicologic tests including: Atomic Absorption Spectroscopy, Gas Chromatograph/Mass Spectrometry and thin layer chromatography.
Requirements: Master's or equivalent in analytical chemistry. 5-7 years related experience in Lab Operations management involving analytical toxicology, preferably veterinary toxicology. Send cover letter and resume to Cynthia Smithbower by Oct 27.

Computer Audit Manager (PA9001) HRIII University Auditor-Endowed
Review and test internal controls for the University's major data centers and administrative computer applications; participate in the new system development process to ensure proper controls are included in system design; and design and program computer assisted audit procedures.
Requirements: Bachelor's in computer science or accounting, MBA desired. Min. 5-7 yrs of computer audit or equivalent MIS experience in large-scale IBM mainframe environments. At least 3 years supervisory experience included. Strong working knowledge of IBM and Apple personal computers also desired. CPA status desirable. Send cover letter and resume to Cynthia Smithbower by Nov 3.

Assistant Director, Cornell Fund (PA9104) HRIII University Development-Endowed
Assist in program development within the Cornell Fund, particularly with the Reunion Class Campaigns. Assist with the planning, development and implementation of efforts to obtain support from private sources. Enlist alumni leadership, set goals and facilitate campaign objectives. Conduct phonathon campaigns.
Requirements: Bachelor's or equivalent. 3-5 years experience with volunteers and fund raising desired. Ability to communicate persuasively both orally and in writing. Good organizational ability. Send cover letter and resume to Cynthia Smithbower by Nov 10.

Assistant Director, Major Gifts (PA9007) HRIII University Development-Endowed
Assist the Director and the Associate Directors of Major Gifts with the management, coordination, and execution of major gift fund raising initiatives. Provide the on-campus support necessary to coordinate initiatives among staff and faculty, trustees, and executive officers involved.
Requirements: Bachelor's required. 3-5 years work experience preferably in higher education or business. Outstanding communication and writing skills. Strong administrative, management, and organizational skills. Sensitivity to human relations in working with staff and volunteers. Send cover letter and resume to Cynthia Smithbower by Nov 3.

Accountant III (PC8901) HRIII CIT/Management Business Office-Endowed
Assist in identifying, planning, and developing M&BO financial management and business operations systems. Prepare specifications, document and maintain systems.
Requirements: Bachelor's or equivalent in accounting. Master's preferred. In-depth knowledge of accounting. 3-5 years proven accounting experience plus knowledge of micro and mainframe computer applications important. Excellent communication (written and oral), interpersonal and organizational skills. Knowledge of University desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Research Support Specialist III (PT8908) HRIII Agricultural Economics-Statutory
Using a large farm-level data set, plan and conduct research on the economics of electric energy use in commercial agriculture; assist in the preparation of research reports and articles for extension audiences. 3 year appointment.
Requirements: Master's or equivalent in agricultural economics or related field. 3-4 years experience. Working knowledge of both micro and mainframe computing. Send cover letter and resume to Bill Webster.

Director of Admissions (PC8520) HRIII Graduate School-Admissions-Endowed
Assume responsibility for Graduate Admissions office. Evaluate foreign credentials; review folders of applicants recommended for acceptance; monitor language and financial requirements of foreign applicants; provide information to fields and applicants regarding process and policies; assemble statistical information on applicant pools; coordinate with national and international sponsoring agencies and foreign embassies; maintain liaison with International Students and Scholars Office; assume overall responsibility for effective office function.
Requirements: Bachelor's or equivalent required. Graduate degree preferred. Minimum 5 years admissions experience preferred. Experience with personal computers and mainframe databases desirable. Knowledge of foreign educational systems helpful. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Research Support Specialist III (PT7602) HRIII Agronomy-Statutory
Assist the Cornell University Agricultural Experiment Station Soil Survey Leader in conducting the soil survey program, including field operations, lab operations, research studies, and extension activities as part of the National Cooperative Soil Survey. Until Jan 14, 1993.
Requirements: Master's or equivalent in soil science with field soil survey experience and strong background in basic sciences, geology, and mineralogy. Minimum 3 years lab experience is required. Familiarity with personal computers, database management software, and geographic information systems is desired. Send cover letter and resume to Bill Webster.

Environmental Hygienist II (PT8102) HRIII Environmental Health-Endowed
With general guidance from the Director, manage industrial hygiene programs and identify, evaluate and control chemical, physical, and biological hazards that may arise in the classroom, research lab, physical plant or other university workplaces and living units.
Requirements: Bachelor's or equivalent in a physical or biological science, or engineering field required. Master's in occupational/environmental health preferred. Experience in comprehensive environmental health program required. Excellent verbal and written communication skills required. Valid NYS motor vehicle license required. Send cover letter and resume to Bill Webster.

Assistant Director (PA9105) Level 40 Information Technologies-Endowed
Direct a professional and technical staff in planning, facilitating and supporting marketing and distribution of information technologies, including sale of hardware, software, networking and associated technologies.
Requirements: Bachelor's or equivalent with coursework in computing, business, marketing or related fields. At least 5 years experience developing and/or providing services in related fields. Prior management experience preferred. Send cover letter and resume to Cynthia Smithbower by Nov 10.

Technical Specialist II (PT8110) Level 37 CIT/Network Resources-Endowed
Manage a Network Operation Center, advising at a high level on all technical matters. Coordinate operational and maintenance activities among CIT, other Cornell departments and outside regional and national network facilities.
Requirements: Bachelor's or equivalent with appropriate coursework in related field. 5-7 years with networks and network software with an emphasis on TCP/IP and UNIX environments. An understanding of network architectures, protocols, operations and network management issues is required. Specific knowledge of regional and national TCP/IP network operations desirable. Send cover letter and resume to Bill Webster.

Technical Specialist I (PT8109) Level 36 CIT/Network Resources-Endowed
Provide high level problem diagnosis support to the Network Operation Center and it's clients. Install and maintain network router software, tables, files and monitoring tools. Consult with network clients on software interface issues. Act as liaison to national networks for operational software issues.
Requirements: Bachelor's or equivalent with appropriate coursework in related field. 3-5 years experience with network software with emphasis on TCP/IP and UNIX. Knowledge of several of the following areas is highly desirable: DECNET, synchronous and asynchronous data streams, token ring, ethernet and Appletalk. Send cover letter and resume to Bill Webster.

Technical Specialist I (PA8909) Level 36 Theory Center-Endowed
Coordinate and meet the needs of the European Academic Supercomputing Initiative (EASI) sites in Europe and facilitate the transfer of knowledge and experience from the Cornell National Supercomputer Facility (CNSF) to European IBM 3090 sites.
Requirements: Master's in scientific discipline preferred. 3-5 years related experience, including experience in a supercomputing environment. Excellent interpersonal, communication, planning and organizational skills required. Ability to work independently and to take initiative. Knowledge of French desirable. Send cover letter and resume to Cynthia Smithbower.

Senior Systems Programmer/Analyst (PT8910) Level 35 Lab of Nuclear Studies-Endowed
Provide systems support for large high energy physics research computer network composed of VAX/VMS and UNIX workstations and server. Provide technical leadership conducting research activities for development of a high performance distributed computing facility. Adapt specialized system software components and methods obtained from other sites. Assist users in identifying, resolving complex technical problems. Analyze lab computer requirements; develop software and hardware approaches to meet them.
Requirements: Bachelor's or equivalent combination of education and experience with related computer coursework. 4-5 years programming experience; considerable knowledge of VMS, UNIX, VM operating systems; FORTRAN, C programming languages. UNIX and/or VMS device driver experience helpful. Send cover letter and resume to Bill Webster.

Senior Systems Programmer/Analyst (PT8314) Level 35 CIT-Research and Analysis Systems-Endowed
Supervise and assist staff in developing, modifying, installing, and analyzing complex software programs and packages on large and small scale computer systems. Plan and coordinate software installations. Mon-Fri, some wknds.
Requirements: Bachelor's or equivalent with computer related courses required. 3-5 years programming and machine architecture experience. Knowledge of system utility programs, system control languages (e.g., JCL, REXX). Knowledge of operating systems (e.g., VM/CMS, MVS, VMS, UNIX). Some supervisory experience helpful. Send cover letter and resume to Bill Webster.

New Technologies Specialist (PT9105) Level 34 CIT-MOS Consumer Services-Endowed
Coordinate the definition, development and implementation of new information technologies programs, such as facsimiles, high performance workstations and local area networks.
Requirements: Bachelor's or equivalent; experience in area supervision preferred. Experience with complex applications and platforms of a wide range of integrated information technologies critical. Ability to work with public and determine priorities. Excellent communication and writing skills desirable. Send cover letter and resume to Bill Webster.

Applications Programmer/Analyst III (PT9107) Level 34 CIT, Workstation Technologies-Endowed
Monitor current trends in workstation hardware and software; test and evaluate new products. Design, develop, modify, install workstation application software. Explore user interface technologies across all workstation platforms. Design, develop, modify, install and maintain user interface packages for use in Cornell environment, including micro/mainframe distributed systems.
Requirements: Bachelor's or equivalent with related computer courses. 3-5 years experience working with workstation (especially IBM PC and P/S2, Apple Macintosh) hardware, operating systems, application packages and utility software. Experience with user interface design and development using HyperCard, MS-Windows and X Windows. Familiarity with at least two high-level languages (C, Pascal, Fortran). Excellent oral and written communication skills. Familiarity with Cornell computing environment, including mainframe systems, a plus. Send cover letter and resume to Bill Webster.

Technical Consultant III (PT4714) Level 34 Theory Center-Endowed
Provide full range of consulting services to researchers using resources of the CNSF.
Requirements: Bachelor's (graduate study in either computer science or 1 of the physical/biological/engineering sciences). 3-5 years related experience. Experience with mainframe computers essential, with VM/CMS and array processors desirable. Fluency in at least 2 programming languages. Demonstrated ability to work with complicated programs. Strong written and interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

Systems Programmer/Analyst III (PT8701) Level 34 CIT/Research and Analysis-Endowed
Develop, modify, install and analyze complex software packages on large and small scale computer systems. Assist users in identifying difficult technical problems arising from applications software. Effect emergency repairs.
Requirements: Bachelor's or equivalent with computer related courses. 3-5 years programming and machine architecture experience. Knowledge of system utility programs and control languages (eg., JCL, REXX). Knowledge of operating systems (VMS, UNIX, VM/CMS). Knowledge of several programming languages. Send cover letter and resume to Bill Webster.

Area Supervisor II (PT8702) Level 34 CIT/User Services-Endowed
Provide and coordinate a range of training and education services delivered by CIT and used by the Cornell community, including training and education programs targeted for internal CIT consulting program staff.
Requirements: Bachelor's or equivalent. 3-5 years experience in curriculum development and training/education program coordination. Technical background in information technologies. Excellent communication, organizational, interpersonal, and writing skills. Send cover letter and resume to Bill Webster.

Technical Consultant III (PT8708) Level 34 Center for Radiophysics and Space Research-Endowed
Design, write, test, document and support software that will analyze data obtained by the Gamma-Ray Spectrometer (GRS) instrument on NASA's Mars Observer Mission, scheduled for launch in 1992. This software will be installed on workstations at a number of NASA team members' institutions (at various colleges and research centers). The primary function of the software will be to create digital color maps of Martian surface composition from reduced GRS data, using a variety of advanced image processing techniques.
Requirements: Bachelor's or equivalent in a scientific field; computer science emphasis preferred. Extensive experience in computer programming. Familiarity with UNIX, C, windowing software, color graphics and image processing software. Send cover letter and resume to Bill Webster.

Systems Programmer/Analyst III (PT8303) Level 34 Lab of Nuclear Studies-Endowed
Design, install, and maintain complex system software and hardware components; assist users in identifying and resolving complex technical problems; analyze lab computing requirements; develop techniques for incorporating innovative computational and I/O devices into data acquisition/analysis network.
Requirements: Bachelor's or equivalent with related course work required. 3-5 years programming experience. Knowledge of VMS, UNIX, VM operating systems and FORTRAN, C programming languages; UNIX and/or VM device driver experience helpful. Send cover letter and resume to Bill Webster.

Systems Analyst III (PT8308) Level 34 HRIII Mann Library-Statutory
Participate in the design and creation of scholarly databases. Develop and evaluate interfaces to bibliographic, numeric, and textual information systems. Provide technical support for implementing and maintaining systems for accessing, retrieving, and managing scholarly information. Provide consultation, instruction, and support to system users. Perform system analysis projects.
Requirements: Bachelor's or equivalent with concentration in computer or information science required. 3-5 years systems design and/or analysis experience. Knowledge of a high-level programming language and in-depth experience with a large-scale mainframe interactive computer system. Knowledge of development, database management, and search software. Send cover letter and resume to Bill Webster.

Systems Programmer/Analyst III (PT7101) Level 34 Information Technologies-Endowed
Design, develop, modify, implement and document fairly complex software programs and applications packages for major operating systems on small and large-scale computer systems. Provide user support in identifying technical problems.
Requirements: Bachelor's or equivalent with computer related courses required. 3-4 years programming and machine architecture experience; knowledge of system utility and control languages (e.g., DCL and shell scripts). Sound knowledge of several operating systems (e.g., UNIX, VMS), Assembler language and at least 2 major programming languages (e.g., FORTRAN and C). Knowledge of UNIX and other workstation operating systems. Send cover letter and resume to Bill Webster.

Scientific Applications Analyst (Systems Programmer Analyst III) (PA7505) Level 34 Theory Center/CNSF-Endowed
Provide technical support to scientific research in incorporating computational techniques such as vector and parallel processing, advanced numerical methods, etc., in their programs. Identify and address performance issues in users' large-scale scientific programs and work with users to optimize the computational performance of their research applications.
Requirements: Bachelor's or equivalent with 3-5 years programming experience is required. An advanced degree in physics, chemistry, engineering or other scientific or engineering field a plus. Demonstrated ability to work with users in scientific or large-scale computing environment. IBM VM/CMS, UNIX, FORTRAN and/or C experience highly desirable. Send cover letter and resume to Cynthia Smithbower by Nov 10.

Application Programmer II (PT9005) Level 33 NYSSILR Resident Division-Statutory
Support administrative computing; develop special applications programs; train staff; install software; diagnose hardware problems; assist staff in computer use.
Requirements: Bachelor's or equivalent. 2-3 years experience with IBM-PCs or compatible and Macintoshes, including hardware and software packages (WordPerfect, Microsoft Word, LOTUS, DBASE). Experience with IBM mainframe using CMS and Kermit. Knowledge of database concepts and systems, e.g. ADABASE and programming languages (Natural, Pascal, Fortran.) Excellent interpersonal, communications and organizational skills necessary. Send cover letter and resume to Bill Webster by Nov 3.

Applications Programmer/Analyst II (PT9006) Level 33 Statler Hotel-Endowed
Provide hotel systems programming/technical support and training. Flexible schedule including nights and wknds.
Requirements: Bachelor's or equivalent with 2-4 years programming experience. Knowledge of microcomputers, programming techniques; ability to operate computer mainframe. Send cover letter and resume to Bill Webster.

Applications Programmer I (PT9007) Level 32 Cooperative Extension-Statutory
Develop, modify, implement, maintain and document software applications on university mainframes and micro-computer system in support of Cornell Cooperative Ext's use of electronic technology.
Requirements: Bachelor's or equivalent in Computer Science, Engineering or Math preferred. 1-2 years of experience in computer programming. Previous experience with C or Pascal languages, and with UNIX and VMS preferred. Experience with SAS and MACSYMA desirable. Send cover letter and resume to Bill Webster.

Applications Programmer I (PT9002) Level 32 Finance and Business Services-Statutory
Develop, install, maintain, and document administrative systems software. Provide analytical support for various situations. Assist in insuring efficient and effective use of computer resources.
Requirements: Bachelor's or equivalent with computer related courses required, or a minimum of 1-2 years related experience with hardware/software, programming languages, production procedures and system utility programs. Mainframe JCL, MVS operating environment, CMS, COBOL, NATURAL, and ADABAS with some IBM system 36 experience. Send cover letter and resume to Bill Webster.

Technical Consultant I (PT8703) Level 32 CIT/User Services-Endowed
Provide technical expertise for new technologies and related software, operating systems and networks. Provide pre-sales and follow-up technical consulting to support marketing efforts.
Requirements: Bachelor's or equivalent. 1-2 years related experience. Excellent communication, interpersonal and writing skills. Hands-on experience with workstation applications. Send cover letter and resume to Bill Webster.

Applications Programmer/Analyst I (PT6908) Level 32 School of Hotel Administration-Endowed
Provide computer, database and research support to faculty and students in developing and maintaining large databases and in the preparation and dissemination of research reports. Design and create files and programs to maintain the computerized database center. Provide on going support in areas of statistics and user system design.
Requirements: Bachelor's or equivalent with background in computer, statistics or related areas required. Minimum 1-2 years previous experience. Knowledge of Macintosh, IBM PC, Mainframe database manipulation, statistics and statistical packages. Must have excellent oral and written communication skills. Ability to work independently, generate ideas and professionally represent the school in the computer/database areas. Ability to handle pressure and meet deadlines. Good interpersonal skills. Send cover letter and resume to Bill Webster.

Staff Writer II (PC9106) HRIII Cooperative Extension Administration-Statutory
Extend the research findings and analysis through print and electronic news, feature releases, and personal contacts with journalists and interest groups in target areas in New York.
Requirements: Master's or equivalent in appropriate field and substantial relevant experience required. Able to access and integrate multiple sources of academic research concisely in journalistic style. Familiarity with Cornell Cooperative Extension programs and rural New York's regional and local news media. Able to work with Cornell program staff, faculty, media members and extension agents. Frequent travel throughout New York State. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Applications Programmer II (PT5801) HRIII Hotel Administration-Endowed
Utilizing a microcomputer and university mainframe (SAS/SPSSx), provide programming and consulting support for research and instructional computing.
Requirements: Bachelor's or equivalent, coursework in computing or related fields. 2-3 years experience. Substantial knowledge and experience of SAS or SPSSx. Knowledge of hospitality software desirable. Familiarity with microcomputer hardware and software. Light typing. Send cover letter and resume to Bill Webster.

Dining Supervisor I (PA9101) HRIII Dining Services-Endowed
Supervise daily operations of dining unit including purchasing and storage of food supplies, maintenance of equipment, planning menus, preparation and dispensing food.
Requirements: Associate's or equivalent. 1 year food service supervisory experience desired. Knowledge of food and health codes desirable. Send cover letter & resume to Cynthia Smithbower.

Program Manager (PA9003) HRIII School of Hotel Administration-Endowed
Under general direction of the Assistant Dean, Exec. Ed. (ADEE), plan, develop, publicize, market and sell, and oversee delivery of programs related to the Center for Professional Development (CPD), and customized programs for companies, associations, other organizations, outside of the United States. Responsible for financial and organizational success of programs. Supervise and direct work of the Program Coordinator.
Requirements: Bachelor's required; hotel preferred, MPS or MBA advantageous. At least 3-5 years hotel, or human resource development-related experience. Public speaking, marketing, selling, and good interpersonal skills essential. Send cover letter and resume to Cynthia Smithbower by Nov 3.

CADD Coordinator (PT8901) HRIII Facilities Engineering-Endowed
Lead the department's effort in Computer Aided Design and Drafting (CADD). Provide the coordination for design and drafting using computer-based drawing tools. Working with Facilities Engineering designers and engineers, draft engineering & architectural drawings.
Requirements: Bachelor's or equivalent in engineering, construction, or architectural technology. Minimum 2-3 years related work experience. Proficient in the production of computer generated drawings. Knowledge and experience in the management of CADD records necessary. Excellent communication skills. Send cover letter and resume to Bill Webster.

Assistant Director for Business Services (PA7405, PA7507) HRIII Unions and Activities-WSH and Noyes Center-Endowed
Responsible for income enhancement, supervision of personnel, unit accounting, cost control, budget preparation, purchasing and marketing of specific areas of operation. Responsible for aggressively seeking, developing and implementing new income-generating services which complement the purpose of WSH and Noyes Ctr.
Requirements: Bachelor's, advanced degree preferred. 2 years previous retail or operations experience in an administrative management capacity, or equivalent experience in related fields. Excellent organization skills with emphasis on creativity, flexibility, goal setting and goal attainment. Direct supervisory experience necessary. Send cover letter and resume to Cynthia Smithbower.

College Registrar (PA8906) HRIII Academic Programs-Agriculture and Life Sciences-Statutory
Responsible for student academic records, including the associated interactions with the undergraduate students, the University Registrar, the Bursar, the Scheduling Office, the Student Services Office, the College Admissions Office, and the faculty advisers. Provide leadership to the Registrar's function.
Requirements: Bachelor's or equivalent required. Master's preferred. Minimum 3 years experience in a similar college office. Excellent communications (written and verbal) required. Send cover letter and resume to Cynthia Smithbower by Nov 10.

Research Support Specialist II (PT8811) HRIII Agronomy-Statutory
Co-manage Cornell Analytical Lab; perform non-routine chemical analyses; maintain lab information management programs and computer local area network; evaluate new lab equipment; make recommendations for equipment needs. Responsible for overseeing maintenance and repair of existing equipment.
Requirements: Master's or equivalent in soil science or analytical chemistry or Bachelor's with appropriate experience. 2-3 years experience in chemical analysis and lab operations desirable. Experience with atomic absorption, atomic emission, infrared spectroscopy, automated analytical systems, and classical wet chemical procedures essential. Knowledge of computers and data handling operations is required. Send cover letter and resume to Bill Webster.

Radiological Safety Specialist (PT8203) HRIII Environmental Health-Endowed
Assist in development and operation of programs for radiation safety training, environmental monitoring and special projects. Supervise lab safety surveys, radioactive material inventory, the calibration of radiation protection equipmt, and the radiological analysis of samples.
Requirements: Bachelor's or equivalent in biological or physical science required. Master's desired. Formal training in health physics highly desirable. 2 year experience in an institutional radiation safety program required. Strong oral and written communication skills required. Valid NYS driver's license required. Send cover letter and resume to Bill Webster.

Budget Analyst II (PC8609) HRIII CALS Deans Office (Administrative Services)-Statutory
Assist in the development, execution and financial management of the College of Ag & Life Sciences budget. Assist director in planning overall budget of college income funds and state appropriated funds.
Requirements: Bachelor's in accounting or business administration or equivalent education and experience. 2-3 years progressively related experience in budgeting. Good communication (oral and written) skills. Working knowledge of microcomputers necessary. Experience with LOTUS 123, DBASE III, FOXBASE, Mainframe to microcomputer applications, and familiarity with Cornell Budget process desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Research Support Specialist I (Lab Manager) (PT8502) HRIII Physiology-Statutory
Independent, resourceful individual sought to manage (under faculty supervision) and supervise grant-related research, teaching, and technical training activities of physiology lab. Assist in planning of experiments using in vitro microperfusion of renal tubules; Ramsay assays for fluid secretion; electron probe analysis of small fluid volumes; intracellular measurements with ion-selective microelectrodes. Participate in other research related activities.
Requirements: Bachelor's in biology, chemistry or other science or equivalent. 2-3 years experience preferred. Send cover letter and resume to Bill Webster.

Professional Part-time

Judicial Advisor (PA9008) President's Office-Endowed
Provide advice and counsel to anyone charged with offenses against

the University community. 2 year appointment. Mon-Fri, approximately 10 hrs pr wk.
Requirements: Some legal training required. Contact J. Bugliari, 203 Warren Hall, 255-2194 by Oct 27.

Area Supervisor II (PT8413) Level 34 Government/History-Endowed

Choose, purchase, install, maintain and support hardware and software in a microcomputer/mainframe terminal facility. Responsible for mainframe account administration, physical security, and microcomputer software lending. Social science statistical consultant. Also responsible for organizing classes for users in the use of software for word processing, database management, and statistical analysis. Approximately 30 hrs pr wk.

Requirements: Bachelor's or equivalent required, preferably in the social sciences. Substantial experience with statistical and word processing computing on IBM mainframe and microcomputers. Minimum 3-5 years computer experience with MVS, tapes, CMS, SAS, SCRIPT, SPSS, IBM PCs, Wordperfect, SYSTAT, NOTEBOOK, Macintoshes, Microsoft WORD, and similar software. Send cover letter and resume to Bill Webster.

Development Assistant (PA9106) HRI Veterinary Administration-Statutory

Assist the assistant dean for Public Affairs and director of Development in the management and implementation of regular fund raising activities, directed primarily at individual donors and prospects. Assume primary responsibility for gift acknowledgment, donor research, recognition events, and special projects. Mon-Fri, 20 hrs pr wk (afternoons).

Requirements: Bachelor's or equivalent work experience required. 1-2 years experience in fund raising, alumni affairs and/or development desirable. Excellent (and proven) writing skills required. Excellent organizational and management skills. Experience using computer database management software desirable. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist II (PT8505) HRI Human Service Studies-Statutory

Provide assistance in the total research effort for a study of survival strategies and support mechanisms of families headed by women. Provide investigative assistance and technological support including samples, interviewing, and other data collection activities, data processing, qualitative and quantitative data analysis and preparation of the results of this study for publication.

Requirements: Bachelor's or equivalent required. Previous research experience is desirable; statistical analysis and computer skills are necessary, as well as familiarity with SAS. Send cover letter and resume and to Bill Webster.

Professional Temporary

Software Analyst (PA9107)

Theory Center/CNSF-Endowed

Assist in the migration of third-party software from VM/XA to AIX/370. Convert software, test results, perform timing tests and supply technical AIX expertise to vendors and other staff members. Full-time for 6 months.

Requirements: Bachelor's in engineering or physical sciences preferred; advanced degree highly desirable. UNIX, FORTRAN, and workstation experience required. Send cover letter and resume to Cynthia Smithbower by Nov 2.

Research Support Specialist (PT8620)

Lab of Ornithology-Endowed

Respond to letters & phone calls about birds; assist with bird related publications, a radio program, and organize Mon night seminars. Supervise the operation of the Library. Full-time, 6 month position.

Requirements: Strong background in ornithology. Excellent writing and communication skills; good public presence. Ability to work independently and to organize work efficiently.

Research Support Specialist (S8905)

Human Development Family Studies

Family Life Development Center is seeking an individual to assist with the National Data Archive on Child Abuse and Neglect Project. This individual should possess good computer skills.

Requirements: Experience with data management, data tapes. Familiar with SAS and other statistical packages. BA or BS in social sciences or related work experience required. Send cover letter and resume to Karen Raponi, Staffing Services, EHP, Ithaca, NY 14850.

Technical

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

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

Animal Technician, GR18 (T9011)

Lab Animal Services-Statutory

Minimum Biweekly Salary: \$513.94

Provide care (feed, water, clean and monitor) for research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals.

Requirements: HS diploma or equivalent. Associate's in Animal Science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. One year animal experience. Ability to lift 50 lbs. Pre-employment physical and all necessary immunization required.

Technician, GR18 (T8617)

Plant Biology-Statutory

Minimum Biweekly Salary: \$513.94

Perform experimental work involving electrophysiological experiments, biochemical assays using ultracentrifuge, spectrophotometers, and scintillation counter and electrophysiological equipment. Maintain algal cultures. Perform lab maintenance involving ordering supplies and some dishwashing. Until 2/28/91. Continuation contingent upon funding.

Requirements: Associate's or equiv. in biochemistry, biology or chemistry. Good lab skills essential. Some biochemical experience desirable but instruction in use of instrumentation will be provided.

Technician, GR19 (T9104)

Veterinary Pathology-Statutory

Minimum Biweekly Salary: \$535.78

Lab research assistant involved in the preparation of biomatrices from various organs, cleaning of lab equipment, participation in daily operations and maintenance of lab. Until 6/30/90. Continuation contingent upon funding.

Requirements: Associate's or equivalent. 1 year related lab experience desirable; on-the-job training available.

Technician, GR19 (T9108)

Food Science-Statutory

Minimum Biweekly Salary: \$535.78

Conduct research on emulsions stabilization by proteins.

Requirements: Associate's or equivalent in physical chemistry/food science preferred and appropriate lab training. Some experience in research on food/colloid systems and knowledge of protein chemistry are desirable. Knowledge of computers required.

Technician, GR19 (T8905)

Agronomy-Statutory

Minimum Biweekly Salary: \$535.78

Assist with plant and water sampling, sample preparation and routine chemical analyses. Conduct greenhouse and field experiments. 1 yr appt.

Requirements: Associate's or equivalent in biology or related field. First Aid and CPR certification required (training provided). Minimum 1 year experience with aquatic field experimentation using standard instrumentation such as light meters, oxygen/PH meters, etc.

Technician, GR19 (T8614)

Diagnostic Lab-Statutory

Minimum Biweekly Salary: \$535.78

Prepare specimens and reagents for a variety of brucellosis and other regulatory tests. Perform serologic and other procedures.

Requirements: Associate's or equivalent in biological sciences required; Bachelor's in bacteriology desired. 1 year basic lab experience necessary. Previous experience with serologic testing and culturing technique desired.

Animal Technician, GR20 (T9103)

Clinical Sciences-Statutory

Minimum Biweekly Salary: \$558.78

Provide technical support for hepatitis research project using the woodchuck as the animal model. General lab duties include blood collection, animal handling and restraint, inventory and harvesting of serum, and assistance in surgery and necropsy. Perform data entry & manipulation using standard software on IBM personal computer.

Requirements: Bachelor's or equivalent in biology with experience or equivalent coursework in data handling using spreadsheet, graphing and wordprocessing software on IBM personal computers. 1 year lab animal experience including ability to restrain, examine and bleed small animals. Wild animal handling experience. Valid New York State driver's license. Ability to lift 50 lbs. Pre-employment physical and all necessary immunizations required.

Chief Certification Inspector/Lab Technician, GR20 (T8907)

Plant Pathology-Statutory

Minimum Biweekly Salary: \$558.78

Serve as head inspector in the New York certified seed potato program and provide computer and lab technical assistance.

Requirements: Bachelor's or equivalent with emphasis in plant sciences preferred. 2-3 years commensurate experience in related area. Knowledge of potato diseases, pests and crop production desirable. Computer literate; must be accurate, thorough, have good communication skills and be able to work well with people. Must be prompt, organized and have initiative. Must be able and willing to travel. Valid NYS driver's license.

Technician, GR20 (T8814)

Biochemistry-Statutory

Minimum Biweekly Salary: \$558.78

Provide technical support in optimizing the production of MEGF protein in an expression system. Duties include cloning of genes, making mutant genes and transforming bacteria. Purify desired proteins from bacteria. Transform plant cells.

Requirements: Bachelor's or equiv. in biological sciences. Familiarity with general methods in biochemistry and microbiology. 1-2 yrs lab experience in animal cell culture or plant cell culture; experience working with radioisotopes, preferably including Iodine-125.

Animal Health Technician, GR20 (T7905)

Veterinary Medical Teaching Hospital-Statutory

Minimum Biweekly Salary: \$558.78

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty. Some wknds and holidays. Rotating shift, 3 p.m.-11 p.m. and 11 p.m.-7 a.m.

Requirements: Associate's or equivalent in animal health technology and NYS licensure (or eligibility) required. Minimum 2 years related experience. Experience working with small animals, interest in teaching critical care techniques preferred.

Medical Records Technician, GR20 (T8712)

Diagnostic Lab-Statutory

Minimum Biweekly Salary: \$558.78

Perform technical/clerical duties processing and maintaining diagnostic records and communicate case-related information to veterinary clients. Assist in supervision of 2-3 non-exempt employees. Requires several hours per day at CRT with data input and look-up.

Requirements: Licensed Animal Health Technician or equivalent required. Experience with data entry and computer programming helpful. 2 years experience in the animal industries, working either with medical records or as an animal technician helpful. Experience with computer systems and phone systems highly desirable.

Computer Operator, GR21-24 (T9106)

Information Technologies-Endowed

Minimum Biweekly Salary: \$582.29

Operate large scale computer systems and associated peripheral equipment; monitor data communications networks; consult with vendor customer engineers and department support staff. Shift work including wknds.

Requirements: Associate's or equivalent combination of education and experience in large data processing facilities. 2-3 years related experience. Computer operating experience required; data communications experience helpful. Knowledge of computer hardware, software, operating systems, and programming languages.

Technician, GR21 (T8602)

Avian and Aquatic Animal Medicine-Statutory

Minimum Biweekly Salary: \$582.29

Perform virological and immunological assays in a research lab, including primary cell culture initiation, cell line maintenance, virus isolations, media and reagent preparation and other tasks related to purification of viruses and antibodies by centrifugation and chromatography. Animal handling, inoculation and collection of tissues and blood.

Requirements: Bachelor's or equivalent in immunology, microbiology or related field. 1-2 years experience in a research lab. Experience with sterile research techniques essential. Experience with ultracentrifuges, cell culture equipment, pH meters, balances and microscopes. Must be able to work independently.

Technician, GR21 (T8615)

Avian and Aquatic Animal Medicine-Statutory

Minimum Biweekly Salary: \$582.29

Perform molecular experiments in a virology lab. Prepare radioactive probes; carry out hybridizations; prepare mRNA and cDNA; develop in vitro transfection methods. Responsible for day-to-day organization of the molecular biology lab.

Requirements: Bachelor's or equivalent in microbiology. 1-2 years experience with radio isotopes, sterile techniques, tissue culture and recombinant DNA techniques required. Familiarity with electrophoresis equipment, centrifuges, fraction collectors and scintillation counters.

Technician, GR21 (T8613)

Veterinary Medical Teaching Hospital-Statutory

Minimum Biweekly Salary: \$582.29

Perform diagnostic tests in hematology, cytology, coprology urinalysis, chemistry and immunology. Operate & maintain equipment; use computer for specimen accession, data entry & information retrieval. Full-time, Tues-Sat, with rotating "on call" for off hours & holidays.

Requirements: Associate's or equivalent in medical technology required; Bachelor's preferred. ASCP certification preferred. 1-2 years related experience preferred.

Animal/Lab Technician, GR21 (T8611)

DL-Quality Milk Promotion Services-Statutory

Minimum Biweekly Salary: \$582.29

Provide technical support in the field and lab; conduct surveys, sample cows, check milking equipment, hold conferences with dairymen, take milk and blood samples. Perform basic (bacteriology) procedures.

Requirements: 2 year microbiology coursework and 2 years dairy farm experience preferred. Certified Animal Health Technician (AHT) preferred. Knowledge of computer software (i.e., Wordperfect, Lotus) and use of modems preferred.

Technician, GR21 (T8410)

Veterinary Microbiology-Statutory

Minimum Biweekly Salary: \$582.29

Set-up cell and organ culture experiments and perform required biochemical analyses on these experiments. Prepare protocols and tabulation of data. Basic lab maintenance.

Requirements: Bachelor's or equivalent in chemistry, biochemistry, molecular biology or microbiology. 2-4 years experience with setting up cell and organ culture experiments. Experience with biochemical analysis techniques and general lab maintenance.

Computer Production Controller, GR21 (T8813)

Information Technologies-Endowed

Minimum Biweekly Salary: \$582.29

Insure timely and efficient flow of assigned work through the main computer systems; maintain quality and accuracy in meeting Production Services' Data Processing schedules. Nights and wknds.

Requirements: Associate's or equivalent in data processing. Basic knowledge of MVS/JCS, CMS. 2 years related experience.

Technician, GR22 (T8805)

Veterinary Pathology-Statutory

Minimum Biweekly Salary: \$607.04

Provide technological support for research in neuromuscular diseases of animals, including X-linked muscular dystrophy. Primarily responsible for technical (morphologic/ultrastructural) aspects of experiments. Assist in planning and conduct of experiments and in development of special morphologic techniques.

Requirements: Bachelor's or equivalent in biology. Minimum 1-2 years experience in lab procedures, especially electron microscopic techniques. Working knowledge of appropriate lab equipment. Familiarity in handling animals an advantage.

Technician, GR24 (T8911)

Neurobiology and Behavior-Endowed

Minimum Biweekly Salary: \$662.90

Work in experiments for electron and light microscope autoradiography and finestructure. Help prepare new tissue preparations for scanning electron microscope.

Requirements: Bachelor's or equivalent experience in physical sciences (neurobiology or biochemistry). 5+ years experience. Use of electron microscope, scanning EM, microtomes, tissue.

Accelerator Operator, GR24 (T8804)

Lab of Nuclear Studies-Endowed

Minimum Biweekly Salary: \$662.90

Operate a computer controlled accelerator system to provide high energy electron and positron beams for utilization by experimental groups. Investigate the faults and take remedial action. Special projects related to maintaining and improving components of the system.

Requirements: Associate's in electronics or equivalent training through in-service courses or similar programs; Bachelor's in physics preferred. 2-3 years experience in a lab or shop preferred.

Technical Part-time

Animal Technician, GR18 (T8904)

Vet Microbiology, Immunology and Parasitology-Statutory

Minimum full-time equivalent: \$513.94

Provide care (feed, water, clean and monitor) for research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals. Valid NYS driver's license. 20-39 hrs pr wk, including wknds and holidays; until 5/90, continuation contingent upon funding.

Requirements: HS diploma or equivalent. Associate's in Animal Science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. One year animal experience. Ability to lift 50 lbs. Pre-employment physical and all necessary immunizations required.

Technician, GR18 (T8906)

Poultry and Avian Sciences-Statutory

Minimum full-time equivalent: \$513.94

Perform microbiological procedures and aseptic techniques, including the preparation of media. Maintain records and perform statistical analysis. Other duties as assigned. 25-30 hrs pr wk. Mon-Fri, shift negotiable. Until 9/30/90.

Requirements: Associate's or equivalent; coursework in microbiology. Some lab experience desired.

Technician, GR19 (T9102)

Agronomy-Statutory

Minimum full-time equivalent: \$535.78

Assist and conduct lab experiments on the effects of herbicides on plant metabolism. Duties include analyses, slide preparation, determination of plant ABA levels and analysis of plant enzyme activity. 20 hrs pr wk; 1 year appointment, continuation contingent upon funding.

Requirements: Associate's or equivalent in biology, plant physiology or biochemistry. 2 years related lab experience required.

Technical Temporary

Casual Animal Technician (T8809)

Ornithology-Statutory

Perform routine feeding and care of pigeons. Clean Cornell pigeon loft. 15-20 hrs pr wk. 1 year appointment.

Requirements: HS diploma or equivalent. Reliability essential.

Office Professionals

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

Submit a signed employment application and resume. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office.

Cashier, GR15 (C5801, C5803-C5806)

Dining-Endowed

Minimum Biweekly Salary: \$460.20

Transact cash and credit sales; tabulate daily figures and prepare deposits.

Requirements: HS diploma or equivalent. 1-2 years related experience. Basic reading and computation skills. Good interpersonal and communication skills required.

Cashier, GR16 (C9110)

Statler Hotel-Endowed

Minimum Biweekly Salary: \$477.46

Oversee the cashiering department in the absence of the Cashier Supervisor and insure timely and accurate service to guests; control and verify each cash bank provided to the cashiers daily. Hours flexible. Some nights and wknds.

Requirements: HS diploma or equivalent. 1 year related experience. Good training, interpersonal and organizational skills. Familiar with computerized cashiering equipment helpful.

Office Assistant, GR16 (C9016)

Education-Statutory

Minimum Biweekly Salary: \$477.46

Assist coordinator in obtaining, assembling, and distributing materials for New York Agriculture in the Classroom.

Requirements: HS diploma or equivalent. Valid NYS driver's license. Some related office experience preferred. Minimum level competence on Macintosh Computer. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Switchboard Operator, GR16 (C8716)

Statler Hotel-Endowed

Minimum Biweekly Salary: \$477.46

Coordinate all incoming and outgoing phone calls for staff and guests using computerized phone switching system. Hours, 3-11; flexible nights and wknds.

Requirements: HS diploma or equivalent. Basic reading, writing and communication (verbal) skills. Knowledge of foreign languages helpful. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Office Assistant, GR17 (C9104)

Law-Endowed

Minimum Biweekly Salary: \$495.36

Provide office assistance to Law School Facilities Manager: coordinate and keep records on service requests; perform end of month statements; maintain furniture and equipment inventory control; set-up and clean-up for all Law School functions. Service as back-up for mailroom clerk. Must have reliable transportation for on and off campus pick-ups & deliveries. HS include eves, wknds & overtime.

Requirements: HS diploma or equivalent. Basic knowledge of facilities plant functions. Experience with Wordperfect on IBM-PC. Some office experience preferred. Able to lift and move heavy (75 lbs) objects. Light typing.

Phone Operator, GR17 (C8405)

Telecommunications-Endowed

Minimum Biweekly Salary: \$495.36

Provide caller related assistance when University is open. Operate Telex when required; answer approximately 500-600 calls per day. Fall, Winter, Spring, Mon-Fri, 9:30-6:00; Summer, Mon-Fri, 8:30-5.

Requirements: HS diploma or equivalent. Able to work independently. Good communications and interpersonal skills. CRT and keyboard skills preferred. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Senior Circulation/Reserve Assistant, GR18 (C8109)

Veterinary Library-Statutory

Minimum Biweekly Salary: \$513.94

Perform various circulation duties (i.e., overdues and billing) including coordinating daily functions of the Public Service Desk. Organize and maintain the reserve collection and stacks; hire, train, and supervise student assistants; provide circulation, directional/informational and other public service assistance to patrons at the Public Service Desk. Provide and/or coordinate photocopy and current awareness services. Other duties as assigned.

Requirements: 2 years college coursework successfully completed preferred. Previous experience in an office or library desirable, especially in customer or public service. Able to work effectively with a variety of people in a public service capacity. Able to organize and accurately perform detailed work. Strong interpersonal and communication skills. Some supervisory background and knowledge of microcomputers helpful. Able to work independently. Light typing.

Provide word processing and administrative support for faculty members using the Macintosh. This entails a broad set of responsibilities which includes execution and completion of all incoming work with emphasis on technical typing.

Requirements: Associate's or equivalent. Minimum 2-3 years secretarial/office experience. Familiarity with word processors and Macintosh computers. Heavy typing.

Administrative Aide, GR20 (C9111)

Hotel Administration-Endowed

Minimum Biweekly Salary: \$558.78

Provide administrative assistance and special project assistance to the director of Development. Provide follow-through on scholarship and acknowledgment related areas as directed by assistant director of Development.

Requirements: Associate's or equivalent. 2-3 years related experience with university PAC's, Wang, and Digital systems preferred. Able to handle a great variety of quantity work. Extremely well organized. Excellent communication and interpersonal skills. Sensitivity to fund-raising nuances. Accuracy and attention to detail. Medium typing.

Senior Searcher, GR20 (C9117)

Serials/CTS/CUL-Endowed

Minimum Biweekly Salary: \$558.78

Search, order, check-in, claim and provide invoice approval for serial titles in Chinese, Japanese and Korean. Responsible for problem solving related to East Asian serials; participate in special projects as requested.

Requirements: Associate's or equivalent; academic background in East Asian studies. 1-2 years related experience. Some knowledge of East Asian bibliography or willingness to take a course in this subject at Cornell. Reading and writing knowledge of Chinese; knowledge of Japanese helpful; knowledge of Wade-Giles system of romanization. Strong organizational, interpersonal and communication skills. Light typing.

Secretary, GR20 (C9107)

University Relations/Vice President's Office-Endowed

Minimum Biweekly Salary: \$558.78

Process all typed material, often with multiple revisions for distribution to media sources working under very tight deadlines. Other duties include back-up phone and calendar work; ordering office supplies; maintaining subscriptions; copying; mailing; filing.

Requirements: Associate's or equivalent. 2-3 years related secretarial experience. Excellent typing skills, word processing proficiency. Knowledge of Cornell. Organizational skills and ability to work independently and under pressure. Ability to work with diverse publics. Heavy typing.

Administrative Aide, GR20 (C9108)

Theory Center/CNSF-Endowed

Minimum Biweekly Salary: \$558.78

Provide administrative & secretarial support to the director of Cornell National Supercomputer Facility (CNSF). Requires independent judgment & decision making and high level of confidentiality.

Requirements: Associate's or equivalent. Minimum 2 years related office experience. Knowledge of computers and word processing desirable. Accurate record-keeping ability. Strong interpersonal, organizational and communication skills. Medium typing.

Administrative Aide, GR20 (C9113)

University Development-Endowed

Minimum Biweekly Salary: \$558.78

Provide administrative support to the Associate Director of the Cornell Fund. Primary responsibility for coordinating operational logistics between the regional, college, public affairs and central annual fund offices.

Requirements: Associate's or equivalent in education, experience and training. Excellent organizational, communications (written and oral) and interpersonal skills. Able to prioritize assignments and work under pressure. Handle confidential information. 2 years related experience in office, human resource, budget management and computers. Knowledge of Cornell desirable. Medium typing.

Administrative Aide, GR20 (C8615)

Olin Library Administration-CUL-Endowed

Minimum Biweekly Salary: \$558.78

Provide administrative and secretarial support for Olin Library's Director, Deputy Director, Construction Supervisor and, as appropriate, for the Assistant Director. Conduct and/or coordinate special projects for the above; work with confidential and sensitive information (budget and personnel); serve as liaison to wide variety of student, faculty and visitors.

Requirements: Associate's or equiv.. 2-3 years related experience. Outstanding interpersonal skills with ability to interact effectively with wide variety of staff, students, faculty and visitors essential. Excellent communication (verbal and written) skills required. Exercise mature judgment and ability to handle confidential and sensitive information. Initiative and flexibility. Able to work under pressure and independently. Computer expertise (word processing, database management and spreadsheets) Mac preferred. Heavy typing.

Administrative Aide, GR20 (C9008)

Geological Sciences-Endowed

Minimum Biweekly Salary: \$558.78

Provide administrative assistance to Chairman and Administrative Manager. Heavy typing, with complicated formulas; IBM PC, Macintosh; answer phones; handle mail; some editorial work; general office assistance.

Requirements: Associate's or equivalent. IBM PC XT-Word Perfect, Macintosh (helpful but not necessary). 2 years related experience helpful. Strong organizational, interpersonal (written and oral), communication skills. Knowledge of Cornell policies and procedures preferred. Heavy typing.

Secretary, GR20 (C9014)

Natural Resources-Statutory

Minimum Biweekly Salary: \$558.78

Provide administrative support in the areas of teaching and research to 5 faculty members. Edit, format word-processed documents; develop and maintain data bases; prepare course work; library work; make travel arrangements and prepare reimbursement forms; prepare grant proposals; monitor lab; order supplies; arrange meetings; handle correspondence; maintain files.

Requirements: Associate's or equivalent. 2-3 yrs related experience, preferably in educational/research setting. Heavy typing.

Administrative Aide, GR20 (C7901)

Computer Science-Endowed

Minimum Biweekly Salary: \$558.78

Provide administrative and clerical support to the Office of Undergraduate Programs; manage the department library/publications unit. Manage the production and coordination of course materials and library-related technical reports; serve as information resource; coordinate office activities.

Requirements: Associate's or equivalent. Minimum 2 years related experience in a university environment. Excellent organization and human relations skills. Demonstrated ability to work with diverse groups. Attention to detail and ability to prioritize. Excellent typing and word processing skills a must. Medium typing. Position will remain open until a suitable candidate is found.

Accounts Assistant, GR21 (C9115)

Athletics and Physical Education-Endowed

Minimum Biweekly Salary: \$582.29

Coordinate travel arrangements for 38 intercollegiate teams. Serve as accounts coordinator for all intercollegiate activity; produce, analyze, & monitor computer & budget reports; handle cash; approve advances; assist in policy & procedure review and recommendation.

Requirements: Associate's in business, communications or accounting or equivalent. 2-3 years Cornell accounting experience. Outstanding interpersonal skills. Ability to work in a very busy office and be creative and energetic. Must be willing to travel on occasion (4-5 times per year) and must require little supervision. Light typing. Internal applicants only. Apply by Nov 10 to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Operations Assistant, GR21 (C9005)

Cash Management-Endowed

Minimum Biweekly Salary: \$582.29

Work closely with all University students, staff and faculty providing service, information, and direction. Provides primary support to bursar and accounting offices; daily balancing of cash, payments and travelers checks; disburse checks, cash advances and travelers checks; collect student payments and departmental deposits; process foreign and domestic wires and drafts; daily deadlines must be met to insure the highest level of Customer Service; assist Supervisor in Cash Training Seminars on the efficient and safe handling of check and cash payments.

Requirements: Associate's or equivalent. Course work in accounting. 2-3 years related experience in financial field. Excellent (oral and written) communication skills. Basic computer skills desirable. Knowledge of Cornell policies and procedures preferred.

Facilities Inventory Assistant, GR21 (C8912)

Facilities Engineering-Endowed

Minimum Biweekly Salary: \$582.29

Assist in maintaining and coordinating facilities and space data with departmental and building coordinators. Aid in the management and entry of system data and the production of related reports.

Requirements: Associate's or equivalent preferred. 2-3 years experience with database systems and/or architecturally related field. Experience with micro computers and their applications, i.e., database, spreadsheet, and word processing packages, and drafting desirable. Must have excellent communication and interpersonal

skills. Maintain a valid driver's license. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Administrative Aide, GR22 (C9114)

LASSP-Endowed

Minimum Biweekly Salary: \$607.04

Process all departmental billing and purchasing; assist in management of computer network. Provide support to the building manager. Handle special projects as assigned.

Requirements: Associate's or equivalent, some computer programming coursework helpful. Excellent organizational, communication (written and oral) and interpersonal skills essential. Familiarity with accounting and purchasing procedures. 3-4 years related PC experience essential; network experience helpful. Medium typing.

Budget Assistant, GR22 (C8924)

Financial Planning and Budget Management-Endowed

Minimum Biweekly Salary: \$607.04

Assist in the implementation and execution of the annual Endowed operating budget including all fund types except grants and contracts, and all operating units. Assist in the preparation of financial summaries and analyses. Provide support for Budget Management Office activities including budget implementation, quarterly reporting and ad hoc financial analysis.

Requirements: Associate's or equivalent. 3 years experience in accounting and/or budgeting at a university or corporate level. Requires knowledge of electronic spreadsheets and a general knowledge of mainframe computer databases. Cornell experience desired. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Office Professionals Off-Campus

Secretary, GR20 (C9015)

NYC Cooperative Extension-Washington-Statutory

Minimum Biweekly Salary: \$558.78

Provide secretarial & program assist. to Expanded Food & Nutrition Education Program (EFNEP) nutritionist/site leader. Type correspondence, memos, educational materials; maintain and input data for computerized recordkeeping system. Other duties as assigned.

Requirements: Associate's or equivalent. 2 years related work experience. Knowledge of computer/keyboarding/word processing. Math aptitude. Medium typing.

Secretary, GR20 (C9004)

Public Affairs Regional Office-New York City Office-Endowed

Minimum Biweekly Salary: \$558.78

Type correspondence, forms, vouchers and other materials; schedule appointments; maintain events calendar; and assist in meeting arrangements; and occasionally Public Affairs events; interact by phone and in person with alumni.

Requirements: Associate's or equivalent. 2 years secretarial experience. Excellent communication skills. Experience with WordPerfect and Lotus. Able to work in a complex active environment. Medium typing.

Office Professionals Part-Time

Senior Department Assistant, GR18 (C9019)

Catalog/CTS/CUL-Endowed

Minimum full-time equivalent: \$513.94

Provide clerical/secretarial support for the Catalog Dept; maintain department records and files, both computer and paper; prepare all departmental statistical reports; act as resource person for department computers. Other duties as assigned. 20 hrs pr wk, flexible.

Requirements: 2 years of college coursework or equivalent. Working knowledge of at least one word processing program. Good interpersonal, organizational and communication skills. Previous library technical services experience desirable. Medium typing.

Office Assistant, GR18 (C9006)

Unions And Activities-Robert Purcell-Endowed

Minimum full-time equivalent: \$513.94

Assist with daily cash handling, paperwork, deposits; assist Assistant Director for Building Services in the general management of the RPU Convenience Store, order, receive and maintain inventory; assist with student time card accuracy and distribution; assume duties as head account clerk as needed. Mon and Thur; 8:30 a.m.-2:00 p.m., Tues, Wed, and Fri; 8:30a.m.-12:30 p.m.

Requirements: HS diploma or equivalent. Some college coursework preferred. One year previous experience in cash handling and accounting procedures. Accuracy and timelines are essential. Must be able to use standard office equipment. Knowledge of computer (IBM-PC-XT) preferred.

Secretary, GR20 (C8515)

Chemistry-Endowed

Minimum full-time equivalent: \$558.78

Word processing, database entry and computer-aided technical drawing for Professor; phone; mail; file; travel and appointment management; library searching. Mon-Fri, 4 hours per day, flexible.

Requirements: Associate's or equiv. 2-3 years experience with word processing and graphics. Excellent organizational and interpersonal/communication skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Administrative Aide, GR22 (C8806)

Division of Biological Sciences-Endowed

Minimum full-time equivalent: \$607.04

Provide administrative support for special program concerned with secondary and undergraduate education. Respond to inquiries; establish and maintain databases; answer phone. Prepare correspondence, set up meetings, handle other projects as assigned. 20 hrs pr wk, hours flexible.

Requirements: Associate's or equivalent. Bachelor's or equivalent preferred. 3-4 years of related secretarial/administrative experience. Experience dealing with a variety of people. Prefer some Cornell administrative experience. Strong interpersonal and communication skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Office Professionals Temporary

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

Cashier (S9101)

Stalter Hotel

Transact cash and credit sales. Mon-Fri 5:30pm-10:30pm.

Shift subject to change.

Requirements: HS diploma or equivalent. Previous cashiery experience required. Basic reading and computation skills. Good interpersonal and communication skills required. Contact Karen Raponi at Staffing Services, EHP, 255-2192.

LC Cataloger (S8903)

Catalog/CTS/CUL-Endowed

Create bibliographic records for monographs and authority records for headings based on Library of Congress (LC) copy or other acceptable copy; shellisting; added volumes; database management activities; other cataloging duties as assigned. 12 month term.

Requirements: Associate's or equivalent. Bachelor's or equivalent preferred. At least 1 year of library technical service experience desirable; ability to perform and organize detailed work; familiarity with computers preferred. Strong organizational and interpersonal skills. Send cover letter and resume to Michele Draiss, 235 Olin Library, Cornell University, Ithaca, NY 14853.

Part-time Secretary, GR17 (S8201)

Education-Statutory

Provide secretarial support for Apple grant; coordinate staff activities (i.e., calendars, meetings); type interim and final reports; transcribe research-based interview tapes; attend advisory committee and staff meetings; prepare minutes. 20 hrs pr wk. Until 8/30/90.

Requirements: HS diploma or equivalent. Business or secretarial school preferred. 1-2 years secretarial experience. Solid word processing, typing and transcription skills required. Good organizational skills, and interpersonal skills required. Medium typing. Contact Karen Raponi at 255-2192.

General Service

Submit a signed employment application and resume. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office.

Food Service Worker, SO01 (G9004, G7202, G5801, G9101)

Dining-Endowed

Hiring Rate: \$5.75

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sales transactions by cash or credit card. Shift subject to change.

Requirements: Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required.

Custodian, SO02 (G8702)

Dining-Endowed

Hiring Rate: \$6.00

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Shift subject to change.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb an 8 ft ladder.

Food Service Worker, SO02 (GG5805-G5809, G8703)

Dining-Endowed

Hiring Rate: \$6.00

Prepare, present and serve food items for Co-op, cash, catering or special events. Shift subject to change.

Requirements: HS diploma or equivalent. 1 yr related experience. Working knowledge of food preparation and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills.

Bartender, SO02 (G7712)

Stalter Hotel-Endowed

Hiring Rate: \$6.00

Under general supervision, mix and dispense alcoholic and non-alcoholic beverages. Sun-Thur, 4 p.m.-12 midnight.

Requirements: HS diploma or equivalent. Good interpersonal and communication skills. Minimum 1 year bartending experience required. Familiar with electronic cash register. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Short Order Cook, SO04 (GG5817, G5818)

Dining-Endowed

Hiring Rate: \$6.58

Prepare and serve food directly to customers from short order area. Shift subject to change.

Requirements: HS diploma or equivalent. 6-12 months related experience. Familiar with short order equipment. Able to prepare variety of short preparation foods under pressure. Good customer relations skills.

Material Handler, SO04 (G5810)

Dining-Endowed

Hiring Rate: \$6.58

Receive, inspect, store and issue food products, equipment and supplies. Clean & maintain assigned areas. Shift subject to change.

Requirements: HS diploma or equivalent. Basic reading and computation skills required. Knowledge of storeroom/inventory techniques and purchasing/receiving food. Able to lift 75 lbs on continuous basis. NYS driver's license required.

Assistant Cook, SO06 (G5816)

Dining-Endowed

Hiring Rate: \$7.20

Under general supervision, prepare and present a full variety of foods, as assigned, through own efforts and through supervision of staff. Shift subject to change.

Requirements: HS diploma or equivalent. 1-2 years experience in food preparation; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Skilled in presenting and garnishing food. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools.

Baker, SO06 (G5819)

Dining-Endowed

Hiring Rate: \$7.20

Prepare full variety of baked goods including rolls, breads, cakes, cookies & pastries. Decorate baked goods. Shift subject to change.

Requirements: HS diploma or equivalent. 1 year related experience. Working knowledge of choppers, dough sheeters, ovens, mixers, proffing cabinet and various hand tools. Good interpersonal, communication and organizational skills.

Cook, SO08 (G8905, G5820)

Dining-Endowed

Hiring Rate: \$7.91

Prepare and present a full variety of foods including soups, sauces, casseroles, meats and vegetables through own efforts and through supervision of staff. Shift subject to change.

Requirements: HS diploma or equivalent. 3-5 years experience in preparing full range of entrees; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools. Supervisory skills desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

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

Equipment Operator, SO06 (B9101)

Grounds-Endowed

Hiring Rate: \$7.20

Operate a wide variety of landscape maintenance equipment and motorized-wheeled vehicles, including commercial trucks, tractors to mow turf, plow snow and support other campus grounds activities; use hand tools to perform other grounds keeping tasks as required. Mon-Thur 7:00-3:30; Fri 7:00-2:30.

Requirements: HS diploma or equivalent. NYS motor vehicle license Class 5; Class 3 preferred, Class 1 desirable. NYS pesticide applicator's license desirable. Able to operate, adjust and perform operator-level maintenance on tractors, trucks, sewer rodding machines, air compressors and attachments, spraying equipment. Able to read plans, specifications, manuals, blueprints for landscape. Send application materials to Staffing Svcs, 160 Day Hall by Nov 2.

Temporary Duplicating Machine Operator (B9102)

Animal Science-Statutory

Hiring Rate: \$6.00

Oversee usage of Xerox 9500 and 1075 as well as other small copiers. Duplicate class, research, extension materials. Send out mail: campus, U.S., UPS, Federal Express. Receive deliveries.

Requirements: Some related experience with copiers preferred. Good interpersonal skills and attention to detail. Send application materials to Staffing Services, 160 Day Hall.

General Service Off-Campus

Maintenance Mechanician, GR20 (G9005)

Buildings & Properties-Geneva Experiment Station-Statutory

Minimum Biweekly Salary: \$558.78

Assist with carpentry, masonry, plumbing, and other trades to maintain, add to, or improve the Experiment Station building and properties and related facilities. 5 days/39 hrs pr wk.

Requirements: HS diploma or equivalent. Valid NYS driver's license. 2-4 years experience in basic maintenance work, carpentry, masonry, and building trades necessary. Knowledge of woodworking and ability to operate woodworking machinery and tools. Proven general mechanical ability in building trades.