

CORNELL Chronicle

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Entrepreneurs

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A two-day program next week will celebrate entrepreneurship and personal enterprise, including recognizing Harvey Kinzelberg as Cornell Entrepreneur of 1992.

Shark man

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If sharks ever write a history of their time on Earth, they should note the day in 1937 when a Cornell graduate student, Perry W. Gilbert, took a scalpel to one of their number.

Telling their stories



Julia Borries of Ithacare (top, right) tells about being chased up a tree by a bull when she was a child in rural Pennsylvania while Ithacare recreation director Allison Bolo listens during a visit last week by Cornell's Theatre Outreach program. Students, staff and professional storytellers visited senior citizen homes, community centers and public schools during the past two months as part of a project designed to teach people how to tell and value stories from their own lives. Trumansburg Elementary School students (above) sing about their hometown at a presentation of stories by community members.

Peter Morenus/University Photography

New Environment Center sets ambitious agenda

By Roger Segelken

More than a new name, the former Center for Environmental Research got a much-expanded mission when it was rechartered last year as the Center for the Environment. Its director, Robert Barker, has been on the campus lecture circuit since then, trying to explain a still-evolving program.

A lunchtime presentation to faculty of the Department of Soil, Crop and Atmospheric Sciences is a typical talk for Barker, the biochemist and university administrator who served most recently as senior provost.

"The things I've been doing haven't yet resulted in great change," Barker tells the faculty, "but I hope they will." The center's role will be an ambitious one — nothing less

than steering a major research and land grant university to direct its capabilities toward understanding environmental problems, he says. Following recommendations of a report to the provost, the Board of Trustees determined that the center "should become a facilitator and coordinator in developing interdisciplinary programs in teaching, research and outreach to the public."

The teaching about environmental problems may include a new master of environmental management program. The option is being studied by a committee headed by Professor James Lassoie, chairman of the Department of Natural Resources. Envisioned as a five-year course that combines bachelor's and master's degrees, the program will require concentrations in one or

more tracks, such as environmental policy, education, communication, resource management or ecology.

"A general undergraduate degree in 'environmental studies' will not serve Cornell students well," says Barker. "But I believe that almost all students — undergrads, grads and professional — would benefit from courses that examine environmental issues from several disciplinary points of view." The center is also developing continuing education courses, such as a one-week program for managers on environmental problems faced by industry and municipalities.

Research fostered by the center draws together expertise in various disciplines, Barker notes, and he points to studies here in

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State budget is still grim

By Sam Segal

Final details of the state budget agreement remained unclear as the *Chronicle* went to press, but there was no sign of relief from cuts of \$5.2 million in the base budget for statutory colleges and some \$2 million, at least, in funds available for financial aid.

"This erosion follows 10 reductions that have eliminated \$13 million of program support in three years," said Provost Malden C. Nesheim. "Only the strictest discipline by the statutory deans has enabled us to minimize layoffs and maintain programs, but the latest cut in our share of the SUNY allocation will mean more lost positions and real cuts in instructional programs."

Nathan Fawcett, Cornell's director of statutory college affairs, estimated last week that Cornell faced the loss of support for 92 positions — perhaps 20 by layoffs — and that almost \$2 million of the anticipated \$5.2 million SUNY cut would be from instructional programs.

Nesheim also noted that state cuts in some cases take a toll beyond the statutory colleges, particularly cuts in financial aid "that is so crucial to keeping Cornell accessible to all able students."

The proposed halving of Bundy Aid, state funds given to private institutions for each degree granted, would mean a loss of some \$1.8 million that can be used as financial aid for all students. The Tuition Assistance Program, aid based on financial need, would under the January Executive Budget proposal use altered criteria that would leave Cornell students with an aid gap of some \$150,000, which Cornell would make up.

But the final form of the \$30.8 billion state budget was still unsettled as of Wednesday morning, and numerous special initiatives were still awaiting legislative action.

Conable shares his world view with students

By Sam Segal

Barber B. Conable Jr., six months out of his five-year presidency of the World Bank, gave a lecture and joined a dozen classes last week in his four-day stint as the Bartels World Affairs Fellow.

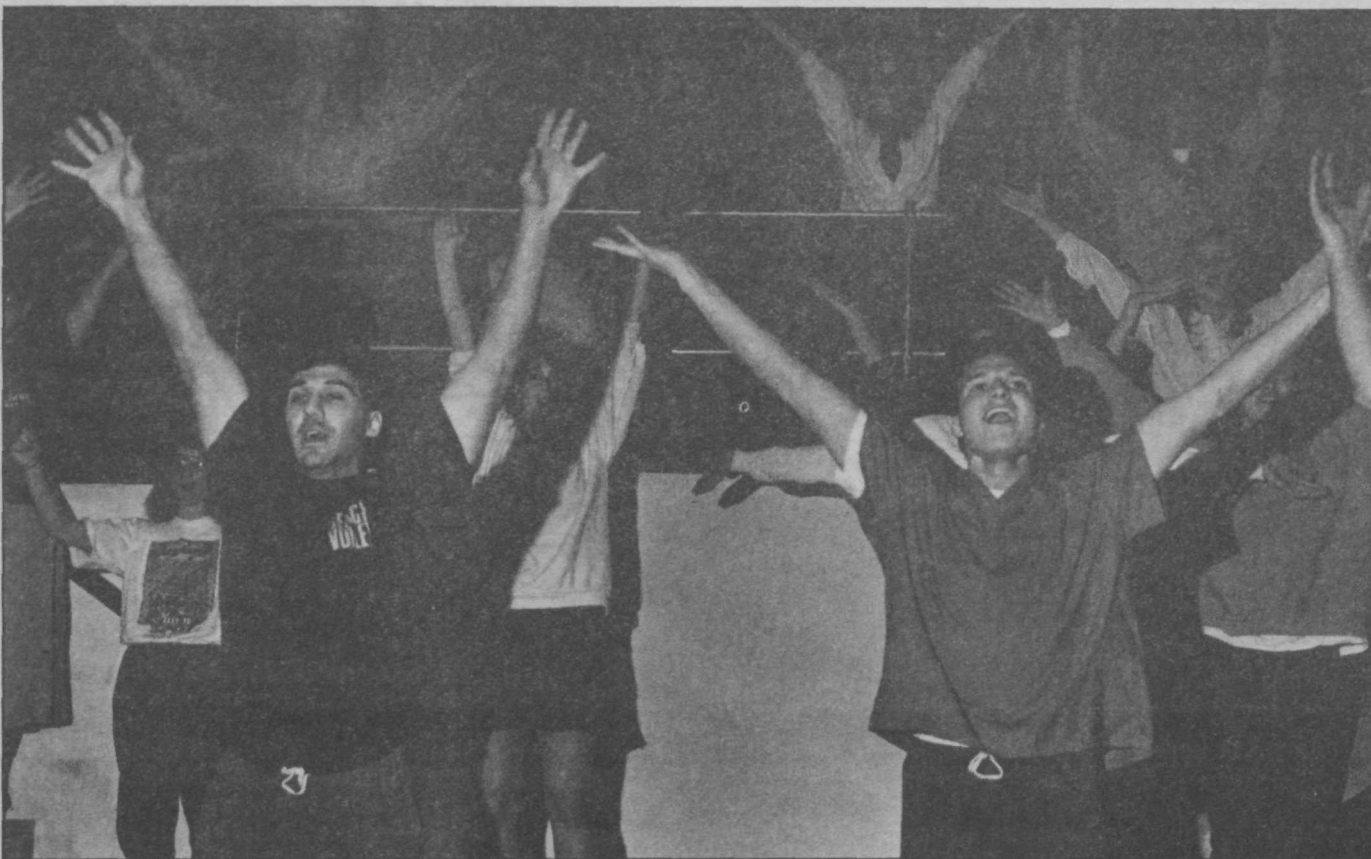
By the third day, his voice was hoarse from the continuous exchange on the theme of global change. But his personal comments on presidents and political leaders and his minutely differentiated analyses of the politics and economics of dozens of developing countries were clearly fulfilling the goals of Henry E. and Nancy Horton Bartels, who endowed the fellowship "to foster a broadened world perspective among Cornell students."

Besides the general campus audiences that filled open sessions, there were meetings with students from the Johnson Graduate School of Management, the Cornell International Institute for Food, Agriculture and Development, and various undergraduate and graduate classes concerned with urban and rural planning, environment, natural resources and population. The questions and answers covered specific aspects of development — rarely bogging down in ideology — and the questioners invariably lined up to continue after the allotted time had expired.

"For me, it was stimulating," Conable, a Trustee Fellow who holds two Cornell degrees, said later. "The students were very

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'Anything Goes'



Peter Morenus/University Photography

The Veterinary Players of the College of Veterinary Medicine rehearse for their performances of Cole Porter's *Anything Goes*. Shows will be at 8 p.m. on Friday, April 3, and Saturday, April 4, and at 2 p.m. on Sunday, April 5, in James Law Auditorium. General admission tickets are \$5 for all performances. For reservations and information, call 253-3700.

State payments are restored to TIAA-CREF retirement funds

By Sam Segal

Gov. Mario Cuomo has signed legislation that restores state payments to TIAA-CREF retirement funds, including those of some statutory employees at Cornell.

The suspension of payments to accounts of active employees in Tiers II, III and IV began Jan. 1 but never actually affected the accounts of Cornell employees because the university filled the gap.

The legislation also created a commission to review the issues behind Comptroller Edward Regan's suspension of payments and to report back by June 1. The commission's findings are to be implemented by July 1.

Regan said he suspended the fund contributions because existing state laws gave him conflicting and unclear information.

For several years, to ensure that retirement contributions were deposited on the same day as paychecks, Cornell has advanced the funds for statutory employees and then been reimbursed by the state. It continued the practice even during the suspension; Provost Malden C. Nesheim wrote Regan protesting his "unilateral, precipitous action" and insisting that Cornell be "reimbursed on a timely basis" for funds advanced after Jan. 1.

In a recent letter reporting the new legislation to employees, Nesheim said:

"Although this resolution came at some

cost to Cornell — losing the earnings on the money advanced since Jan. 1 — there was no interruption whatever to the retirement contributions and related earnings for Cornell employees included in the affected groups."

Nesheim noted that Cornell's actual outlays after Regan's action would now be reimbursed, though that was not guaranteed when the university decided to keep advancing the funds after Jan. 1.

In his letter to employees, Nesheim explained that TIAA-CREF (Teachers Insurance Annuity Association-College Retirement Equities Fund) is a "defined-contribution plan," while other retirement programs for state and New York City teachers are "defined-benefit plans."

"With TIAA-CREF," he said, "retirement benefits are the contributions (enhanced by growth). With the other programs, the benefit is predetermined and constitutionally protected. . . . So, when those funds are earning well, employers — such as the state — may reduce contributions without harming employee benefits. This is obviously not so with TIAA-CREF."

Nevertheless, Nesheim said, Regan said state laws gave conflicting and unclear instructions as to whether state contributions to the two kinds of programs must go up and down together and, if not, how variations could be authorized.

CU, labor meet on deaf workers

A conference designed to explain how deaf and hearing union members can work as a team and how deaf workers can become more involved in union activities will be held in New York City on April 3, complete with sign language interpretation.

Sponsored by the School of Industrial and Labor Relations at Cornell University and by a number of labor unions, the conference, titled "Building Bridges II: Deaf Workers in the Labor Movement," will take place at the United Federation of Teachers, 260 Park Ave. South, Manhattan, from 8:30 a.m. to 3:30 p.m.

The conference will include a report by several unions on innovative programs for their deaf members, an update on the Americans with Disabilities Act and the opportunities and obligations the Act presents for labor unions, and a performance by the Onyx Theater group on experiences of deaf workers.

Four workshops will be offered. One, for both hearing and deaf participants, will address issues of communication between them.

Another workshop, geared for hearing union staff and officers, will deal with communication technology and services for the deaf.

Two workshops will present skills and information for deaf unionists: one on basic union functions and structure, and the other on internal organizing for empowerment.

BRIEFS

• **Hatfield Fund:** Proposals are being sought for the Robert S. Hatfield fund to enhance instructional efforts in economic education on campus, particularly applied economics and those branches of applied economics that treat the problems and benefits of the free-market system. Funds may be used to sponsor outside authorities to speak to classes, to support field experiences or to develop research activities on the part of undergraduates. Proposals for summer 1992 and the 1992-93 year should be submitted to the office of Larry I. Palmer, vice president for academic programs and campus affairs, no later than April 30. For more information, contact Patty Ard at 255-9979.

• **Committees:** Graduate and undergraduate students interested in becoming members on one of four faculty committees with vacancies in 1992-93 may pick up application forms in the Office of the Dean of Faculty, the Office of the Dean of Students or at the desks in the Straight, Noyes Center and Robert Purcell Union, or at the Information and Referral Center in Day Hall. There are vacancies on the Committee on University Lectures, University Faculty Library Board, University-ROTC Relationships Committee, and the Committee on Music. Deadline for applications is April 10.

• **Planning:** Cornell's Community and Rural Development Institute and Tompkins Cortland Community College are co-sponsoring a series of statewide teleconferences on planning and zoning during April. Sessions will be held April 6, 13 and 20. A registration fee of \$10 is required. For more information and to register, contact Mildred Warner at 255-1693 or Pat Bowers at 844-8211.

• **Composting:** Cornell Cooperative Extension's Master Composter Program, sponsored by the Tompkins County Solid Waste Management Division, has an information line available to the public. Called the Rot Line, the service will operate on Wednesdays from 9:30 a.m. until noon at 272-2292. Call with questions or problems concerning composting. Experts will provide assistance in bin selection, construction and maintenance, and can offer advice on using compost as a soil enhancer for gardens, lawns and potted plants.

• **Road closed:** East Avenue will be closed between Tower and Campus roads April 8. C.U. Transit and Tomtran buses will use Garden Avenue. Buses will stop at Garden and Tower roads, on Garden Avenue by Barton Hall, and at Olin Hall.

NOTABLES

Dale Rogers Marshall, a member of the Board of Trustees and a 1959 graduate of Cornell, has been elected president of Wheaton College in Norton, Mass., effective July 1. She currently is dean at Wellesley College.

Karel Husa, the Kappa Alpha Professor of Music, will conduct his *Cayuga Lake (Memories)*, a piece commissioned by Ithaca College for its centennial celebration, on April 4 at Lincoln Center during the college's centennial concert. Husa's composition will be performed by the Ithaca College Faculty Chamber Orchestra. Also, Husa's Violin Concerto, commissioned for the 150th anniversary of the New York Philharmonic, will be performed May 27, 28 and 29 in Avery Fisher Hall with Kurt Masur, conductor, and Glenn Dietrow, soloist.

FCR meets April 8

Provost Malden C. Nesheim will discuss budgets and faculty recommendations on funding priorities when the Faculty Council of Representatives meets Wednesday, April 8, at 4:30 p.m. in 110 Ives Hall.

There will also be an indirect-costs update from Fred Rogers, vice president for finance and treasurer, and consideration of a resolution on appeals procedures, including the question of what constitutes "arbitrary and capricious" judgments in cases of promotion and tenure.

CORNELL Chronicle

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It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age or handicap. The university is committed to the maintenance of affirmative-action programs that will assure the continuation of such equality of opportunity. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's title IX (Coordinator of Women's Services) at the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, N.Y. 14853-2801 (telephone 607 255-3976).

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

GRADUATE BULLETIN

Degree: All requirements for a May degree must be completed by May 15, including submitting the dissertation/thesis to the Graduate School. Professional master's candidates should check with their field regarding earlier deadlines.

Summer: Forms for summer graduate registration will be available May 6. Students receiving summer support from the Graduate School should submit their forms by May 20. Students must register if they are receiving financial aid during the summer (such as summer assistantships or fellowships); wish to use campus facilities during the summer; or are off campus but need to be registered for summer study. Registration must be done in person at the Graduate School. Student ID is required. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Students approved for summer residence credit must pay the appropriate prorated Graduate School tuition rate.

Nesheim letter asks U.S. military to examine its ban of homosexuals

Last week, Provost Malden C. Nesheim, who is serving as acting president while President Frank H.T. Rhodes is on a sabbatic in England, sent a letter to Secretary of Defense Dick Cheney, urging the Defense Department to examine its ban against homosexuals in the military.

The university's action was requested by the Faculty Council of Representatives and by the Board of Trustees, both of which this semester passed resolutions recognizing the university's legal obligation to permit U.S. military recruiters on campus, but also recognizing that the Defense Department's policy appears to violate university policies, as well as local laws against discrimination based on sexual orientation.

The issue of military recruiting on campus also has been discussed this semester by the Student Assembly, and it was the focus of student protests at the Law School.

Copies of the university's letter were sent to Gov. Mario

Cuomo, New York's congressional delegation, State Education Commissioner Thomas M. Sobol, Ithaca Mayor Benjamin Nichols and Robert Watros, chairman of the Tompkins County Board of Representatives.

Appended to the letter were copies of Cornell's affirmative action and equal employment opportunity policy that prohibits discrimination based on sexual orientation, Tompkins County legislation prohibiting such discrimination, and resolutions from the Faculty Council of Representatives and Student Assembly.

The text of Nesheim's letter follows:

"Dear Mr. Secretary:

"At the request of the Cornell University Board of Trustees, I wish to bring to your attention several recent actions that have been taken concerning the University's policies affecting military recruitment on the campus.

"During the past year there have been a number of instances in which the right of a particular prospective employer to interview students on the campus has been questioned by students and faculty. More specifically, questions have been raised concerning the appropriateness of military recruitment on the campus in light of Department of Defense policies governing recruitment to and retention in the armed services based on sexual orientation.

"It has been asserted that the continued authorization of military recruitment on campus would be in violation of the existing equal educational and employment opportunity policy position of the Board of Trustees prohibiting all forms of unlawful discrimination in University activities, the accreditation standards adopted by the Association of American Law Schools, and legislation adopted by the Tompkins County Board of Representatives barring discrimination based on sexual orientation in Tompkins County, New York.

"In considering this matter, the University has been advised by its legal counsel that Section 2-a of the New York State Education Law obliges the University to make its facilities available to military recruiters as long as the University makes such facilities available to any other recruiters. With this as background, the Board of Trustees adopted the following policy statement at its meeting on March 6, 1992:

"Cornell University provides a service to its students by allowing employers to interview and recruit its students using campus facilities. In providing this service, the University seeks to maximize student choice in their selection of prospective employment. The University requires that any employer using its facilities for the purpose of interviewing students must affirm that it will comply with all applicable federal, state and local laws prohibiting unlawful discrimination in hiring."

"In adopting this policy statement, the University acknowledges its obligation under New York State law to allow military recruitment on campus and does not interpret this policy as prohibiting such recruitment. The Board also acknowledges the apparent conflict of provisions of federal and local law. It has therefore instructed the University Administration to bring to your attention — and that of other appropriate federal, state and local officials — the policy positions adopted by this Board on this subject, the applicable provision of the New York State Education Law, legislation adopted by the Tompkins County Board of Representatives banning discrimination on the basis of sexual orientation, and related resolutions adopted by the Cornell Faculty Council of Representatives and the Cornell Student Assembly.

"Cornell University has a long and proud tradition of providing support for the armed services of our country. We have an equally strong history of opposition to discrimination. We urge your full and fair consideration of this matter."

Back to work



Peter Morenus/University Photography
Unused laboratory equipment from Cornell departments finds a new home in area high schools through a program run by Kim Foglia, a Chenango Valley teacher who is on leave to the Cornell Institute for Biology Teachers. Above, she is preparing used glassware for a local school. Donations can be arranged by calling 254-4853.

Experts to discuss Holocaust memorials

By Carole Stone

The designer of the New England Holocaust Memorial and seven other architects and cultural historians will discuss Holocaust monuments and museums at a symposium here on Saturday and Sunday, April 4 and 5.

The symposium, "Architecture, Memory, Holocaust," is being organized by the Graduate Architecture Forum, a graduate student organization affiliated with the History of Architecture and Urbanism Program in the College of Architecture, Art and Planning.

The symposium will begin on April 4 at 7 p.m. in 115 Olive Tjaden Hall. Participants will deliver prepared papers; question-and-answer periods will follow and the symposium will conclude with a panel discussion beginning at approximately 3:45 p.m. on April 5.

Now 50 years after the Holocaust, many of the tragedy's survivors are nearing the ends of their lives, and museums and monuments to the Holocaust are being built in Washington, D.C., and Los Angeles, and others are being considered in Detroit, Berlin and other cities.

Various approaches to the problem of designing a memorial to the Holocaust will be examined. Among the questions to be discussed are the role of architecture in the writing of history, the way architecture preserves memory and how to memorialize an event such as the Holocaust without either glorifying it or trivializing the memory of the dead.

"The conference will not just look at memorials and say, 'It's good we are making them,'" said Mark Jarzombek, professor of history of architecture and faculty advisor to GRAF. "The participants will look at the conflicting ideas architects have had about the role of memorials."

The United States Holocaust Memorial Museum under construction in Washington, D.C., attempts to ritually reenact the emotional experience of the Holocaust. It uses exposed beams, iron gates and towers and narrow corridors and stairwells to take the visitor on an imagined journey through a concentration camp.

The museum is being built by the architectural firm of I.M. Pei, whose designs include the Herbert F. Johnson Museum of Art.

Architect Stanley Saitowitz, whose design was chosen in an international competition for a site along the Freedom Trail in downtown Boston, will speak about the difficulties he faced in creating a monument to the Holocaust.

Sybil Milton, senior resident historian of the United States Holocaust Council, affiliated with the Washington, D.C. museum, will present a paper titled "The Changing Meaning and Context of Holocaust Memorials in Germany."

Other participants include Stanley Allen of Columbia University; George L. Mosse of the University of Wisconsin, Madison; Shayne O'Neil of the Massachusetts Institute of Technology; Mark C. Taylor of Williams College; Robert Jan Van Pelt of the University of Waterloo in Ontario; and James E. Young of the University of Massachusetts, Amherst.

Accompanying the symposium will be two photographic exhibitions at the Johnson Museum of Art: "In Fitting Memory: Perspectives on an Evolving Tradition of Holocaust Memorials," which presents a selective survey of Holocaust memorials and sculpture in the United States, Europe and Israel; and "Images of the Third Reich: Photographs of Margaret Bourke-White," which includes images of concentration camp survivors taken in 1945 when Bourke-White was among the first photojournalists to enter the camps after liberation.

CORNELL Life

Kayaking in Baja

Baja California is said to be a remote, desolate place of mountains, desert and ocean. It seemed it would offer a respite for 11 Cornell students and staff members on a weeklong sea kayaking trip with Cornell Outdoor Education during spring break.

Maybe, if it had not been so interesting. It turns out that the middle weeks of March are springtime in Baja, and for the first year in five it has been raining heavily there since January. So instead of a drab, muted landscape that only a botanist could find fascinating, Baja was a riot of color.

Besides the barrel cactuses, prickly pears and cholla — a cactus that looks like a cross between link sausages and a pincushion — there were century plants, also known as agave, which thrust their flowers in the air at the end of tall, spindly stalks; succulents with spear-shaped leaves; desert cucumbers; and rampant purple, orange and yellow wildflowers.

San Quintin Bay, about 200 miles south of the Mexican border on the Pacific side of the peninsula, where we did our paddling, was also full of birds: grebes, gulls, sandpipers and brants, black cormorants and pelicans.

Add in spiders, lizards, a mouse and a jack rabbit, sea snails, sand dollars, sea anemone and limpets, and there was more than enough to look at. A couple of times a day a sea lion would poke its head out of the water. In the ocean, where we practiced solo and two-person rescues and learned to launch our 17-foot kayaks through the surf and ride them in again between the waves, a trio of bottle-nosed dolphins came as close as 20 yards from the tips of our double-bladed paddles.

Then there was the conversation: some of it light and some of it almost *too* engaging, which is what can happen when people get together for a week without the distractions of television, radio and newspapers — especially when they are five Cornell undergraduates of different backgrounds and interests, a graduate student, an M.B.A. candidate from Bombay, four Cornell staff members and a couple of outdoor educators from the University of California at San Diego, (which outfitted the group with boats and gear, plenty of food and five gallons each of American tap water).

It started while driving through San Diego discussing sewage treatment in that city's Mission Bay. It continued into Tijuana with immigration issues and along the two-lane highway that opened Baja to two-wheel-drive traffic 20 years ago with issues of development, tourism and environmental protection.

Even after a tiring day of paddling, some of it against the tide and a strong wind, even after tents were pitched, wet clothes hung to dry, driftwood collected, dinner cooked on propane stoves and the boats made secure for the night, there was not much glassy-eyed staring at the campfire, lulled by the sound of waves in the bay gently lapping the shore while the light of a full moon shone on the dunes and all seemed right in the world.

Conversation had a way of coming around to politics and economics; to, indirectly, to the U.S.-Mexico Free Trade Agreement, which, most in our group agreed, would further encourage American manufacturers to move to Mexico to take advantage of lower labor costs and the absence of anti-pollution laws.

And sitting on the beach in Baja, pleasantly tired from a day's boating, warmly dressed in polypropylene, a synthetic manufactured by the same chemical companies that some environmentalists abhor and arguing how well the American system does or does not work, we reminded ourselves what a privilege it was to be on this outing, which cost about \$800 each, when the average wage for a worker in Baja is \$6 a day.

For sheer, exhilarating fun, nothing in the four days of sunning, camping and kayaking beat launching the boats in the surf and riding the waves back to shore.

There were many tranquil hours, too: hiking to the top of a knoll for a panoramic view of the bay and the Pacific Ocean; getting lost in the repetitive motion of paddling; and talking about the way the gravitational force of the moon and the planets affects the tides.

The silliest, sloppiest hour came with belly-flop mud sliding from the dunes down to the water at low tide. Then, the rest of the world seemed a million miles away.

— Carole Stone

Editor's note: More about this trip will be published in an upcoming issue of the Cornell Alumni News magazine.

Harvey Kinzelberg named Cornell Entrepreneur of 1992

By Sam Segal

Harvey Kinzelberg, whose Deerfield, Ill.-based company is the second-largest leaser of computers in North America, has been named Cornell Entrepreneur of 1992.

Kinzelberg, founder and chairman of Meridian Technology Leasing Services and a Cornell alumnus, will play a key role in the university's annual two-day celebration of entrepreneurship and personal enterprise. He will be honored at a dinner April 6 and the next day will give a formal lecture to students, faculty and alumni about the origin and evolution of his business interests. He will speak at 3:45 p.m. in Bache Auditorium of Malott Hall.

In the 12 years after its founding in 1979, Meridian grew from three employees to more than 300. To its more than 1,000 corporate clients in the United States and abroad, it leases mainframe computers, related peripheral equipment, computer-application software, telecommunication systems and other capital equipment.

"The idea of the award," said David BenDaniel, the Berens Professor of Entrepreneurship at Cornell's Johnson Graduate School of Management, "is to recognize that building a business with imagination and integrity can inspire young people and enrich humankind as well as benefiting the founder. Harvey Kinzelberg has done that, and we're delighted he'll be sharing his experiences with our students."

After taking his Cornell engineering degree and graduate study at Stanford, Kinzelberg learned his trade as a salesman for IBM Corp. and Itel Leasing Corp., "where I saw a need in the market in the computer

peripheral area."

Companies needing terminals, disk drives and tape drives, for instance, had to rent them at top dollar from the manufacturers, he explains. "So, by offering third-party leasing on better terms, I was serving a huge market."

The company made money from the start and has had 13 successive years of record profits.

"I have problems," Kinzelberg says, "with people who say, 'It's a new business; I'll have to be in the red for a few years.' If you've got a good idea and business plan,

you have to work hard, throw away the clock and watch the bottom line."

Kinzelberg follows his own discipline, often talking business with company executives at fitness-center workouts that start at 6 a.m.

Honoring Kinzelberg will be part of a joint celebration involving graduate and undergraduate students in the Entrepreneurship Program of the Johnson School and the Personal Enterprise Program of the College of Agriculture and Life Sciences. The two-day program will also include talks by other successful entrepreneurs and faculty-led, small-

group discussions on specific aspects of entrepreneurship.

A Highland Park, Ill., native who lives in Deerfield, Kinzelberg is on the board of Highland Park Hospital. Through his encouragement, Meridian supports the Cystic Fibrosis Foundation, the American Cancer Society, the Jewish United Fund, Little City, the Community Economic Development Association of Cook County and the Michael Reese Medical Institute.

He is married to Linda Sue Gerber, and they have two sons, the elder of whom is a Cornell sophomore.

University fetes small business in two-day program

The heads of three successful family businesses will talk shop with several hundred Cornell students April 6 at a public forum leading off a two-day "Celebration of Entrepreneurship and Personal Enterprise."

At another public session closing the program the next day, Cornell Entrepreneur of 1992 Harvey Kinzelberg will give a lecture on how he built the second-largest computer-leasing business in North America. Kinzelberg, a 1967 graduate of Cornell's College of Engineering, is founder and chairman of Meridian Technology Leasing Services, which he built from a three-employee company in 1979 to one now serving more than 1,000 corporate clients around the world.

The April 6 forum, called "All in the Family Business," will begin at 3 p.m. in Kennedy Hall's Alumni Auditorium; the Kinzelberg lecture on April 7, at 3:45 p.m. in Bache Auditorium of Malott Hall.

Moderating the forum will be David Bork, author of the book *Family Business, Risky Business: How to Make it Work* and president of CODA Corp., through which he has counseled more than 275 families in business. The speakers will be:

- Alex Gambal, president of Bear Saint Properties Inc., which manages the real estate assets of a family parking business with 140 locations in the Washington area.

- Robert Stevenson, president of Eastman Machine Co., a Buffalo-based maker of industrial equipment for the textile industry.

- Marcy Syms, president and chief operating officer of Syms Corp., which has 28 reduced-price apparel stores in 14 states.

Also scheduled are faculty-led discussions on family businesses, high-growth businesses, and mergers and acquisitions.

The two-day program includes graduate and undergraduate students in the Entrepre-

neurship Program of the Johnson Graduate School of Management, the Personal Enterprise Program (PEP) based in the College of Agriculture and Life Sciences and students and faculty from other Cornell colleges.

In the Johnson School, David BenDaniel, the Don and Margi Berens professor of Entrepreneurship, teaches an entrepreneurship and enterprise course for graduate and undergraduate students that draws heavily on visits from Cornell alumni.

The PEP program, directed by Michael A. Hudson, who holds the Bruce F. Failing Sr. Chair of Personal Enterprise, offers three courses, primarily for undergraduates, as well as on-site programs with local and alumni-run small businesses. Students can also take other business-related courses such as the small-business human-resource-management course given in the School of Industrial and Labor Relations.

Evolution, revolution and management are topics for visiting lecturers next week

Stephen Jay Gould

By Roger Segelken

"Why Progress Does Not Rule the History of Life, and Why No One Hits .400 Anymore" will be the topic for Stephen Jay Gould when the Harvard University paleontologist delivers the Olin Lecture on Tuesday, April 7, at 7:30 p.m. in Bailey Hall.

The lecture, sponsored by the Spencer T. and Ann W. Olin Foundation, is free and open to the public.

Gould's ideas about the evolution of baseball are likely to provoke slightly less disagreement than his controversial interpretation of life history. The scientist first proposed his alternative to the Darwinian view that there is progress in evolution in the 1989 book *Wonderful Life*. If we could replay history, Gould believes, "odds are that we humans wouldn't exist at all. We are just one of an infinite number of possibilities."

That no one in major league baseball hits .400 anymore, Gould claims, reflects a more accepted principle of evolution, the "symmetrical decline of variation around a constant average." In other words, "Guys who could hit .420 in 1920 can't now because they're facing better pitchers and fielders," Gould told one interviewer. "Meanwhile, we shaved off the low averages, too, because it's a tougher, more competitive world. As the players get better, the variance pulls in. Life is a system like that."

Gould, who is the Alexander Agassiz Professor of Zoology at Harvard, was invited to Cornell by the 27 Olin Fellows, outstanding graduate students whose study here is supported by the Olin Foundation. Graduate students are invited to a reception in the Biotechnology Building after the lecture.

Paul D. Wolfowitz

By Albert E. Kaff

Paul D. Wolfowitz, a Cornell graduate who is the senior Pentagon policy-maker advising U.S. Secretary of Defense Dick Cheney on post-cold war security issues, will deliver a public lecture on April 7 at 4:30 p.m. in Lecture Room D, Goldwin Smith Hall.

Delivering the annual James H. Becker Alumni Lecture, he will speak on the topic "America's Role in a New World."

Wolfowitz, 48, has been the Undersecretary of Defense for Policy since 1989, after serving in a number of other U.S. government posts.

"Mr. Wolfowitz has developed a reputation as a skilled and thoughtful analyst of international security matters, both in the old world of Soviet-American cold war confrontation and in the newly emerging post-cold war era," said Joel H. Silbey, the President White Professor of History.

In his current post, Wolfowitz and his colleagues primarily are concerned with advising the Secretary of Defense on political-military, arms control and strategic defense policy issues.

Cornell's Department of History invited Wolfowitz to deliver the annual Becker Lecture that was established in

1976 by Mrs. James Becker in honor of her husband, who graduated from Cornell in 1917.

Wolfowitz, who received a B.A. degree in mathematics and chemistry from Cornell in 1965 and a Ph.D. in political science from the University of Chicago in 1970, grew up in Ithaca, where his father, the late Jacob Wolfowitz, was a professor of mathematics at Cornell.

In addition to dealing with defense issues, Wolfowitz has taught political science at Yale University and served as a visiting associate professor and director of security studies at the School of Advanced International Studies in Washington, D.C.

Before his appointment to the Defense Department, Wolfowitz was the U.S. ambassador to Indonesia from 1986 to 1989; assistant secretary of state for East Asian and Pacific affairs, 1982 to 1986; and director of policy planning for the Department of State, 1981 to 1982.

His earlier government posts included Deputy Assistant Secretary of Defense for regional programs and a special assistant in the Arms Control and Disarmament Agency for the SALT negotiations.

Wolfowitz will spend only a few hours on campus, flying into Ithaca on a special plane shortly before his lecture and returning to Washington that night.

Igor Kon

Sociologist and ethnologist Igor Kon will deliver an A.D. White Professor-at-Large lecture about "The Sexual Revolution in Russia" on Monday, April 6, at 8 p.m. in 265 Van Rensselaer Hall.

A senior fellow at the Institute of Ethnography in Russia, Kon has specialized in the sociology of personality, particularly of young people.

When Kon last spoke at Cornell in April 1990 on the topic of perestroika, he predicted that the Soviet Union's centralized bureaucratic empire would have to be transformed into a commonwealth of nations — but added that such a change would have to come slowly if it were to maintain peace.

Kon, 64, will continue as an A.D. White Professor-at-Large until 1995.

To arrange an appointment with him during this visit, contact James Goldgeiger, assistant professor of government, at 255-4120.

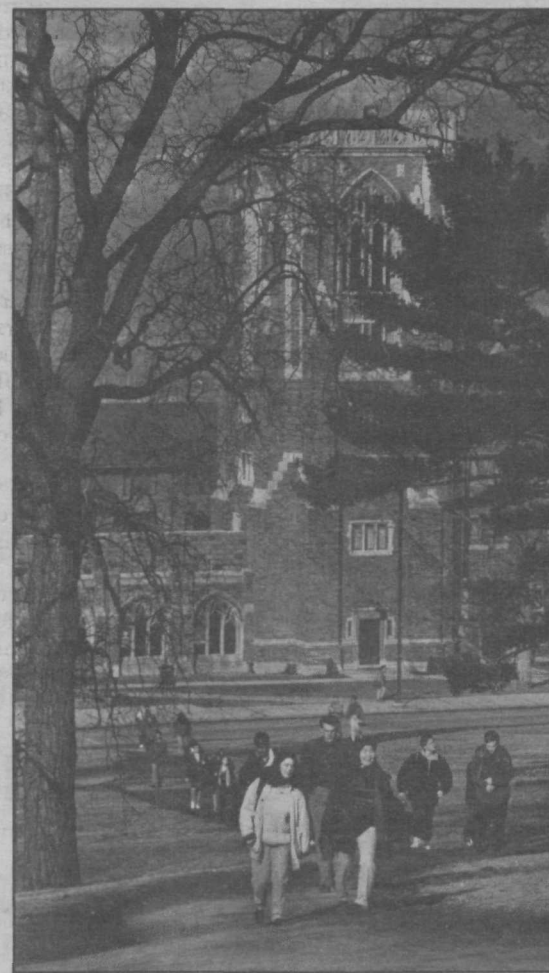
F. Kenneth Iverson

F. Kenneth Iverson, the chairman of Nucor Corp., will deliver a free public lecture on Thursday, April 2, at 4:30 p.m. in Room 155 Olin Hall.

The lecture, "Good Managers Make Bad Decisions," is part of the John R. Bangs Jr. Memorial Lectureship in the School of Operations Research and Industrial Engineering. A reception is planned for 4 p.m. in Room 128 Olin Hall.

Iverson, who earned an undergraduate degree in mechanical engineering from Cornell in 1946, applied new technology and management practices to the specialty steel industry in helping build Nucor from a company with \$22 million in sales to more than \$1 billion over 25 years.

Looking up



Peter Morenus/University Photography
Students make their way up Libe Slope on their way to morning classes.

High school students attend Model Congress

Some 250 high school students from as far away as California and Puerto Rico will take part in the third annual Cornell Model Congress April 2 through 5 as a pro-active experience in American governance.

Organized and conducted by 30 undergraduate students, the five-day event is a simulation of the United States Congress.

The participants, who vary from freshmen to seniors in high school, act as either senators or members of the House of Representatives in drafting, debating and voting on legislation that the delegates prepared before coming to Ithaca.

The participants are in delegations from 21 high schools, mostly from New York state, but including two in California, one in Texas and one in Puerto Rico. Each delegation is accompanied by a chaperone from its high school.

Perry Gilbert: 50 years of improving shark-human interaction

By Roger Segelken

If sharks ever write a history of their time on Earth, they should note the day in 1937 when a Cornell graduate student took a scalpel to one of their number. Since dissecting his first frilled shark, Perry W. Gilbert has done as much as any other human to improve the relationship between sharks and their supposed favorite meal.

Gilbert's 50 years of teaching, research — into sharks' basic biology as well as ways people can avoid the jaws — and leadership of other scientists saved countless lives. He worked to dispel myths and bring scientifically grounded sense to shark-human affairs. He promoted a popular appreciation of the shark as a vital part of the ocean ecosystem, an economic resource and a marvel of evolution.

When Gilbert retired in 1978 from his posts

CORNELL People

as executive director of Mote Marine Laboratory in Sarasota, Fla., and professor of biology here, admirers endowed a lectureship. Several times since then, the lectureship has featured distinguished researchers in the fields of vertebrate anatomy and behavior. This weekend's April 5 symposium, in anticipation of Gilbert's 80th birthday in December, brings together scientific colleagues and students-turned-colleagues with a common awe for Gilbert's accomplishments.

"There aren't many people who'd take care of a rattlesnake for you," said Howard E. Evans, now retired from teaching anatomy at Cornell and one of Gilbert's first three Ph.D. students in 1940. Evans left his six-inch-long rattler in the zoologist's care when he joined the Army. The snake grew to three feet, nourished by years of memorably gruesome classroom demonstrations of how its kind eats, and was the second oldest rattlesnake in the country when it died at 19.

The notorious class, which Evans took again when Gilbert joined Mote Laboratory in 1967, was "Comparative Anatomy," a requirement standing between hundreds of students and their pre-med degrees. John B. Heiser, Gilbert's final Ph.D. student and now director of Shoals Marine Laboratory, said, "His teaching was legendary." Heiser reveres Gilbert as a great collector and the youngest member of "Cornell's golden age of organismal biology."

But it's more likely, Heiser thinks, that former students remember the blackboard illustrations. Hands and colored chalk flying, a well-coordinated Gilbert could simultaneously draw the right and left views of an animal's various systems. Note-taking students learned the value of collaboration, Heiser said. "They'd agree, 'I'll put all the red stuff in my notes if you'll do the blue.'"

Ambidexterity was a minor achievement compared to what sharks could do, Gilbert was discovering at the time. As one of the few scientists interested in biology of sharks in



Mote Marine Laboratory

Techniques for anesthetizing sharks developed by Professor Emeritus Perry W. Gilbert made research safer for scientists and more humane for living animals, including this mako shark getting a eye exam by Gilbert in 1961.

1958, he accepted the chairmanship of the new Shark Research Panel of the American Institute of Biological Studies. The research was supported by the U.S. Navy, which was more interested in the longevity of overboard sailors than in biology.

"For man to protect himself against attacks by sharks he must first understand his foe," Gilbert stated. While his panel kept the first international shark-attack file (and determined that death by wasp-sting is more likely), Gilbert's study of sensory systems brought him closer to living sharks than anyone had dared.

Fewer than 10 percent of the 350 shark species are what Gilbert came to call "the bad actors," the dangerous ones, but they were some of the most scientifically interesting. So he developed techniques for anesthetizing large sharks that made research safe for scientists and humane for the animals.

Discoveries about shark senses by Gilbert and others were promptly applied to preventing attacks, and they still give a swimmer in shark-infested waters something to contemplate: A remarkably sensitive feel for distant vibrations in the water, due to fluid-filled canals with hairs called neuromasts, first draws the attention of sharks to movement. Next, their sense of smell, which in lemon sharks can detect one part tuna juice in 25 million parts

water, guides them closer. Finally, and sometimes terminally, their adaptable eyes take over.

In other words, Gilbert says, "When you're in the same water with sharks, don't whale around like a struggling fish."

Together with the sensory studies, experiments with the biting power of sharks

"The shark is one of the most successful animals that ever lived. They watched the rise and demise of the dinosaurs. They're healthy, they're well adapted, and they still reign supreme in the seas."

— Professor Emeritus Perry W. Gilbert

and their highly efficient feeding convinced Gilbert that sharks could easily account for many more human deaths if hunger were their only motivation. It's not, Gilbert showed, and he asked respect for the intriguing creatures when he spoke or wrote under the title, "The Shark: Barbarian and Benefactor."

He said "bad actors" should not be ig-

nored, as they were when Gilbert began his studies and horrified tourists at one beach witnessed a fatal shark attack that was hushed up by local officials and newspapers. He reminded audiences that the largest fish, the basking and whale sharks, are gentle creatures that prefer plankton and squid.

His preference now is for further exploration of sharks' highly evolved characteristics, and he conducts the studies himself or encourages others with a mix of excitement and man-to-shark envy.

"How can a nurse shark 'roll out' replacement teeth, a row at a time like a conveyor belt, for up to 50 years?" he asks. Seated in a relic-filled office at Stimson Hall, which he visits while staying with his wife and co-author, Claire, at their summer home in Danby, Gilbert said he'd made progress on that question, and was showing why tooth production is faster in summer. He'd love to get a patent on the tooth-growth factor.

"Or, why do sharks have practically no diseases or parasites, and virtually no cancer?" Experiments at Mote Lab, with a shark cartilage protein that halts the blood supply to tumors, could provide a clue to the cancer riddle, he said.

"The shark," according to Gilbert, "is one of the most successful animals that ever lived. They watched the rise and demise of the dinosaurs. They're healthy, they're well adapted, and they still reign supreme in the seas."

Shark, dolphin conservation is topic of April 5 symposium

By Roger Segelken

The survival of some fish with an image problem and of a marine mammal that is more popular is the topic of a symposium titled "Sharks, Dolphins, Conservation and Public Policy," to be held on campus on Sunday, April 5.

Free and open to the public, the symposium is set for 9 a.m. to 5 p.m. in Alumni Auditorium of Kennedy Hall. Tickets are required because of limited seating; they are available at W363 Mudd Hall or by telephoning 255-4517. The symposium, sponsored by the Center for the Environment and the Section of Neurobiology and Behavior, celebrates the 80th birthday of Perry W. Gilbert, a Cornell professor emeritus of biology and director emeritus of Mote Marine Laboratory in Sarasota, Fla.

Scientists Sylvia Earle, Eugenie Clark and Randy Wells will join a federal policymaker, Richard H. Schaefer, in assessing the current status and future of sharks and dolphins. Following their presentations, a

panel of Cornell specialists in law, ethics and biology will examine the role of scientists and universities in formulating public policy for conservation.

"Sharks have had the 'killer' image for so long that hardly anyone objects when commercial fishing depletes their numbers," said Andrew Bass, the Cornell associate professor of neurobiology and behavior who organized the symposium. "Ironically, it's not even the sharks that are perceived as 'man-eaters' that are being over-fished. It's time for a species-by-species look at sharks — to establish fishing quotas — before some species are hunted to extinction."

Dolphins enjoy a better "approval rating," Bass noted, citing the public demand for "dolphin-safe" tuna in the United States and some other countries. But dolphins are threatened worldwide for a variety of reasons, including habitat destruction, he said.

"The real bloodthirsty marauders of the seas aren't the sharks," said John B. Heiser, a Cornell biologist and director of Shoals

Marine Laboratory who will join the symposium's panel discussion. "Sharks occupy such a significant place in the ecosystem," he said, noting that removing organisms from the "top" of the food web can be just as disruptive as tampering with the "bottom."

Heiser credited Gilbert — whose more than 35 years of marine science studies ranged from anti-shark strategies for divers to shark reproduction and vision — for encouraging the public to take a "balanced view" of a frightening animal. "Gilbert pointed out how important these ancient — yet very advanced — animals are for our understanding of the evolution of vertebrate life," Heiser said.

Gilbert, 79, began teaching and research at Cornell in 1940. He was the executive director of Mote Marine Laboratory from 1967 to 1978. Gilbert will conclude the symposium with a perspective on shark and dolphin studies.

Other symposium topics include "Sea Monsters and Deep Sea Sharks" by Eugenie

Clark, professor of zoology, University of Maryland; "Conserving Shark Resources of the United States" by Richard H. Schaefer, director of the U.S. Office of Fisheries Conservation and Management; "Wild Dolphin Societies" by Randall S. Wells, conservation biologist for the Chicago Zoological Society and coordinator of the Marine Mammal Program at Mote Marine Laboratory; and "Sharks, Squids and Horseshoe Crabs — The Significance of Marine Diversity" by Sylvia Earle, former chief scientist, National Oceanic and Atmospheric Administration.

The panel discussion will include Robert Barker, director of the Center for the Environment; Harvey Carter, environmental lawyer and visiting lecturer in the Department of Natural Resources; Christopher Clark, director of the Bioacoustics Research Program; Thomas Eisner, the Schurman Professor of Biology; John B. Heiser, director of Shoals Marine Laboratory; and Henry Shue, the Hutchinson Professor of Ethics and Public Life.

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 257-7711.

Advanced workshop review, 6:30 p.m.; workshop review, 7:30 p.m.; request dancing, 8:30 p.m.; April 5, North Room, Willard Straight Hall.

Global Dancing, co-sponsored by the Cornell Wellness Program, April 7, Cajun dancing ; teaching, 7:30 to 9 p.m.; open dancing, 9 to 10 p.m., Dance Studio, Helen Newman Hall.

Israeli Folkdancing

Israeli folkdancing, teaching and open dancing, Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.

Western Swing

Classes, taught by Bill Borgida and Cindy Overstreet, 8:45 p.m. through April 8. No partner is needed (\$6 per class), Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

The Herbert F. Johnson Museum of Art, on the corner of University and Central avenues, is open Tuesday through Sunday from 10 a.m. to 5 p.m. Admission is free. Telephone: 255-6464. Visitors to the museum can now park behind Tjaden and Sibley Halls on campus when the museum-restricted areas on Central Avenue are filled. At the East Avenue traffic booth, drivers can purchase a two-hour permit for \$1, entitling them to park behind Sibley or Tjaden halls, the parking lots visible on University Avenue just past the museum.

Box lunch tour artbreaks will continue during April. "Art of Creating: Asian Art/Thematic Tour" will be conducted on April 2 and "Art of Creating: European Art/Thematic Tour" on April 9. These programs are open to the public without charge and begin at noon.

"Spring Break Special: 'Dragons! Alive in the Ivory Tower,'" a workshop offered for children, April 14 and 16. Children will learn about dragon lore, dragon customs and the unusual habits of this creature as seen through the world in ages past and will be able to create their own dragons using papier mache. Workshops will be held from 10 a.m. to noon for children ages 7 and 8 and from 1 p.m. to 3 p.m. for children ages 9 and 10. Registration deadline is April 3. A fee of \$14 for members and \$15 for non-members will be charged. For more information and to register call 255-6464.

"Contemporary Latin American Art: Selections from El Museo del Barrio," featuring seven paintings by Luis Cruz Azaceta, Myrna Baez, Wilson Brandao-Giono, Felix Cordero, Jacqueline Biaggi-Mascaro and Nitza Tufino, will be on exhibit through April 12. The exhibition is co-sponsored by La Asociacion Latina and coincides with Latin Month (April) at Cornell, when a variety of campuswide events will be held, including lectures, musical performances and films.

"Nature's Changing Legacy: The Photographs of Robert Ketchum," featuring approximately 75 photographs from the years 1970 to 1991 that explore our evolving consciousness of what comprises our national legacy and what we have done to change it, will be on exhibit through Aug. 2. Ketchum's subjects, which include the Hudson River and the Tongass, Alaska's vanishing rain forest, often serve as metaphors for national and international environmental problems.

Olin Library

"Liberty and Its Limits: France in Revolution, 1792-1797," an exhibition of pamphlets, prints, books and manuscripts, through April 23. Curators are Nan E. Karwan, history, and Mark Dimunation, rare books, Olin Library.

Sibley Fine Arts Library

"Still Books" by Susan Share, a book artist and

performance artist, will be on display to April 4. "Excerpts from an Unfolding World," a book performance by Share, will be given April 2 at 5 p.m. in Tjaden Gallery. The exhibit is the third in a series of 5 artist's books exhibits curated by Laurie Sieverts Snyder, a visiting lecturer on photography in the Fine Arts Department.

Willard Straight Hall

"Winter Reflections," landscape paintings by Amy Lambrecht, will be on display through April 4 in the art gallery, Willard Straight Hall. With still lifes, winterscapes and a self-portrait in the collection, Lambrecht shares her vision of winter as a time for reflection, regeneration and anticipation for things to come.

"Kites!" a show featuring handmade and commercially manufactured kites from the collection of Catherine Holmes, April 6 through 17.

FILMS

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$4.50 (\$4 for students) EXCEPT Monday Night Film Club (9:30 p.m.), \$3 for all; Thursdays, \$3.50 for all; Saturday Ithakid Film Festival, \$2 and \$1.50 under 12; Sunday Matinees, \$3.50. All films are held in Willard Straight Theatre except where noted.

Thursday, 4/2

"At Play in the Fields of the Lord" (1991), directed by Hector Babenco with Tom Berenger, Aidan Quinn and Kathy Bates, 6:45 p.m.

"Addams Family" (1991), directed by Barry Sonnenfeld with Anjelica Huston and Raul Julia, 10:30 p.m.

Friday, 4/3

"At Play in the Fields of the Lord," 7:30 p.m., Uris.
"Hearts of Darkness: A Filmmaker's Apocalypse" (1991), directed by Eleanor Coppola, with Francis Coppola and the cast of Apocalypse Now, 7:30 p.m.
"Apocalypse Now" (1979), directed by Francis Coppola with Martin Sheen, Marlon Brando and Robert Duvall, 9:45 p.m.
"Addams Family," 11:20 p.m., Uris.

Saturday, 4/4

"Addams Family," 7:10 p.m. and midnight, Uris.
"Apocalypse Now," 7:30 p.m.
"The Restless Conscience" (1991), directed by Hava K. Beller, 9:30 p.m., Uris.
"Hearts of Darkness: A Filmmaker's Apocalypse," 10:35 p.m.

Sunday, 4/5

"Moving Pictures 3: In The Street," 2 p.m.
"At Play in the Fields of the Lord," 4 p.m.
"Addams Family," 8 p.m.

Monday, 4/6

"The Restless Conscience," 7:40 p.m.
"Rush to Judgment" (1967), directed by Emile De Antonio, 9:30 p.m.

Tuesday, 4/7

"Hearts of Darkness: A Filmmaker's Apocalypse," 7:15 p.m.
"Apocalypse Now," 9:30 p.m.

Wednesday, 4/8

"Lesbians of Color: 4 Short Films" (1990), "Flesh and Paper" (1991), directed by Pratibha Parmar, "Sex and the Sandinistas" (1988), directed by Lucinda Broadbent, "Her Giveaway: A Spiritual Journey with AIDS" (1991), directed by Mona Smith, and "Meeting of Two Queens" (1991), directed by Cecilia Barriga, 7:20 p.m.
"The Funeral" (1984), directed by Juzo Itami with Tsutomu Yamazaki, sponsored by the East Asia Program, 7:30 p.m., Uris.
"JFK" (1991), directed by Oliver Stone with Kevin Costner, Sissy Spacek and Joe Pesci, 9:30 p.m.

Thursday, 4/9

"My Father's Glory" (1991), directed by Yves Robert with Philippe Caubere and Nathalie Roussel, 7 p.m.
"JFK," 9:30 p.m.

LECTURES

A.D. White Professors-at-Large

"Black Holes, Time Machines and Singularities," Kip S. Thorne, California Institute of Technology, and A.D. White Professor-at-Large, April 2, 8 p.m., Schwartz Auditorium, Rockefeller Hall.

"The Sexual Revolution in Russia," Igor S. Kon, senior fellow, Institute of Ethnography, Russia, and A.D. White Professor-at-Large, April 6, 8 p.m., Amphitheatre, 265 Van Rensselaer Hall.

Africana Studies & Research Center

"Human Rights in Kenya," Micere Mugo, English, University of Zimbabwe and visiting scholar, Africana Studies, April 7, noon, Hoyt Fuller Room, 310 Triphammer Road.

Becker Alumni Lecture

"America's Role in a New World," Paul Wolfowitz, undersecretary of defense for policy, former U.S. ambassador to Indonesia, April 7, 4:30 p.m., Lecture Room D, Goldwin Smith Hall.

Classics

"The Origins of Ancient Greece: Oriental Roots?," a debate, Martin Bernal, history and near eastern studies, and John Coleman, classics, April 9, 4:30 p.m., "D" Auditorium, Goldwin Smith Hall.

Education

"The Improvement of College Teaching in a Decade of Change," the fifth annual College Teaching Lecture Series: "Thoughts on Educating Non-Scientists about Science," Bruce Ganem, chemistry, 1986 Clark Teaching Award Recipient, April 8, 4 p.m., Alumni Auditorium, Kennedy Hall

Graduate School

Stephen Jay Gould, paleontologist, Harvard University, will give the 1992 Spencer T. and Ann W. Olin Foundation Lecture, April 7, 7:30 p.m., Bailey Hall.

Johnson Museum of Art

Robert Glenn Ketchum, photographer, as part of the Nancy G. Dickenson Visiting Artist Lecture Series, April 9, 5:15 p.m., 115 Olive Tjaden Hall.

Materials Science & Engineering

Herbert H. Johnson Memorial Lecture
"Diffusion Along Grain Boundaries in Metals," Robert W. Balluffi, Massachusetts Institute of Technology, April 2, 4:30 p.m., 140 Bard Hall.

Music

Composer Stephen Jaffe from North Carolina will give an open masterclass on April 6 at 2:15 p.m., 116 Lincoln Hall. The same day, at 4:15 p.m., Jaffe will give an open lecture on contemporary music in 102 Lincoln Hall.

Neurobiology & Behavior

"Molecular Genetic Analysis of Growth Cone Guidance: Recognition of Glial and Axonal Pathways," Corey S. Goodman, University of California, Berkeley, April 7, 4 p.m., G-1 Biotechnology Building.

"Molecular Genetic Analysis of Growth Cone Guidance: Recognition of Intermediate and Final Targets," Corey S. Goodman, University of California, Berkeley, April 9, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Program of Jewish Studies

"The Jewish Legacy of Louis Brandeis," Jonathan Sarna, Brandeis University, co-sponsored by the Malina Lecture Series and the Milton Konvitz Annual Lecture, April 6, 4 p.m., Guerlac Room, A.D. White House.

Society for the Humanities/Humanities Center

"Thinking about Hysteria," Juliet Mitchell, April 9, 4:30 p.m., Guerlac Room, A.D. White House.

Southeast Asia Program

"The Political Economy of Indonesia," Erik Thorbecke, H.E. Babcock Professor of Economics and Food Economics, April 9, 12:20 p.m. 300 Rice Hall.

Theory Center

"Wave Packet Dynamics of Unimolecular Dissociation," Steve Gray, Theoretical Chemistry Group, Argonne National Lab., April 7, 11:15 a.m., 119 Baker Laboratory.

University Lecture

"Reshaping Nature: Political Ecology in the 1990s," Michael Watts, University of California, Berkeley, co-sponsored by the departments of science and technology studies, city and regional planning and rural sociology, April 2, 4 p.m., 700 Clark Hall. Watts will examine the resurgence of environmental discourses in the area of international development in recent years, in particular, the idea of sustainability. Does this represent an advance over the human ecology of the 1960s and '70s? Watts will argue that new tools are needed to deal with develop-

ments, such as biotechnology and climate change, that promise to refashion nature quite fundamentally. "Disciplining Women?" a discussion of his 1991 Signs article with Judith Carney on rice, mechanization and gender relations in Senegambia, April 3, 2:30 p.m., 609 Clark Hall.

"Mapping the Self in Early Modern France," Tom Conley, The University of Minnesota, April 10, 4:30 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

MUSIC

Department of Music

The Bill Johnson Quartet will perform on April 2 at 8:15 p.m. in Barnes Hall. "Music about Music from all Corners," will feature Bill Johnson, Armand Beaudon, Pete Chumzik and John Funkhouser. Tickets, available at the door and Lincoln Hall ticket office, are \$4.

Pianist Gloria Cheng, from Los Angeles, will perform on April 4 at 8:15 p.m. in Barnes Hall. Performed will be Ge Gan-ru's "Ancient Music", John Harbison's Piano Sonata No. 1; Pierre Boulez' 12 Notations; George Antheil's Sonate sauvage; and, Elliott Carter's "Night Fantasie."

The Steven K. Murphy concert scheduled for April 4 has been postponed.

Will Headly, organ, will perform on April 8 at 8:15 p.m. in Anabel Taylor Chapel. He will play on the Hellmuth Wolff organ, Opus 6 works by J.S. Bach's "Piece d'orgue"; "Erbarm dich mein"; a piece on Bach by Ginastera, "Toccata, Villancico y Fuga"; Milhaud's "Pastorale"; Hampton's "from five Dances for Organ"; Langlais' "Prelude modal"; and, "Arabesque sur les flutes."

Guest soprano Ilse Zahn-Wienands and the Contemporary Chamber Ensemble will perform on April 8 at 8:15 p.m. in Barnes Hall. Soprano Judith Kellock will sing compositions by Weir and Vaughan Williams, with Mark Scatterday conducting.

Cornell Alternatives Library

"The Music of Light," a performance by Richard Shulman, keyboard artist/composer, will be held on April 8 at 8:30 p.m. in the A.D. White House. Shulman studied jazz with Marian McPartland and Chuck Mangione, and has performed at Kool Jazz Festival, The United Nations and The Village Gate. Shulman wishes to dedicate this performance to the Durland Alternatives Library "because of the universal vision it offers the Ithaca Community." The event will also feature a dance performance by Connie Hanham. Admission is \$8 at the door.

Bound for Glory

Coming Grass Works, bluegrass with a twist, will perform in three lively sets on April 5 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Robert Fay, chemistry, will deliver the sermon on April 5 at 11 a.m. Music by the Sage Chapel choir, directed by John Hsu, acting choir master, and Zvi Meniker, organist. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

Masses: Saturdays, 5 p.m.; Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Hall. Sacrament of Reconciliation by appointment, G-22 Anabel Taylor Hall.

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

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

Shabbat Services: Friday: Reform, 5:30 p.m., Chapel, Anabel Taylor Hall; Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Saturday: Orthodox, 9:15 a.m., Edwards Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:45 a.m., Founders Room, Anabel Taylor Hall. Young Israel (call 272-5810 for time).

Korean Church

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

Muslim
Friday prayers, 1 p.m., Founders and Edwards Rooms, Anabel Taylor Hall. Zuhur prayer, 1 p.m., 118 Anabel Taylor Hall. Weekly group discussion/classes, 11:30 a.m. and 12:30 p.m., 218 Anabel Taylor Hall.

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

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

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

Southern Baptist
Richard Foster's "Celebration of Discipline: A Path to Spiritual Growth," Thursday evenings at 7:30 p.m., 316 Anabel Taylor Hall.

Zen Buddhism
Zen meditation every Tuesday at 7 p.m. and Thursday at 5:15 p.m.; beginner's instruction Thursday at 4:30 p.m. in Anabel Taylor Chapel.

SEMINARS

Anthropology
"New Worlds, New Words: Kaluli (PNG) Literacy and Social Change," Bambi Schieffelin, New York University, April 3, 3:30 p.m., 366 McGraw Hall.

Astronomy and Space Sciences
"The Gravitational Redshift and Mass-to-Radius Relation for White Dwarfs," Gary Wegner, Dartmouth University, April 2, 4:30 p.m., 105 Space Sciences Building.
"Testing the Big Bang: Probing Creation," David Schramm, University of Chicago, April 9, 4:30 p.m., 105 Space Sciences Building.

Biochemistry
"Studies of Protein — DNA Interactions Invitro and In Vivo," M. Thomas Record, University of Wisconsin, April 3, 4 p.m., Large Conference Room, Biotechnology Building.

Genetics
"Molecular Genetic Analysis of Growth Cone Guidance: Recognition of Glial and Axonal Pathways," Corey S. Goodman, University of California, Berkeley, April 7, 4 p.m., G-1 Biotechnology Building.
"Molecular Genetic Analysis of Growth Cone Guidance: Recognition of Intermediate and Final Targets," Corey S. Goodman, April 9, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

CaRDI
"The Tug Hill Collaborative Regional Planning Model," Ben Coe, director, NYS Commission on Tug Hill, April 2, 12:15 p.m., 250 Caldwell Hall.

Chemical Engineering
"Application of Solid Electrolytes to the Study of Compound Semiconductors," Timothy J. Anderson, University of Florida, April 7 4:15 p.m., 165 Olin Hall.

Chemistry
"Surface Diffusion on Single-Crystal Surfaces," Steven M. George, University of Colorado, Boulder, April 2, 4:40 p.m., 119 Baker Laboratory.
"Wave Packet Dynamics of Unimolecular Dissociation," Steve Gray, Argonne National Lab, April 7, 11:15 a.m., 119 Baker Lab.

City and Regional Planning
"Disciplining Women? Rice, Mechanization and Gender Relations in Senegambia," Michael Watts, University of California, Berkeley, April 3, 2:30 p.m., 609 Clark Hall.

Ecology & Systematics
"Modular Organisms, Environmental Factors and Consumer-Induced Responses," Marl Walls, University of Turku, Turku, Finland, April 8, 4:30 p.m. A106 Corson Hall.

Electrical Engineering
"Convolution, Deconvolution and Chaotic Signals," Steven H. Isabelle, Massachusetts Institute of Technology, April 2, 4:30 p.m., 219 Phillips Hall.
"Semiconductor Materials and Opto-Electronics," W.T. Tsang, AT&T Bell Laboratories, Murray Hill, NJ, April 7, 4:30 p.m., 219 Phillips Hall.

Entomology
"New Findings in Gypsy Moth Population Dynamics," Joe Elkinton, University of Massachusetts, Amherst, April 2, 4 p.m., Morison Seminar

Room, Corson/Mudd Hall.
"Mitochondrial DNA Analysis of Cryptic Species of Anopheline Malaria Vectors in South America," Jan Conn, USDA Research Laboratory, University of Florida, April 9, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Epidemiology
"Meta Analysis," Rick Troiano, nutritional sciences, April 6, 12:20 p.m., 216 Martha Van Rensselaer Hall.

Floriculture & Ornamental Horticulture
"Toward the Development of a Science-based Approach to 4-H Programming," Don Rakow, landscape horticulture, April 2, 12:15 p.m., 404 Plant Science Building.

Food Science & Technology
"Health & Nutrition Claims for Foods — The Consumer Viewpoint," Sharon Lindan, CSPI, assistant director for legal affairs, April 7, 4 p.m., 204 Stocking Hall.

Fruit & Vegetable Science
"Apples and Other Strange Fruits in the Highlands of Central America," Ian A. Merwin, fruit and vegetable science, April 2, 4:30 p.m., 404 Plant Science Building.
"European Pesticide Reduction Efforts: Fact or Fantasy?" Robin Bellinder, April 9, 4:30 p.m., 404 Plant Science Building.

Genetics & Development
"New Strategies to Control and Analyze Plant Promoters with a Bacterial Repressor-Operator System," Christiane Gatz, Institut fur Genbiologische Forschung, Berlin, Germany, co-sponsored by the Plant Science Center, April 6, 4 p.m., Conference Room, Biotechnology Building.

Geological Sciences
"Kinematic Evidence for Extensional Unroofing of the Franciscan Complex, California," Tekla Harms, Amherst College, April 2, 4:30 p.m., 1120 Snee Hall.
Title to be announced, Gene Domack, Hamilton College, April 7 4:30 p.m., 1120 Snee Hall.

Immunology
"Polymorphism and Evolution of MHC Genes," Austin Hughes, Pennsylvania State University, April 3, 12:15 p.m., auditorium, Boyce Thompson Institute.

International Nutrition
"One Continuous Variable for Assessing Iron Status of a Population," Scott D. Murdoch, nutritional sciences, April 2, 12:15 p.m., 200 Savage Hall.

International Studies
Global Transitions Program: "Potential Field Based PAR Projects," Mildred Warner, CaRDI, April 2, 4 p.m., G08 Uris Hall.

International Studies in Planning
"The Social Dynamics of Deforestation in Developing Countries," former director, U.N. Research Institute on Social Development, Geneva, April 3, 12:15 p.m., 115 Tjaden Hall.

Latin American Studies Program
"From 'Cavern' to 'Tavern' — Hegemony and the Philology of Colonialism in a Spanish-Quechua Stymology," Michael Thomas, Ph.D. candidate, anthropology, April 7, 12:15 p.m., 153 Uris Hall.

Mechanical & Aerospace Engineering
"Transition Study of Spherical Couette Flows," Guy Dumas, Laval University, April 7, 4:30 p.m., 111 Upson Hall.

Microbiology
"Structural and Genetic Analysis of the Flagellum of *S. typhimurium*," Robert MacNab, Yale University, April 2, 4 p.m. 204 Stocking Hall.
"Activation of Transcription in Phage Lambda by RNA-binding Proteins," Asis Das, University of Connecticut Health Science, April 9, 4 p.m., 204 Stocking Hall.

Neurobiology & Behavior
"Evidence for the Involvement of Specialized Photoreceptors in Magnetic Field Detection," John Phillips, Indiana University, April 2, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.
Corey S. Goodman, Howard Hughes Medical Institute, molecular and cell biology, University of California, Berkeley, April 7, 4 p.m., G-1 Biotechnology Building and April 9, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Natural Resources
"Native Fishes of New York State: How Did They Get Here?" C. Lavett Smith, American Museum of Natural History, April 2, 3:35 p.m., 304 Fernow Hall.
"Fish Nutrition and Water Quality of Hatchery Effluents," George Ketola, U.S. Fish and Wildlife Service, and natural resources, April 9, 3:35 p.m., 304 Fernow Hall.

Operations Research & Industrial Engineering
"Good Managers Make Bad Decisions," F. Kenneth Iverson, Nucor Corp., the John R. Bangs Jr.

Lecture, April 2, 4:30 p.m., 155 Olin Hall.
"Environmental Issues and Their Impact on Manufacturing," Fred C. Hart, Hart Environmental Management, April 9, 4:30 p.m., 155 Olin Hall.

Ornithology
"Fish: Getting the Best of Both Worlds," Eric Fischer, senior vice president, National Audubon Society, April 6, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies
"Economic and Social Transformation in Post-Socialist Russia: A Glance from the Inside," Yevgeny Kuznetsov, April 2, 12:15 p.m., G-08 Uris Hall.

Pharmacology
"Dioxin Induction of Transforming Growth Factor -a In Human Kenatinocytes," William Toscano, University of Minnesota, April 6, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology
"Protein Kinases in Plant Cell Division Regulation," Thomas Jacobs, University of Illinois, April 3, 11:15 a.m., 404 Plant Science Building.

Plant Breeding & Biometry
"Development and Applications of a Chromosomal Arm Map in Wheat Based on RFLP Markers," Jim Anderson, graduate student, plant breeding, April 7, 12:20 p.m., 135 Emerson Hall.

Plant Pathology
"Phytophthora Revisited," Mike Coffey, grad student, April 7, 4:30 p.m., 404 Plant Science Building.
"ZYMV: The AIDS of Cucurbits," Rosario Provvidenti, plant pathology, NYS Agricultural Experiment Station, Geneva, April 8, 3 p.m., A133 Barton Laboratory, Geneva.

Psychology
Title to be announced, John Dovidio, Colgate University, April 3, 3:30 p.m., 204 Uris Hall.

Science & Technology Studies
"The Meaning of Precision: Precision's Early Sensibilities," Kathy Olesko, Georgetown University, April 6, 4:30 p.m., 609 Clark Hall.

Soil, Crop & Atmospheric Sciences
"A Framework for the Study of Dynamical Processes in Structured Soil," John Crawford, Scottish Crop Research Institute, Dundee, Scotland, April 7, 4 p.m., 135 Emerson Hall.

Textiles & Apparel
"Computational Methods in the Study of Polymer Degradation," Lawrence Pratt, April 2, 12:20 p.m., 317 Martha Van Rensselaer Hall.
"Basofil: New Fire-Retardant Fiber," Michael Kent, BASF, April 9, 12:20 p.m., 317 Van Rensselaer Hall.

Western Societies Program
"Montaigne's Fantastic Monster and the Construction of Gender," Lawrence Kritzman, Dartmouth College, April 2, 4:30 p.m., 281 Goldwin Smith Hall.
"British Politics After Thatcher," Desmond King, St. Jon's College, Oxford, April 3, 12:15 p.m., 153 Uris Hall.
"The British Trade Union Problem: An Overview," Robert Taylor, Nordic correspondent, "Financial Times," London, April 7, 4 p.m. 118 Ives Hall.

SPORTS

(Home games only)

Friday, 4/3
Men's Tennis, Pennsylvania, 2 p.m.

Saturday, 4/4
Baseball, Columbia (2), noon
Women's Lacrosse, Brown, 1 p.m.
Men's Tennis, Columbia, 1 p.m.
Women's Jr Varsity Lacrosse, Syracuse, 3 p.m.

Sunday, 4/5
Baseball, Yale (2), noon
Men's Jr Varsity Lacrosse, Hobart, 2 p.m.

Wednesday, 4/8
Baseball, LeMoyne (2), 1 p.m.
Women's Lacrosse, Bucknell 3:30 p.m.

SYMPOSIUMS

Environmental Communication
"Motivating Environmentally Sound Action: Communicating Environmental Stewardship," a panel discussion, sponsored by the departments of natural resources and communication and the Center for the

Environment., April 10, 2:30 to 4 p.m., 135 Emerson Hall. Participants will include Rick Booney; Barbara Hotchkiss; Susan LaBarr; Cliff Scherer; and Barbara Knuth.

Neurobiology & Behavior and Center for Environment
A symposium in honor of Perry Gilbert, professor emeritus, will be held on April 5 from 9 a.m. to 5 p.m. in Kennedy Hall. (See story, Page 5.) Participants include Eugenie Clark, zoology, University of Maryland; Richard H. Schaefer, director, National Marine Fisheries Service; Randy Wells, conservation biologist, Mote Marine Laboratory; Sylvia Earle, former chief scientist, National Oceanic & Atmospheric Administration. A panel discussion will follow the talks, including Robert Barker, Harvey Carter, Christopher Clark, Thomas Eisner, John Heiser and Henry Shue. Entry is by ticket only. For tickets and further information call Olympia McFall, 255-4517.

Society for the Humanities/The Humanities Center
"Goodbye Columbus: Rethinking Media and Representation," a conference April 3 and 4, 700 Clark Hall. The participants include: Jose Barreiro, Ross Brann, Ward Churchill, Selwyn Cudjoe, John Davidson, Manthia Diawara, Coco Fusco, Mary Jo Dudley, Brian Goldfarb, Donald A. Grinde, Jr., M.A. Jaimes, Peter McDonald, Alejandra Molina, Harryette Mullen, Jose Piedra, Shirley Samuels, Ella Shohat, Robert Stam, Terence Turner and Robert Venables. For more information call 255-4086.

THEATER

Gateway Theatre
"Pippin," the musical comedy by Roger O. Hirson and Steven Schwartz, will be presented by Gateway Theatre, a West Campus community theater group, on April 3 and 4 at 8 p.m. in the third-floor lounge, Noyes Center. The production is sponsored by the Noyes Center Programming Board. Admission is free. For more information, call 253-0567.

Veterinary Medicine
The Veterinary Players of the College of Veterinary Medicine will perform Cole Porter's "Anything Goes" at 8 p.m. on Friday, April 3, and Saturday, April 4, and at 2 p.m. on Sunday, April 5, in James Law Auditorium. General admission tickets are \$5 for all performances. For reservations and information, call (607) 253-3700. Director of the college production is Larry Thomas. Musical director is Tony Yadzinsky. Choreographer is Ken Malone. The lead role of Billy Crocker is played by Jeffrey LaPoint; Reno Sweeney is played by Elia Colon; Hope Harcourt, by Robin Moyle; and Moonface Martin, by David Santisi. Sir Evelyn Oakleigh is played by Jamie Morrissey; Mrs. Harcourt, by Heidi Heinzerling; Elisha Whitney, by Richard Reid; and Bonnie, by Sabina Ernst.

MISC.

Cornell Garden Plots
Garden Plots are available for rental. Single (\$6) and double (\$10) plots are located at Cornell Quarters (off Mitchell Street) and Warren Farm (Bluegrass Lanes off Hanshaw Road). Send stamped, self-addressed envelope with phone number and desired location to Garden Plot, Box 871, Ithaca, N.Y. 14851. Do not send money. You will receive a priority number for distribution day, May 2. For further information, call 257-1281.

CUSLAR
Meetings, Mondays, 5:15 p.m., Commons Coffeehouse, Anabel Taylor Hall. For more information call 255-7293.

Latino Month
Activities have been planned for the 14th annual celebration of Latino heritage. Latin dinner and dance, April 4, 5 p.m., Risley Dining Hall; dancing, 8:30 p.m., Biotechnology Building. Admission is \$12 for both dinner and dance; \$5 for just dance. Mass in Spanish will be held April 5, 1:30 p.m. in Sage Hall. Cesar Chavez, United Farm Workers, AFL-CIO will speak on April 8 at 8 p.m. in 200 Baker Lab.

Noontime Fitness/Aerobics
Classes meet Monday through Fridays, 12:05 to 12:50 p.m. in the Alberding Field House (\$40 per semester). Call 255-1510 for description and registration information.

Water Aerobics
Water aerobic classes will be held Tuesdays and Thursdays, through May 8, with instructor Carol Ash. For more information call Debbie Gatch at 255-5133.

DEC commissioner tells class about Adirondack plans

By William Holder

New York's Adirondack State Park, four times the size of Yellowstone, is unlike any of the national parks in that it does not exclude people from living within its boundaries. Nor, according to State Department of Environmental Conservation Commissioner Thomas Jorling, does it exclude hardball politics.

The clash of 130,000 independent-minded residents with the state's interest in conservation and property acquisition has produced anger and misunderstanding, Jorling told a Cornell class last Thursday.

About 50 students gathered to hear the commissioner discuss the future of the Adirondacks as part of "Nature, Economics and the Law," a class taught by Harvey Carter, visiting professor of natural resources.

Jorling bluntly told the class that a 1990 state report that called for acquisition of much of the private property within the 6-million-acre park had produced "an explosion of reaction."

Residents of the park — about 60 percent of park land is private — believed the state intended to swallow not only individual homes, but whole communities. Gesturing at a map that showed how extensive state holdings would become under the recommendations, he suggested that their concerns were understandable.

Jorling has spent the last two years calming those fears, reassuring residents that there "is plenty of land to buy without displacing anyone."

"Attention to the way you say something is crucial," he pointed out. His message is that the DEC is offering residents not a stick but a carrot, in the form of tax abatements. The DEC proposal would give property holders a 40 percent tax abatement if they convey development rights to the state for 10 years.

The abatement would rise to 60 percent for those who grant the state a perpetual option to acquire easements to control development, and would rise to 80 percent for those who would also allow public access on their lands.

Jorling estimated the plan would cost taxpayers \$5 million a year and protect approximately 1.25 million acres.

In addition to placating land holders, the DEC has sought



Charles Harrington/University Photography

Department of Environmental Conservation Commissioner Thomas Jorling (second from left) talks with (from left): David Russo, a research support specialist in agricultural economics, graduate student Mary Fadden and undergraduate Danielle Alsop during his visit to a class in the Department of Natural Resources last week.

to mollify local governments, which lost much of their authority to establish zoning and approve development projects when the Adirondack Park Agency was established in 1973. The DEC proposal would give local governments the right to approve projects in the more populated areas of the park.

Local governments have agreed with the DEC that industrial development should be limited to activities that promote tourism or industries compatible with the character and history of the park, such as timbering.

Jorling acknowledged that the future of the proposal is uncertain and could easily suffer sudden political death unless all groups concerned recognize that "stopping it is not in anyone's interest."

A normally scheduled halftime break in the class passed without anyone stirring, and as the class period came to an end, most students remained in their seats, peppering Jorling with questions. They ranged from the personal (does he worry about losing his job in a political fracas?) to national land use issues defined by the U.S. Supreme Court.

Underscoring the importance of the Adirondacks, Jorling called the 100-year-old park an experiment in our ability to manage lands designated as "forever wild" in conjunction with the needs of citizens who live in adjacent areas. The results could have impact around the world, wherever the press of immediate human needs collides with longer-term environmental goals, he said.

Blacks face more problems than other groups, Wilson says

By Albert E. Kaff

William Julius Wilson, who rose from poverty in a Pennsylvania coal town to become a social scientist sought after by presidential candidates, understands why blacks face problems greater than any ethnic group in America's inner cities.

In a lecture and news conference at Cornell last week, the University of Chicago professor of sociology and public policy said that economic problems of black males in inner cities shaped attitudes that make them less attractive to employers than Hispanics or poor whites.

Movement of factories out of inner cities have left blighted neighborhoods where blacks have been less successful in finding new employment than Hispanics, particularly recent immigrants from Mexico and Puerto Rico, or whites, Wilson said.

Speaking to nearly 200 students and faculty on March 25 and at a news conference the next day, he based his comments on research that he is conducting in Chicago as director of the Center for the Study of Urban Inequality.

"Whites have been more successful than blacks in finding low-paying white collar and service jobs," Wilson said. "Mexicans have been able to hold on to their jobs better than blacks. Employers prefer Hispanics, particularly Mexicans, over blacks. Employers believe that Mexicans have a greater commitment to the work ethic."

He explained that his research shows that recent immigrants from Mexico work hard because even low-paying jobs in the United States pay better than employment in Mexico, and "because they are fearful of being deported."

But "many employers that we surveyed said that young black males were uneducated, hostile, unstable, dishonest and lazy. That was the perceived image. Employers will not hire them if they can find others."

Wilson described the plight of black males in the inner city as a vicious circle: industrial restructuring took away their jobs; forced some of them into the illegal economy based on crime and drugs; and weakened their will to work.

"Blacks see themselves as discriminated against, they develop a high sensitivity and

walk off the job," Wilson said.

"My hypothesis is that the negative view of black males came from their plummeting position in the labor market, and they are reacting in ways not conducive to employment," Wilson said.

"They see women as favored in the job market. They see Hispanics as favored in the job market. They become hostile and angry. There is just so much they are willing to take as job opportunities drop. They turn to the underground, illegal economy, drugs and crime."

Wilson, who is a leader in a national urban rehabilitation program, made these recommendations:

- Set up job information banks in inner cities "to overcome the weak network of friends and relatives [particularly acute among blacks but not among Hispanics]. If you live in a neighborhood where few are working, the job network breaks down."

- Teach work culture in schools: "What you have to do to get ahead. Why it is important to show up for work on time. Many kids don't understand this when they do not see their parents getting up with the alarm clock, and when meals are not organized around work patterns."

- Until adequate public transportation is established from inner cities to work areas, organize government-subsidized car pools.

Wilson said he has discussed his recommendations with the Bush administration.

"If the Democrats gain the White House, there will be much more attention to urban problems. I'm not terribly optimistic if Bush is re-elected. That's why I am impressed with Bill Clinton. Bill Clinton is trying to get groups to work together in a meaningful coalition."

He said that he will advise Clinton if he is nominated.

"If I am in a position to advise a new president, I will say that you've got to give attention to the increasing unemployment. Joblessness is the root of the problems of crime, drugs and racial tensions."

Wilson was invited to Cornell by the School of Industrial and Labor Relations as the 1992 Alpern Fellow. Jerome and Enid Alpern, both Cornell graduates, established fellowship, and they attended Wilson's lecture.

Conable *continued from page 1*

bright, respectful but persistent." Considering youth's general anger with conditions faced by so many people in the developing world, he added, "I was most surprised by their willingness to listen to my views."

He repeatedly stressed that free markets and the end of price controls and subsidies were key to economic growth, and he voiced little sympathy with those who saw Western investment as invasive or who pleaded indigenous culture as a reason for avoiding economic reform.

At the same time, though, he resonated with the concerns of the young by stressing the sheer magnitude of the problem of world poverty and the duty of the developed world to alleviate it.

"As an American," he said, "I have shared in the general ignorance of the human condition," which finds 400 million people living in the absolute poverty of less than a dollar a day of income.

Conable listed three areas of change that most impressed him during his presidency:

- The collapse of communism.
- The growing sense of empowerment by people seeing that "they no longer have to live as their parents and grandparents did."

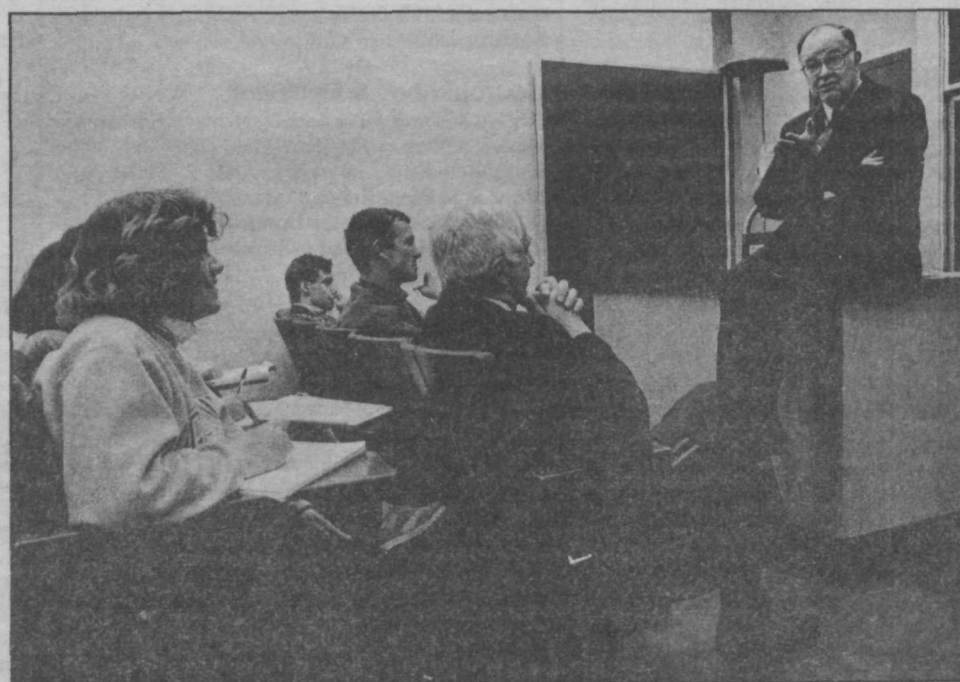
- The rapid maturing of old ideas, such as the need to include women in plans for development and the acceptance of environmental guardianship as "not just a rich man's hobby."

Among obstacles, he cited debt, which he said cannot be simply canceled if countries hope for future loans; population; and trade, where internal barriers deprive developing countries of twice the income that foreign aid adds.

To Ramya Parthasarathy of India, who cited Indian press complaints that new openness to foreign investment was "selling out," Conable said: "They had better consider the alternative, which is bankruptcy." He added that India is "unhappy that it can no longer play the Soviets off against the Americans."

In one Johnson School session, the 20 students represented Canada, Colombia, France, Ghana, India, Indonesia, Italy, Jamaica, Lebanon, Trinidad, Uganda and the United States.

In his lecture, Conable brought together his experience and the purpose of the Bartels fellowship when he said that, despite indifference to the anguish of the developing world, "the future of American influence in the world starts in places like this."



Peter Morenus/University Photography

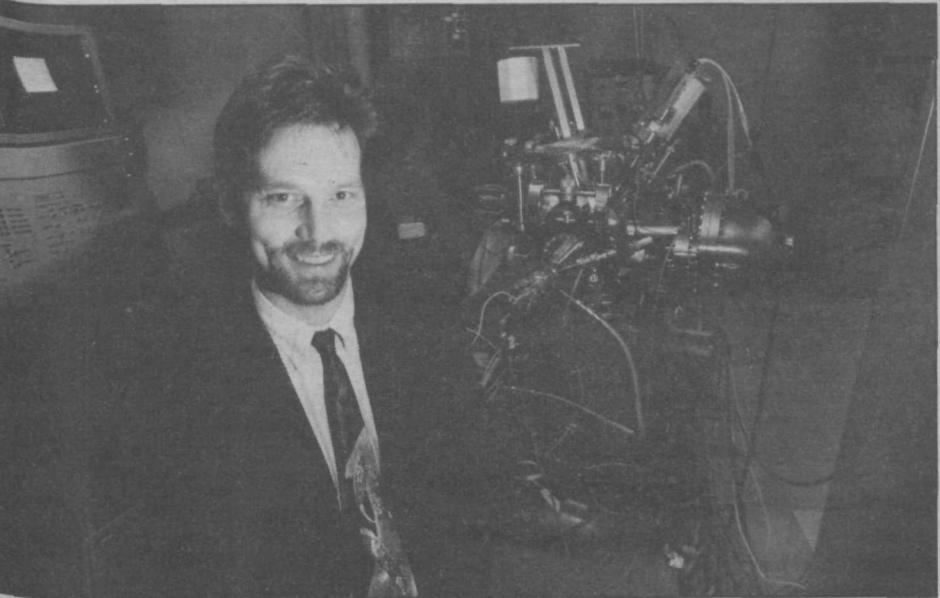
Barber B. Conable Jr. (right), former president of the World Bank, speaks last week to a class on population dynamics taught by Professor J. Mayone Stycos.

Four receive NSF Presidential Young Investigator Awards

Each year the National Science Foundation helps finance research in science and engineering near the beginning of a scientist's career through the Presidential Young Investigator Awards. The awards — a base of \$25,000 each year for five years, with the chance for up to \$100,000 — help attract and retain scientists with doctorates in the academic sector. To be eligible, a tenure-track researcher must have earned a doctorate within the last five years.

The NSF gives emphasis to the mathematical, physical and biological sciences, and engineering. Beginning this year, the program has a new name and two parts: The Presidential Faculty Fellows and the Young Investigator Awards.

These stories by News Service Science Editor Larry Bernard describe the research of Cornell's 1991 PYI Award recipients.



Peter Morenus/University Photography
James Engstrom in his Olin Hall laboratory, where he conducts research on microelectronic devices.

James Engstrom, chemical engineering

James Engstrom is building a bridge between electrical engineering and chemistry.

A chemical engineer, Engstrom is bringing chemistry to the business of making microelectronic devices. "I'm trying to infuse fundamental chemistry into how people deposit and etch thin films. So right now I'm on the outside looking in, but I hope to be on the inside," said Engstrom, an assistant professor of chemical engineering.

The production of thin films — the very thin layers that coat the silicon wafers used in electronics — requires that the film cover the surface only in selected areas. The methods to achieve this are chemical vapor deposition, molecular beam epitaxy or plasma etching.

Passing gas molecules over the solid surface results in catalysis, or a chemical reaction. Engstrom is studying what goes on at the molecular level on the surface, and is manipulating the thin film atom-by-atom to get the desired result.

"We're looking at the fundamental phenomena, why a particular chemical bond breaks on a particular surface," he said.

Specifically, Engstrom has designed a process to deposit different films on different surfaces, which can result in different elec-

tronic properties. He built a machine, an "Ultra High Vacuum Supersonic Molecular Beam Deposition and Analysis Chamber," that allows him to regulate and see what's happening on the silicon surface.

"We try to completely specify the state of the molecule before it strikes the surface. That gives better control of variables that you don't have with other methods," he said.

The machine shoots a beam of gas molecules — silicon and germanium hydrides and chlorides — at supersonic speed to control the film's composition, yet with atomic resolution. The result is that Engstrom can change the surface composition not layer-by-layer, but atom-by-atom.

"This gives more flexibility. This is a strategy based on chemical synthesis to get an atomic layer growth of films; it's not the brute-force physics approach. We're making and breaking bonds chemically. It's a more clever approach using chemistry. The chemistry at the surface gives you this flexibility."

Engstrom, who teaches graduate level courses in reaction and transport in gas-solid systems, and chemical kinetics and dynamics, came to Cornell in November 1989. Previously he was a postdoctoral researcher at the University of Washington, Seattle.

Eva Tardos, operations research

You've got a factory or two, several warehouses and dozens of retail stores. How do you know the cheapest way for getting the product from one point to another?

In the manufacturing industry, these kinds of optimization problems are often modeled as linear programs, which then can be solved by several different methods. But in many cases, there are too many variables and constraints for these general-purpose methods to

be fast enough. So a method that takes advantage of the specifics of the particular problem would be required.

Eva Tardos, assistant professor in the School of Operations Research and Industrial Engineering, studies the mathematics of designing algorithms for special cases of linear programming problems.

"I'm trying to devise more efficient ways of solving these problems," Tardos said. "I am interested in finding algorithms that are faster because they exploit the structure of the problem."

In the example above, you may want to minimize shipping costs between the various locations. Which factory should ship to which warehouse? Which warehouse to which store? And how much should be shipped?

"These are problems with direct applications to industry," Tardos said. "My work deals with more theoretical aspects. By studying models that highlight only certain parts of these problems, we try to fully understand somewhat simpler models. This understanding hopefully can be translated back to the real-world problems."

A Packard Fellow and a Sloan Fellow, Tardos came to Cornell in September 1989 and previously was an associate professor of computer science at Eotvos University, Budapest, Hungary. She teaches a graduate course on network flows and next semester will be teaching a section of Engineering 191, a freshman calculus course.



Peter Morenus/University Photography
Eva Tardos

James Alexander, physics

James Alexander is trying to see things that are so small, they're invisible.

The fundamental particles of matter, and antimatter, for that matter, can be produced in a particle accelerator. There, they are born, live and die, all within a millionth of a millionth of a second.

Alexander, an assistant professor of physics, is using the Wilson Synchrotron facility to learn about nature's weak force and other forces that are thought to shape the universe. The weak force is the interaction between particles that causes radioactive decay, and studying it could yield information about the birth and evolution of the universe.

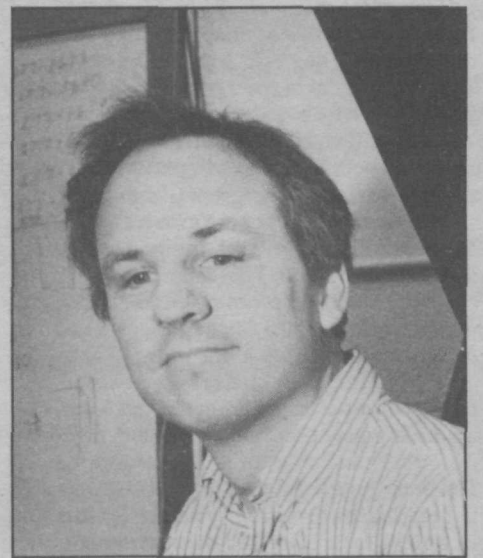
"We are doing work on things you could never 'see,'" Alexander said. "We get all this data, a bunch of ones and zeroes, from which we can reconstruct the sequence of events of particle decay. It all adds up to 'seeing' some phenomenon."

When electrons and positrons collide in an accelerator, they produce bits of matter, such as 'b' quarks, which then form into other particles, known as B mesons. Scientists have identified six types of quarks.

Detectors measure which particles take what trajectory, and what other particles they produce when they decay. This gives scientists an idea of how they were formed in the first place, and what forces were at work to break them apart.

Alexander and colleagues are devising an extremely sensitive detector to measure the topology of the meson decays, which could yield clues to the decay of the bottom quark. In turn, that yields information about the weak force.

The synchrotron is used essentially as a factory that creates the B mesons, then shoots them down. Like a traffic cop, Alexander must catch them in the act. "If you want to see this, you have to have some magnifying glass," he said.



Peter Morenus/University Photography
James Alexander

That's where the new detection system comes into play. Using small silicon strips, Alexander and colleagues are constructing a ring of detectors right around the particle beam pipe. That will give scientists 10 times more precise information.

"This will measure the positions of particles as they go through the layers of detectors," Alexander said. "It's like having a ring of little microscopes that will allow us to focus on the topology of the event."

The work could lay the foundation for future studies. "One of the things you would like to understand is the fact that nature knows the difference between matter and antimatter," he said. "Why does nature care? How does it know?"

Alexander came to Cornell in August 1988. He previously was a post-doctoral student at Stanford University.

Niels Otani, electrical engineering

The northern lights can produce quite a show, but Niels Otani wants to know why they glow.

Otani, assistant professor of electrical engineering in the space plasma physics group, studies the method by which electrons in space are accelerated to produce the aurora borealis. "The electrons are seen in the earth's magnetosphere, but something brings them in to Earth," he said. "The details of how that occurs are unknown."

The solar wind, produced by eruptions of flares from the sun's corona, carries particles and energy from the sun to the earth's magnetosphere. Somehow this energy accelerates electrons toward the Earth, but the mechanism is poorly understood.

Otani has created computer models on his DEC workstation in the Cornell Center for Theory and Simulation in Science and Engineering that simulate the journey of these particles. From about 4,000 to 8,000 kilometers away from Earth, the electrons get accelerated and pick up velocity, slamming into Earth's ionosphere and producing the dazzling display of color and motion known as the northern lights.

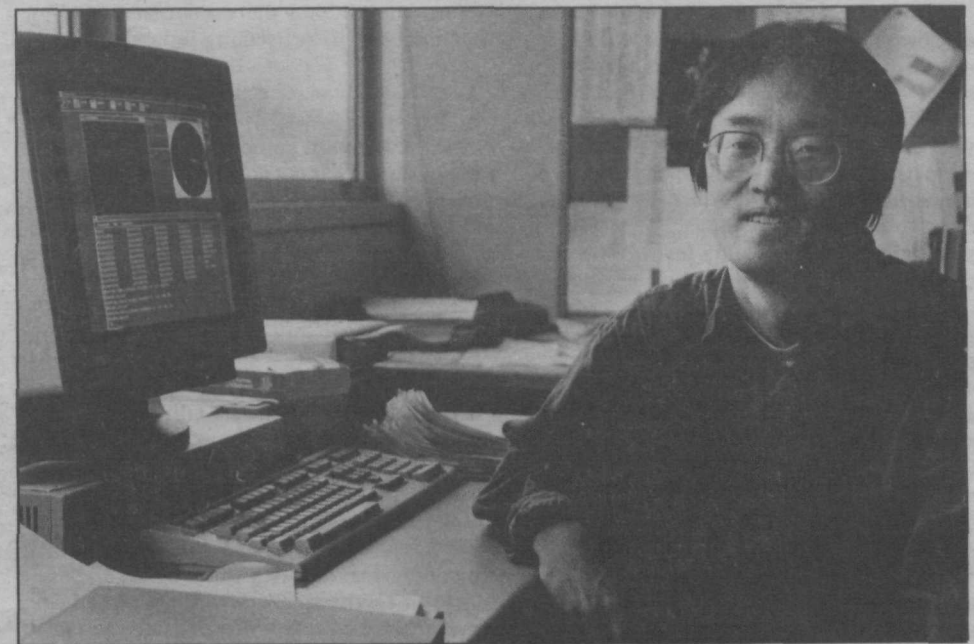
"We model the electrons and ions and the

interactions between them," he said. "These models show how the electrons and ions produce electric and magnetic fields. The model then follows how the electrons and ions move in these fields. We find that in this case the electrons and ions produce an electric field directed along the Earth's magnetic field. In this model, this is what accelerates the electrons."

His work has practical implications for satellites, space shuttles and, eventually, a space station, because "this is part of the space environment in which these items will live," Otani said.

Otani also is teaching a course for upperclass and graduate students to learn how to do numerical modeling of various research topics. "Once you've learned the technique, you can use it to model problems that otherwise would be inaccessible," he said. "To study a non-linear problem theoretically is very hard. But it is relatively easy to use the computer to model non-linear equations."

Otani came to Cornell in January 1988. Previously he was a visiting researcher at Dartmouth College and Lawrence Livermore National Laboratory.



Peter Morenus/University Photography
Niels Otani in his office in the Engineering/Theory Center Building, where he studies the aurora borealis.

Environmental modelers target pesticide problems

By Roger Segelken

Computer modelers at the Center for the Environment and resource-inventory specialists in the College of Agriculture and Life Sciences are taking a regional approach to predicting which parts of the northeastern United States are at risk from an invisible menace — pesticides and fertilizers that leach through soils and into ground water.

The approach, mapping ground water contamination potential with integrated simulation modeling and geographic information systems, could help policy-makers improve regulations on use of farm chemicals and use of land to minimize degradation.

"Environmental planners need to concentrate their efforts and target limited resources on areas where there is the greatest potential of beneficial impact," said Stephen D. DeGloria, the center's program leader for geographic information systems. "They need to know, for example, whether agricultural practices in the Susquehanna watershed are contributing contaminants to Chesapeake Bay and, if so, take action for change."

"However, if a particular watershed isn't really a major source of contamination, that would be wasted effort," said DeGloria, an assistant professor of soil, crop and atmospheric sciences. Superficial evidence and hunches are not enough information for making costly decisions, he said.

The Cornell mapping study of New York and New England is one of several projects, funded by the U.S. Department of Agriculture's Cooperative State Research Service in different regions of the country. The development of simulation models starts



Marybeth Bleecker, a research support specialist in soil, crops and atmospheric sciences, with a map of New York used to study where pesticides and fertilizers pose a risk to ground water.

small, by using knowledge gained from contaminated water seeping through laboratory columns of soil and through field soils. The Cornell effort is seeking to extend this knowledge at regional — or watershed — scale.

The physics of what happens to so-called "solutes," such as dissolved fertilizers and pesticides, in various kinds of soils is the basis of LEACHM, a computer simulation model. An acronym for Leaching Estimation and Chemistry Model, LEACHM was developed at Cornell in the late 1980s by Jeff

Wagenet, professor and chairman of soil, crop and atmospheric sciences, and John Hutson, a senior research associate in that department. Wagenet is the co-principal investigator, with DeGloria, of the New York-New England mapping project, as is Ray Bryant, an associate professor in the soils department who is responsible for the production and quality control of soil survey data.

LEACHM is used primarily for field-scale modeling, in which the movement of solutes is predicted, then verified and moni-

tored, by wells in and around agricultural fields. But beyond that, modeling of contaminated soils and ground water in whole regions becomes speculative, DeGloria said.

So the modelers incorporate all available localized information on environmental conditions that can leach contaminants to water. Their computer program digests details of soil physical properties from statewide soil geographic databases, land-use and land-cover data, topographic information on sloping farmland, temperature and precipitation records, and crop and chemical-application information from state cooperative extension offices.

The spatial information is compiled using sophisticated computer programs called geographic information systems, or GIS. DeGloria describes GIS as a process for mapping, analyzing, visualizing and managing spatial data.

The first two states that the Cornell team modeled were Connecticut and Rhode Island. One result is a map, indicating areas where pesticides and fertilizers have a chance of reaching local water supplies or of traveling, eventually, to Long Island Sound and the Atlantic Ocean. Current activities focus on New York state and northern New England.

Large-scale regional modeling is not meant to be the final word, DeGloria cautions. No one wants to shut down potato farms in Maine based on results from computer programs in Ithaca. Also, predicted problem spots will require on-site investigations and verification of model results, he said.

Still, integration of simulation modeling with geographic information systems offers the best approach yet, the soil scientist said, for measuring the impact of land management and land-use policies on the environment.

Cornell takes vital role in protecting New York City's water

By Susan Lang

Cornell is part of a team working to prevent farming from contributing to contamination of the Delaware/Catskill watershed that provides New York City's drinking water.

The overall intent is to prevent pollution from an array of sources, including waste treatment facilities, salt and chemical runoff from roads and parking lots, as well as from farms. The effort could save the city \$6 billion by eliminating the need for a costly filtration system to remove pathogens that threaten public health from drinking water.

Although the water supply is clean and safe to drink, new federal regulations require filtration for systems like New York's, unless sources of pollution can be controlled. The total watershed extends of nearly 2,000 square miles.

"Cornell is mobilizing its universitywide expertise to assess how current agricultural practices now affect the watershed and to develop, test and demonstrate environmen-

tally sensitive farm management practices with the least possible economic burden," said Keith Porter, director of the New York State Water Resources Institute at Cornell. The Institute is part of Cornell Cooperative Extension and the university's Center for the Environment.

Other agencies working on the project include the U.S. Department of Agriculture; Soil and Water Conservation Service; the New York State Departments of Environmental Conservation, Agriculture and Markets, and Health; the New York City Department of Environmental Conservation; county offices of Cornell Cooperative Extension; and the Soil and Water Conservation districts.

Some two dozen Cornell faculty and researchers are conducting studies in preparation for recommendations on hydrologically sensitive areas, the farm economy and business, animal-waste management, nutrient management, pathogen control and pest and pesticide management.

During the first two-year phase of the

project, the interagency and multicounty group will test its recommendations and strategies on 10 farms in the watershed area. Successful methods will be shared with farmers throughout the watershed area, and New York City plans to help farmers meet the costs of changing management practices.

New York City's water system, which uses 1.5 billion gallons of water daily and draws from reservoirs as far as 100 miles away, rivals the Los Angeles system as the country's largest. It provides drinking water for nearly one-half the state's population, including almost 8 million people in the five boroughs and 1 million upstate residents.

Yet the quality of its water could eventually be in jeopardy. The state Health Department, which had first proposed that the water be filtered by the year 2005 at a cost of some \$6 billion, agreed last year that the water quality could be guaranteed through careful land use management in the watershed. This management strategy will set precedents for the rest of the state and for water systems

throughout the country, Porter said.

During the next two years, with \$1.2 million from New York City, the Cornell group with its partners will work to:

- Determine water quality criteria and objectives for farms and evaluate technical and management practices.
- Determine and describe criteria and methods for defining hydrologically critical management zones and determining special management practices for these areas.
- Assess physical, economic and management status of farms and selected pilot farms.
- Develop plans for animal-waste handling and soil erosion, plant nutrient management and animal-energy requirements, domestic animal pathogen management, and pest and pesticide management.
- Determine which pollution-reduction practices are most effective and economical.
- Expand new practices to other agricultural and horticultural endeavors, such as horse, sheep and goat farms and nurseries, fruit farms and golf courses.

Course studies municipal compost

Engineers and environmental scientists here have produced a home-study course, "Municipal Compost Management," to help local governments solve their organic waste problems.

The Cornell Waste Management Institute also has produced a 35-minute video "tour" of municipal composting projects in New York state.

"While most everyone knows how backyard composting works — your leaves, grass clippings and other organic wastes are turned into soil by natural organisms — there's a lot of uncertainty about scaling up composting to the village, city or county level," said Kenneth H. Cobb, senior extension agent in the Cornell Waste Management Institute. He noted that organic material accounts for 20 percent of most municipalities' solid waste.

"This home-study course teaches how to choose a site and select one of four different systems for composting municipal waste," Cobb added. "It also covers the uses and quality-control of compost, laws and financing, as well as how to educate the public to participate in waste reduction."

The course is designed for municipal employees, elected officials, educators, extension officials, consultants, organizations and individuals who are involved in making decisions about waste management. The video tour lets local officials tell the stories of how they chose and implemented a variety of management systems.

Environment continued from page 1

the Solid Waste Combustion Institute. Rather than test potentially hazardous processes in full-scale or even laboratory-scale incinerators, mechanical engineers and computer scientists have developed programs to model incineration in supercomputers.

"That's really non-polluting," Barker says, adding that the computer-modeling techniques will be used in a federally funded study of safe ways to destroy nerve gases. The Waste Management Institute, which was established at Cornell by the state with penalties paid by oil companies for overcharging customers, is not an advocate of incineration — or of any other process for dealing with wastes, Barker states. "Our role is to help people get information about available options in waste management."

Other units of the center have well-defined mandates for outreach and extension, according to Barker.

In addition to providing objective information, the Waste Management Institute trains government officials, waste-management professionals, extension agents and the public in topics such as yard-waste composting, recycling and municipal solid-waste management. The Water Resources Institute and CLEARs (the Cornell Laboratory for Environmental Applications of Remote Sensing) also run active outreach programs, as well as conducting applied research in their fields.

At present, some of the center's units "are 'only' discussion groups among faculty, and they need further development," Barker says.

He refers to center-affiliated programs in global climate change, biodiversity, and legal and social issues. Another function of the center, Barker says, "is to help the university decide if it wants more environment-related outreach programs," and he suggests three: toxic substances, energy and air quality.

Clearly, a center planning to do that much advising needs some advice of its own, Barker acknowledges. He says the center must have more faculty involved, including at least three senior fellows working with faculty colleagues, in setting the center's course. "Our agenda is huge, and we can't look to just one director for guidance."

The senior fellows must be "people willing to think beyond their disciplinary bounds," Barker says, "altruistic people working with and for the community who can be inclusive of other people, disciplines and cultures."

That's not all. There should be fellowships for graduate students as teaching assistants and researchers, Barker says, "and funds to bring people of the calibre of A.D. White Professors-at-Large to the center, and to support Cornell faculty when they take on projects that address center priorities."

The center has funding from donors to initiate some of the programs that are planned, Barker says, but it needs an endowment. In connection with the rechartering, the Center for the Environment was authorized to seek \$40 million of endowment in the university's \$1.25 billion campaign.

If the center's endowment is secured, about \$1.6 million of the "pay out," which would

grow with inflation, would be available to the center each year, Barker estimates. "One-third of that would be used to build the center's capacity to help and two-thirds would flow through to support activities that mesh with the center's objectives," he says. "The resources we need will come if we can convince the outside world we can bring the disciplines together in a useful fashion."

That brings the speaker closer to the hat-passing point, although his audiences don't know it yet: "The center will be 'owned' by all 10 colleges on the campus and by the Boyce Thompson Institute and the Division of Biological Sciences. With that ownership comes the right to pay some of the expenses of the center. There will be a fee per college. It won't be very big. I'd rather they act like owners of a joint venture — extraordinarily concerned with the success of the venture while leaving management lots of room to maneuver."

College-level support will come, too, Barker is convinced. "On the part of the faculty, the students, the staff, there is an enormous level of interest in environmental issues. We need to eco-think, to consider the consequences of our actions and think of them as occurring in an open — not a closed — system with a view to sustainability, to minimizing environmental impacts."

"The center can become an intellectually important resource to the university," Barker says as he wraps it up. "We will try to help all of Cornell's constituencies work together to make the best choices for the environment."

Friends help Mosher family recover from fire

By Carole Stone

Robert Mosher, who lost two young sons and his home in Etna in a fire last November, is thinking of buying a new home, in part through the generosity of friends, neighbors and co-workers.

Mosher, who returned to work with Cornell Information Technologies in January, his wife, Kelly, and their two daughters, Ashley, 4, and Rachel, 2, have been living with Mrs. Mosher's family in Dryden since the fire.

Since November, the Mosher family have been given 17 truckloads of clothes, more household furnishings than they have room for and thousands of dollars in cash. Some of the larger appliances are in storage in the homes of donors, earmarked for the Mosher family and awaiting the day when they set up a new home.

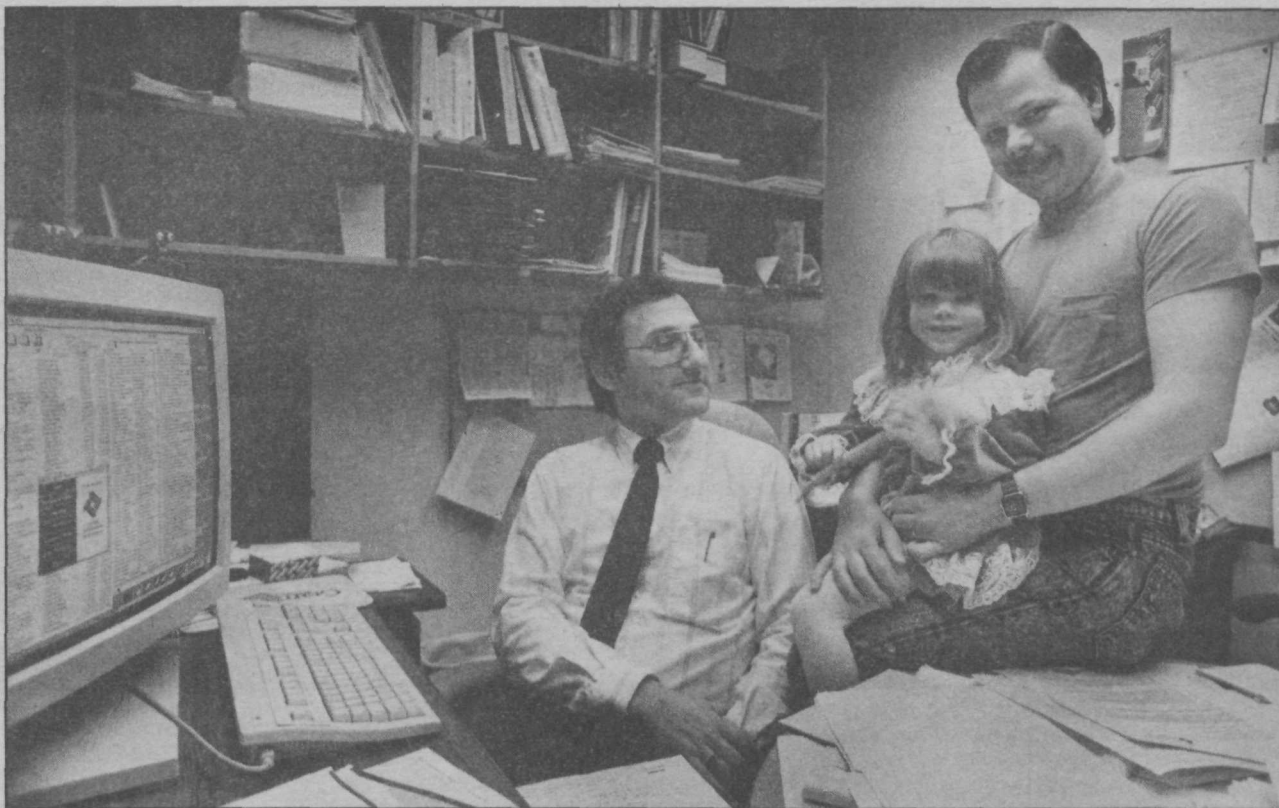
"It feels real good that people are willing to help," said Mosher, a computer lab coordinator with Cornell Information Technologies. Mosher added that he feels "a bit overwhelmed" by the donations when there are so many others in the community and throughout the country who also need assistance every day.

On March 1, more than 150 people gathered at Kuma's nightclub in Enfield for a Sunday afternoon jamboree that raised \$1,000 for the Mosher family. With four bands providing the music without charge and merchants donating door prizes, the benefit was, on a small scale, like a rock concert where musicians get together to help developing countries, Mosher said.

Back in November, the American Red Cross and the Etna Fire Department were the first to come to the aid of the Mosher family after the fire that claimed the lives of two of their four children, 3-year-old Aaron and 9-month-old Robert. But within hours Larry Fresinski, who works with Mosher at Cornell Information Technologies, had also begun notifying some 500 people on the Cornell campus.

"For two solid days I was on the phone all day long. Electronic mail messages were coming back from all over the campus. And people were lined up outside my door waiting to see me," said Fresinski, who also contacted the manager of the Pyramid Mall and collected donations from many of the stores there.

The manager of one store in the Pyramid Mall filled a box with items they thought the Mosher family might need. When Fresinski delivered the box to the Mosher family, Ashley and Rachel reached for the crayons and coloring books. Kelly



Robert Mosher holds his daughter, Ashley, 4, while visiting with Larry Fresinski, who helped coordinate the campus community's response to last November's fire.

Mosher, looking through the box, found a bottle of aspirin. She opened it immediately, Fresinski said.

Another department store gave the Mosher family discount vouchers. Restaurants offered free meals. One shoe store invited the family to come in and take as many pairs of shoes as they needed for as long as they needed.

"The tragedy really hit home. This was a young couple, just 25 years old. People opened their hearts to them. No matter where I went, people were willing to help," Fresinski said.

Wrapped Christmas presents for the Mosher family's two daughters were left at Mosher's office in Martha Van Rensselaer Hall with notes saying simply, "From a student" or "From a grad student."

People called from throughout the region and as far away as Arizona. "People I went to school with and people who had seen the story in the newspapers in Rochester and Binghamton and Syracuse called," Mosher said.

"Some people from Arizona who had also lost a child in an accident sent a letter with a small donation. The fire reminded people of tragedies in their own lives and they remembered if

people had helped them or not."

The Mosher family received more donated items than they could use and asked people either to hold onto them or to give them to the Salvation Army or other agencies that help the homeless.

"It was very important to us that people cared, and a lot of it came through Cornell," Mosher said. "Cornell is a big place with several thousand employees, and all of a sudden everybody was willing to help."

"People in the department took over my job to let me stay home for a month with my family. People in the next building sent me nice notes and donations to help me get back on my feet."

Looking beyond himself, he wondered why it takes a tragedy like a fire for people to help one another.

"Why can't people help people when they don't need it?" he asked. "People need help who haven't gone through a major tragedy. Maybe they need money for food or help to get reorganized. This is a big community and it all organized around helping one family. Why can't people do this all the time?"

Eisner featured in PBS program

By Roger Segelken

A scientist (Thomas Eisner), his pen pal (10-year-old Seth Bensen) and some moths (army cutworm) with a Cornell connection are featured in a new episode of the public television series *The Infinite Voyage*.

Insects: The Ruling Class, which will air on Wednesday, April 8, at 8 p.m. on Public Broadcasting Service affiliates WCNY in Syracuse and WSKG in Binghamton, contains scenes from Eisner's entomology laboratory in Mudd Hall and from Seth's backyard in Brooklyn.

The youngster's "Dear Eisner" letters to the professor of biology began four years ago, describing insects found in New York City and asking insightful questions. Eisner faithfully replied in "Dear Seth" letters, solving the entomological puzzles, enclosing reprints of scientific papers and encouraging the schoolboy to pursue a career in science.

When the insect show was planned, Eisner, chairman of the National Academy of Sci-

ences advisory panel to the program, suggested telling the story, in part, through the eyes of a child. Producer John Rubin agreed, so Seth does his field work in Brooklyn and experiments in the Ithaca laboratory.

One experimental subject is the army cutworm moth, which produces a defensive liquid spray, Eisner discovered, when the insects invaded a cabin he was renting in Arizona. The cabin was once occupied by Vladimir Nabokov, the novelist who taught Russian literature at Cornell from 1948 to 1959 and was a noted lepidopterist.

Eisner brought a few moths to Cornell for a standard test of why insects make defensive sprays: to keep from being eaten by birds. Usually birds spit out such insects and learn to avoid their kind. While the *Infinite Voyage* camera rolled and Seth watched, a thrush happily swallowed the last of the Nabokov cabin moths.

"So much for hypotheses," the scientist said. "This just shows how wrong you can be."

CNN report features class on homeless

Cable News Network will broadcast interviews with Cornell students and faculty who are involved in the course "Housing and Feeding the Homeless" on April 5 at 1 a.m. and again at 8:30 a.m.

A CNN crew from New York City visited the campus on Feb. 27 and spent four hours in the School of Hotel Administration, where the course is taught, videotaping for the network's regular Sunday program *Travel Guide*.

CNN interviewed Ann Hales, an associate professor who coordinates the course, the first in any university to apply the skills of the hospitality industry to serving the homeless; and the two professors who teach with her, James J. Eyster of the Hotel School and John L. Ford of the College of Human Ecology.

CNN also taped a round-table discussion by students who have completed the course and scenes outside Statler Hall.

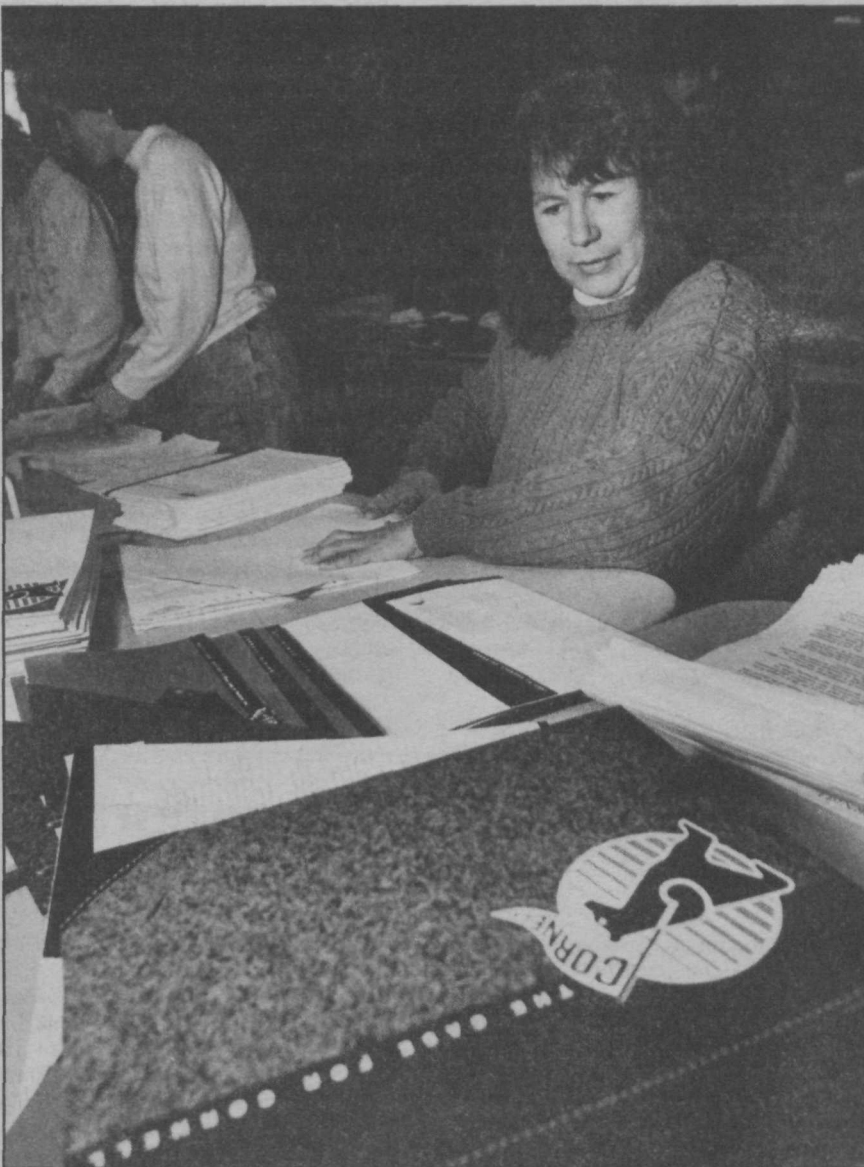
Cesar Chavez to lecture April 8

Cesar E. Chavez, who organized farm laborers into a politically powerful collective bargaining union, will deliver a public lecture April 8 at 8 p.m. in Room 200, Baker Laboratory.

Chavez, 65, is president of the United Farm Workers of America (AFL-CIO), based in Keene, Calif. In 1962, he organized the National Farm Workers Association, one of the nation's first unions to represent migrant and other farm workers. His association merged in 1966 with the Agricultural Workers Organizing Committee of the AFL-CIO that led to the union he now heads.

Chavez was invited to Cornell by La Asociacion Latina, an umbrella organization of Hispanic students. Other sponsors of his visit include the Provost's Office, the School of Industrial and Labor Relations, the Hispanic-American Studies Program and the Protestant Cooperative Mission.

The Case for Cornell



Barbara Abrams, senior assistant director in the Office of Financial Aid and Student Employment, helps prepare information for some 6,227 students who are being offered admission for next fall. The packets, titled *The Case for Cornell*, include individual information on housing, dining and financial aid. Of those offered admission, about 2,970 are expected to enroll.

COMMENTARIES

Africana Center faculty oppose freshman housing proposal

The following statement from the Africana Studies and Research Center faculty was distributed at a March 31 news conference.

The proposed plan to institute a system of random assignment of campus housing would dramatically change the present options available to incoming freshmen. The immediate effect of this plan would be to diminish (for students) the crucial right of choice, which could have direct consequences for the stability of some of the very useful program houses and residential colleges. Presumably the objective of this plan is to address the problem of racial insularity on campus. There are critical features of this plan with which we have serious concerns:

- The plan is conceptually flawed in that it is based on an assimilationist model of race relations which restricts African-Americans, Hispanics, Native-Americans and Asian-Americans, compelling adjustments from them while ignoring the necessity for systematic cultural and demographic change in the institutions of the university.

- The imposition on the so-called minority communities implies that the source of the problem resides in their preferences and behavior and shifts the burden of responsibility away from the dominant majority community.

- The plan displays an arrogant disregard for the point of view, needs and interests of "minority" students in general and African-Americans in particular. The minorization of their status on campus will be exacerbated, forcing many students into more marginalized and alienating experiences.

- African-Americans, and other students, are being treated as objects in the randomiza-

tion scheme. A negative judgment has been rendered in the Task Force statement regarding the legitimacy of their right to choose associations, to maintain institutions of their own design and to accentuate cultural identity positively.

- This plan has the strong support of Vice President Larry Palmer. We object to the autocratic manner in which the plan has been introduced to the campus, as well as to the method for selecting members of the Task Force. The composition of the Task Force is not representative of the interested parties. We feel that this non-representativeness inclines the Task Force to pre-judge the issues before an objective review on campus. Therefore we must seriously question the legitimacy of the selection process and the Task Force itself. The campus community has not been provided with an open opportunity for discussion and discourse on what the proposed plan actually means. There has not been an objective statement of goals nor precise definitions of terms; there has been confusion regarding terms like segregation and separatism, to considerable emotional effect on campus.

- The plan denies students the right of self determination and disempowers them further by denying them an actual role in making decisions that will critically affect their lives while at Cornell.

- Moreover, randomization will not solve the real problem in race relations at Cornell. In fact, it more likely will induce tension and conflict as it has done already. Vice President Palmer and the Task Force must bear much of the responsibility for the tension and conflict which have occurred. The manner in which he chose to launch the plan on campus was

bound to create suspicion.

There is widespread apprehension on campus about the principles and process surrounding this plan. We call on the university administration to ask Vice President Palmer to withdraw the proposal in order to ensure a fair process for debate of the issues in open forum. We also ask that Vice President Palmer rescind judicial administrative action against students who have protested this plan through the only avenue open to them.

We, the faculty of the Africana Studies and Research Center, are pleased by the report (in the March 30 *Cornell Daily Sun*), that the Housing Task Force will delay its report on the feasibility of a plan that would randomly assign first year students to university dormitories, for we want to go on record as strongly opposing the random assignment scheme.

Like many universities across America, Cornell is struggling to find ways to promote healthy, positive and proactive discourse amongst members of its increasingly diverse student body. We doubt that any plan calling for the scattering of minority group members across the campus is a way of expressing commitment to valuing diversity. On the contrary, the proposal seems to be undergirded by an outmoded assimilationist perspective in which diverse groups themselves are viewed as the problem, with the "solution" being their "breakup" and dispersal.

From our vantage point, the fact that we have a large number of minority group members on campus, and the fact that such groups have organized themselves in various formal and informal associations, is a positive, not a negative. However, the presence of diverse groups at Cornell does not in and of itself

define a campus culture that values diversity and pluralism. Nor do the organized voices of African-Americans, Native-Americans, Asian-Americans, Jews, Palestinians, the disabled, feminists, and gays and lesbians, to mention a few, pose a threat to Cornell; rather, they enrich our campus. Valuing diversity can only come about when the faculty, staff and students from both the majority and minority sectors, negotiate ways to (1) affirm, rather than deny, the existence of each other and (2) create safe spaces within the university whereby meaningful communications and bridges can be constructed across the various diverse groups. In this vision, valuing diversity is not a majority group of "white" problem, nor is it a "minority" problem, instead it is a challenge that must be addressed by all of us.

Finally, we regret that it is necessary to point out that the university has seen fit to put in charge of its diversity efforts, a person who has repeatedly and publicly stated his preference for an assimilationist perspective. We are skeptical that such a person can move us closer to valuing diversity. In fact, we recommend that the university establish a two-year commission to study the problem of finding ways to promote valuing diversity at all levels of the university. Such a commission should consist of representatives of the faculty, student body (undergraduate and graduate), staff and workers, and should be co-chaired by a male and female faculty member, since so many gender issues transcend the entire diversity discourse. Such a commission should be given a substantial budget to carry out surveys, interviews and develop a final report. They should look at all sectors of the university.

Palmer reiterates: No housing changes imminent

The following statement was issued March 31 by Larry I. Palmer, vice president for academic programs and campus affairs.

I am saddened by the statement issued today by Professor James Turner and other faculty of the Africana Studies and Research Center.

I will not respond to the personal attacks against me contained in the statement, other than to say that I believe they detract from the ability of the entire campus community to examine a wide variety of issues associated with the creation of a pluralistic, multicultural and multiracial community here at Cornell. I have written a separate letter to Professor Turner, once again welcoming the opportunity to discuss these matters with him and his colleagues, and I hope that we can all have a constructive dialogue on these matters.

There are, however, a number of serious misstatements of fact and interpretation that need to be addressed immediately, before their repetition causes still more harm to the campus community.

First, the statement speaks to the "proposed plan" of the advisory Task Force on Freshman Housing, despite the fact that the preliminary document issued by the group was clearly identified as such, and the small group meetings conducted by the members of the Task Force, as well as the open forum

in Willard Straight Hall, were intended to solicit broad campus feedback. The responses received by the Task Force, both orally and in writing from students, faculty and staff, have underscored the multiple dimensions of a multicultural and multiracial educational experience here at Cornell, and the Task Force is now engaged in a careful examination of its initial proposals in light of those comments.

Second, since the Task Force has not yet submitted its report, it is impossible for me to give it my "strong support." Nor did I endorse its preliminary document. I do, however, believe it is legitimate for any campus group to formulate their views on important campus issues and put them forward for consideration.

The membership of the Task Force was the direct outgrowth of the experiences reported by several members of the Cornell University Council as they participated in the alumni-in-residence program this fall and in recent years. When their concerns were brought to my attention, I invited them to delineate their questions in greater detail and requested a student member of the Board of Trustees and a representative of the Student Assembly to join them. All along, I made clear to everyone that their role was only advisory, not determinative. No matter what has been said by various members of the

campus community, there was no pre-ordained determination of the university administration to accept the recommendations of this group at the time it was formed, nor is there such a determination today.

Third, as I reported to the campus community in my statement of March 8, "No fundamental change in the practice of freshman housing assignment is imminent. As I said at the time of the release of the Task Force's preliminary report, no such change could be implemented for the fall of 1992; in fact, it is most unlikely that such changes, if they were to be adopted, could be put in place prior to the fall of 1994." This statement was widely reported in the local press and the *Cornell Chronicle*, and was disseminated to all residence life units, including the program houses. There should be no suggestion that this information was only made available in recent days.

Fourth, and perhaps most important, it is essential that I correct the error made in today's statement concerning my authority and relationship to the judicial administrator. Contrary to the impression that was given, I do not have any authority over the actions of the judicial administrator. She is an officer of the university who reports directly and only to the president of the university and acted as his representative in investigating the incidents that occurred at the end of the open

forum on March 5, 1992. As reported in the March 6 edition of the *Cornell Daily Sun*, I was called to Willard Straight Hall because of a report from Public Safety that the Task Force Members were being prevented from leaving. Whether a violation of the Campus Code occurred is not something I was able to determine since I was not a witness to all the events prior to my arrival. If there is a belief that the judicial administrator has acted improperly, I suggest that those concerns be brought to her directly or to the president, in this case, Acting President Nesheim.

The preliminary report of the Task Force and many of the comments that this draft elicited have underscored the multiple dimensions of the issues we face: while housing is clearly an educational and social experience of major importance to students at Cornell, other aspects of life and education are also vitally related to the concerns that prompted formation of the Task Force. Many more questions have been posed than can be or indeed should be answered by this Task Force. These matters will have to be addressed in a focused manner throughout the entire campus community, and I can assure all concerned that they will be so examined prior to their adoption.

To that end, the members of the Task Force have already provided an important service to the university.

Africana faculty say report has become divisive campus issue

By Albert E. Kaff

The director and faculty of the Africana Studies and Research Center issued a position statement (see above) on Tuesday in which they said that a proposal for assigning freshmen housing "could have direct consequences for the stability of some of the very useful program houses and residential colleges" at Cornell.

The statement was distributed during a one-hour news conference called by the Africana Center and attended by about 10 newspaper and broadcast representatives from Ithaca, Syracuse and Elmira.

Locksley Edmondson, center director, said that the three-page statement was the collective work of the Africana Center

faculty on which they agreed unanimously.

After discussing the statement, three representatives of the center — Edmondson and Professors James E. Turner and William E. Cross Jr. — answered reporters' questions. At least six other faculty affiliated with the center attended.

Edmondson said that "no issue on campus in recent memory has been so decisive" as the preliminary proposal of the Task Force on Freshman Housing Assignment. The preliminary proposal recommended that the university consider modifying freshman choice of housing "so as to ensure a diverse living experience with respect to race, ethnic background, academic interests, geography and other demographic characteristics."

Turner told reporters that the university's task force was not representative of the Cornell community, and in its proposal "African-American students are being treated as objects."

Turner said that the task force in preparing its report "did not even go to black alumni organizations, and that was callous disregard." He said that a Cornell graduate who became the first black woman to sit on the Georgia Supreme Court called her experiences of living with students of her race at Cornell a positive experience.

Cross spoke about what he called the "authoritative manner in which this issue was pursued, the way the task force was formed. They are almost like puppets."

He added: "The campus does need to

move forward, but dispersal [of students] is not the answer." He and other faculty said that the model of assimilation used by the task force was not appropriate. Cross called it an outmoded model.

"The problem is going to require the work of faculty, students, staff and others," Cross said, "not just manipulating students, not just scattering them."

Cross said the Africana faculty recommends that the university appoint a two-year commission "to study problems of diversity at all levels." The commission should include faculty, students and staff, and be co-chaired by a man and a woman, Cross said.

He added: "We are not denying the problem; we deny the solution."

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Human Resources

Guidelines for the Efficient Use of Campus Mail

The March 20, 1992 edition of the Materials Management and Campus Services' Newsletter, which was mailed to all deans, directors, department heads and administrators, contained a copy of "Guidelines for the Efficient Use of Campus Mail." This article has been reprinted in its entirety for your convenience. I would encourage you to use the guidelines in preparing your campus mail to insure its timely delivery.

Our goal is to provide outstanding and efficient mail service to meet the vital business needs of a prominent research and teaching institution. Working together we can improve mail service to the Cornell community. Committed to this goal, I welcome your questions, concerns, and suggestions with respect to Campus Mail Services. Please contact me at 255-1283 or write to 122 Maple Avenue. Thank you.

A future Cornell Employment News will contain a copy of the two Campus Mail delivery schedules.

— John J. Cerio, Supervisor
Campus Mail Services

The functions of Cornell's Campus Mail Service are:

- A. Distribution of all official university communication between departments and staff.
- B. Re-direct inaccurately addressed U.S. and international mail to all departments, staff and students on the main Cornell campus.

Campus Mail Services has established the following procedures to accomplish both functions in an efficient and cost-effective manner. Individuals and departments are asked to observe them to insure the prompt and efficient handling of campus and re-directed U.S. and international mail.

1. Official university communication is that which deals with conducting the business of the university between departments and staff. It would be inappropriate to use campus mail to distribute: greeting cards, notices to sell personal property, toxin or hazardous materials, perishables, fragile items, toxic or hazardous materials, personal notices, mail relating to commercial business, political mail, etc.

If this inappropriate mail is discovered, Campus Mail Services will notify and return the mail to the sender. Mail that cannot be identified will be disposed of by Campus Mail Services.

2. The communication should be contained in standard campus mail envelopes. If you need to use your own envelope, please be sure to place the sender's name and return address in the upper left-hand corner of the envelope. This will enable us to return mail to you in the event that your mail could not be delivered for one of the following reasons:

- a. Your address label came off;
- b. Mail was addressed to a location not serviced by Campus Mail Services;
- c. Address is not legible;
- d. Address is not complete or accurate.

Please do not use envelopes that are over 10"x13". Our sorting modules are not designed to accommodate mail pieces over that size.

Letter-sized documents, measuring 8 1/2" x 11" or larger when flat, should be folded in thirds as a self-mailer. Multiple page documents, two to four pages, should be stapled in the upper left-hand corner and folded in thirds. After folding the mail piece in thirds, please place the mailing address or address label in the center of a mailing surface which does not contain any other printing and place the sender's name and return address in the upper left-hand corner.

3. You can improve the deliverability of your mail if you will:

- a. Take the time to cross out all old address information before you send your correspondence in used campus mail envelopes.
- b. Completely and clearly address your mail.

4. All mail should be completely and legibly addressed. Please refrain from using abbreviations in your address information. Please print or type the address using one address panel per Campus Mail envelope. If you generate an address label for use on a Campus Mail envelope, on your own envelope or on a self-mailer, please use the following address format:

TO: Recipient's full name (first name, middle initial, last name)

DEPT: Name of department
BLDG: Name of building or street address
FROM: Sender's full name (first, middle initial, and last)

There are three reasons we are requesting the use of a sender's full name on ALL campus mail:

- a. If your mail cannot be delivered for any reason, we will be able to return it to you with a greater degree of accuracy. We have found that it is fairly common to have two people using the same first and last names on this campus. A middle initial will limit the proper identity to one person. Please remember, Campus Mail Service is handling U.S. and campus mail for approximately 25,000 students, staff, and faculty on this campus.
- b. To eliminate the improper use of campus mail for distributing chain letters or other kinds of inappropriate mail.
- c. This requirement will insure the accurate and timely delivery of your campus mail. If you use the sender's name instead of using the sender's department or building location, you will eliminate the possibility of having our staff misread and sort your mail back to the point of origin.

Campus Mail Services reserves the right to open and inspect all mail that does not identify the sender by name for the reasons cited above.

5. Campus Mail Services will not be liable for cash, negotiable papers, or valuables.
6. "Confidential" mail is accepted for delivery. It is recommended that it be placed in a sealed and completely addressed envelope bearing a return address. The sealed envelope must be placed inside a properly addressed campus mail envelope and marked or stamped "Confidential."
7. Rubber bands should be used to seal heavily loaded campus envelopes to prevent the contents from falling out during handling.
8. Please be sure to place your campus mail in the outgoing campus mailboxes, which are so designated.
9. Any mailing where more than 50 pieces, or more than one Campus Mail tote or box, are to be released at one time is considered a mass campus mailing. Campus Mail Services (5-6461) should be

notified at least 24 hours in advance of such mailings. All mailings over 50 pieces should be sorted and banded by building. Example: 3 Barnes Hall envelopes should be banded together. So should 4 Day Hall or 2 Morrison Hall envelopes.

10. Campus Mail Services will re-direct U.S. and international mail provided it is properly addressed to one of the established Campus Mail stops.
11. All packages that have been delivered to your building in error by a United Parcel Service or Federal Express employee should be returned to their staff for re-delivery by those companies.
12. If you receive U.S. or campus mail for staff that are not located in your building, please stamp or endorse this mail as follows: Not at this location or Not in this building and return it via campus mail to Campus Mail Services at 122 Maple Avenue. Our staff will locate the individual's correct address, using university computer files; and forward it to the new address.
13. Campus Mail Services does not provide mail service to fraternities, sororities or to the small living units. Service is provided to the business offices only for the Hasbrouck Apartments and for the Maplewood Park Apartments (Community Center). Please refer to page 17 of your 1991-92 Staff/Faculty Telephone Directory for the street address information you will need to send your correspondence via U.S. Mail to the areas listed above. Please note that the street addresses for these units must be followed by: Ithaca, NY 14850. For those units that have boxes at Robert Purcell Union, please use the 14853 zip code.
14. If any of your staff relocate to another campus address, please notify the Records Administration section of the Office of Human Resources, 130 Day Hall. You will need to provide the following information for each employee involved in a move to another university location:
 - a. Last name, first name, middle initial;
 - b. Employee's Social Security Number;
 - c. New department;
 - d. New building or street address.

If you have computer access to the CHRISP system, please change your staff address data when necessary.

Statutory Retirement Accounts Developments

The following letter by Provost Malden C. Nesheim will be distributed along with statutory exempt paychecks this week. We reprint it here for your convenience.

April 2, 1992

Dear Statutory College Participants in the TIAA-CREF Optional Retirement Plan:

I am pleased to report a happy development in the Albany wrangle over State contributions to retirement accounts under TIAA-CREF (Teachers Insurance Annuity Association-College Retirement Equities Fund).

Governor Cuomo has signed legislation restoring the status quo — retroactively to January 1, 1992 — pending the report, in June, by a commission reviewing the problem.

The "problem," as I explained at a Faculty Council of Representatives meeting in February, concerns the level of state contributions to two very different retirement programs. The State Comptroller, concluding that the law was ambiguous and insufficient, stopped as of January 1 all state payments to TIAA-CREF for Tier II, III and IV employees. (Retired employees and Tier I employees were not affected.) He asked for legislative guidance, which has now arrived.

At the time, I wrote the Comptroller protesting "this unilateral, precipitous action, taken without proper notification to the employees affected." Since Cornell, to ensure timeliness, advances its own funds to make TIAA-CREF contributions for these statutory college employees and then gets reimbursed from the state, I also told Comptroller Regan that we "expect to be reimbursed on a timely basis for the advance

payment" that we made in January and would make in the future, pending resolution of the problem. That reimbursement will now come.

Although this resolution came at some cost to Cornell — losing the earnings on the money advanced since January 1 — there was no interruption whatever to the retirement contributions and related earnings for Cornell employees included in the affected groups.

The root cause of the ambiguity Mr. Regan says is that TIAA-CREF is a "defined-contribution plan," while other retirement programs for state and New York City teachers are "defined-benefit plans." With TIAA-CREF, retirement benefits are the contributions (enhanced by growth). With the other programs, the benefit is predetermined and constitutionally protected. Contributions to those programs may affect the total fund but not individual retirement benefits. So, when those funds are earning well, employers — such as the state — may reduce contributions without harming employee benefits. This is obviously not so with TIAA-CREF.

It was Mr. Regan's determination that existing state laws gave conflicting and unclear instructions about how the two programs' state contributions must be related — whether they must go up and down together and, if not, how variations could be authorized.

These questions must be resolved by the commission, which is to report June 1 and whose findings are to be implemented by July 1.

I have no idea what the commission will conclude, but I am glad that we all have breathing space, during which the issues can be discussed without the pressure or anxiety that faced us before.

I will certainly inform you as I learn more.

Sincerely,

Malden C. Nesheim, Provost

Deadlines for CCTS Applications

Employees who are now receiving the Cornell Children's Tuition Scholarship (CCTS) will automatically receive an application for the new academic year 1992-93. All other employees who need to apply for CCTS should request an application from the Employee Benefits Office, 130 Day Hall, or call Maureen Brull at 255-7509.

The deadlines for submission of applications are as follows:

- Summer Session - May 1, 1992
- Academic Year 1992-93 - June 1, 1992
- Fall Term Only - June 1, 1992
- Winter-Spring Term Only - December 1, 1992

To assist you in the process of applying for the CCTS benefit, the Employee Benefits section of OHR will sponsor an information session on **Thursday, April 2, 1992, from 3:00 p.m. to 4:30 p.m. in 163 Day Hall.** This session will provide relevant information about the program as well as an opportunity for questions and answers. A representative from the Financial Aid Office will also be present to discuss applying for TAP awards.



Select Benefits Claims Schedule 1992

Reminder: The cut-off dates for remitting claims for reimbursement under the Select Benefits program are listed below. Your claim form with supporting information must be received by either the endowed or statutory benefits office no later than the dates shown below. Reimbursement will be delayed until the next two-week cycle is completed if materials are not in our office by the cut-off date.

4/10	6/05	7/31	9/25	*11/19
4/24	6/19	8/14	10/09	12/04
5/08	7/02	*8/27	10/23	*12/17
*5/21	7/17	9/11	11/06	

*Early deadlines due to Memorial Day, Labor Day, Thanksgiving and winter holidays.

JOB OPPORTUNITIES

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

- Employees may apply for any posted position with an Employee Transfer Application. A resumé and cover letter, specifying the job title, department and job number, are recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.
- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

Professional

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

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

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

Director of Development (PA7401) HRIII School of Hotel Administration-Endowed Posting Date: 4/2/92-Repot

Manages the day to day operation of the Hotel School Development office and is the principal liaison between the school, and the Central Development staff.

Requirements: Bachelors required, advanced degree preferred. 5 yrs. of broad-based fund-raising and marketing activities. Experience in working with and developing volunteer committees. An exceptionally high level of maturity and judgment. Excellent communication skills. Send cover letter and resume to Cynthia Smithbower.

Director (PA1201) Environmental Health-Endowed Posting Date: 3/26/92

Provide professional leadership and administrative direction for a staff of 17, which includes those with training in toxicology, biology, health physics and environmental science. Represent the university in dealings with outside agencies on environmental health matters.

Requirements: Advanced degree in health physics, environmental science, toxicology, chemistry or biology. Several years of relevant experience. Certified industrial hygienist or health physics society certification. Good supervisory and interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

Head, Information Technology Section (PT1203) HRII Albert R. Mann Library-Statutory Posting Date: 3/26/92

Manage the systems development and technical support group for an innovative science library, active in information systems research. Supervise six technical professionals and manage complex system development projects. Oversee a \$750,000 budget and initiate and coordinate technical aspects of grant-funded projects. Work to further the innovative applications of emerging information technologies in the management of scholarly information.

Requirements: Bachelors degree or equivalent required. Masters in computer,

library, or information science, or related field desirable. Formal course work in computer science desirable. 7 yrs. relevant experience including programming, systems analysis, systems management, network administration, or technical management. At least 2 yrs. of technical management experience, knowledge of microcomputers, LANs, modern programming environments and techniques, and UNIX systems desirable. Send cover letter and resume to Sam Weeks.

Systems Manager (PT0705) Level 36 Network Resources/Telecommunications-Endowed

Posting Date: 2/20/92

Responsible for the operation of Telecom support systems (personal computers, network connections, and microprocessors). Supervise support staff. Assist other departments with campus data communications integration.

Requirements: BS degree or equivalent in computer science or related field. 5-7 yrs. related experience. Knowledge of applications for administrative systems, database management systems, machine architecture and system utility programs. Demonstrated proficiency with ADABAS, Natural and COBOL; and MVS, JCL, VM/CMS, and UNIX. Experience with other languages and operating systems helpful. Broad exposure to personal computer systems and mainframes required. Send cover letter and resume to Sam Weeks.

Assistant Cost Analysis (PA1302) HRII Cost Analysis-Endowed Posting Date: 4/2/92

Reports to Director, Cost Analysis. Responsible for key financial analyses involving; indirect cost calculation, administrative charges to colleges, responsibility centers analysis, accessory instruction as well as other on-going analyses (fringe benefit, administrative charges). Provides staff support to the Controller.

Requirements: Bachelors degree in business administration, accounting, finance or other closely related field. 3-4 yrs. related work experience. Excellent communications skills to interact with individuals in various departments across campus. Send cover letter and resume to Cynthia Smithbower.

Administrative Manager II (PA1303) HRII NAIC, Ithaca-Endowed Posting Date: 4/2/92

Provide general assistance and oversight in the administration of facility upgrading activities taking place at the Arecibo Observatory, PR.

Requirements: Bachelors in business or related field required. Masters in similar field desired. Minimum 3-5 yrs. progressively responsible experience in commercial or educational/institutional research setting. Familiarity with Lotus. Good communication and interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

Development Officer (PA1304) HRI School of Hotel Administration-Endowed Posting Date: 4/2/92

Assist with planning, development and implementation of the Hotel School's effort to obtain support from private sources. Primarily responsible for the administration of the SHA gift acknowledgement system of the scholarship accounts.

Requirements: Bachelors degree required. Advanced degree preferred. Ability to communicate orally and in writing. Experience in directing volunteers and some knowledge of fund raising preferred. Excellent organizational ability essential. Send cover letter & resume to Cynthia Smithbower.

Research Support Aide (PC1303) HRI Soil, Crop and Atmospheric Sciences-Statutory

Posting Date: 4/2/92

Assist with data compilation and analysis, writing and production of monthly climate publications. Answer telephone and written requests for climate data/information and assist with research projects.

Requirements: B.S. degree in Meteorology/ Climatology required. 2-3 yrs. related experience. Excellent communication (oral and written) skills. Familiarity with the use of the Macintosh computer for word processing and other applications is essential. Experience with mini or mainframe computer systems is desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Project Administrator (PC1205) HRI Human Development Family Studies Posting Date: 3/26/92

Provide administrative support for Cornell Youth and Work Program. General administrative responsibilities including correspondence, accountability supervisor, publications, newsletter, and project development.

Requirements: Bachelor's degree or equivalent and 2-3 years related experience. Knowledge of wordperfect 5.1. Ability to work independently and under pressure. Excellent organizational, interpersonal, and communication (written and oral) skills. Send cover letter & resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include an employee transfer application. Women and minorities particularly encouraged to apply.

Research Support Specialist (PT0901) HRI Center for Radiophysics and Space Research-Endowed

Posting Date: 3/12/92

Provide electrical engineering support for the infrared astronomy group. Design circuits and boards; breadboard and test; fabricate finished designs; integrate into instrumentation; and test and maintain as required. Work independently within a group setting.

Requirements: BS degree or equivalent in electrical engineering. 2-3 yrs. related experience. Send cover letter and resume to Sam Weeks.

Science Writer (PC1004) HRI Theory Center-Endowed Posting Date: 3/12/92

Under general direction of the Director of Corporate and External Relations, develop and prepare written information of a technical or complex nature about the Theory Center and technological and scientific progress by users of Center resources for dissemination to its internal and/or external public.

Requirements: Bachelor's degree in a scientific field with related scientific writing experience is essential. 3-4 yrs. related writing experience is necessary. Knowledge of Macintosh software. Familiarity with computing terms highly desirable. Demonstrated ability to communicate technical/scientific concepts into layperson's terminology. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

BOYCE THOMPSON INSTITUTE

Part-time Greenhouse Assistant Boyce Thompson Institute for Plant Greenhouse

Salary: \$6.70

Posting Date: 3/26/92

Perform general greenhouse duties such as watering, planting, lifting, etc. Weekend work required.

Requirements: A.A.S. in horticulture or equivalent experience and NYS drivers license required. A working knowledge of greenhouse operations would be helpful. Must be able to lift 50lbs.

Contact: Anne Zientak, Boyce Thompson Institute, 254-1239

Post Doctoral Associate Boyce Thompson Institute Posting Date: 3/19/92

A two year appointment to study polyphenoloxidase genes in the fungus, Botrytis Cinerea. The work will emphasize characterization of the genes and their use in a gene transfer system to study their function in the pathogenesis of plants. A PhD in biochemistry, plant pathology, mycology, or relevant field, and a strong background in molecular genetics is desired.

Contact: Send cover letter and names/ addresses of three references to: Dr. Richard Staples, Boyce Thompson Institute at Cornell University, Tower Rd., Ithaca, NY 14853; (607-254-1251).

Post Doctoral Associate Environmental Biology Program, Boyce Thompson Institute Posting Date: 3/19/92

To work with a team of modelers. Primary responsibilities: 1) parameterize a single-tree physiological model (TREGRO for a suite of important North American tree species) and 2) conduct simulations on the effects of ozone, in combination with natural stresses, on tree growth and 3) use the results of these

simulations to parameterize a stand model (ZELIG) and conduct simulations of the effects of ozone on forest stands. Experience in tree physiology, modeling or forest ecology preferred.

Contact: Send cover letter and names/addresses of three references to: Dr. David Weinstein, Boyce Thompson Institute at Cornell University, Tower Rd., Ithaca, NY 14853; (607-254-1228).

Technical

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Send a cover letter and resume for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

Waste Technician GR17 (T1301)
Environmental Health-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 4/2/92
Assist with handling, sampling and testing of radioactive waste, record keeping and data entry. Pickup and deliver dosimeter badges and radioactive material.
Requirements: High School diploma and valid NYS license. Good communication skills and attention to details. On the job training will be provided. Send cover letter and resume to Sam Weeks.

Technician GR18 (T1105)
Nutritional Sciences- Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 3/19/92
Conduct behavioral experiments with rats involving the biology of cognitive processes. Operate and maintain a computer controlled, automated testing apparatus. Perform data entry and computerize statistical analysis. Supervise and train undergrads in research.
Requirements: AAS degree preferably with research experience. BS degree desired. Experience with computers for data analysis preferable. Background in biopsychology and knowledge of statistics desirable. Excellent communication, organizational and interpersonal skills. Ability to work independently, to prioritize work, to work under pressure, and to meet deadlines. Accuracy a must. Send cover letter and resume to Sam Weeks.

Technician GR19 (T1202)
Chemistry-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 3/26/92
Provide staff support to laboratory services. Prepare, package, and distribute reagents, supplies, and equipment. Assist with inventory control, stockroom operations, lab maintenance, and chemical disposal.
Requirements: Bachelors in chemistry or closely related field, or equivalent. 1-2 yrs. laboratory experience. Strong chemistry background with knowledge of safe chemical handling procedures. Ability to follow directions, keep records, and meet deadlines.

Technician GR19 (T0903)
Entomology-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 3/12/92
Provide research support studies of management of resistance to *Bacillus thuringiensis* (BT) toxins in sprays and transgenic plants including lab and field studies on Colorado potato Beetle and diamond back moth. Assist in experimental design. Assist in training temporary staff. Maintain insect colonies.
Requirements: Associates in biology, entomology, genetics, or related discipline. Valid NYS drivers license; valid NYS Pesticide Applicator Certificate. Experience in one or more of the following highly desirable: insect rearing; experimental design and procedures; statistics; computer literacy; and experience with Colorado potato beetle and diamond back moth. Send cover letter and resume to Sam Weeks.

Technician GR19 (T1106)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 3/19/92
Provide technical assistance in carrying out various experiments using molecular, biochemical and cell biological methods. Perform routine tissue cultures including preparation of media and solutions. Prepare and monitor stock solutions and reagents. Participate in routine operation and maintenance of the lab.
Requirements: BS degree or equivalent in biology, biochemistry, chemistry or related field preferred. AAS degree or equivalent required. Lab experience desired but not essential, on the job training will be provided. Send cover letter and resume to Sam Weeks.

Animal Health Technician GR20 (T9003)
Vet. Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91
Provide technical support for the Community Practice Service within the Small Animal Clinic. Provide emergency care and routine care including medications, grooming, bathing, and cage cleaning when necessary. Maintain supplies and equipment. Educate clients while admitting patients, taking histories, discharging patients, and explaining techniques for outpatient treatment. Supervise animal health technician externs. Assist in paper work. Assist and train veterinary students.
Requirements: AAS degree in veterinary technology with AHT NYS licensure (or eligible). 1-2 yrs. experience in clinical environment. Work with small animals preferred. Send cover letter and resume to Sam Weeks.

Technician GR21 (T1201)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 3/26/92
Perform a comprehensive range of microbiological and serological tests to aid in the diagnosis of viral and rickettsial infections in clinical specimens. Preparation of media, buffers, and other reagents. Performance of tissue culture, and fluorescent antibody tests.
Requirements: Bachelors degree in microbiology, biology or related field. 1-2 yrs. related experience. Good sterile technique, experience with microscopy and virological procedures desired. Send cover letter and resume to Sam Weeks.

Technician GR21 (T1003)
Genetics and Development-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 3/12/92
Provide technical assistance in a molecular biology lab. Perform experiments studying *Drosophila* and population genetics. Perform isolation, purification and molecular analysis of nucleic acids. Record data and assist in computer analysis. Contribute to the supervision of general lab functioning. Assist in teaching techniques to new personnel.
Requirements: Background in molecular biology, biochemistry or genetics desirable. Previous lab experience and ability to work independently. Send cover letter and resume to Sam Weeks.

Technical Temporary Off Campus

Temporary Service Technician (T1103)
Entomology-Statutory
Hiring Rate: \$7.00
Posting Date: 3/19/92
In Orange and Ulster Counties (Tuesday-Thursday): Develop and conduct surveys on pesticide use in the non-agricultural sectors. Develop educational programs on how to interview and survey work for 4-H members. On the Cornell Campus (Monday and Friday): Summarize and interpret data. Assist in preparation of reports.
Requirements: Training and experience in data handling and computers desirable. Ability to interact well with Cornell faculty and staff, cooperative extension personnel and high school students. Valid NYS driver's license. Public speaking experience desirable. Send cover ltr & resume to Sam Weeks.

Technical Part-time Temporary

Temporary Technician (T0804)
Veterinary Pathology-Statutory
Hiring Rate: \$9.00
Posting Date: 2/27/92
Provide technical support in processing frozen sections for histochemistry and immunohistochemistry. Assist in cell culture studies. Routine lab maintenance.
Requirements: Associates or bachelors degree required. Experience in histologic or cell culture techniques or experience in a laboratory preferred. Send cover letter and resume to Sam Weeks.

Office Professionals

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

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

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

ties at the University. Please contact Karen Raponi at 255-2192 for details.

Senior Circulation/Reserve Assistant GR18 (C1302)
Access Services/Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 4/2/92
Responsible for renewal of loans for items on loan to library customers. Work at the circulations desk and perform a variety of other public services functions. Responsible for placing requests for materials located in Library Annex and processing these materials upon arrival at Olin.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience. Organizational skills and aptitude for detailed work. Ability to work effectively with a variety of people in a public setting. Strong interpersonal and communication (oral and written) skills. Experience with microcomputers desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include and employee transfer application.

Office Assistant GR18 (C1208)
Office of Sponsored Programs-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 3/26/92
Receive all telephone calls and visitors to OSP. Process all outgoing and incoming mail. Maintain central forms file. Prepare and distribute weekly agenda. Maintain copier and facsimili machine.
Requirements: HS education or equivalent. Some college coursework preferred. 1-2 yrs related experience. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Secretary GR18 (C1104)
Physiology-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 3/19/92
Provide secretarial and reference data base management for Dr. Nathanielsz and other professional personnel in the LPNR in the Department of Physiology, especially Drs. Myers and McDonald. Other duties as assigned.
Requirements: HS diploma or equivalent. Minimum one year related secretarial experience. Experience with word processing (especially WordPerfect) and Lotus or similar database management. Medium typing. Send cover ltr & resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application.

Secretary GR19 (C1304)
Floriculture and Ornamental Horticulture-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/2/92
Serve as secretary for undergraduate instruction and the urban horticulture institute. Provide word processing support for 5 faculty and their support staff. Duties include preparation of classwork, manuscripts, proposals, research reports, correspondences and other related materials in support of teaching, research and extension functions.
Requirements: HS diploma or equivalent. Some college course work preferred. 1-2 yrs. secretarial experience. Knowledge of IBM PC or compatible and WordPerfect software required; database and spreadsheet software desired. Familiarity with network systems a big plus. Regular CU employees only. Heavy typing. Send employment transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP #2.

Relief Night Auditor/Night Manager GR19 (C1201)
Statler Hotel-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 3/26/92
Review, verify and record hotel revenue; generate report through property management systems as required by management; preform duties of night manager in relief; coordinate and participate in front desk, concierge and bellman activities to provide quality guest service. Full-Time, regular position, nights 11:00 PM - 7:30 AM.
Requirements: HS diploma or equivalent, some college coursework in accounting preferred. Hotel experience desirable and knowledge of computers essential. Excellent interpersonal and communication skills. Send cover letter & resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application.

Administrative Aide GR19 (C1203)
Alumni Affairs-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 3/26/92
Provide secretarial support to Director of Alumni Affairs and Associate Director of Alumni Programs while serving as the office receptionist.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Good interpersonal and communication skills. Must be well organized and have ability to work independently. Attention to detail and mature judgement. Knowledge of computers, Macintosh experience preferred. Good typing skills a must. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include and employee transfer application.

Copy Cataloger GR20 (C1305)
Albert R. Mann Library-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/2/92
Catalogs monographic publications, including electronic resources with library of congress and member library contributor copy or does original cataloging based on earlier editions. Maintains subject and authority records online; must exercise considerable judgement in applying cataloging standards. Responsible for a high degree of accuracy and control of details; work is usually not subject to review by others.
Requirements: Associates degree plus 2-3 yrs. previous experience in a research library required. Additional related experience may be substituted for formal degree. Medium typing/data input. Ability to use microcomputer and some applications software. Strong organizational skills and ability to prioritize. Good interpersonal and communication skills. Some foreign language skills desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR20 (C1307)
University Relations-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/2/92
Provide administrative support in the office of the vice president for university relations. Word process and distribute correspondence and other materials; design and maintain office databases using Filemaker Pro; manage complex filing system; assist callers form on-campus and off-campus.
Requirements: AAS degree or equivalent. 2-3 yrs. secretarial experience. Knowledge of Cornell preferred. Excellent word processing skills (preferably Microsoft Word). Knowledge of and attention to proper spelling, grammar, and punctuation. Excellent organizational skills. Experience with computers (preferably Macintosh) and data base software (preferably FileMaker Pro). Excellent telephone manner. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Audio-Visual Aide GR20 (C1111)
Unions and Activities, Cornell Cinema-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 3/19/92
Train, supervise and schedule student projectionists, handle routine maintenance and equipment problems in 3 theaters; order all projection supplies; project films 2-4 nights per week. 11 month position, mostly nights and weekends.
Requirements: A.A.S. or equivalent 1-2 yrs. related experience. Knowledge of operation and maintenance of professional motion picture and video equipment, in all formats, preferred. Experience at supervising and training students. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR21 (C1008)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 3/12/92
Work independently under the general supervision of the Director of the Career Services Office at the School of Hotel Administration. Provide administrative support for the placement function and corporate relations. Specifically, assist in the coordination of on campus recruiting and scheduling of student interviews. Act as front office receptionist. Work with students on a daily basis, assisting with their job search. Responsible for the production of the alumni job bulletin and the Hospitality News publication.
Requirements: Associates degree or equivalent combination of experience. Minimum of 3 yrs. office experience and an understanding of the hospitality industry very helpful. Strong organizational, interpersonal, communication (oral and written) skills required. Computer experience required, proficient with Macintosh, a plus. Ability to work with frequent interruptions. Accuracy must be maintained at all times. The Hotel School has a worldwide exposure in and out of the hospitality industry making the Career Services office highly visible. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employee should include employee transfer application. Women and minorities are particularly encouraged to apply.

Editorial Assistant GR21 (C1006)
Theory Center-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 4/2/92
Under general supervision, provide editorial production and technical assistance to communications group of the Theory Center.
Requirements: AAS degree, Bachelors preferred. 2-3 yrs. experience assisting a publications group, including experience proofreading technical writing. Knowledge of Macintosh software. Database experience. UNIX knowledge highly desirable. Strong organizational, communications, and interpersonal skills. Demonstrated ability to initiate tasks and see them through to completion. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Accounts Coordinator GR21 (C1108)
Finance & Business Services-Statutory
Minimum Biweekly Salary: 615.42
Posting Date: 3/19/92**

Provide administrative support under the direction of the Fund Manager, for various aspects of accounting. Includes monitoring account, activity, journal preparation, auditing and batching interdepartmental order in accordance with SF&BS office policy and procedures. Provide the audit function for federal Smith Lever vouchers in accordance with applicable policy.

Requirements: Associates or equivalent. BS/BA in accounting/business management or appropriate level of experience and education. Appropriate level of experience and/or training in the financial field is required. Working knowledge of Lotus 1-2-3 (Symphony) is required. Familiarity with University accounting system is preferred. Strong communication (oral and written) skills required. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

**Administrative Aide GR24 (C1301)
Veterinary Administration-Statutory
Minimum Biweekly Salary: 4/2/92
Posting Date: 4/2/92**

Provide administrative/clerical support to the Associate Dean for veterinary education, and on occasion, to the dean of the college of veterinary medicine.

Requirements: HS diploma. College experience highly desirable. 3-5 yrs. experience as a secretary or administrative assistant. Superior interpersonal and organizational skills. Demonstrated ability to work in busy executive office and work effectively with other administrative secretaries in the same environment. Manage ambitious work schedule. Advanced computer knowledge for word processing, spreadsheets, graphs and tables. Compose documents. Knowledge of Medline, Agricola, Biosis databases. Medium typing. Regular CU employees only. Send cover letter, resume, employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

**Accounts Coordinator GR25 (C1306)
Accounting
Minimum Biweekly Salary: \$733.21
Posting Date: 4/2/92**

Management of a two person team to provide accurate fund management, support and services to the Cornell Community and external funding sources in post-award administration of restricted fund accounts. This involves management of 1000-12000 accounts with approximately 30-35 million dollars in annual revenue.

Requirements: BS in accounting or a combination of education and equivalent experience. Training and/or experience in grant/contract accounting and/or fund accounting. Proven skills in computer systems managerial reporting including a working knowledge of Lotus 1-2-3 (Symphony), FoxPro, Microsoft Word. Strong (Written/Verbal) Communication skills required. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Professionals Part-time

**Nursery School Teacher (C1204)
Unions & Activities/University Cooperative Nurser School
Posting Date: 4/2/92**

In charge of afternoon program of parent cooperative nursery school. Responsible for curriculum and teaching of class of 10 four and five year olds.

Requirements: Bachelors degree, experience required, previous coursework in early childhood education desirable. Experience teaching 3-5 yr. olds mandatory. Send cover letter and resume to Sally Reimer, University Cooperative Nursery School, Box 18, Robert Purcell Union.

**Office Assistant GR17 (C9508) Repost
Ombudsman's Office-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 12/19/91**

Provide clerical assistance in support of office function. Duties include receptionist; typing reports and correspondence; record keeping. Mon-Friday, 20 hrs, to be arranged. **Requirements:** High School diploma or equivalent. Minimum 1 yr. related office

experience. Computer work processing (IBM PC, WordPerfect 5.1) skills. Strict confidentiality. Ability to work with a variety of people in a conflict resolution setting. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

**Audio-Visual Aide GR20 (C1111)
Unions and Activities, Cornell Cinema-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 3/19/92**

Train, supervise and schedule student projectionists, handle routine maintenance and equipment problems in 3 theaters; order all projection supplies; project films 2-4 nights per week. 11 month position, mostly nights & weekends.

Requirements: A.A.S. or equivalent 1-2 yrs. related experience. Knowledge of operation and maintenance of professional motion picture and video equipment, in all formats, preferred. Experience at supervising and training students. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR21 (C1206)
Philosophy-Endowed
Minimum Full-time Equivalent: \$615.42
Posting Date: 3/26/92**

Circulation Manager maintains computer and paper records of all subscribers to the Philosophical Review and handles all orders and inquires related to subscription.

Requirements: Associate's degree required, Bachelor's preferred. Work experience using IBM-compatible running Word-Perfect and DBase (or similar Software). Good writing and oral communication skills required. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Professionals Temporary

**Temporary Field Assistant (S1304)
Plant Breeding
Posting Date: 4/2/92**

Work on alfalfa breeding project. Involves both greenhouse and field work: planting, cultivating, transplanting and harvesting alfalfa trials and experimental plots in the Ithaca area.

Requirements: Must have a NYS valid drivers license. High school education, able to lift 50 lbs. Must be able to operate farm tractor. Should know how to operate cultivators and harvest equipment. Must be dependable and able to follow directions. Please send application materials to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Cashier/Data Entry (S1107)
Ornithology
Casual Appointment
Posting Date: 3/26/92**

The Crows Nest Birding shop is seeking an individual to perform data entry and cashiering duties. Answer phones. Must be very customer service oriented. Please send cover letter and resume to Karen Raponi, Staffing Services, EHP #2. Hours are Saturday and Sunday 10am-4pm. Monday 7pm-9pm. Other weekday hours as needed.

**Temporary Field Assistant (T0802)
Entomology-Statutory
Hiring Rate: \$5.50
Posting Date: 2/27/92**

Assist the farm manager in operating the departmental research farm. Includes tillage, planting, maintenance, and harvest of field plots for research on vegetables and field crops. Assist in maintenance of the grounds. Assist in repair and maintenance of farm machinery and facilities.

Requirements: NYS class 3 operators license and pesticide applicator certification (commercial category) desirable, but not essential. Experience in operation and maintenance of farming equipment including tractors and ground contact implements. Ability to operate hand and power tools. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

General Service

Submit a signed employment application which will remain active for a period of four

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

**Life Safety Specialist II GR22 (G1301)
Life Safety Services-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 4/2/92**

Respond to all on/off campus emergencies occurring in University structures. Basically work is unsupervised, and must exercise a high degree of self reliance, sound judgment, initiative and motivation.

Requirements: Associates degree. Bachelors degree preferred. Minimum 3yrs. experience in campus setting. Mechanical aptitude. Valid NYS drivers license. Good (oral and written) communication skills. Working knowledge of fire suppression, rescue and fire prevention activities. 1st aid, CPR Certification. Must pass extensive background check, prehiring physical and annual physical. Must be acquainted with computer keyboard. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Mail Courier SO04 (G1201)
Campus Mail Services-Endowed
Hourly Rate: \$7.17
Posting Date: 3/26/92**

Distribution of all official university communications between academic, administrative, and support departments necessary to maintain the business of the university. Redirect inaccurately addressed or misdirected mail to all departments and students served by Campus Mail Services.

Requirements: HS diploma or equivalent. Must have and maintain a valid New York State Class 5 motor vehicle operators license. Knowledge of the campus preferred. Excellent customer relations skills essential. Regular CU employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

General Service Part-Time

**Security Guard GR01 (G1101)
Johnson Museum- Endowed
Rate: \$7.20
Posting Date: 3/19/92**

Responsible for guarding all works of art in the building following security and safety procedures, communicating with appropriate staff members on a regular basis. Available day or evenings for subbing on non-scheduled work days and for guarding at special events held in the museum.

Requirements: High School diploma or equivalent. Able to work with schedules and in a group situation. Background in the security area helpful. Dependable in reporting and attentive to detail necessary. Good communication skills. Able to communicate well with the public. 3 days per week (24 hours) plus some evening hours (total 28 hours). Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include and employee transfer application. Women and minorities are encouraged to apply.

General Service

Send application materials for the following positions to Cynthia Smithbower, Staffing Services, 160 Day Hall.

**Greenhouse Worker SO06 (B1302)
Floriculture and Ornamental Horticulture-Statutory
Hiring Rate: \$7.91
Posting Date: 4/2/92**

Perform greenhouse operations for maintaining plant growth and research experiments in support of teaching, extension and research programs for members of the plant science greenhouse consortium range. Some mechanical fabrications, maintenance

and repair.

Requirements: Associates in horticulture or greenhouse management or equivalent; state certification for pesticide applications or ability to obtain, valid drivers license. Knowledge of plumbing, heating, cooling and ventilation as it pertains to setup and design of research projects. 1 yr. experience in general greenhouse operation and repair. Send cover ltr & resume to Cynthia Smithbower.

Academic

**Post Doctoral Associate
Microbiology, Immunology, and Parasitology
Posting Date: 4/2/92**

Primary skills desired are experiences with molecular biology techniques (RNA purification, mRNA separations, hybridization, autoradiography, probe labeling etc.), cell culture techniques and in vitro immune response assays. Also desirable are experiences in flow cytometry, ELISA, computer usage, data handling and data analysis. Ability to work independently as well as with technicians and students and contribute to overall research effort of the laboratory. Please furnish references from previous experience.

Salary: Negotiable, dependent upon training and experience.

Dates Available: Mid-April until end of August (possibility of a longer-term position for candidate with appropriate training).

Contact: James A. Marsh, Department of Microbiology, Immunology, and Parasitology, 204 Rice Hall, Cornell University, Ithaca, NY 14853.

Extension Administrator

**Location: Cornell University, Ithaca, NY
Posting Date: 4/2/92**

Provide leadership for ensuring that quality nonformal educational programs are developed, delivered, evaluated and marketed to diverse audiences throughout New York State. Provide leadership and support for campus and Cornell Cooperative Extension Association work related to vision, scope and direction of educational programs to improve the human condition. Encourage collaborative efforts between faculty and off-campus staff to address contemporary human well-being issues. Work with state and national agencies and organizations and local associations on issues of common concern. Recruit and participate in screening of candidates of be recommended for Cornell Cooperative Extension association positions. Report to the Associate Director-Cornell Cooperative Extension.

Minimum Requirements: An earned Doctorate appropriate to the responsibilities of the position. At least one degree in human ecology/home economics with specialization in nutrition and health or human development or family resource management. Six years of progressively responsible professional experience with three years of substantive management responsibility.

Desirable: Coursework in program administration, adult education, or human services. 3 yrs. experience in Cooperative Extension or related area.

Salary: Commensurate with Qualifications. To apply, send letter of intent; current resume which includes responsibilities and accomplishments for each significant position; and names, addresses, and telephone numbers of four references by May 1, 1992 to: Mary Lou Brewer, Assistant Director, 354 Roberts Hall, Cornell University, Ithaca, NY 14853, (607)255-2231.

**Director
National Astronomy and Ionosphere Center**

Posting Date: 3/26/92

Cornell University invites applications for the position of Director of the National Astronomy and Ionosphere Center. The Director is the chief administrative and scientific officer of NAIC and should have a record of accomplishment in one of the areas of interest at the Observatory which would qualify him or her for appointment to a tenure track position in the appropriate department. Demonstrated administrative, management, and leadership skills are essential. Applications or nominations should be received by March 30, 1992. Please reply to: Dr. N. R. Scott, Vice President for Research and Advanced Studies, 314 Day Hall, Tel: 607/255-7200.

CORNELL Employment News

EDITOR: Nancy Doolittle

PAGE LAYOUT: Cheryl Seland
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It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, or handicap. The university is committed to the maintenance of affirmative-action programs that will assure the continuation of such equality of opportunity. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's Title IX coordinator (coordinator of women's services) at the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801 (Telephone: 607-255-3976).

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