

CORNELL Chronicle

Volume 23 Number 12 November 14, 1991

Sexual harassment

The issue of sexual harassment has exploded onto the national scene. Cornell is not so centrally isolated that it is immune from the problems facing society as a whole. Inside, a Chronicle Special Report on issues pertaining to sexual harassment on campus.

International studies

What's happening in international studies across the campus? Find the answers inside, in a supplement published by the Mario Einaudi Center for International Studies.

Celebrating an 'obsession' with Cornell

Trustees, Council work to strengthen the university

Stephen H. Weiss had the right audience when he recounted a comment of his 10-year-old daughter, Heather.

"You're obsessed, Daddy — you're totally, totally obsessed with Cornell."

Knowing laughter rang through Alice Statler Auditorium, which was packed Nov. 8 with hundreds of co-obsessionists — trustees, University Council members from around the world and indulgent family members.

Weiss, chairman of the Board of Trustees, was convening the annual joint meeting of the board and the 440-member council, who sated their mutual obsession with a weekend of meetings, seminars, focus groups on long-range university policies, parties, dinners, singing and Cornell-Yale football that ended happily.

But the obsession, as elaborated by Weiss, goes deeper than events, activities or sentimental memories of college days: It concerns a sense of mission to

A new challenge gift announced during Trustee/Council Weekend could help create as many as 60 endowed positions. Turn to Page 8 for details.

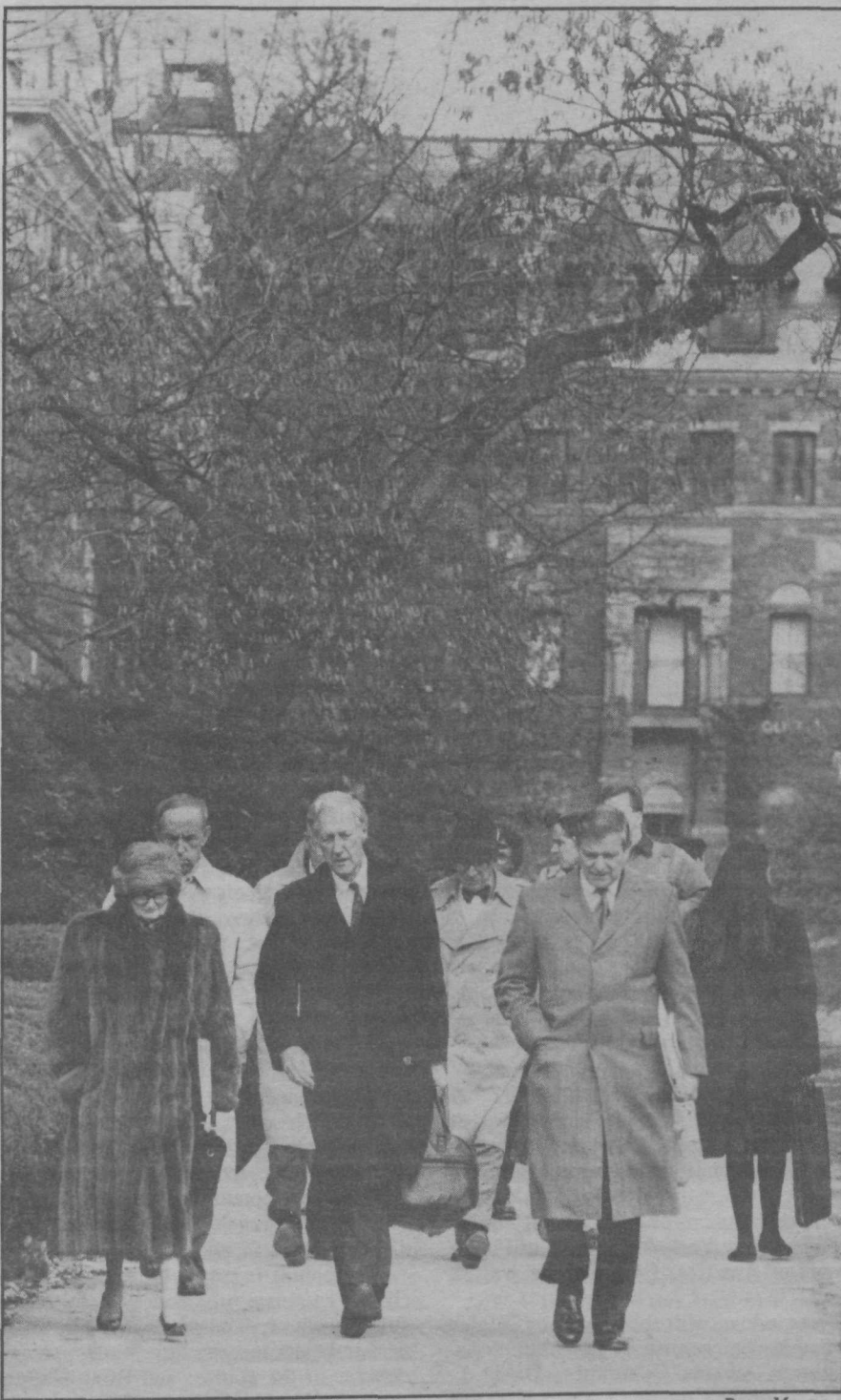
preserve and improve the Cornell they pass on to future Cornellians.

President Frank H.T. Rhodes, in his State of the University Address, called on that sense of mission for help in a time when major universities are beset by problems of funding and public mistrust.

"You are the products of this venerable institution," he said, adding:

"You are her children. You are the embodiment of her hopes. You are the proof of her gentle nurture and her transforming influence. Now more than ever — in hard and troubled times, in days when the whole enterprise of higher edu-

Continued on page 8



Peter Morenus

President Frank H.T. Rhodes (center) is flanked by trustees Patricia Carry Stewart and Chairman Stephen H. Weiss as he walks across the Arts Quadrangle on Nov. 8, on his way to deliver his State of the University address to a joint meeting of the Board of Trustees and the University Council.

Rhodes will continue as president for an extended period

Stephen H. Weiss, chairman of the Board of Trustees, announced Nov. 8 that President Frank H.T. Rhodes has agreed to serve as president for an extended period.

Weiss reported that the board's unanimous and enthusiastic endorsement of the new agreement with the president would allow Rhodes "to witness the successful fulfillment of the university's goals and crown the president's already distinguished record of academic leadership."

"The progress enjoyed by Cornell during Frank Rhodes' tenure has been truly extraordinary and is directly linked to the strength and vitality of his leadership," Weiss said.

"These are times of particular challenge and stress for Cornell and all of higher education. The continuity of Frank Rhodes' leadership is, therefore, all the more vital both now and in ensuing years."

Replying to the board's decision, Rhodes said, "I am now in my 15th year in the Cornell presidency. That's a long time; in fact, it's about twice the length of the average incumbency in a university presidency. So I had looked forward to turning my attention to other things next year."

"For that reason," Rhodes continued, "Rosa and I have thought very carefully about the Board of Trustees' request that I should continue in office. I am mindful not only of the difficult challenges confronting the university and all of higher education at this time, but also of the wonderful dedication and support of the entire Cornell family."

"Having discussed these factors at some length, I have agreed to remain for a further period, subject of course to the normal considerations of continued good health and personal strength."

"I am grateful for the confidence of the trustees, the help, support and friend-

ship of so many members of the Cornell community — faculty, staff, students and alumni — and the opportunity to serve this remarkable university," Rhodes concluded.

The announcement was made by Weiss during the university's annual Trustee/Council Weekend.

On behalf of the entire Board of Trustees, Weiss thanked President and Mrs. Rhodes for their extraordinary contribution and devotion to the university during the past 14 years.

"We are so pleased, and so grateful, that they will continue to lead us in the years ahead," he said.

Rhodes, the ninth president of Cornell, was elected on Feb. 16, 1977, and took office on Aug. 1 of that year. A geologist by training, he holds the faculty rank of professor of geology. He is among the most senior in tenure of the presidents of the nation's major research universities.

CU to help vaccinate raccoons for rabies

Cornell veterinarians and wildlife experts, in consultation with county and state agencies, plan to live-trap and vaccinate Ithaca-area raccoons, beginning this fall, in an attempt to contain the spread of rabies.

Several hundred raccoons will be captured live, then immunized with a "killed-virus" type vaccine and tagged for identification. The vaccine used in the rabies-shot program will protect the animals for one to two years, and is exactly the same inactivated vaccine used to immunize pets and other domestic animals. Raccoons will be released unharmed at the sites where they are trapped.

The project requires the approval of the New York State Department of Environmental Conservation (DEC) and is the first use of an intramuscular vaccine on wild raccoons in the state.

Initially, traps will be set in university- and municipal-owned areas with high-density populations of raccoons. Trapping will continue in these areas until there is evidence that a sufficient number are tagged or that the animals are no longer trappable because of cold weather. Subsequently, traps will be set on private property — with the owners' consent — in high-raccoon-density areas.

"We are doing this out of concern for the public health of humans, the safety of their pets and to protect the wildlife population," explained Dr. Susan Stehman, an extension veterinarian in the Cornell Diagnostic Laboratory and coordinator of the program.

Two cases of rabid raccoons have been reported in Tompkins County between Sept. 17 and Nov. 1. The fatal disease of the central nervous system of mammals, which is transmitted by saliva in the bite of an infected animal, had been relatively rare in this area until last year. In 1990, the first raccoons with rabies were reported in the state's Southern Tier as the disease spread from Pennsylvania.

Rabies only affects — and is transmitted by — mammals, including cats, dogs, bats, raccoons and humans, and not by other kinds of animals such as birds or reptiles. Public-health authorities predict that rabies will spread rapidly through the state by way of raccoons, which are abundant, gregarious animals that share their range with domestic farm animals, household pets and other wild animals. The raccoon population in Ithaca is estimated at 1,000, based on a wildlife census conducted in 1986-87.

The trapping, vaccination and release will be conducted by veterinarians from the College of Veterinary Medicine. All personnel handling raccoons have received prophylactic immunization against the disease.

"Attempts will be made, weather permitting, to begin the trap-and-release program this fall," Stehman said, noting that raccoons "den" and become less active during cold weather but do not actually hibernate. "Otherwise, trapping will begin in the spring."

Traps will remain closed during the day and will be opened by attendants in the evening during periods of peak raccoon activity, the veterinarian explained. "Thus, raccoons will not be trapped during daylight hours," she said. "The trapping areas will be identified, and, to ensure trapping success, we ask the public to leave the traps undisturbed."

—Roger Segelken

Theoretical climber



Systems programmer Jim Howell makes his way up the stairs at the Theory Center.

Peter Morenus

Ag College honors graduates

The Alumni Association of the College of Agriculture and Life Sciences will honor six alumni at the association's Nov. 15 annual alumni awards banquet.

The event will be held in Cornell's Statler Hotel Ballroom at 6 p.m.

The Alumni Association is celebrating the 15th anniversary of the Outstanding Alumni Awards and the fourth anniversary of the Young Alumni Achievement Awards.

Fifty-four of the college's 37,000 alumni have been honored, including this year's recipients:

- Denise Patricia Meridith '73 of Silver Spring, Md. A specialist in natural resources, she is state director for the eastern states of the Bureau of Land Management.

- Robert C. Baker '43 of Groton. Baker is perhaps best known as the creator of the "Cornell sauce" for barbecuing chicken. He has served as a consultant to poultry and seafood companies in 23 countries and was the first director of the Cornell Institute of Food Science and Marketing. Now a professor emeritus of food science and former chairman of the Department of Poultry and Avian Sciences, he is the inventor of more than 52 poultry meat and egg products as well as 28 fish and seafood products. Among his honors are the New York State Poultry Industry Man of the Year in 1988 and an award for Agricultural Excellence in Science from the Northeast chapter of the National Agri-Marketing Association. He is the author of more than 300 publications.

- Alfred D. Longhouse '37 of Casadaga, N.Y. Enshrined in the West Virginia Agriculture Hall of Fame, his work in

agricultural engineering ranged from instituting an extension program in farm electrification to East African educational programs in agricultural engineering for the Agency for International Development.

- Judith Riehlman '80 of Homer. The county clerk of Cortland County, she is a civic and political leader whose activities range from serving as past president of the board of directors of Cornell Cooperative Extension in Cortland County to membership on the executive committee of the New York State Association of County Clerks. Riehlman is a partner of a 600-acre family dairy farm and has served as a director of the American Agriculturalist Foundation.

- Fenton B. Sands '42 of Orlando, Fla. An expert in world food problems, he was a senior agriculturalist with the World Bank, specializing in Egypt, Oman, Iraq, Tunisia, Greece, South Yemen, North Yemen, Mexico, Peru and Ecuador.

- Steve Smith '35 of Yorkshire, N.Y. A retired high school principal and teacher of vocational agriculture, his service to the agricultural community has ranged from the state level, where he was a consultant to New York's Bureau of Agricultural Education, to the New York Association of Future Farmers of America, for which he was an adviser.

Presentations will be made by Elaine Newcomb, chairwoman of the Alumni Association's Awards Committee, David L. Call, dean of the College of Agriculture and Life Sciences, and Marion Rippey, Frederick, Md., president of the 6,200-member College Alumni Association.

— William Holder

Hotel students to cook special healthy dinner

Nineteen students in one food class in the School of Hotel Administration are learning how to prepare elegant meals that also are healthy.

On Nov. 17, they will learn from a master: Robert D. Wong, chef at the Greenbrier Hotel in White Sulphur Springs, W.Va., a hotel and resort that has been in continuous operation since before the Civil War.

Wong will direct the students in preparing a dinner, open to the public, that will be served Sunday at 7 p.m., following a 30-minute champagne reception in Banfi's. Reservations for the dinner, which will be priced at about \$45, may be made by telephoning Banfi's at 254-2565.

The menu for the Sunday dinner will include saffron oyster broth, roasted corn and scallion flan, grilled sea scallops, Granny Smith apple ice, roast loin of veal and lamb, grilled sweet potato polenta, ragout of wild mushrooms, French beans, julienne of parsnips and broccoli, and fall fruit gratinee.

The course is taught by Mary H. Tabacchi, an associate professor of hotel administration, who specializes in nutrition and fitness in health resorts; Jane Ridley, chief instructor of the course; and Brian Halloran, executive chef in the Statler Hotel.

Students in this class design menus for proper nutrition, market the meal to the public and work with the kitchen staff, the maitre d' and the dining room staff.

BRIEFS

■ **Maas on TV:** Psychology Professor James Maas and Trumansburg teacher Baiba Woodall will appear on WSKG-TV today, Nov. 14, at 8 p.m., as the station airs Maas' documentary about teachers.

■ **Trees:** Five red maple trees along Garden Avenue near the ILR Conference Center are suffering from stress complications and will be removed this fall, based on consultations between the Grounds Department and urban horticulture experts in the College of Agriculture and Life Sciences. Officials believe that the summer drought, and not any disease, are contributing to the stress, but they have sent tissue samples for analysis to be certain. The possibility of replacement trees is being evaluated by a landscape architect.

■ **Family issues:** Francille M. Firebaugh, dean of the College of Human Ecology, will address family issues when she gives the keynote talk at the annual meeting of Cornell Cooperative Extension of Tompkins County on Nov. 21 at 7:30 p.m. at the extension's education center, 615 Willow Ave. In her talk, she will explore the challenges of a changing family structure and transition as an opportunity for growth as well as a time of vulnerability.

■ **16th-century Mass:** Ismael Fernandez de la Cuesta, a professor of Gregorian chant at the Royal Conservatory of Madrid, and the Cornell Chorale, under the direction of Thomas Sokol, assisted by Daniel Stowe, will perform a complete Roman Catholic Mass, employing polyphony and Gregorian chant in the manner of a 16th-century Spanish cathedral, on Nov. 19 at 8:15 p.m. in Sage Chapel. The Eucharist will not be celebrated. The free performance is being co-sponsored by the Department of Music and the Religious Studies Program.

■ **Blood:** The American Red Cross Bloodmobile will be at Willard Straight Hall on Nov. 18 from 10 a.m. to 4 p.m., sponsored by Alpha Phi Omega. Call 273-1900 for an appointment; walk-ins welcome.

Channel tunnel chief to lecture

Jack K. Lemley, chief executive of Transmanche-Link, the Anglo-French company that is building the tunnel and rail line under the English Channel, will speak Wednesday, Nov. 20, at 4 p.m. in Malott Hall's Bache Auditorium.

The lecture, "The Channel Tunnel: Its Management and Impact on European Transportation," is sponsored by the School of Civil and Environmental Engineering and Johnson Graduate School of Management, and is open to the public.

Lemley is in charge of the largest single civil-engineering project in the world. The 31-mile-long project to build two rail tunnels and a service tunnel between England and France requires 9,000 workers and is expected to cost \$15 billion by the time it is completed in 1993.

Alumnus charged in forgery case

A Cornell alumnus has been arrested on five charges of possession of instruments of forgery, according to the Metropolitan Toronto Police.

According to police, Bing-Shing Leung, 29, of Scarborough, Ontario, approached a printer in Toronto with blank Cornell transcript forms that he had printed. He then went to a firm that manufactures corporate seals and had them prepare a duplicate of the Cornell registrar's seal, as well as a copy of the registrar's signature.

It is alleged that the accused wanted to raise his marks received at Cornell and that he would have been able to do so by preparing forged transcripts certified by the counterfeit seals he had acquired, police said.

Leung graduated from the College of Architecture, Art and Planning in 1988. Cornell Public Safety cooperated in the investigation.

CORNELL Chronicle

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

GRADUATE BULLETIN

Thesis/Dissertation: The thesis/dissertation submission deadline for a January 1992 degree is Jan. 10. Students should see the Graduate School thesis adviser (walk-in office hours 8:30 a.m. to noon and 1:30 to 4 p.m., weekdays) for approval of the format of their thesis/dissertation before submitting the final copies to the Graduate School.

Fellowships: Applications for foreign language and area studies fellowships for 1992-93 will be available after Nov. 21 in the graduate field offices and the Fellowship and Financial Aid Office, Sage Graduate Center. Application deadline is Jan. 31.

Assistance: Applicants for summer 1992 assistance must have a complete financial aid file in the Graduate Fellowship and Financial Aid Office by March 1. A complete file includes: 1991-92 GAPSFAS or federal aid application; 1990 federal income tax form; financial aid transcript from institutions attended prior to Cornell; and Selective Service compliance form.

Merv Griffin visits Statler for lecture, charity event

Merv Griffin, entertainer, television producer, hotel entrepreneur and casino owner, told about 800 students in the School of Hotel Administration on Nov. 8 that legalized gambling casinos are developing into a major business in the United States.

Speaking at the Dean's Distinguished Lecture Series held each Friday and nicknamed "Doughnuts with [Dean David] Dittman," Griffin predicted a good future for the gaming industry, citing the growth of state lotteries and the increasing number of legalized gambling areas.

Griffin reported that gambling has been approved for Mystic, Conn., an old seaport preserved as a tourist attraction, and in New Orleans, a major convention center, as well as on river boats in the Midwest and on ships off the California coast.

After his lecture in the Alice B. Statler Auditorium, Griffin kicked off the 10th annual charity auction sponsored by the Hotel Graduate Student Organization. The auction netted about \$9,200 (compared with \$7,800 last year) for the health care clinic at Galvin House, an Ithaca homeless shelter; Ithaca Rape Crisis; and Suicide Prevention and Crisis Service.

The Hotel School prepares its students for a number of managerial specialties in the hospitality industry, including casino hotels. Also, under an agreement signed last year, the school sends visiting professors to the Merv Griffin Academy in Atlantic City, where hotel workers receive hands-on training.

Griffin describes his Merv Griffin Resorts in Atlantic City as "an acknowledged leader in East Coast gaming and marketing innovation, as well as a model for successful restructure and operation in a down economy."

The singer, actor and creator of the television game shows "Wheel of Fortune" and "Jeopardy" drew a lot of laughter and applause from the students as he described his own career that started in San Francisco in 1945 as one punctuated with "failure, and how fabulous failure is."

"Hollywood is the only city where you can fail upward," Griffin said, describing setbacks as he moved from radio to television to movies to hotels. When he was a radio singing star, his producers advised him not to send his photograph to the many women who wrote him because "I had terminal acne." His first movie was overshadowed by another studio that introduced wide-screen cinerama just as his film was completed. "My picture was this big," Griffin said, illustrating its size with his thumb and forefinger.

He purchased hotels staffed by demoralized, untrained employees, and the properties required tens of millions of dollars to refurbish.

Griffin's advice to the students: "Don't ever select a job in which it is not fun to get up in the morning and go to work and have a great time."

—Albert E. Kaff

Pieces de viola



Peter Morenus

John T. Hsu (left), the Old Dominion Foundation Professor of Humanities and Music, plays a viola da gamba and Catherine Liddell, a musician from New Haven, Conn., plays a theorbo during a Nov. 7 concert in Barnes Hall. Hsu and his Cornell Chamber Orchestra will continue Cornell's Mozart Festival 1991 on Saturday, Nov. 16, at 8:15 p.m. in Barnes Hall. Hsu will give a preconcert lecture at 7:30 p.m. in Barnes.

Rural residents shy away from using welfare

Individuals in the poorer, more sparsely populated areas of the United States are much less likely to use welfare than are city residents, according to the first national study of welfare participation rates.

Although rural areas are known to have deeper pockets of poverty than cities, the influence of population density on an individual's willingness to participate in the welfare system has been overlooked, say rural sociologist Thomas Hirschl of Cornell and co-author Mark Rank of Washington University.

Writing in *Social Forces*, the two say that their study is the first to analyze welfare participation rates throughout all U.S. counties. They examined participation in the Aid to Families with Dependent Children program (AFDC) and the food-stamp program.

"Our research demonstrates that density plays a significant role in constraining or facilitating participation in public-assistance programs," they say. "Such a role is significant from a policy perspective. It suggests that the use or non-use of welfare is shaped by factors other than individual, economic or eligibility characteristics."

To illustrate the difference between urban and rural welfare use, the authors considered an average rural county where 9.6 percent of the residents participate in the food stamp program and 3.9 percent in

AFDC. Keeping all other variables constant, if the residents of that county were urban instead of rural, food stamp participation would be 36 percent higher, and AFDC participation would be 11.8 percent higher, they say.

Their findings are consistent with a 1988 study that the authors conducted in Wisconsin, in which they found that urban residents stay on welfare for an average of 28 months, compared to just 12.7 months in rural counties. Interviews with 50 welfare recipients suggested that the social stigma of welfare weighed more heavily on rural residents.

"People in rural areas tend to be much more isolated, they have less contact with other welfare recipients, and they also tend to feel more the stigma of being on welfare," said Hirschl, an assistant professor of rural sociology.

One anecdotal observation underscored this point: Rank visited a welfare office in rural Wisconsin where men in a bar across the street watched who went into the office and then made derogatory comments about them. The authors saw no instances of this kind of scrutiny in urban areas.

"One view in sociology is that stigmatized behaviors are more likely to occur in cities because the population size and density offer more opportunities for people to engage in specialized behaviors," Hirschl

added. "The classic case is the gay subculture. Population density encourages people to seek identities amongst the menu of activities that go on. In rural areas you don't have the size or the density to support this broad array of activities."

A recent study supported by the National Science Foundation showed 21.1 percent of rural children living below or near the poverty line compared to 18.2 percent for urban children. Yet scholarly attention has focused more on urban poverty, according to Hirschl.

Policies to address the low rate of participation in welfare by rural residents also are lacking, he said. Federal cuts in welfare programs made in 1981 have never been restored, he pointed out, and 37 states are facing budgetary difficulties that may exacerbate funding problems.

"I think we are backing off from our commitment to those in need of relief," he said.

The authors plan additional studies to determine why, in addition to the increased stigma, rural people nationwide make less use of welfare.

"Is it also because they don't know about programs or because they don't have good physical access to welfare offices?" Hirschl asks. "Or are rural governments less able to provide services?"

—William Holder

Telhami sees chance for Middle East settlement

Government Professor Shibley Telhami, a Middle East expert, believes that a Middle East settlement cannot be ruled out because neither President George Bush nor the Arab states can afford to fail in the current negotiations.

Telhami said he sees the possibility that within one year Palestinians may achieve some degree of autonomy over Israeli-occupied lands where they live on the West Bank and in the Gaza Strip.

"The Bush factor is a strong consideration," said Telhami, who teaches modern Middle East politics. "The president frankly cannot afford to fail in the Middle East, because he would lose his domestic and international credibility."

"The international community is watching the current negotiations as a litmus test of Bush's commitment to a new world order. With the collapse of the Soviet Union, the United States is the dominant power. Bush has tremendous leverage with [Israeli

Prime Minister] Yitzhak Shamir, and it's important that Bush succeed in the Arab-Israeli negotiations."

As to the Arab nations, they, too, are under pressure to succeed in their talks with Israel, Telhami said.

"The Arab governments cannot afford to fail," he said.

"Their decision to join the war against Iraq was not popular with their people. Arab leaders told their people that Saddam Hussein's way was not the right way, and that peaceful negotiations was the course to follow. So those governments have a lot of incentive to succeed."

He said the current Middle East negotiations face two deadlines that may determine when a settlement can be reached:

- For Israel, President Bush's request that Congress wait until January to vote on \$10 billion in loan guarantees to Israel.

- For the United States, a desire to see a transitional agreement within one year from

this autumn's Madrid talks.

"Settlement of the Palestine question will not be immediate," Telhami said. "But more Palestinian autonomy may be achieved, an arrangement that could last for three to five years."

On this point, Telhami wrote in an opinion article published in *The New York Times* on Nov. 6 that a Palestinian-Israeli commission could be established to determine the use of public lands during the negotiating period, with each side holding a veto power.

Such an arrangement would interest both the Israelis and the Arabs, Telhami contends.

His reasoning: the plan would rule out any more Israeli settlements in the territories that Israel occupies and restrict new Palestinian public-works projects, such as water and electric projects, hospitals and expanded cities.

—Albert E. Kaff



David Lynch-Benjamin

Professor Shibley Telhami

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

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

Workshop on dances of the Greek Islands with Joe Kaloyanides Graziosi, Nov. 15 to 17. A party will be held 8 to 10:30 p.m., Nov. 15, North Room, Willard Straight Hall. Nov. 16: registration at 9:30 a.m.; teaching sessions 10 to noon, 2 to 4 p.m.; dance review, requests, live music, 8 p.m. to midnight. Nov. 17: review 11 a.m. to 1 p.m., Biotechnology Auditorium. Weekend pass \$20; \$10 for students. Individual sessions \$6; \$3 for students. For further information, call 277-3638.

Israeli Folkdancing

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

Jitterbug

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

EXHIBITS

Johnson Art Museum

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

"The Art of Paul Manship," through Nov. 24.

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

Center for Jewish Living

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

Cooperative Extension

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

Hartell Gallery

Cornell-in-Rome faculty exhibit, sponsored by Cornell-in-Rome, through Nov. 16; B.F.A. sculpture thesis presentation by Charles Camacho, Nov. 17 through Nov. 23. The Hartell Gallery, located in Sibley Dome, is open 8:30 a.m. to 5 p.m., Monday through Friday.

John M. Olin Library

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

Sibley Fine Arts Library

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

Willard Straight Hall Art Gallery

"Mixed Media Sculpture" by Tom Burns, Nov. 18 through Nov. 29.

FILMS

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

Thursday, 11/14

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

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

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

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

Friday, 11/15

"Citizen Kane" (1941), directed by Orson Welles, with Orson Welles, Joseph Cotten and Everett Sloane, 6:50 p.m., Uris.

"Drowning by Numbers" (1988), directed by Peter Greenaway, with Bernard Hill, Joan Plowright and Juliet Stevenson, 7:30 p.m.

"Regarding Henry," 9:30 p.m., Uris.

"A Chinese Ghost Story II" (1990), directed by Ching Siu-Tung, with Leslie Cheung, Joey Wang and Jacky Cheung, 10:05 p.m.

"The Terminator," midnight, Uris.

Saturday, 11/16

"The Ruckus Films of Red Grooms," directed by Red Grooms, co-sponsored by the Ithaca Youth Bureau, 2 p.m.

"Regarding Henry," 6:50 p.m., Uris.

"Drowning by Numbers," 7:30 p.m.

"Citizen Kane," 9:20 p.m., Uris.

"A Chinese Ghost Story II," 10:05 p.m.

"The Terminator," midnight, Uris.

Sunday, 11/17

Whitney Biennial Video Program 7: Video by Joan Jonas, Gary Hill and Hans Breder, 2 p.m., Johnson Museum. (Free)

"Regarding Henry," 4:30 p.m.

"Toni" (1934), directed by Jean Renoir, with Charles Blavette and Celia Montalvan, 7:30 p.m., Uris. (Free)

"The Terminator," 8 p.m.

Monday, 11/18

"Drowning by Numbers," 6:55 p.m.

"The Magnificent Ambersons" (1942), directed by Orson Wells, with Joseph Cotten, Anne Baxter and Dolores Costello, 9:30 p.m.

Tuesday, 11/19

"Citizen Kane," 7:25 p.m.

"Regarding Henry," 10 p.m.

Wednesday, 11/20

"Five Easy Pieces" (1970), directed by Bob Rafelson, with Jack Nicholson, Karen Black and Billy Green Bush, 7:45 p.m.

"Watunna" (1990), directed by Stacey Steers, co-sponsored by CUSLAR, 8 p.m., Uris. (Free) Shown with "Macumba" (1985).

"Soapdish" (1991), directed by Michael Hoffman, with Sally Field, Kevin Kline, Whoopi Goldberg, Robert Downey Jr. and Cathy Moriarty, 10 p.m.

Thursday, 11/21

"Vantage Points," as part of the series Privileged Views: Landscape Exposed in Experimental Films, sponsored by Landscape Architecture Program and the Council for the Creative and Performing Arts with support from the Depart-

ment of Theatre Arts, 7:30 p.m., Film Forum, Center for Theatre Arts.

Asian American Shorts, (1989-91), the Asian American Film Festival, 7:30 p.m.

"Some Divine Wind" (1991), with guest filmmaker Roddy Bogawa, co-sponsored by Asian American Studies, Asian American Coalition and CAPSU, 9 p.m.

LECTURES

Africana Studies & Research Center

"The Abstracted Dialectic of 'Race Fatigue' and 'Race Obsession' in the Discourse of Difference in African-American Neoconservative Thought," Biodun Jeyifo, English, Nov. 19, noon, Hoyt Fuller Room, 310 Triphammer Road.

Classics

Townsend Lecture

"The One-Dimensionality of Moral Theories," the last of the Townsend Lectures on "Animals: Mind and Morals in Ancient Philosophy," Richard Sorabji, King's College, the University of London, Nov. 19, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

East Asia Program

"Chinese Village Landscapes: Constancy and Change," Ronald G. Knapp, SUNY New Paltz, Nov. 21, 4:30 p.m., 374 Rockefeller Hall.

Hotel Administration

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

International Studies in Planning

"An Historical Geographer as Planner and Preservationist: A Personal Recollection," Hou Ren-Zhi, Beijing University, Nov. 15, noon, 115 West Sibley Hall.

Landscape Architecture

"Why We Do What We Do," Skip Burke, landscape architect, Burke/Ryan Associates, Nov. 15, 11:15 a.m., 101 West Sibley.

Near Eastern Studies

"Amaria Letters and the Hebrew Language," Shlomo Isre'el, Tel Aviv University, co-sponsored by Jewish studies, Nov. 14, 4:30 p.m., 190 Rockefeller Hall.

Society for the Humanities

"Comparative Cosmopolitanism," Bruce Robbins, Rutgers University, Nov. 14, 4:30 p.m., Guerlac Room, A.D. White House.

"Screwing the System: Sexwork, Race and the Law," Anne McClintock, Columbia University, Nov. 15, 4 p.m., Guerlac Room, A.D. White House.

"Democratic Politics and the Question of Identity," Chantal Mouffe, College International de Philosophie, Paris, Nov. 19, 4:30 p.m., Guerlac Room, A.D. White House.

"All You Wanted to Know about Lacan, But Were Afraid to Ask Hitchcock," Slavoj Zizek, SUNY Buffalo and author of "The Sublime Object of Ideology," Nov. 20, 4:30 p.m., 165 McGraw Hall.

Southeast Asia Program

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

Title to be announced, Leonard Blussé, Leiden University, Nov. 21, 12:20 p.m., 102 West Ave. Ext.

University Lecture

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

Western Societies Program

"Unofficial Voices on German Unification: Minorities in the New Germany," sponsored by Pandamonium Germanicum, Nov. 16, 12:15 p.m., 153 Uris Hall.

Women's Studies Program

"Talk on Immigrant Women, Black German Women, Jewish Women and Refugee Women," Jacob Langford (film to follow), Nov. 15, 4:30 p.m., A.D. White House.

"9 to 5" (film and discussion), Kathryn March, anthropology, Nov. 15, 8 p.m., Balch Unit II Lng.

MUSIC

Department of Music

John Hsu and his Cornell Chamber Orchestra

will continue the Mozart Festival 1991 on Nov. 16 at 8:15 p.m. in Barnes Hall. Featured will be two symphonies in A Major: K. 14 and K. 134 and the Symphony in G Major, K. 199. A pre-concert lecture will be given by John Hsu at 7:30 p.m. in Barnes Hall.

Piano students of Jonathan Shames will give a recital on Nov. 17 at 4 p.m. in Barnes Hall.

Baritone Randall Schloss and pianist Erik Peters will give a student recital on Nov. 21 at 8:15 p.m. in Barnes Hall. Performed will be Spanische Liederbuch and Moricke Lieder by Hugo Wolf and Songs of Travel by Vaughan Williams.

Bailey Hall Concert Series

The Canadian Brass, an ensemble famous for its blend of virtuosity, spontaneity and humor, will give the next performance in the 1991-92 Bailey Hall Concert Series on Monday, Nov. 18, at 8:15 p.m. Members of the quintet are Frederic Mills and Ronald Roman trumpets; David Ohanian, French horn; Eugene Watts, trombone; and Charles Daellenbach tuba. Their program will include music from the Renaissance to J.S. Bach and from Mozart to American jazz. Tickets are \$14 to \$22 for students and \$16.50 to \$26 for the general public and are on sale at the Lincoln Hall ticket office, open Monday to Friday from 9 a.m. to p.m.

Bound for Glory

Jeff Wilkinson will perform in three live sets on Nov. 17 at 8:30, 9:30 and 10:30 p.m. the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sunday from 8 to 11 p.m. on WVBR-FM, 93.5.

Cornell Folk Song Club

The trio of Priscilla Herdman, Anne Hild and Cindy Mangsen will appear on Nov. 15 at 8 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. They accompany themselves with guitar, mountain dulcimer, five-string banjo and concertina. Advance tickets for the concert, at \$8, are on sale at Borealis Books, Bop Records, Smedley's Bookstore and Commons Coffeehouse, Anabel Taylor Hall.

READING

Africana Studies & Research Center

A reading by Zimbabwean author Tsitsi Dangaremba, novelist and feminist, from novel "Nervous Conditions," co-sponsored by the English Department and Women's Studies Program, Nov. 14, 4:30 p.m., 215 Ives Hall.

RELIGION

Sage Chapel

The Rev. Charles Curran, theology, Southern Methodist University, will deliver the sermon on Nov. 17. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R. Paterson. Sage is a non-sectarian chapel fosters dialogue and exploration with among the major faith traditions.

Catholic

Masses: Saturdays, 5 p.m.; Sundays, 8 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. Gordon Brewster, chaplain, Anabel Taylor Chapel.

Friends (Quakers)

Sundays at 9:45 a.m. adult discussion, 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, p.m., Chapel, Anabel Taylor Hall; Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Saturday: Orthodox, a.m., Edwards Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:30 a.m., Founders Room, Anabel Taylor Hall.

Young Israel (call 272-5810 for time).

Korean Church

Sundays, 1 p.m., Anabel Taylor Chapel

Muslim

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

Protestant Cooperative Ministry

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

Satya Sai Baba

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

Seventh-Day Adventist

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

Southern Baptist

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

Zen Buddhism

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

SEMINARS

Anthropology

"Comparative Studies of Orangutan and Gibbon Social Systems: Field Observations and Experiments," John Mitani, University of Michigan, co-sponsored by neurobiology and behavior, Nov. 15, 3:30 p.m., 366 McGraw Hall.

Applied Mathematics

"A Dynamic Effective Medium Theory for Wave Propagation in Composites," Fadil Santosa, University of Delaware, Nov. 15, 4 p.m., 322 Sage Hall.

Biochemistry

"Macromolecular Interactions Dictating Structural Alterations at a Mammalian Origin of Replication," Nicholas H. Heintz, University of Vermont, Nov. 15, 4 p.m., Large Conference Room, Biotechnology Building.

Biophysics

"Dynamics of Antibodies on Planar Model Membranes," Nancy Thompson, University of North Carolina, Nov. 14, 4:30 p.m., 700 Clark Hall.

Boyce Thompson Institute

Distinguished Lecture

"Regulation of Photosynthesis by Rubisco Activase," William L. Ogren, University of Illinois, Urbana-Champaign, Nov. 20, 3 p.m., Boyce Thompson Institute Auditorium.

Chemistry

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

"Chemical Probes for the Study of Macromolecular Structure and Function," Alanna Schepartz, Yale University, Nov. 18, 4:40 p.m., 119 Baker Lab.

Title to be announced, Steven Boxer, Stanford University, Nov. 21, 4:40 p.m., 119 Baker Lab.

Ecosystems Research Center

"Application of Three-Dimensional Digital Imaging to Environmental Restoration at the Savannah River Site," C. Eddy, Westinghouse Savannah River Co., Nov. 15, 2:30 p.m., G01 Biotechnology Building.

Entomology

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

"Function and Expression of the Baculovirus Major Envelope Protein," Gary Blissard, Boyce Thompson Institute, Nov. 21, 4 p.m., Morison Seminar Room.

Epidemiology

"Using Multidimensional Scaling as a Framework for Presenting Descriptive Statistics," Bill Trochim, human service studies, Nov. 18, 12:20 p.m., 216 Martha Van Rensselaer Hall.

Floriculture & Ornamental

Horticulture

"Toward the Development of a Science/Technology Focus in 4-H Youth Programs,"

Don Rakow, assistant professor and program leader 4-H plant science youth program, Nov. 14, 12:15 p.m., 404 Plant Science Building.

"Managing the Greenhouse Root Zone to Minimize Environmental Impact," Tom Weiler, Greenhouse Crop Production, Nov. 21, 12:15 p.m., 404 Plant Science Building.

Food Science & Technology

"Conducting and Controlling the Quality of Research," University of Wisconsin, Madison, Nov. 19, 4 p.m., 204 Stocking Hall.

Fruit & Vegetable Science

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

Geological Sciences

"Non-Linear Imaging and Inversion for the Structure of the Garlock Fault, Mojave Desert," John Louie, Pennsylvania State University, Nov. 21, 4:30 p.m., 1120 Snee Hall.

International Nutrition

"Health and Reproduction in Nomadic Turkana Pastoralists," Michael Little, SUNY Binghamton, Nov. 14, 12:40 p.m., 200 Savage Hall.

"Nutritional Problems and Programmes in Myanmar (formerly Burma)," Tin Maung Win, National Nutrition Centre, Yangon, Myanmar and WHO fellow, international nutritional, Nov. 21, 12:40 p.m., 200 Savage Hall.

Johnson Graduate School of Management

Organizational Behavior Research Seminar "Rhetoric vs. Action in Organization," Bob Eccles, Harvard University, Nov. 18, 3:30 p.m., Collyer Room, 5th Floor Malott Hall.

Materials Science & Engineering

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

"Recent Materials Research at Coming," David Morse, Corning, Nov. 21, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

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

"Micro-Electro-Mechanical Devices for Characterizing Thin Films," George C. Johnson, visiting fellow, University of California, Berkeley, Nov. 19, 4:30 p.m., 111 Upson Hall.

Manufacturing Seminar: "Manufacturing Concepts in Japan's Auto Industry," Masazumi Sone, Nissan Research & Development, Nov. 21, 4:30 p.m., 155 Olin Hall.

Microbiology

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

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

"Assessing Biogeochemical Activities of Microorganisms in Their Habitats," Gene Madson, microbiology, Nov. 21, 4 p.m., Conference Room, Biotechnology Building.

Natural Resources

"The Natural Resources Management Mandate: Implications for Agricultural Research Priorities and Methodologies," Donald Plucknett, Consultative Group on International Agricultural Research, The World Bank, Nov. 14, 12:20 p.m., 304 Fernow Hall.

"A Scientist's View of the Politics of Managing and Regulating the Everglades," Curtis Richardson, Duke University, Nov. 19, 12:20 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"Chickadees Brains and Behavior: An Evolutionary Perspective," Frank Gill, Academy of Natural Sciences, Nov. 14, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Hearing in Moths," Frank Corro, Universidad de La Habana, Nov. 19, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Development of Neuronal Types from Identified Precursors in the Grasshopper CNS," Melody Siegler, Emory University, Nov. 21, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Ornithology

"Geology of the Finger Lakes State Parks," Tony Ingraham, Finger Lakes State Parks, Nov. 18, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

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

Pharmacology

"Molecular Interactions Between Receptors, G Proteins and Effectors," Heidi Hamm, University of Illinois Medical School, Nov. 18, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology

"Habitat Distribution and Gender-Specific Physiology in Box Elder (*Acer negundo*)," Todd Dawson, ecology and systematics, Nov. 15, 11:15 a.m., 404 Plant Science Building.

Plant Breeding

"Toward Map-Based Cloning of Tomato Ripening Genes," Jim Giovannoni, plant breeding, Nov. 19, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Population Genetics and Migration of *Phytophthora infestans*," William Fry, plant pathology, Nov. 20, 3 p.m., A133 Barton Laboratory, Geneva.

Psychology

"Developmental Consequence of Stress in Childhood: Co-occurrence of Risk Factors," John Eckenrode, human development and family studies, Nov. 15, 3:30 p.m., 202 Uris Hall.

Religious Studies

"Academic Freedom and Catholic Higher Education," Charles E. Curran, Southern Methodist University, Nov. 15, 12:15 p.m., 156 Goldwin Smith Hall.

Reproductive Biology

"Influence of the Thymus Gland on Reproductive Function in Female Mice," Sandra Michaels, SUNY Binghamton, Nov. 20, 4:15 p.m., 348 Morrison Hall.

Science, Technology & Society

"A Critique of Calculative Rationality," Hubert Dreyfus, University of California, Berkeley, Nov. 18, 4:30 p.m., 701 Clark Hall.

Southeast Asia Program

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

Statistics

"Estimation of Auto Correlation in a Binary Time Series," A.H. El-Shaarawi, National Water Research Institute, Canada, Nov. 20, 3:30 p.m., 100 Caldwell Hall.

Title to be announced, Mark Low, University of California, Berkeley, environmental statistics seminar, Nov. 21, 11:30 a.m., 250 Caldwell Hall.

Textiles & Apparel

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

"Electrochemical Treatment of Textile Wastewater," Suzanne McClung, textiles and apparel, Nov. 21, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Toxicology

"The Determination of Glycoproteins and Glycopeptides by Liquid Chromatography/Mass Spectrometry and Tandem Mass Spectrometry," James Conboy, grad student, veterinary medicine, Nov. 15, 12:20 p.m., 135 Emerson Hall.

SPORTS

(Home Games Only)

Friday, 11/15

Freshman football, Columbia, 7 p.m.
Men's JV hockey, Canton ATC, 7:30 p.m.

Saturday, 11/16

Men's fencing, Cornell Invitational, 8 a.m.
Women's fencing, Cornell Invitational, 8 a.m.
Men's JV hockey, Canton ATC, 11:30 a.m.
Varsity football, Columbia, 12:30 p.m.
Women's hockey, Nepean Raiders (exhibition), 3 p.m.

Sunday, 11/17

Women's basketball, Centennial (exhibition), 11 a.m.
Women's hockey, Nepean Raiders (exhibition), 1 p.m.

Monday, 11/18

Men's basketball, Burundi National Team (exhibition), 7:30 p.m.

Tuesday, 11/19

Wrestling, Red/White Classic (exhibition), 7:30 p.m.

SYMPOSIUMS

Communication

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

German Studies

"The Unofficial Story: Minorities in the New Germany," a symposium co-sponsored by Pandamonium Germanicum, Women's Studies Program, Western Societies Program, Society for the Humanities, and the Graduate Student Finance Commission, beginning at 7 p.m. on Nov. 15 and continuing on Nov. 16 at the A.D. White House. Speakers include Jacob Langford, Cornell; Dorothy Rosenberg, Smith College; Heidrum Suhr, New York University; James Steakley, University of Wisconsin; Sander Gilman, Cornell; Kizer Walker, Cornell; and, Matt Grant, Cornell. Topics presented will be minority women, foreigners, gay and lesbian identity, Jewish literature, and the Baader-Meinhof terrorist organization. On Friday, Langford will present film footage of a recent congress on women in Berlin for a future documentary.

New York Conference on Asian Studies

The New York Conference on Asian Studies will take place Nov. 23, 8:50 a.m. to 5:30 p.m., and Nov. 24, 8:50 a.m. to 12:15 p.m. in Warren Hall. The conference features more than 80 papers on a variety of topics related to East, South and Southeast Asia. Registration is \$25. Registration forms may be obtained at the Cornell Conference Services or Robert Purcell Union, or by calling 255-6290. For further information call Allen Riedy at 255-8889.

MISC.

Aerobics

Aerobics at noon with Amy Brill will be held Mondays, Tuesdays and Wednesdays, 12:15 to 1:15 p.m., Helen Newman gym. Cost is \$2 and may be paid before each class.

Alcoholics Anonymous

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

Caregiver's Support Group

"Caring for our Elders, Caring for Ourselves," video and discussion, Nov. 14, 11:30 a.m. to 1 p.m., NG-10 Martha Van Rensselaer Hall.

CUSLAR

Business meeting and discussion of recent events in Latin America, Mondays, 5:15 p.m., Commons Coffee House, Anabel Taylor Hall. For more information call, 255-7293.

Learning Skills Center

Exam preparation workshop, Nov. 18, 4:30 p.m.; exam strategies workshop, Nov. 20, 4:30 p.m., 237 Sage Hall. Study survival skills walk-in service: free help with study problems, Tuesday or Thursday from 3 to 4:30 p.m., 235 Sage Hall.

Writing Workshop

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

Calendar reminder

The Chronicle will not be published on Thanksgiving Day, Nov. 28. Calendar notices for the period Nov. 21 through Dec. 5 can appear in the Nov. 21 Calendar, if they are received by tomorrow, Nov. 15.



Peter Morenus

Ellen Z. Harrison, associate director of the Waste Management Institute, holds 4-month-old Benjamin Yavitt, the son of Joe Yavitt, a senior lecturer in natural resources, and Susan Merkel, a lecturer in microbiology. Benjamin is wearing a reusable wrap over a cotton diaper.

Cloth vs. disposable diapers: comparison futile, expert says

Even using state-of-the-art, environmental-impact analyses, getting to the bottom of the diaper dilemma is still "hopeless at this time," concludes a Cornell waste-management expert.

The dilemma is whether cloth or disposable diapers represent the best environmental choice. And any claim to resolve it is "simply bogus," said Ellen Z. Harrison, associate director of Cornell's Waste Management Institute which helps communities and policy-makers make waste-management decisions.

Even the annual dumping of 18 billion disposable diapers in landfills is inconclusive when you start examining the other side — from the pesticide spraying in the cotton field to the detergents and extra flushings that go with the use of cloth diapers. Solid waste is only one of many environmental impacts to be considered.

"You just cannot compare unlike impacts from the two types of diapers," said Harrison. "Which is better for the environment, a diaper system that uses more water but results in less solid waste or vice versa?"

There are pitfalls even in evaluating the impact of the water or air pollution, because a pound of one toxic pollutant may pose thousands of times more risk than a pound of a different pollutant.

"Simply comparing the total number of pounds is illegitimate and misleading," Harrison said. Local conditions, such as whether the trash one generates is going to an incinerator, landfill or compost facility, or availability or scarcity of water also need to enter into the environmental equation.

Yet such invidious comparisons are being advanced by the producers of each kind of diaper, she said, "and I find it distressing that the bottom line of the studies on diapers seems to depend on who is paying for them."

Known as life cycle assessments (LCA), these analyses consist of two phases: first an inventory of raw materials and energy use going into producing the product, plus

the releases of pollutants in the manufacturing and disposal of the product; and, second, assessing the relative impacts of each item in the inventory.

"Right now, we're lucky if we can even agree on an inventory because people legitimately make different assumptions in the inventories, and the assumptions are critical to the outcome of the analyses," she said.

For example, some analyses are based on the assumption that a baby will require the same number of diapers whether cloth or disposable diapers are used.

Other analyses assume that care givers use almost twice as many cloth diapers as disposable, because cloth diapers are less absorbent. Studies also use different estimates for how many times cloth diapers are reused before being discarded, how many disposable diapers are rinsed as manufacturers recommend, thereby using rinse water, and so on.

As any new parent knows, the issue of diapers looms larger than a baby's bottom. An average baby needs anywhere from 7,800 to 12,000 diapers before he or she is toilet trained — usually about two and one-half years, according to the various estimates used.

About 80 percent of diaper changes in this country are now made with disposable diapers. That adds up to more than 18 billion dirty diapers being sent to landfills every year, according to accepted estimates.

"Although I intuitively sense that cloth diapers are probably environmentally superior based on the simple fact that fewer natural resources are used by reusing them, we must still acknowledge that there are so many complex factors and tradeoffs to consider," Harrison said.

"What may go even further in minimizing the energy and environmental impacts from diapers," Harrison suggested, half seriously, "is to consider how many diapers we'd save if we toilet-trained our children up to a year earlier." The answer: up to 7.6 billion diapers a year.

— Susan Lang

Studies focus on toxicants, CDs, insect genes and ceramics

Chemicals at work

Cosmetologists are two times more apt to have mutagens in their urine, and ceramists have up to four times more lead in their hair, than do control groups of dental workers, according to two new Cornell studies.

Mutagens are chemicals, such as some solvents, dyes and pesticides, that can damage DNA in living cells. A high percentage of mutagens can cause cancer. Many mutagenic chemicals that are inhaled are rapidly excreted in urine. Exposure to heavy metals is also a health risk implicated in a number of human maladies. Heavy-metal exposure by inhalation, ingestion or skin penetration results in excretion of such metals into hair.

"Workers in many fields are occupationally exposed to a wide array of toxic chemicals," said project leader Donald Lisk, a professor in the College of Agriculture and Life Sciences and head of the Toxic Chemicals Laboratory.

"We cannot make any accurate predictions about how such exposure will adversely affect health," he added. "However, we are studying the magnitude of this exposure in hopes that employers will use the information to make workplaces safer and to encourage employees to use protective measures more faithfully."

The study with cosmetologists (hairdressers), published in the October Journal of Toxicology and Environmental Health, is the most recent in a series of studies that have examined toxic chemical exposure in employees in sewage treatment and garbage incinerator plants, as well as in greenhouses and dental offices. The study on ceramists is to be published in Journal of Toxicology and Environmental Health in December.

In the study of urinary mutagen levels in cosmetologists, Lisk and his Cornell colleagues, epidemiologist Janet Scarlett and toxicologists John Babish, Xin Fang Ma and Walter Gutenmann, found that almost 40 percent of the 98 cosmetologists studied had mutagens in their urine, compared with one-quarter of the control group of 87 dental hygienists, who also are primarily female but have far less exposure to toxic

cosmetic chemicals.

In the study of ceramists, Lisk and his colleagues Scarlett, Carl Bache and Lawrence Carbone compared hair samples from 70 ceramists with 75 dentists and orthodontists in the same geographical region and with the same demographic characteristics.

Ceramists were found to have four times more lead in their hair than dentists and 50 percent more cadmium; both are heavy metals thought to have adverse health effects. Ceramists who did not work in ventilated areas, however, had almost twice as much cadmium and lead in their hair samples than those working with ventilation.

— Susan Lang

Improving CD techniques

New techniques for recording and reading digital information in a three-dimensional optical memory provide a multilayered format that can increase the capacity of audio CDs and computer archival disks by at least 100 times, according to Cornell scientists.

The techniques, described in the Nov. 15 issue of Optics Letters, rely on proven technologies that are ready for the development of commercial systems now, say Watt Webb, a professor of applied physics, and graduate student James Strickler. Strickler presented their results at the Nov. 3 meeting in San Jose, Calif., of the Optical Society of America.

The team is the first to achieve storage of digital information at the ultrahigh density of a terabit (1,012 bits) per cubic centimeter by superimposing 30 layers of data in a single film of light-sensitive plastic. The two have created random and ordered patterns of dots at this microscopic scale. Patterns easily could be ordered to contain encoded information recognizable by computer programs, they say. The storage density is so high that if 100 layers were filled to capacity, a single five-inch CD-ROM disk could be made to contain 10 million pages of text.

Because each layer is less than three microns (three millionths of a meter) deep, the

multilayered product is no thicker than an ordinary compact disk. The two predict their invention will supersede single layer "write-once-read-many" (WORM) devices that are rapidly becoming popular for mass information storage.

The team foresees no difficulty in increasing the number of layers of data to 100, and they also have demonstrated the feasibility of replicating multilayers from a master copy. A multilayer format, they say, may be an important development for the distribution of digitally stored images, because each of these typically require upwards of a million bits of memory.

— William Holder

CORNELL
Research

Cloning insect genes

The Cornell entomologist who led the effort to clone the insect gene involved in most cases of resistance to pesticides suggests that resistance in one species, fruit flies, may have developed through a single mutation that spread throughout the world.

Entomologist Richard Roush said that the cloning of this elusive gene not only opens a new route to formulating insect-specific pesticides but also may make it possible to genetically engineer helpful, predatory insects that are resistant to particular pesticides.

Since reporting the gene cloning in the August Proceedings of the National Academy of Sciences, Roush said additional studies have shown the genes appear to be the same in fruit flies from all over the world.

"We have to do more work, but so far we haven't found any gene patterns that look different. Those from flies in Africa, South America and Australia look just like

the ones we found in New York, Maryland and Ontario," said Roush, an assistant professor of entomology in the College of Agriculture and Life Sciences.

These findings are significant, said Charles Aquadro, associate professor of population genetics at Cornell, because little is known about the mutational origin of resistance in insects. If mutation to resistance is a rare event, then the likelihood that a single control strategy will succeed is greater than if resistance mutations occur easily and frequently, producing diverse genetic changes.

— William Holder

Synthesizing ceramics

Cornell scientists have found a new method for synthesizing a ceramic that could greatly improve long-distance, fiber-optic transmissions.

By turning to polymers, the scientists have synthesized pure forsterite, a ceramic mineral unique in its ability to emit laser light at the optimal frequency for such transmissions. (Ceramics are non-conductive, crystalline solids.)

The researchers also have used the new method to make glass ceramics of potential interest to the electronics industry and say their approach offers significant advantages over existing methods of manufacturing these substances.

They are the first to use linear organic polymers called methacrylates — long molecular chains containing carbon and, in this case, silicon — as a route to inorganic glasses and ceramics. The polymers provide a matrix for inorganic elements and then their organic constituents are baked away. Depending upon experimental conditions, the results can be either a non-crystalline glass or a crystalline ceramic.

"Glass-ceramics are probably most familiar to people as Visions cookware, but they have potential applications in the manufacture of computer chips," said materials scientist Christopher Ober. "They have properties superior to existing materials."

— William Holder

American-Indian educators strive to complete 'full circle'

"I would not have been able to finish and graduate."

"I would not have chosen to come here — I would have talked myself out of coming."

"I wouldn't be here if it weren't for their help."

These are the voices of American-Indian students, speaking about the importance of the academic and personal support provided by the American Indian Program. To members of the smallest minority at Cornell, that support can make the difference between graduating and dropping out.

For example, a study by St. Lawrence University Professor Robert N. Wells Jr. showed that only one-half of American-Indian students in high school graduate; about 25 percent of those graduates go to college; of American-Indian college students, only 10 percent graduate.

At Cornell, the graduation rate of American-Indian students is several times higher. There are 74 American-Indian graduate and undergraduate students enrolled this year.

But the goal of the American Indian Program goes beyond merely retaining students until graduation. The goal is to help the students go "full circle," in the words of program director Ron LaFrance, returning to their communities during the college years, or possibly after they graduate, to apply their new-found expertise and leadership abilities.

The Full Circle program begins with intensive recruiting through literature and personal visits that reach all reservations in New York state and the metropolitan Buffalo, Rochester and Syracuse areas, said Sandra Rourke, a student-development specialist with the program and member of the Mohawk nation.

Natalie Hemlock, a member of the Seneca nation and now an assistant to LaFrance, read a brochure in 1985 about the American Indian Program that led her to consider going back to school. Hemlock had worked in her native community for seven years after high school graduation. She called LaFrance with "doubts about my chances in a rigorous academic environment, whether the school would receive me well," she recalled.

Now holding a Cornell bachelor's degree and an Ed.M. from Harvard, she returned to Cornell for a Ph.D. in education administration, "while I was on an academic roll," she says.

Other students, like Brendan White, a member of the Mohawk nation from the Akwesasne reservation on the New York-Canada border who is a junior in the School of Industrial and Labor Relations, are not aware of the program until they arrive at Cornell. White now is a resident adviser to students in Cornell's new American-Indian residence house, Akwe:kon, which opened in September. (See the Sept. 5 Chronicle for coverage of the opening.)

But regardless of how they learn of the program, many students say that the personal support that they receive may well be the most important element. Kevin Connelly is a graduate student studying linguistics and a member of the Onondaga nation who came to Cornell in the 1970s, before the program existed.

"I hated it," he recalled. "I thought there were a lot of smart, rich kids." But when Barbara Abrams, from the then-newly established Indian Affairs Committee, contacted Connelly, he realized the importance of "someone I knew and trusted and who was an Indian — someone who offered support that wasn't just words but often translated into actions."

In Room 300 of Caldwell Hall, the program's home, students stopped by throughout the day for donuts and coffee in the kitchen or to read the newspaper.

"It's like a family," said ILR junior White, "with a father figure [LaFrance] who advises people, counsels them, tells them what's out there."

The staff is "always curious" to learn about how a student is doing, added Jarrod Whitney, a sophomore in the College of

Agriculture and Life Sciences and a member of the Cayuga nation. "When you're down, they brighten you up."

After the staff goes home, students return to the office to study. "As much goes on here during evening hours as during the day," said staff member Rourke. "Grads and undergrads work in the evenings on papers and at the computers. It's a natural space where they can talk and interact, and the undergraduates benefit by learning about grad school."

The departments of Rural Sociology, Anthropology, History and English offer classes that give American-Indian students an opportunity to learn about their heritage.

"We try to encourage native students to enroll in these courses, where they are given an opportunity to do research and learn more about their own tribal nations," Rourke said.

The final chapter of the story is the return of American-Indian students to their native communities, which need their expertise and leadership, Rourke said.

"When native people go away to school, the community sees it as a loss," she explained.

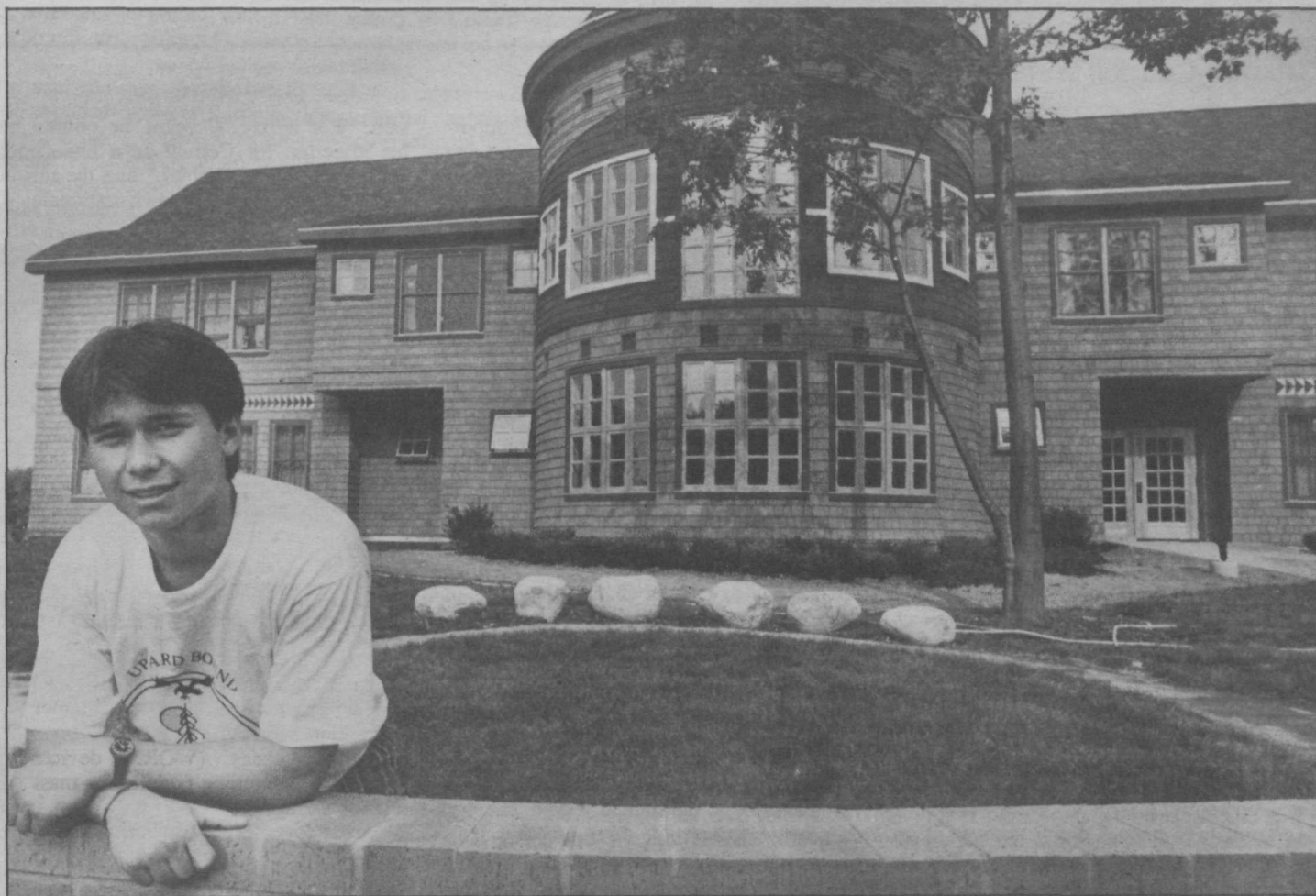
On a practical level, the Full Circle concept means that students can work with LaFrance and Rourke to design an internship on a reservation or an Urban Indian Center, or they can work in a native community after graduation. Internships are also available through cooperative interaction of a student's college registrar, academic adviser and Cornell's American Indian Program.

Connelly plans to return to the Onondaga reservation after graduation, where he has been involved with language-preservation efforts for years. White wants to work "on or near the reservation, maybe starting businesses which provide employment for Indians."

Hemlock interned during her senior year in urban Buffalo. She assisted the director of a social service agency for American Indians in running educational programs for preschoolers through adult learners.

Her efforts helped LaFrance to plan Akwe:kon. Now, she said, "The realization of LaFrance's dream of an academic residence house encourages me to fulfill my own dreams."

— Cynthia Revelle '92



Brendan White, a member of the Mohawk nation from the Akwesasne reservation on the New York-Canada border, is a junior in the School of Industrial and Labor Relations and a resident adviser at Akwe:kon (rear). Peter Morenus

Book explores the issues for women who never have children

Women who never have children wind up with the equivalent of a lottery prize: up to \$1 million more in disposable income over their lifetimes than mothers.

They also enjoy some three more months a year in leisure time, based on the average amount of extra time mothers devote to housework and child-related activities.

More than 15 percent of American women in their child-bearing years will not have children, says Susan S. Lang, a science writer in the Cornell News Service who specializes in health, psychology and biology. She is the author of "Women Without Children: The Reasons, The Rewards, The Regrets" (Pharos Books), published in October.

The book explores the many reasons why women do not become mothers and the issues that arise for them as a result. Lang discusses the certainty of women who chose not to have children, the sorrow that infertile women experience and the ambivalence of women who drifted into childlessness for one reason or another.

"This book was written for those who want to know what it is like for women to not have children," Lang writes in her prologue. "It does not argue for or against having children for that decision is highly complicated, personal and very much a function of each individual woman's circumstances."

"My purpose, instead, was to find out how women without children — single, married, divorced, widowed and lesbian — feel about not having children as they grow older, what kinds of issues these women confront and how their lives differ socially, psychologically, biologically and financially from that of mothers."

Lang's book is based on interviews with more than 60 women who range in age from 36 to 100 and who, by choice or circumstance, will never have children. She also bases her findings on a wide collection of academic research on childlessness.

Lang reports a high degree of satisfaction among many women who did not have children. The rewards of a child-free life include freedom, higher marital satisfaction, independence and more control, and avoiding the "penalties of parenthood," such as stress, responsibility for others, day-to-day drudgery of housework and financial strains.

Lang quotes studies reporting that the direct costs to raise one child range from \$125,000 (no frills and not counting college costs or the effects of inflation) to \$600,000 (a more luxurious lifestyle, including college and inflation). Indirect costs include the lost income women forego if they stay home to care for children (an average of \$375,000 for well-educated women), and the lost raises and promotions if careers are interrupted. If a woman remains employed, then child-care costs must be factored in.

Likewise, Lang says her research disclosed that, on average, mothers (ages 18 to 65) spend 3.5 more hours a week doing housework (or 182 hours a year) than do women without children, plus 11 hours a week on child-related activities (or 572 hours a year). That adds up to more than 60 12-hour days, or three months of 12-hour, 5-day work weeks, each year.

In spite of these advantages, many women whom Lang interviewed also acknowledged that they may be missing out on a most valuable experience.

Lang said that through her own years of infertility she wondered what life would be like without children. She was married for 11 years before her only child was born through in vitro fertilization.

The women Lang interviewed had no children because of choice, postponement, infertility, early divorce/late marriage, always being single, rocky marriages, husbands who did not want children, or because they were lesbians who did not pursue adoption or artificial insemination.

"Interestingly, not one woman who made the active de-

cision not to have children ever experienced any regret," Lang said. "Women who drifted into not having children were more ambivalent."

"Just as some women mourn that they never knew their fathers or never had a sibling, women without children might occasionally feel sad about it. But once they passed through a brief mourning period triggered by biological clock pressures, they did not dwell on the subject and it tended to pass as an issue of youth."

Victims of infertility had the greatest challenge in mourning their loss and transforming their childlessness into a child-free lifestyle. Women who made the active decision not to adopt, as opposed to drifting into that decision, and who consciously shifted their identities and goals while finding alternative ways to satisfy their need to nurture, appeared to fare the best, Lang said.

"For other women, however, having children was a secondary issue. Not having a mate was the much more critical one," Lang said.

Lang also writes that the effects of not having children once one reaches old age are less severe than commonly thought. Today, almost 30 percent of older Americans have no children or have no contact with their children, and sociologists have found that the later stages of parenthood have little, if any, impact on an older person's psychological well-being, Lang reports. Other studies show that childlessness among elderly women tends to be benign; having at least one confidante was a much more powerful predictor for emotional well-being.

Lang has published more than 125 articles in national magazines and two other books, including one earlier this year: "Teen Violence" (New York, Franklin Watts), which describes the causes behind and potential solutions to teen-age violence in the United States.

— Albert E. Kaff

Challenge gift could raise \$30 million toward establishing 60 endowed posts

Cornell has received the largest challenge gift in its history, a commitment that could bring the university up to \$30 million and create as many as 60 endowed professorships, according to an announcement made Nov. 8 by President Frank H.T. Rhodes.

As gifts to endow positions qualify Cornell to receive funds from the challenge gift, they will contribute to the ongoing \$1.25 billion campaign, which so far has raised \$554.5 million and is \$13 million ahead of schedule.

The anonymous challenge highlights "one of the most significant objectives of the Cornell campaign — strengthening the university's ability to attract and retain the best possible academic leadership," Rhodes said.

One of the major objectives of Cornell's campaign is the establishment of 125 endowed professorships, representing a dollar goal of \$250 million. As of the end of September, \$25.9 million had been raised toward that goal.

"Outstanding faculty are aggressively pursued by other universities, business and industry," said Malden C. Nesheim, university provost. "Over the next several years, as many as 20 percent of the Cornell faculty will retire, and the university is faced with the dual demand of retaining its best people and recruiting a new generation of outstanding faculty. Endowed positions provide one of the best means to attract and retain top-notch scholars and teachers."

The challenge is intended to stimulate giving to this priority and to provide additional momentum to the campaign's goal of re-endowing the university, Nesheim added.

Under its terms, Cornell will receive up to \$30 million for enhancement of endowed positions and for support of other university program priorities, depending upon the extent to which alumni and friends contribute toward endowed positions.

The challenge program will be available to endow positions throughout the university's colleges and units, including profes-

sorships, deanships, directorships, department chairmanships, librarianships, curatorships, lectureships and other positions. Minimum endowment levels range from \$750,000 for some positions up to \$5 million for deanships.

Rhodes announced the first professorship to be established under the challenge through a gift made by Samuel C. and Imogene Johnson for a professorship in the Johnson Graduate School of Management (named for Johnson's grandfather).

The professorship, Rhodes said, will honor Robert W. Purcell, former chairman of the Cornell Board of Trustees, who died Aug. 10.

The challenge, which expires on Dec. 31, 1992, will enable Cornell alumni and friends to fully endow a position over a period of up to five years. Funds from the challenge will contribute to the support of endowed positions and other program priorities of the university during the five-year period.

—William Holder



Charles Harrington

Robert W. Purcell, a former chairman of the Board of Trustees who died Aug. 10, is being honored by the first professorship established under the challenge gift.

Trustee-Council Weekend *continued from page 1*

cation is under attack — as you affirm your devotion yet again, it is you who are, and must continue to be, her patrons, her advocates, her champions."

The feeling is obviously mutual. In fact, Rhodes, who is about to enter his 15th year as Cornell's ninth president, has become almost as much a focus of the group's affection as Cornell itself. The applause as he concluded his speech was exceeded only by that which erupted before the speech, when Weiss announced that Rhodes had agreed to continue in office "for an extended period," beyond 1992.

Rhodes acknowledged that announcement with an expression of thanks for the support and partnership of his wife, Rosa, and with a little humor to cut the emotion palpable in the room.

Before the meeting had begun, Rhodes told the standing, cheering crowd, a friend came up to Mrs. Rhodes' chair and asked: "Did you hear the bad news about Frank?" Before she could get too upset, Rhodes continued, the friend added: "His contract has been extended."

In his speech, Rhodes repeated a theme sounded last month with the faculty — that "it is time for research universities to go on the offensive and to remind the nation of the role and priority of education, time to stop apologizing for the alleged sins of the academy, time to explain the business we're in."

On the criticism of costs, for instance, he said a full year at Cornell — just over \$23,000 with room, board and other expenses — was a bargain when figured at \$103 a day for the school year. For that price, he said, you could stay a night at a modest urban hotel "without the meals, without the riches of the educational pro-

gram, without the wealth of cultural opportunities such as concerts, plays, lectures and societies, without one of the world's great libraries, without the extraordinary athletic facilities that are unparalleled, without comprehensive health care and personal counseling services that a university like Cornell provides."

Money was also a major concern at several other meetings throughout Trustee/Council weekend.

In several venues, as well as in Rhodes's speech, there was discussion of the high cost of financial aid grants and the challenge of keeping Cornell accessible to all without overwhelming the budget that now provides \$25 million a year in undergraduate grants.

New York state's continuing revenue shortfalls also created much discussion of the fallout on Cornell's state-assisted units and, to some extent, on the overall university.

But problems rarely dominate Cornell's most devoted champions. The common emotion that binds them is too strong and positive, even when it is sad. That emotion was evoked, for example, in two forms of recognition over the weekend.

When Rhodes told the board that University Counsel Walter J. Relihan Jr. had just been elected to the State Supreme Court and would be leaving in January, they gave a standing ovation to the man who, for 12 years, has sat beside the board chairman at every meeting.

In at least two formal ceremonies and in other private moments, tribute was paid to Robert W. Purcell, the much-beloved former presidential councillor and board chairman who died in August at the age of 79. The board's formal memorial resolution

said: "For nearly 60 years, he poured out his affection for Cornell as a benefactor, leader, friend and enabler," and the resolution recalled Purcell's own rationale: "I

know of no other enterprise in which the potential for helping mankind is greater than at Cornell."

—Sam Segal



Peter Morenus

President Emeritus Deane W. Malott (right) talks with Charles R. Holcomb '55, chairman of the University Council's New York State Relationships Committee, after the joint meeting of the council and Board of Trustees in Statler Auditorium Nov. 8.

Alumna learns what it's like to be a student in the 1990s

Linda Bernstein Miller '66 spent a relaxing Homecoming weekend at Cornell seeing friends and staying at the Statler Hotel. But when the weekend was over, instead of returning to Washington, D.C., and her work for non-profit hospitals, Miller moved into a student residence hall for three days.

As one of 14 participants in this year's Alumni-in-Residence Program, she experienced life in Donlon Hall with student hosts and roommates Sylvia Tulfano and Lynda Hong.

It was all part of learning what it's really like to be a Cornell student in the 1990s.

"It's like being Rip Van Winkle," said Miller, whose first visit back to her alma mater came only five years ago — two decades after receiving a degree in English from the College of Arts and Sciences.

Since her 20th reunion, Miller has renewed her ties to Cornell in many ways, serving as president of her class and a member of the University Council, the President's Council of Cornell Women, the College of Arts and Sciences Campaign Committee and the Committee on Alumni Trustee Nominations.

Miller's growing Cornell involvement gave her the incentive to take part in the Alumni-in-Residence Program, because "you find yourself having opinions and making recommendations based on your own experience

— and that was 25 years ago!"

Asked about what Cornell was like when she attended, she said, "It's an interesting challenge to stop thinking about what it was like and focus on life at Cornell today."

For Miller, that meant pushing aside memories of curfews, Saturday classes, having to wear skirts to classes and meals, and the "artificial environment" of separate

Linda Miller is concerned that many freshmen show "a tremendous focus on careers too early, a fear of taking the wrong course now."

male and female residence halls. Donlon Hall, where Miller spent her three days on campus, is co-ed. Miller said that she was glad to see men and women interact in a more natural co-ed environment.

At dinner with her hosts and their friends in Robert Purcell Union, Miller kept the focus on the students, trying to learn as much as she could about their daily experiences and backgrounds. She heard about intramu-

ral sports and the students' views on the differences in friendships in high school and college. She mentioned her own twin daughters, both college freshmen and one of them attending Cornell.

The students were eager to hear from Miller about the world of work, and she talked about the difficulty women face in advancement in the corporate environment.

Miller said she is concerned that many freshmen show "a tremendous focus on careers too early, a fear of taking the wrong course now." Miller advised them to "broaden rather than intensify and focus." Otherwise, she worried, "While they may be securing their first job, they may be compromising their second and third."

Miller is president of Volunteer Trustees for Not-For-Profit Hospitals, an organization of the governing boards of voluntary hospitals across the country. She has also served as a special assistant to the U.S. secretary of health and human services.

Looking back at her own career path, Miller said that the most important benefits of a Cornell education are the abilities "to meet challenges, to be creative and forward-thinking, and to deal with pressure."

And speaking at a forum on careers with other alumni in Willard Straight Hall, she reiterated, "What you use later may not be what you expect."

—Cynthia Revelle '92

CORNELL Chronicle — SPECIAL REPORT

A Cornell Chronicle supplement on issues pertaining to sexual harassment.

November 14, 1991

Sex and power: Silence begins to give way to action

Mary Beth Norton teaches a class on the history of gender roles in which she asks students to keep a running record of comments about gender that they hear at Cornell.

When she reads their records, she is often appalled.

"There is a professor who, when using graphics in his lecture, suddenly flashes a picture of a nude woman," said Norton, the Mary Donlon Alger Professor of American History.

"It's his attempt to entertain. But it creates an atmosphere that 'we're all boys here,' and it makes the women students extremely uncomfortable," she said.

Molly Hite, an associate professor of English, estimates that anywhere from 12 to 15 women a year come to talk to her about incidents of harassment.

Isabel Hull, an associate professor of history, said she was sitting in a class taught by a colleague who dropped gender jokes into his lecture and then said to the men in the class, "You know you boys play these kinds of games."

"That set up a male bonding that cut out the women students," Hull said. "They hissed at him. He didn't hear. But I heard them, and I was pissed. I said [after class], 'Hey, what are you doing? This class has nothing to do with gender. You shouldn't be taking their minds off the

material.'"

Sexual harassment like this — and more threatening incidents that occur in one-on-one situations — happens far more frequently than the 31 complaints filed last year with the Office of Equal Opportunity would indicate, according to many faculty and staff members, who estimated that there may be from 300 to 500 incidents a year.

These faculty and staff members based their estimates on their own experience and those of others who act as counselors to victims of sexual harassment; extrapolation from FBI estimates that only one in 10 rapes is ever reported; and a 1986 survey of Cornell women students in which 61 percent reported unwanted sexual attention from a person in power over them.

Many faculty and staff interviewed by the Chronicle were thinking about sexual harassment long before it emerged as an important national issue last month. But, they noted, reaction to the Senate hearings reflects changing mores in the way professional men and women interact.

"People are beginning to accept that the way it is is not a given anymore, that it isn't appropriate for a woman to just be accommodating," said Sandra Bem, a professor of psychology who specializes in sex role development and who serves as a sexual harassment counselor.

When Jennie Farley, a professor of industrial and labor relations, gave talks about sexual harassment in the past, few men attended and there was always one who said, "I've never been sexually harassed — har, har, har — but I'd sure like to be."

When she was asked to talk about sexual harassment last month, half the attendees were men. And no one joked.

People all over the university are talking about what has historically been treated quietly — a silence that let it thrive and be rarely punished, as the College of Arts and Sciences acknowledged in the preamble to its new regulations.

"The self-delusion that the university is different from the rest of society is one of our biggest problems. We think we're more civilized, but the evidence just isn't there to support this," said Roz Kenworthy, a sex counselor at the Gannett Health Center.

But part of the special nature of sexual harassment at the university comes from the character of human relationships here.

"In the university, you cannot separate sexual harassment from the fact that it is overwhelmingly men in the position of power over women, and that there are just so many occasions for people to misuse or abuse their situation," said David Lyons, the Susan Linn Sage Professor of



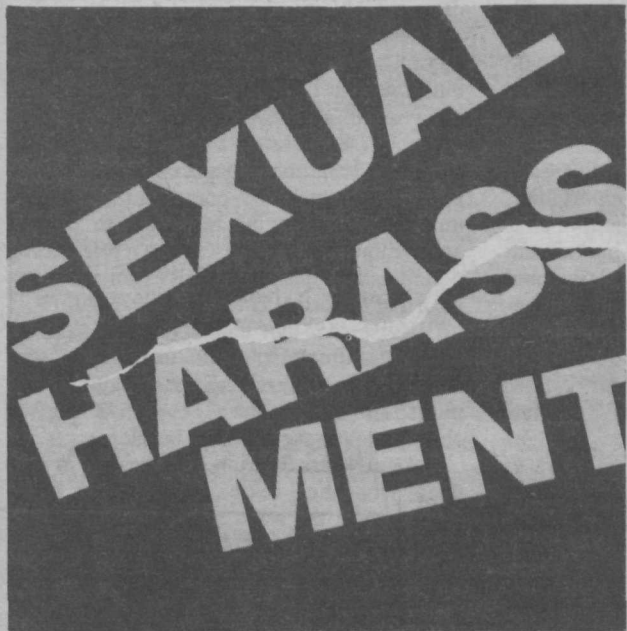
Chris Hildreth

Many professors "are not sufficiently aware of how much power they have over students," says Professor Mary Beth Norton.

Philosophy, a professor of law and a senior sexual harassment counselor.

"I think a lot of professors are in fact not sufficiently aware of how much power they have over students," said Norton, who reports having herself been harassed three times in her career, including once at Cornell. "They may think when students do something for them — from some

Continued on page 4a



31 complaints of sexual harassment were filed in 1990-91

The issue of sexual harassment has exploded onto the American scene, sparked by the Senate hearings on the nomination of Clarence Thomas to the Supreme Court and kept ignited by the emotional heat generated by the issue.

At the end of the 20th century, Americans are still exploring uncharted territory when it comes to sexual relations. And Cornell is not so centrally isolated that it is immune from the problems facing society as a whole.

From Sept. 1, 1990, to Aug. 31, 1991, there were 31 complaints of sexual harassment reported to Cornell's Office of Equal Opportunity (OEO), according to the annual report of such statistics. During the 1990-91 fiscal year, 65.5 percent of the complaints handled by OEO were about sexual harassment, far outpacing complaints of sex discrimination (7 percent) or discrimination based on race or ethnicity (6 percent).

"As I look back over the complaints of the last year and compare them to the previous years, I am struck by how little things change," remarked Carolyn McPherson, coordinator of women's services for OEO. "We continue to see abuse of power, offensive sexual behavior and violation of professional ethics."

Individual men were named as perpetrators in 26 of this year's 31 complaints. Of the other five complaints, one was about the behavior of two women; two were about the behavior of groups of men; one was about a group of students; and in one complaint the harasser could not be identified.

In 24 cases, the complaints came from

individual women, four were from groups of three or more women, two were from individual men, and one was from a union on behalf of women employees. Eleven of the complainants were staff, seven were undergraduates, seven were graduate and professional school students, three were groups of three or more students, one was a group of staff, one was a union and one was a recruiter.

The complaints were made against 11 staff members, five faculty, five graduate and professional school students, five undergraduates, one fraternity, two groups of men, one group of undergraduates and one conference participant.

The behaviors most frequently reported, in order of their occurrence, included offensive sexual comments and jokes, unwanted touching, unwanted sexual attention, ob-

scene or offensive written notes, kissing and pressure for a sexual relationship.

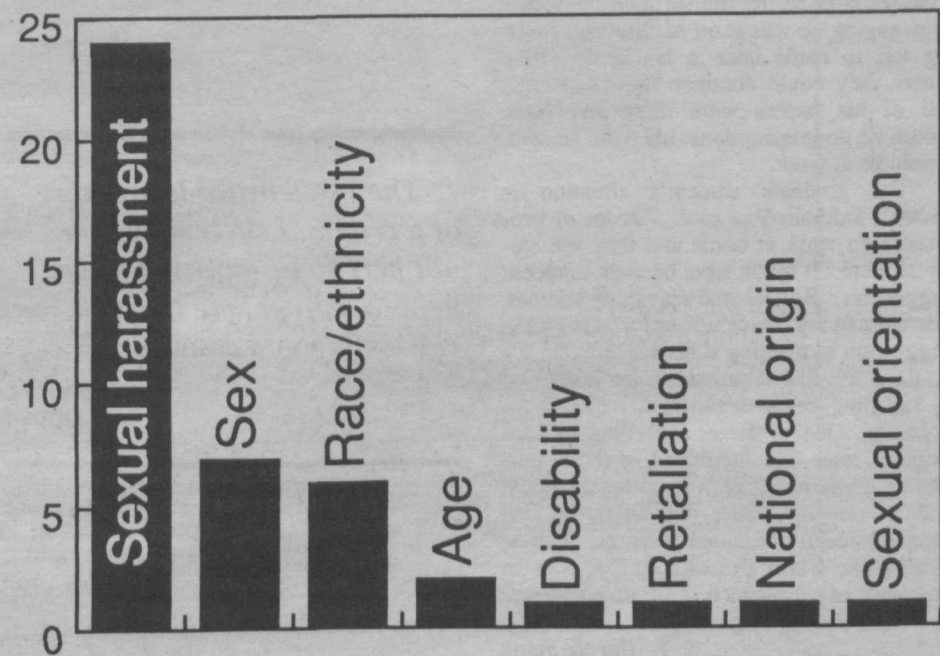
Also complained about were offensive pictures and graffiti, an offensive mnemonic sentence used in a class, harassing telephone calls, threatening gestures, an unwelcome visit at the complainant's apartment, offensive computer mail messages and repeated requests for dates. Two of the complaints involved more serious charges of sexual misconduct: sodomy and unwanted sexual intercourse.

Of last year's 31 cases, seven incidents were resolved through warnings that the offensive behavior must stop. Two perpetrators were suspended without pay. One student changed faculty advisers and the faculty member involved was given a warning. One student's residence hall contract was terminated. Two perpetrators received written warnings. One complaint was resolved through mediation. In one case criminal charges were filed. And in two cases that also involved possible criminal charges, the complainants gave Public Safety a report but decided not to press charges.

In one case, teaching assistants were told not to use an offensive mnemonic sentence. One complainant was assisted in writing a letter to the harasser. A meeting about sexual harassment was held for students on the floor of a residence hall where there had been problems with anonymous sexual harassment. One group of graduate students requested departmental policy changes and asked their college to take a stronger stand on sexual harassment. In a

Continued on page 4a

Types of discrimination OEO investigated in FY1990-91



Rhodes states CU policy on harassment

A university community cannot flourish in the absence of an understood and accepted code of conduct that ensures a basic civility and respect for the dignity of every individual. We must make it unmistakably clear to every member of the faculty and academic staff, to every employee, and to every student that sexual harassment will not be tolerated. Sexual harassment is a violation of the Campus Code of Conduct, the President's Statement of Affirmative Action and Equal Employment Opportunity, the Board of Trustees' Policy of Equal Educational and Employment Opportunity, and federal, state and local laws prohibiting discrimination and harassment based upon sex.

The basic integrity of this university community is threatened whenever any individual in a position of authority intimidates another by making unwelcome sexual advances or by demanding sexual favors as a term or condition of employment or academic excellence. This principle holds true for faculty associations with junior colleagues, any teacher's interactions with students, and all supervisory and administrative relationships. Sexual harassment in these situations is just as intolerable and unacceptable as is sexual harassment among peers.

According to Equal Employment Oppor-

tunity Commission guidelines, sexual harassment is an act of discrimination on the basis of sex within the meaning of Title VII of the Civil Rights Act of 1964, as amended. Sexual harassment is similarly construed within the meaning of Title IX of the Education Amendments pertaining to academic life. In accordance with Title VII and Title IX, the university defines sexual harassment as follows.

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

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status.

- Submission to, or rejection of, such conduct by an individual is used as the basis for an employment decision or academic decision affecting that person.

- Such conduct has the purpose or effect of substantially interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive working or learning environment.

We cannot ignore the problem or pretend that such conduct does not happen at Cornell. Accordingly, everyone at the university is expected to give this subject the serious attention it requires. Students, fac-

ulty members and other academic staff should be encouraged to bring complaints to an appropriate university office, which may include the Office of Equal Opportunity, the judicial administrator, the ombudsman or an appropriate faculty adviser, sexual harassment adviser within the college, department chairperson or dean. Employees should be directed to the Office of Equal Opportunity, the ombudsman, or the Office of Human Resources. Complainants should be assured that their concerns will be treated with appropriate confidentiality and that they are protected from retaliation for having reported the incident.

As part of Cornell's efforts to continue improving its program of affirmative action and equal opportunity, the Office of Equal Opportunity is directed to assume a special monitoring role. Therefore I ask that all incidents of sexual harassment be reported to that office.

Deans, directors and vice presidents should use their authority to take appropriate action when cases of this kind come to their attention. There must be no mistake about our determination to do everything possible to eradicate sexual harassment from our campus.

President Frank H.T. Rhodes
(Revised Dec. 10, 1990)

Whom to call

To report an incident of sexual harassment or to seek advice, call any of the following, or talk with someone in your department, school or college:

- Office of Equal Opportunity, 255-3976.
- Ombudsman, 255-4321.
- Dean of Students Office, 255-6839.
- Office of Human Resources, 255-7206.
- Gannett Health Center sex counselor or psychological services, 255-4082.
- Empathy, Assistance and Referral Service, 255-3277.
- Employee Assistance Program, 273-1129.
- Cornell United Religious Work, 255-4214.
- Students Helping Others to Understand Trauma; Keisha Rutlan, coordinator, 253-2231.
- Nurturing, Intelligence and Awareness Support Group for Black and Latino Women; Stephanie Vaz and Elizabeth Greenridge, co-coordinators, 253-2227.



'When some men comment on whether your skirt is short or long, or whether your breasts are small or large, I'm sure they are trying to say, "I don't accept you as an equal, honey."'

— Sandra Bem,
professor of psychology
and sexual harassment counselor

Should we meet at his home? Scenario examines uncertainty

Legal actions, conduct codes and presidential statements alone won't eliminate sexual harassment, said Janet Salmons-Rue, Outreach Director for the Department of Theatre Arts. Education is the key.

"The university can establish policies and set up offices to handle complaints, but what it comes down to is that behaviors people thought were acceptable will have to change," said Salmons-Rue. "Men will have to become more sensitive so that if a colleague says she's uncomfortable, at least he will have a sense of what's involved."

The interactive theater group includes sexual harassment scenarios in its repertoire of short performances designed to stimulate discussion of delicate social issues.

For several years, the Outreach group, in collaboration with trainers from the Office of Human Resources, has been presenting scenarios on and off campus about date rape, racial prejudice, gender discrimination and sexual harassment. These performances are usually followed by hour-long discussions during which the audience is encouraged to question the actors, who remain in their roles, about their motives and actions.

Theatre Outreach presents its sexual harassment scenario for more than 150 staff and faculty a year, said Salmons-Rue. Its next training program was scheduled for Wednesday, Nov. 13, in the School of Industrial and Labor Relations. Other colleges and departments have already had training this fall.

Sexual harassment strikes a responsive chord with audiences, according to Sandra Carrington, senior training associate in the Office of Human Resources.

The sexual harassment scenarios are

fairly simple, in theatrical terms, but they raises complex issues involving the nature of supervisor-employee and professor-student relationships. One scene is as follows:

A distressed graduate student calls a friend to confide that the chairman of her dissertation review committee has been making her feel uncomfortable. She was invited to present a paper at a conference and rehearsed it in front of a class. Afterward, her chairman didn't respond but made an appointment with her to discuss the paper in his office.

There, he complimented her on how well she looked standing in the front of the class. Minutes later he interrupted their conversation, saying he was short of time and inviting her to come later to his home office where they could continue the discussion. All of his papers were there and there would be no interruptions; his wife, he said, would be at work.

"The graduate student's situation is tricky," Salmons-Rue said. "A lot of professors do work at home and they see students there. It might have been an innocent suggestion. But for one reason or another, this woman was made uncomfortable by the suggestion of meeting at his home."

Real life-like simulations are also used in fulfilling other department requests for training. One of these, according to Carrington, who has facilitated several, portrays a scenario between a graduate student and an undergraduate, demonstrating that even innocently intended gestures, such as putting one's arm around a student, can be mistaken as come-ons that are inappropriate in a classroom setting.

— Carole Stone

Sexual harassment advisers can help talk things through

At the end of the first day in a graduate seminar, a professor comes up to a student, puts both hands on her shoulders and, holding his face two inches from hers, says, "You know, I'm impressed as hell with your work." She feels flattered but uncomfortable and wonders whether she should say something to him.

A situation like this can be discussed with Cornell's Office of Equal Opportunity, the ombudsman or the judicial administrator, where staff trained in sexual harassment handle formal and informal complaints and offer confidential counseling. But, frequently, people feel more comfortable talking to someone they know — an adviser, dean, or trusted faculty or staff member.

As a result, about 25 faculty and staff were trained by OEO and named sex harassment advisers by deans and directors of academic units five years ago. This year, administrative departments are increasing the number to 70, and OEO expects there will be 100 advisers by the end of the year. (In some colleges, these advisers are called counselors.)

"We have found that many people prefer to talk with someone they know, or someone close to them in the same academic unit or department," said Carolyn McPherson, OEO's coordinator of women's services. "They often serve as an initial contact."

"Universities have led the way in encouraging people to come forward by setting up multiple entry points," said Susan Brecher, director of Equal Opportunity Programs for the School of Industrial and Labor Relations Extension in New York City.

Sexual harassment advisers can offer support, draw out the way people feel, re-

late the experiences of others in similar situations and discuss various ways of handling a problem.

They may suggest that someone write a letter to the person harassing him or her, outlining the complaint and asking for the behavior to stop. Advisers may also suggest that OEO arrange a training session for an entire department, especially if there has been more than one complaint from that unit and the complainants wish to remain anonymous. And advisers may refer complainants to appropriate offices for pursuing informal or formal charges.

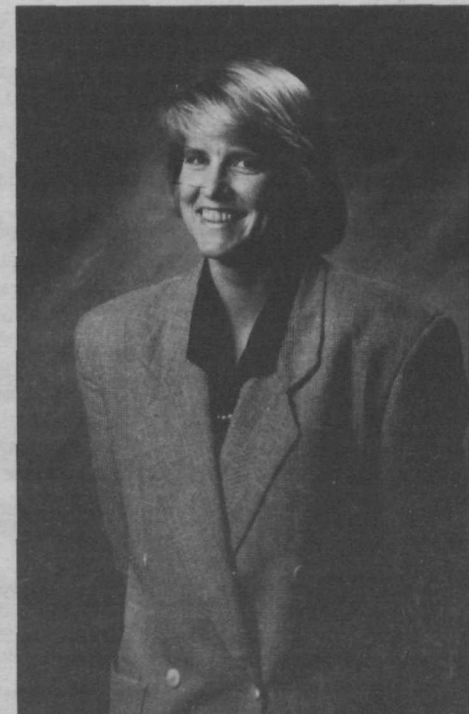
Advisers do not conduct investigations. OEO, the ombudsman or, in cases of student-student harassment, the judicial administrator carry those out if a person chooses to pursue a formal hearing.

"As advisers, our job is to explain to students what their options are and ask them what makes the most sense under the circumstances," said Andrea Parrot, assistant professor of human service studies and an expert on date rape.

"Most of the time, victims choose not to go through a formal hearing process. Most people don't push it. They just want the behavior to stop. They don't want to undergo a formal proceeding," she said.

McPherson also emphasized that most complaints are resolved informally, whether through the advisers, OEO or other departments that handle complaints. But for the multiple entry point system to work well, sexual harassment advisers and others who receive complaints should report them to OEO to help the university keep a centralized record of incidents of harassment.

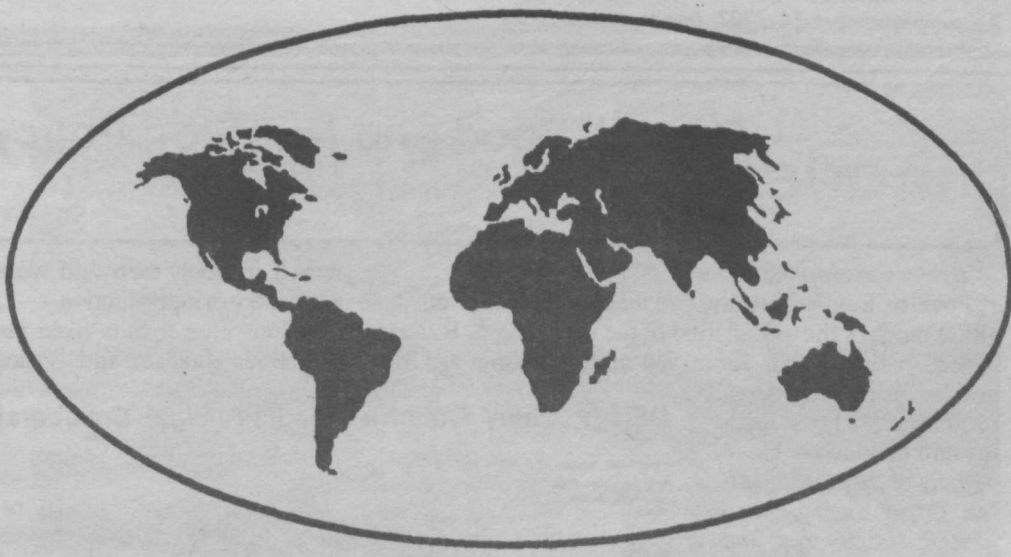
— Lisa Bennett and Carole Stone



'The J.A.'s office is not part of a criminal system. We're not here to be punitive; we're here to help people through counseling and education.'

— Marjorie Hodges,
ombudsman

Cornell International News



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DARK CASTLE

by Steve Bileca

Steve Bileca was financed by the Einaudi Center for International Studies and the Western Societies Program to do research in Spain over this past summer. While doing this he came upon the A. D. White connection with Spain described in this article.

When Andrew Dickson White (1832-1918) boarded the passenger ship "Hamburg" in New York Harbor on February 15, 1910, he embarked on what was to be his last journey to Europe. Cornell's first president, then a healthy 78 years old, was hardly a stranger to the European continent. Besides numerous years in France and Germany as a student, he had spent two years as a U.S. minister in Germany (1879-1881), two years as the same in Russia (1892-1894) and six as the U.S. Ambassador to Germany (1897-1903). But this was to be a trip a bit unlike his previous voyages -- he was representing neither the U.S. Government nor Cornell University, he had no official duties to attend to, and he was sailing for Gibraltar to spend three months traversing the Iberian peninsula. It was the first time White had set foot in Spain, a country that had long fascinated him.

Five years earlier he had contemplated writing a "History of Civilization in Spain." It was "a project which has long been one of my dreams. . . Were I twenty years younger, I would gladly cut myself loose from all entanglements and throw myself into this wholly. It seems to me the most suggestive history now to be written." The history book would have to wait for another time and another historian: White never published any scholarly work on Spain. He did, however, spend just over three months travelling in state of absorbed fascination, as diary reveals. Along with his travelling companion, Thomas Frederick Crane, professor of Romance Studies and former dean of the Faculty of Humanities at Cornell, White visited Gibraltar, Tangiers, Granada, Seville, Cordoba, Madrid, Toledo, Segovia, Medina del Campo, Salamanca, Valladolid, Saragossa, Tarragona, Bar-



Andrew Dickson White

photo courtesy Cornell NewsService

celona and Gerona. During the course of this journey White met and became friends with a most remarkable man, the then pre-eminent figure in the Spanish intellectual world, Miguel de Unamuno (1864-1936). Before describing the consequences of their meeting and ensuing friendship, it would be interesting to see what White's impressions of Spain were. Did they live up to his high hopes? Was the experience of travelling through Spain in the spring of 1910 as "suggestive" to White as his proposed history book?

The answer would have to be a resounding "yes" -- White felt he profited from his journey immensely. To begin with, he was moved and charmed by the Spanish people he encountered. In a letter from Granada dated March 8, 1910, addressed to his friend and colleague at Cornell, Professor George L. Burr, White wrote that, "I like the Spaniards better by far than I expected -- In fact I incline to like them better than any other Continental People. They have the serious courtesy toward strangers which France appears to have lost -- and which Germany -- save perhaps in parts of

continued on page 4

Symposium on Sustainable Development and Biodiversity

by Bruce Petch

The conflicts and complementarities between agricultural development and maintenance of biological diversity were explored in a symposium held at Cornell September 19-22. Keynote speakers Thomas Lovejoy (the Smithsonian Institution) and Nyle C. Brady (U.N. Development Programme) emphasized the importance of conserving the world's life forms and genetic resources while meeting the human needs of growing Third World populations, opening the symposium to an audience of about 400.

Lovejoy, president of the Society for Conservation Biology, welcomed the growing environmental consciousness about the loss of tropical rainforests (10% of the U.S. Senate has visited Brazil and seen first-hand what is at stake) but stressed the need to translate this into more comprehensive efforts to preserve threatened ecosystems. Brady, a Cornell professor emeritus in agronomy and former director of the International Rice Research Institute, reviewed the contribution of genetic diversity to launching the Green Revolution and also the need for slowing the rate of population growth if marginal agricultural areas are not to be degraded.

On September 20, panel presentations covered the themes of: Agricultural Development Meets Biodiversity, Biological Conservation Meets Development, New Thinking in Conservation and Development Organizations, and Developing Country Initiatives Supporting Development with Biodiversity. Descriptions of community-level sustainable development programs in Central America and Southern Africa complemented presentations on approaches to protecting biodiversity by representatives of the World Bank and the U.S. Agency for International Development.

A highlight was the announcement by Thomas Eisner (Cornell University) and Rodrigo Gamez of INBIO (National Institute for Biodiversity, Costa Rica) that the

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Cornell: National Resource Center on Africa

Participants and Instructors in the 1991 Cornell Summer Program in African Languages.



Clockwise, from bottom right: Vicki Carstens, Director; Rakey Cole, Mandinka instructor; Scot Brown, Mandinka student; Lance Salisbury, Swahili student; Abdul Nanji, Swahili instructor; Richard Cooke, Swahili student; Jon Wagner, Swahili student; Chris Barrett, Swahili student; Luis Lopez Carretero, Swahili student; Laurent Dekydtspotter, Mandinka student.

photo courtesy of Vicki Carstens

by Robert L. Harris, Jr.

The Committee on African Studies, chaired by Professor Locksley Edmondson, Director of the Africana Studies and Research Center (ASRC), is pleased to announce that the U.S. Department of Education has selected Cornell University as a Title VI National Resource Center (NRC) and Foreign Language and Area Studies (FLAS) Fellowships Program in African Studies. The grant over a three year period (1991-1994) will provide Cornell with \$119,000 a year for program development and \$44,700 for language instruction in Kiswahili, Yoruba, Malinke, Zulu, and Ewe during the academic year and summer.

Expansion of Cornell's Africa Program

This grant allows Cornell University to join a select circle of ten institutions across the country that enjoy NRC status in African Studies and marks the culmination of intensive activity in African Studies at the university over the past five years. In 1986, the university established the Institute for African Development (IAD), headed by David B. Lewis, City and Regional Planning, to address development problems in Africa through research and study fellowships for Cornell faculty and graduate students. IAD also provides fellowships for African students to undertake graduate study at Cornell. IAD's visiting scholar program brings distinguished African educators, government officials, and scientists to the university for semi-

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Cornell Food and Nutrition Policy Program

by Per Pinstrup-Andersen

Poverty, food insecurity, and malnutrition continue to afflict much of the population of the third world. Recent reports estimate that about 500 million people are too poor to meet their energy requirements for a healthy and productive life.

Many of those who suffer from energy and protein deficiencies, and many who do not, are short on vitamin A, iron, iodine, and other nutrients. Poor health and nutrition among preschool children and pregnant and lactating women are rampant: more than 30 percent of all preschool children in the third world are underweight, and approximately 20 million babies are born underweight every year.

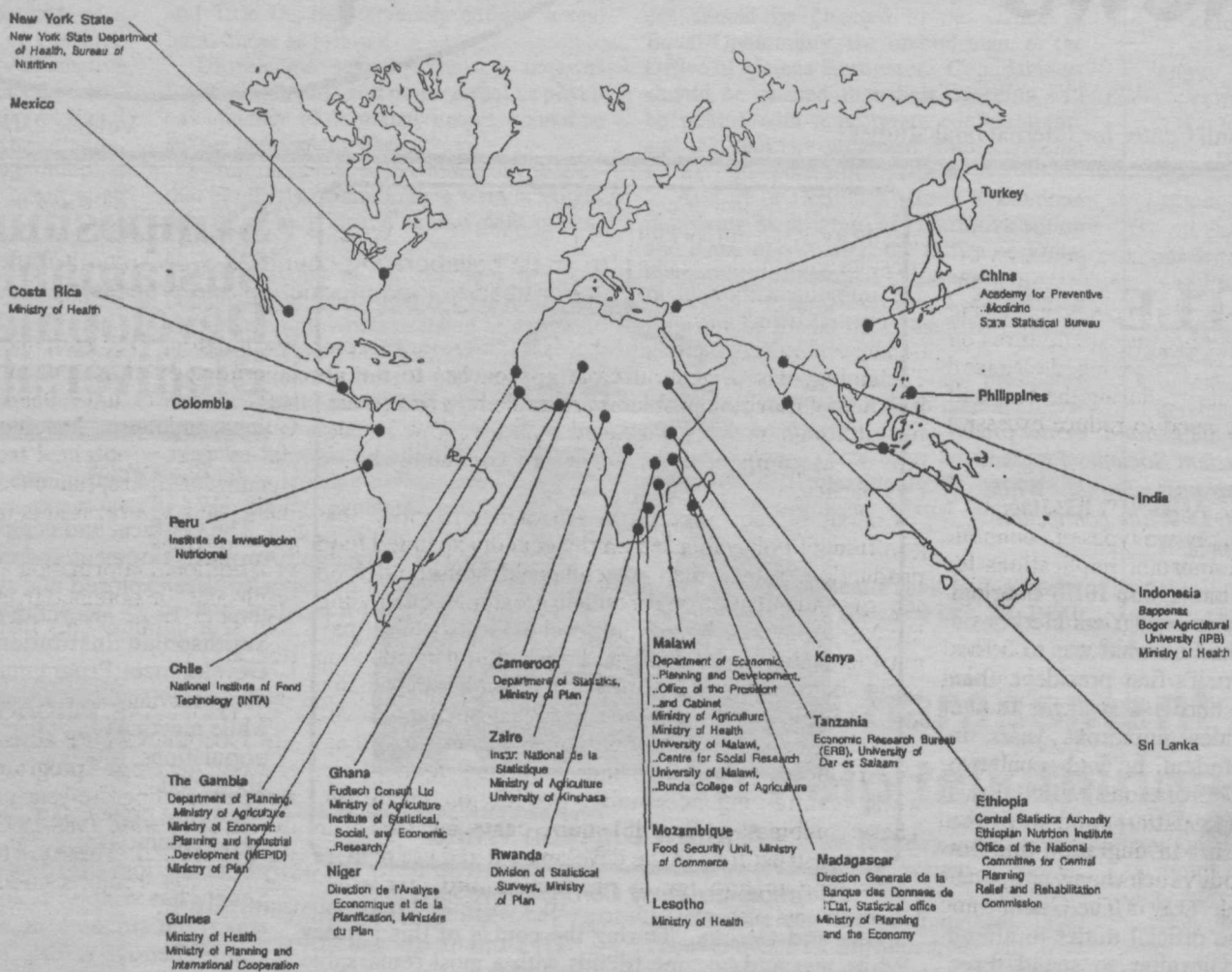
Malnutrition among preschool children stunts growth, increases morbidity and mortality, retards cognitive development and school performance, and produces stunted adults with low productivity. Malnourished women, particularly those who are pregnant or lactating, suffer from high rates of morbidity and mortality and reduced physical stamina, activity levels, and work output.

Furthermore, their children are frequently underweight at birth, which increases the risk of infant morbidity and increases the risk of infant morbidity and mortality. Finally, insufficient food intake and poor

health in adult men and women result in poverty and reduced work production.

Malnutrition results from insufficient food intake and infectious diseases and is closely related to household

CFNPP Study Countries and Principal Collaborators



food insecurity, inadequate knowledge, poor sanitation, poverty, and insufficient access to health care. The causes of malnutrition, as well as the most appropriate solutions, differ across population groups and over time.

changes.

Preliminary results from research in nine countries of sub-Saharan Africa show that the effect on the poor varies among countries and groups of poor people.

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The choice, design, and implementation of cost-effective strategies, programs, and policies require operationally useful information and institutional capacities that are scarce in most developing countries.

CFNPP was created in mid-1988 within the Division of Nutritional Sciences, College of Human Ecology, to provide such information and strengthen national capacities through research, training, information exchange, and technical cooperation. During the last three years, CFNPP undertook research,

training, and technical cooperation in 26 developing countries. Most of this work is conducted in Africa, smaller efforts are conducted in Asia, and exploratory research is done in Latin America.

GOVERNMENT POLICY, POVERTY AND NUTRITION

More than one-half of all CFNPP resources is allocated to research and training to enhance the understanding of how structural adjustment and economic policy reforms affect the poor and their food security and nutrition. Structural adjustment and economic policy reforms dominate government policy in most developing countries and the economic gains and losses are often large and unevenly distributed among population groups. The corresponding effects on poverty, food security, and nutrition may be large. These effects may be modified through compensation and changes in the reforms, but very little information is available to assist decision makers in making the appropriate

Symposium

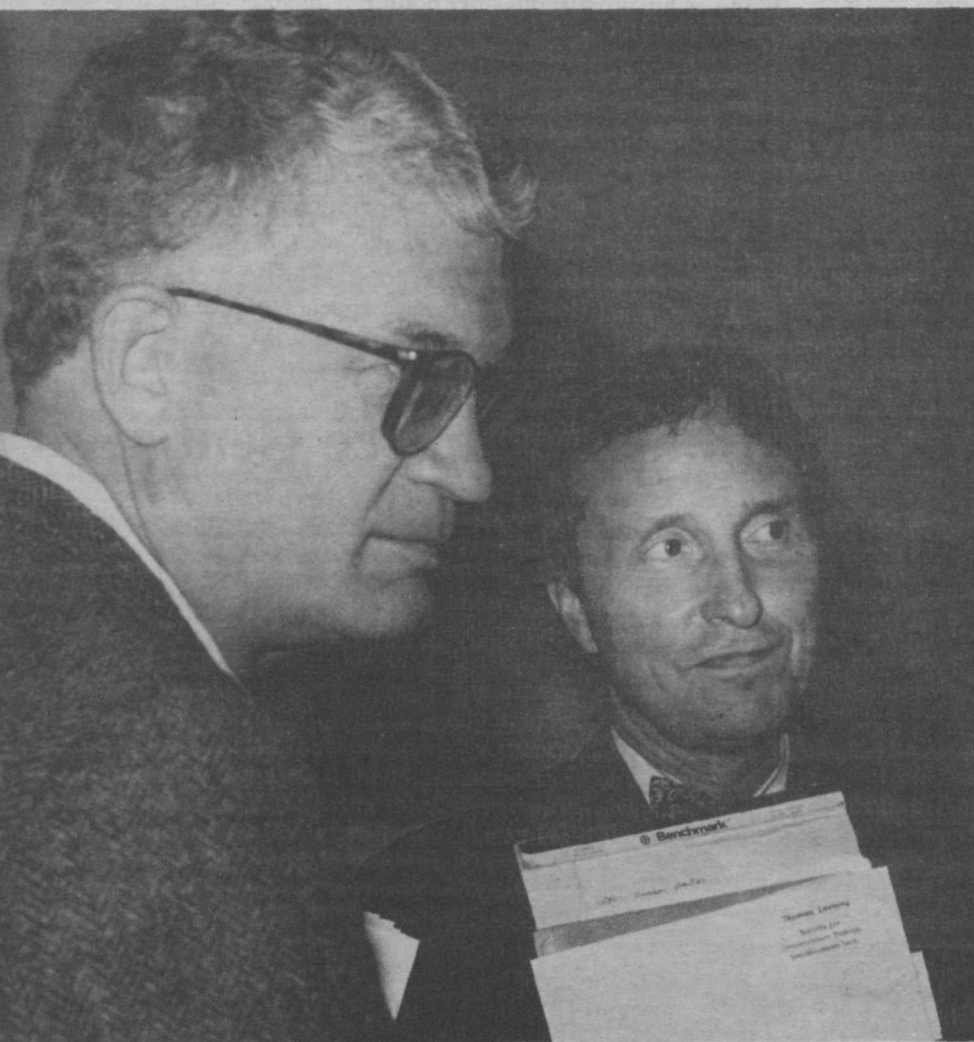
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Merck, the world's largest pharmaceutical company, had agreed to pay \$1 million over the next two years to INBIO to study and protect wildlife resources in Costa Rica. In return, Merck has an opportunity to use biological chemicals from previously unstudied plant and invertebrate animal species for developing new pharmaceutical products.

In the evening, Mary Allegretti (Institute for Amazonian Studies, Brazil) gave a moving account of working with rubber-tappers in the Amazon who are trying to preserve that region's biological resources in the face of expanding and even violent commercial interests. Gary Hartshorn (World Wildlife Fund) followed with a narrative of encouraging innovations in Peruvian rainforest areas. Surprisingly, clear-cutting on an experimental basis has led to more rapid regrowth of trees in more species-diverse communities, which the indigenous population is now managing and benefiting from through their own cooperative organizations.

On September 21, participants divided into seven workshops to focus on certain problems at the interface between biodiversity and development. Full reports of workshop conclusions will be given in the symposium proceedings. Some general areas of agreement were:

Conversion of Forested Areas into Cropped Areas - The reasons behind deforestation are site-specific even when driven by general pressure to expand agricultural production. There is scope for improving agricultural practices that are less damaging to soil resources, thereby reducing the need for expansion onto forested land.



Theodore Smith, Consultative Group on Biological Diversity, (left)
Thomas Lovejoy, Smithsonian Institution, (right)

photo courtesy Kristin Byrd

Preservation of Genetic Diversity - An essential step for preserving biodiversity is establishing priorities. A "phylo-genetic" classification approach was proposed to assess the potential need and value of species according to the rarity of their respective genetic features.

Reconversion of Wasteland into Agricultural Land - Land degradation may be due to inequitable access to resources, com-

mercially-motivated extraction, population pressure, and/or bad management. Rehabilitation is site-specific, and it is better to try to remove the structural causes of degradation than to deal only with its symptoms.

Biosphere Reserves and Sustainable Development - This workshop reviewed efforts to preserve the Los Haitises area of the Dominican Republic which Cornell

and UNPHU (D.R.) faculty have launched under CIIFAD auspices. Strategies of protecting biosphere reserves need to have a systematic development component to succeed.

Reconversion of Agricultural Lands to Wetlands - Advocates of preserving or recreating wetlands need to develop more convincing ways of determining the value of wetland areas relative to other possible uses.

Building Public Consensus on Goals of Biodiversity and Sustainable Development - This requires pressure on governments, industries and individuals, compensation for those adversely affected, legislation to protect biodiversity, and various forms of public education.

The Political Economy of Reconciling Development and Biodiversity Objectives - Markets cannot be relied upon to promote sustainable development because many externalities cannot be accounted for, but neither are state efforts always correct or successful. The civic sector (citizens' groups) is being developed in many countries to counterbalance negative influences of the state and market sectors.

On Sunday, a smaller group of participants devoted several hours to discussing the reports from the workshops and ways to maintain the interest and momentum generated by the event. In addition to preparing and distributing the proceedings, there will be an ongoing effort to engage scientists, policy-makers and practitioners in finding means to accommodate the legitimate goals of development and maintaining biodiversity.

The symposium was co-sponsored by the Cornell Center for the Environment, the Cornell International Institute for Food, Agriculture and Development (CIIFAD) and Cornell Plantations. A joint working group was proposed to carry this work forward at Cornell, including developing appropriate curriculum to expand knowledge on biodiversity issues.

CFNPP

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Although some groups have been adversely affected, the fear of a general and severe negative effect of structural adjustment and policy reform on real incomes and food security of the poor appear not to have been fully justified in the case of Africa.

In China, economic policy reforms beginning in late 1978 resulted in dramatic increases in rural and urban incomes during the first half of the 1980s. The gap between rural and urban incomes narrowed, but the relative income distribution within each of the two sectors worsened. Preliminary findings indicate that absolute poverty decreased and dietary patterns changed rapidly in both rural and urban households.

Economic crises and associated policy reforms in Latin America contributed to decreases in real wages in most Latin American countries during the 1970s and the 1980s. Relative income distribution and absolute poverty worsened in several countries, and deteriorated the nutritional situation in at least six Latin American countries during the first half of the 1980s. Government expenditures on health, education, and social programs decreased markedly throughout Latin America during the first half of the 1980s in response to the need to reduce excessive government spending.

ECONOMIC TRANSITIONS AND NUTRITION

CFNPP undertakes research on two types of economic transitions believed to have important implications for food security and nutrition: urbanization and technological change, and commercialization of agriculture.

Rapid urbanization places considerable stress on food distribution and urban infrastructure in most developing countries. CFNPP research focuses on the generation of information needed to cope with these stresses; it concentrates initially on household behavior, dietary patterns, and nutritional status of members of urban households. It also looks at how and why dietary patterns and nutritional status change in response to urban migration and how policies and programs may modify such changes. Specific research on these issues is under way in The Gambia and Rwanda.

A synthesis of recent research on the effects of increased commercialization of semisubsistence agriculture, advanced technology, and other agricultural transitions showed that these innovations can raise the incomes of the rural poor, which is a prerequisite for improving their nutritional status. However, higher incomes alone cannot solve existing nutrition problems. In order to improve nutritional status, primary health care, improved sanitation, and nutrition education must accompany efforts to enhance the incomes of the rural poor.

RHODIN JOINS THE EINAUDI CENTER



Thor N. Rhodin, Emeritus Professor of Applied and Engineering Physics has joined the Mario Einaudi Center for International Studies as an Associate Director. Thor will advise the Center on the international dimension of science and technology activities at Cornell University.

During World War II, Thor worked on the Manhattan Project at Princeton University and he earned his Ph.D. in Chemistry from Princeton in 1946. After working at the University of Chicago and the E. I. duPont de Nemours Company, he joined the faculty at Cornell in the field of Applied and Engineering Physics in 1958 and served as a professor from 1965 until his retirement in 1991. His experiences as Senior Fellow and Visiting Professor in England, Germany, Belgium, Japan, the U.S.S.R., and China have prepared him well for his international role with the Center.

Thor is working half-time at the Center and is located in 166 Uris Hall. He can be contacted at 5-2779.

SUSTAINABLE INTERVENTIONS AND STRATEGIES

CFNPP research has focused on the behavior of governments, communities, and households; the role of information in understanding such behavior; and the implications for the design and implementation of policies and programs.

Findings from global syntheses of nutrition intervention illustrate the need to tailor nutrition interventions to the specific circumstances of the intended target households and individuals. Location-specificity is an important consideration in the design and implementation of intervention; direct participation by communities and households is critical for success. Technology-based, generalizable approaches to the alleviation of nutrition problems are unlikely to be successful, although technology-based solutions can be significant as components of integrated community-based approaches.

Analysis of food security in Africa has revealed that government policy focused on the goal of expanded food production, rather than on enhanced household food security and nutrition, may result in greater inequality and increased poverty, household food insecurity, and malnutrition. Increased food and agricultural production should be recognized as a means to an end, rather than a goal in itself. By focusing on reducing production and marketing costs per unit of output, governments can ensure reduced, rather than increased, real food prices, while maintaining acceptable production incentives. These combined goals will require heavy investment in rural infrastructure and the development and use of more cost-saving technology in production and marketing. Governments also must improve the way that input and output markets function; they must support small-scale agricultural and nonagricultural enterprises in rural areas; and, finally, they must provide more primary health care.

Research on seasonality is under way in Indonesia and Malawi. Preliminary results from Indonesia indicate that low-income rural households effectively employ various coping mechanisms to avoid serious seasonal deteriorations in food security and nutrition. The ability to cope with seasonal fluctuations is strongly associated with average annual incomes. The study concludes that chronic, rather than seasonal, poverty is the major source of nutritional risk.

NUTRITIONAL SURVEILLANCE AND INFORMATION

CFNPP's activities in nutritional surveillance include research, training, and technical cooperation in Malawi, Rwanda, Lesotho, Indonesia, Ethiopia, China, Chile, and Costa Rica. The activities include the generation of action-oriented information and the establishment of household survey-based monitoring systems for food security and nutrition, data analysis and information dissemination, design of cost-effective interventions, training of local collaborators, and a general strengthening of institutions in the area of food security and nutrition.

TRAINING, INFORMATION EXCHANGE, AND CAPACITY STRENGTHENING

Training

CFNPP facilitates training through direct interaction and collaboration with professionals in study countries, through short courses in nutrition surveillance, and through graduate training at Cornell, including a one-semester, nondegree, graduate training program in food and nutrition policy analysis and nutrition surveillance and support for 11 graduate students pursuing the degrees of MPS, MS, and PhD. More than 26 graduate students were employed by CFNPP in office and field research, which in most cases was closely associated with dissertation research. A graduate course in food and nutrition policy is taught at Cornell every fall semester. Jointly with the Pew Memorial Trust, CFNPP sponsored the Pew/Cornell Lecture Series on Food and Nutrition Policy.

Information Exchange

Workshops were cosponsored with national institutions as integral parts of ongoing collaborative research in several countries. In addition, CFNPP sponsored or cosponsored three international workshops and an international conference on various aspects of food and nutrition policy. These included the effects of macroeconomic policy reforms on the poor, nutrition and agricultural research, nutrition intervention, and African food security.

CFNPP activities are undertaken by a staff of 40 people, including seven senior research associates and six research associates, and by developing country collaborators and associated Cornell faculty and graduate students. In addition to the CFNPP offices in Ithaca and



Women Preparing Food Over Open Fire
In most collaborating countries, women contribute a large share of the labor used in food production and processing.

Washington, DC, staff members are stationed in collaborating developing countries. Since mid-1988 CFNPP staff members have been stationed in The Gambia, Guinea, Indonesia, Lesotho, Malawi, and Niger. Financial support is obtained from 14 sources, including the Agency for International Development, UNICEF, World Bank, and several foundations and developing country governments.

Additional information about CFNPP and its research results may be obtained from Program publications available at a nominal cost from CFNPP, 308 Savage Hall, Ithaca, NY.

CFNPP PLANS, PRIORITIES AND PROJECTS

In 1988, the CFNPP advisory committee, management, and staff developed program objectives and priorities and a corresponding five-year plan to guide CFNPP activities during the period 1988-1993. Five priority areas of work were identified. These are listed below along with a list of the principal projects undertaken during the last three years.

Economic Policy Reform and the Poor

The Africa Economic Policy Project (nine countries)
Chinese Policy Reforms and Food Security
Structural Adjustment and Policy Reforms in Latin America

Economic Transitions and Nutrition

Urbanization, Food Security, and Nutrition
Nutrition and Agriculture

Sustainable Interventions and Strategies

Nutrition Intervention Programs
Malawi Maternal and Child Nutrition
Food Insecurity in Sub-Saharan Africa
Seasonality and Coping Mechanisms
Mozambique Food Security Study
Nutrition Surveillance and Information
Food Security and Nutrition Monitoring and Surveillance in Malawi

Nutrition Surveillance in Rwanda
Growth Monitoring in Lesotho
Nutritional Surveillance in Ethiopia
Timely Warning in Indonesia

Magnitude and Determinants of Malnutrition in Indonesia

Nutrition Planning in Sri Lanka
Nutritional Surveillance in China
New York State Nutrition and Growth Monitoring Project

Nutrition Surveillance in Chile

Training, Information Exchange, and Capacity Strengthening

Training
Workshops
Publications
National Institution Strengthening

VISITORS

Jiang Tao and He Wu, from the Chinese Academy of Preventive Medicine, and Yang Ye and Xian Zu De, from the State Statistical Bureau, in Beijing, China, will be in Ithaca from Sept. 25 to mid-December. They will be working on a collaborative analysis with Per Pinstrup-Andersen of the effects economic policy reforms on food security and nutrition in China.

Dark Castle

continued from page 1

Bavaria and Austria, never had. We find them kind and obliging . . ." The longer he stayed in the country, the broader his enthusiasm for things Spanish became.

He was especially impressed by the Alhambra in Granada. He noted in his journal on March 2, 1910, that the Moorish citadel and palace "exceeded all my expectations -- as to architecture, views, gardens, fountains, everything." In the same letter to Burr cited above, White wrote that the "Saracenic decora of the former [the Alhambra] is more beautiful than anything I had dreamed . . . we have been in this earthly paradise just week -- in a few days we intend to go to Seville."

When he arrived there, White was fortunate enough to witness Seville's now famous *Semana Santa* (Holy Week) -- the week-long festival preceeding Easter. The processions and *fiestas* struck him as quite a spectacle, but he complained that it was "utterly and chronically disorganized." Easter Mass was considerably better, he wrote, and it offered him a chance to hear the organs of the Cathedral. He was spellbound: "They seem to me among the very noblest -- perhaps the noblest in tone, volume and effect that I have ever heard . . . The organs are magnificent -- the finest in Europe I think."

After a 3 week stay in Andalusia, White's preference for the aesthetically ordered and comprehensible found satisfaction in Madrid. His diary entry on March 6 reveals particular delight with the Prado museum: "In morn. to the great gallery of the Prado. Amazed at its wealth in great pictures. Had expected to see Velazquez and Goya fully represented and was more than astonished at the splendid examples of their work . . . Have never enjoyed any gallery more. It is really a revelation to me." Shortly after leaving Madrid White arrived in Salamanca, home of the oldest university in Spain, and the third oldest in Europe. Here he befriended the Rector of the University, Miguel de Unamuno.

**This story to be continued in
the Next Issue of
Cornell International News**

Overseas Press Club of America

Two New \$1,000 Scholarships Available For Future Foreign Correspondents

In an effort to encourage excellence in foreign reporting, the Overseas Press Club of America will offer two scholarships of \$1,000 each for college students interested in or involved in the field. The awards will be made each January by the Overseas Press Club Foundation.

Graduate or undergraduate students may apply for the OPC grants by submitting:

-- An essay of not more than 500 words describing an area of the world, outside the United States, or an international topic that the applicant feels deserves more and better coverage in the media, and the principal reasons why.

-- A letter of one page or less in which the applicant describes his or her background, involvement or interest in international affairs, and any other relevant material about the applicant. **Note: Do not send resumes, clippings, photographs or other material.** This cover letter, in effect, is a brief essay about the applicant.

Send your letter and essay to Scholarship Committee, Overseas

Press Club of America, 310 Madison Avenue, Suite 2110, New York, N.Y. 10017

DEADLINE: Letters, essays must be received by December 2, 1991.

Contact H. L. Stevenson, OPC President, at 212-983-4655, if there are questions.

Africa

continued from page 1

nars and collaboration on issues relating to African development.

The Africana Studies and Research Center, established in 1969, provides instruction in African, African-American and Caribbean Studies. During the 1987-88 school year, ASRC and IAD worked together to initiate a Summer African Languages Program. With the Department of Modern Languages and Linguistics (DMLL), they received a \$49,500 grant from the President's Fund for Educational Initiative at Cornell to broaden African language instruction. In 1989, the Committee on African Studies, then chaired by Anthony Appiah (ASRC and Philosophy), secured a \$102,000 grant from the U.S. Department of Education to strengthen African language instruction and to develop a certificate program as a minor concentration for undergraduate students in each of the seven colleges.

The Certificate Program was a catalyst for bringing together courses taught on Africa throughout the university. It also fostered greater collaboration and interaction among faculty teaching courses related to Africa. Three new courses were developed for the Certificate program: "Africa: The Continent and Its People" taught by Locksley Edmondson; "African Civilizations and Cultures" taught by Don Ohadick

ANNOUNCEMENTS

TITLE VI

Davydd J. Greenwood, Director of the Mario Einaudi Center, served as chair of the Inter-Association Taskforce on Reauthorization of Title VI of the Higher Education Act and the Fulbright-Hays Act. An unprecedented joint effort in higher education, linking the American Association of Community and Junior Colleges, the American Association of State Colleges and Universities, the American Council on Education, the National Association of Independent Colleges and Universities, the National Association of State Universities and Land-Grant Colleges, and representatives of the National Resource Center and International Business Center programs, this taskforce developed a common position aimed at achieving major increases in funding for international education and training in the U.S. This position, presented to the House of Representatives in testimony in July, points out that we face a national crisis in the availability of well-trained internationalists for education, private sector, and government roles at the very time the U.S.'s future depends on international competence. To stem the steady erosion of funding for this purpose, the Taskforce position recommends major funding increases, broadening of the program to include a more diverse set of institutions, and linkage between a number of the key federal programs. Copies of the Taskforce report are available through the Einaudi Center.

BIFADEC University Centers Taskforce

As one of his key innovations, new USAID Administrator Ron Roskens has established the "University Centers Program" within the Board of International Food and Agricultural Development and Economic Cooperation. The purpose of the University Centers Program is to promote closer interaction and cooperation between USAID and U.S. universities for the enhancement of USAID's expertise and to increase support on U.S. campuses for internationalization efforts. President Frank Rhodes is a member of the Advisory Council for this effort and Davydd Greenwood, Director of the Mario Einaudi Center, is a member of the Taskforce established to set the terms of reference for this new USAID program. The Taskforce and Advisory Council are expected to complete their duties by the end of 1991.



Latin American Environmental Workshop at Cornell

The Latin American Studies Program is currently planning a weekend workshop which will focus on discussions of topics raised in *Our Own Agenda*, a publication of the Latin American and Caribbean Commission on Development and Environment. This document has evolved from several months of collaborative work among Latin American environmental policy makers in preparation for the World Congress on Development and Environment to be held in Brazil this summer.

LASP has invited Dr. Jose A. Gabaldón, a world renown environmentalist who played a central role in the elaboration of *Our Own Agenda*. Workshop discussions will focus on issues raised in the document such as: the impact of environmental deterioration on society and the economy; natural resources, the environment and development; strategies for sustainable development; and the proposed "New International Pact for Sustainable Development". The workshop will center on the impact of new environmental approaches on education at Cornell.

LASP welcomes the participation of interested faculty and students in the organization of this event. An organizing committee is currently being formed. For more information contact Luis Llambi, Mary Jo Dudley, or Jared Rubin at the Latin American Studies Program.



Latin American Coffee Hour Begins on Campus

The Latin American Studies Program in conjunction with the Committee on U.S./Latin American Relations (CUSLAR) is pleased to announce the **Latin American Coffee Hour** which will be held on **Mondays, between 4 pm and 5 pm in the Commons Coffeehouse in Anabel Taylor Hall**. Come to the Latin American Coffeehouse to meet others who share your interest in Latin America.

SCOLA

SCOLA (Satellite Communications for Learning) broadcasts are currently appearing on ACC Channel 55 in Ithaca. SCOLA is a non-profit educational organization which provides foreign language broadcasts via satellite for educational purposes. Through the cooperation of Cornell University, Ithaca College, BOCES, and American Community Cablevision, this resource is being made available to the entire community. Both Cornell and Ithaca College purchased this service from SCOLA on the condition that it could be released to ACC for broadcast to the entire community. Cornell will eventually provide a dish to receive this signal and send it to ACC. In the meantime, BOCES is providing a dish to receive the signal and is providing it to ACC for distribution on their cable system.

(Assistant Professor of African History at ASRC); and "Introduction to African Development" taught by Norman Uphoff, Professor of Government. To qualify for the Certificate program, students must take "Africa: The Continent and Its people", one of the other two core courses, and twelve additional credit hours in cultural studies, languages and linguistics, social sciences, or food production. Anne Adams, Associate Professor of African and Caribbean Literature at ASRC is program coordinator.

In preparing the proposal for NRC/FLAS status, David B. Lewis and Robert L. Harris, Jr. (Director of ASRC, 1986-1991) discovered that Cornell faculty and graduate students had linkages with thirty-seven of the forty-seven African nations. Three Fulbright Fellows, two visiting scholars at ASRC, two postdoctoral fellows in the ASRC Program in African Cultural Studies, and eight IAD visiting fellows from Africa were resident at Cornell for the 1990-91 academic year. There were also 117 graduate and 17 undergraduate students from Africa enrolled during the year.

Grant Objectives

The NRC/FLAS grant, administered through ASRC in cooperation with IAD, is given general direction by the Committee on African Studies that consists of Africanist faculty and students from across the university. Objectives for the grant are to: improve coordination and strengthening of African Studies instruction, research, and outreach; improve and expand African

language instruction along proficiency-based guidelines; implement in-service teacher-training workshops during the academic year and the summer, strengthen the Summer African Languages program coordinated by Vicki Carstens (Assistant Professor of African Languages and Linguistics, who holds a joint appointment with ASRC and DMLL); develop cooperative links with other institutions in offering less commonly taught languages; improve ties with professional schools at Cornell in instruction, research, and outreach; review African Studies curriculum and language instruction to improve course offerings and to provide language instruction in areas of need and demand; build on Cornell's unique strength in theoretical and applied disciplines related to Africa; improve library collections in areas of disciplinary and language instruction; develop a tape collection for instruction in Ewe, Yoruba, Zulu, and Malinke; and create an African Studies Certificate program at the graduate level similar to the existing undergraduate certificate program.

To assist in meeting its objectives, the Committee on African Studies has established the following five subcommittees: Assistantships and Fellowships; Curriculum; Library; Language Instruction; and Program/Outreach (lectures and films, newsletter, visiting fellows, in service teacher training, special forums and symposia, etc.). Africanist faculty and students interested in assisting the subcommittees should contact Professor Locksley Edmondson at (607)255-5218 or his assistant for the NRC-FLAS grant, Ms. June Richards at (607)255-5054.

Faculty in Arts and Sciences track repeat offenders

The faculty of the College of Arts and Sciences took it upon themselves last April to pass what they believe are the most comprehensive procedures governing complaints of sexual harassment at Cornell.

These procedures set up a system to track repeat offenders and offer "power in numbers" to complainants; established a Professional Ethics Committee to hear cases; and established sanctions for determinations of sexual harassment that include resignation from special positions (as director, chairperson or committee member) and concomitant cuts in pay, and in repeat or particularly egregious cases, denial of merit raises, tenure, promotion, perquisites and, in most serious cases, dismissal.

The procedures also give students the opportunity to file a complaint but not pursue it until after the end of the semester or graduation, or until other students file complaints against the same faculty member. And they give the alleged harasser the opportunity to confront his or her accuser.

The reasons for the new procedures were the desire to make consequences for sexual harassment more definite and clearly known; to acknowledge that sexual harassment is a violation of professional ethics; and to demonstrate that faculty share responsibility for handling the problem, according to members of the ad hoc committee spearheaded by Associate Professor of History Isabel Hull that developed the procedures over the past two years.

"Our sense was that students believed that they made a complaint and it just disappeared," said Mary Beth Norton, the Mary Donlon Alger Professor of American History.

"We felt there had to be something much more formal and highly publicized that let the complainant find out what happened and let the person complained against know the nature of the complaint."

Students can still seek help or file a formal charge in any of the administrative offices that handle harassment complaints universitywide. And they can still — as they more often do — speak with an Arts College faculty member who is a sexual

harassment counselor.

But now they can also file a written complaint that will be kept in a "locked box," or locked file, and not pursue a formal charge until they feel ready — after grades are in, for example, or other complainants come forward against the same professor.

"One of the problems with sexual harassment is that students, particularly graduate students, feel very vulnerable. They want to register a complaint but not take formal action," said David Lyons, the Susan Linn Sage Professor of Philosophy and a professor of law.

"That is why we have worked out a system by which complaints might be registered but not pursued.

"These complaints might become relevant if more students came forward with complaints against the same faculty member — but only if the original complainants were then willing to go public with their charges," Lyons said.

The locked box, and confidentiality of the complaints, will be maintained by Lyons and Mary Jacobus, the John Wendell Anderson Professor of English, who have been identified as two senior sexual harassment counselors and will make the initial determination of whether the complaints have merit or not and, if not, clearly mark it so.

In addition to helping students who want to file a complaint but not take formal action, the locked box was also designed to respond to the fact that "everybody knows there are particular faculty members who in one way or another do this again and again and again," said Sandra Bem, professor of psychology who specializes in sex role development and serves as a sexual harassment counselor.

"It is important for us to preserve memory of sexual harassment complaints. But the problem has been that there hasn't been anyway to catch that, unless the dean had a very long tenure," said Hull.

Previously, a counselor who heard a complaint from a student was expected to relay the information to the dean who

'It's irrelevant if someone says, "I didn't mean to exploit her." If a faculty member makes a sexual advance toward a student, that is just putting the student in a terrible position.'

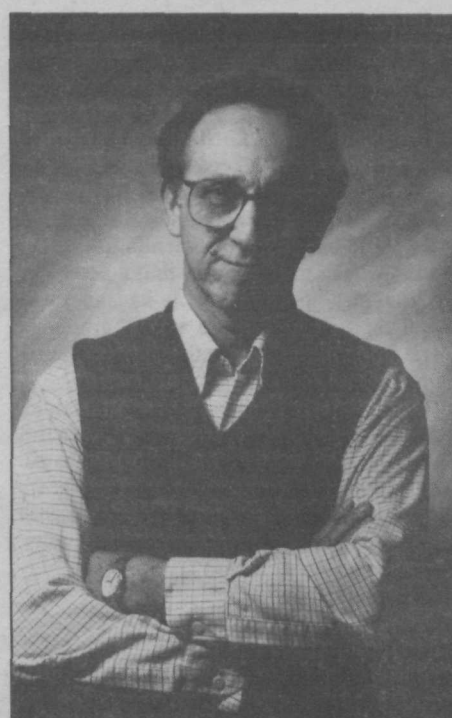
— David Lyons,
professor of philosophy
and sexual harassment counselor

would relay it to the department chairperson who would relay it to the accused faculty member.

But the student often didn't hear anything further; and the faculty member frequently received too little information about the nature of the complaint and lacked the opportunity to confront the accuser, according to Norton.

"There was such an attempt to keep the complaint confidential that in one case a man didn't have a clue [about the grounds for the charge] and racked his brain for hours because he wasn't given enough information to respond," Norton said.

The new procedures provide that once a complaint is turned into a formal charge, the senior counselor decides if the case has merit, and if so, the accused faculty member is immediately advised, and a hearing is scheduled before the Professional Ethics Committee.



Eight tenured faculty members, with two alternates, will serve on this committee, which is only now being formed. The committee will conduct hearings, render a decision in writing and, if it constitutes a finding of guilt, recommend sanctions to the dean.

In other measures, the procedures establish that any official determination of sexual harassment should be weighed in all decisions of hiring, reappointment, tenure, promotion and salary raises; and, to prevent retaliation against students, they grant senior counselors the authority to appoint a faculty member to serve as a protector and confidant.

With the system gearing up only now, there is no experience yet to evaluate. But, said Norton, "if it works for us, maybe others on campus would adopt similar procedures."

— Lisa Bennett

Engineering's Dean Streett handles allegations himself

When Dean William B. Streett and Professor Christine A. Shoemaker make their rounds at the College of Engineering to discuss sexual harassment, they take a tactful approach.

"You don't get far if you start out saying, 'Stop beating your wife,'" Shoemaker said.

Instead, Streett and Shoemaker, who is chairwoman of the college's Committee on the Status of Women, assume that sexual harassment takes place more often than reported, that it takes many forms and that many male professors are unaware that some of their behavior is insulting to women.

When it comes to reported incidents, however, the dean removes the velvet glove. He handles cases personally.

In the past four years, there have been no reported incidents of faculty harassing students, but last year there were cases of students harassing students and one case of a student harassing an employee.

Instead of sending these cases through the university's judicial system, which he thinks is "just too slow," the dean brought charges against the students (in cases where

the women were reluctant to press charges) "outside the judicial system yet according to university regulations.

"We need to deal forcefully with issues when they happen," Streett said.

"University rules and the enforcement of them is not a trial by law, and a hearing board is not a strict legal procedure, but in examining a case and enforcing university regulations, we are often caught up in delaying tactics," he said.

In one important case, a remedy was found in university procedures that are not part of the judicial system, Streett said.

Sexual harassment awareness and training programs reach all academic and non-academic staff in the college.

Streett and Shoemaker present programs to faculty in all 10 of the college's departments (as well as to departments in the College of Arts and Sciences) as part of a general session on women in engineering. Non-academic employees are also required to attend a workshop on women in engineering.

In addresses to the Society of Women Engineers, Streett urged women not to ignore incidents of harassment or be afraid of



Chris Hildreth

Dean William B. Streett

reprisal. Streett assured them that he will speak personally with any professor charged with harassment and warn him that any indication of reprisal could jeopardize a job.

Not all complaints of harassment in the College of Engineering are so egregious that they could cost a professor his office. Little incidents take place all the time, Streett said.

This includes foul language, inappropriate jokes and professors making condescending remarks, such as, "I understand this assignment is difficult for you. I have a daughter, and she has trouble with these sorts of problems, too" — as if all women were the same and none were very good at math.

But the fact that engineering has traditionally been a male-dominated field and that the ratio of men to women in the college is about 4-to-1 means that the dean and others must make a special effort for women to feel comfortable on the Engineering Quadrangle.

— Carole Stone

Peer educators help students alter conduct

"You hear about peer pressure, but you don't hear about peer education," said William Collazo, a sophomore in the College of Engineering. "When peers educate peers, you're more likely to tap into emotion."

Peer educators like Collazo run programs here that help students examine their own experiences and learn how they have been oppressed or have oppressed others — programs that issue a personal challenge to understand how "isms" like sexism really work.

Sexual harassment is one of a number of topics that are raised during the nine-week "Connections" series run by peer educators for participants from Cornell and the Ithaca community. The group also responds to problems in campus or community organizations, acting as consultants or giving workshops.

Ross Haarstad is the staff member who coordinates the program, now in its second year. It has grown from a group of eight peer educators to a group of 25, and this year 65 people are going through the "Connections" series.

"Awareness of sexual harassment has to come from men learning from men," said Rebecca Rugg, a sophomore in the College of Arts and Sciences.

Michelle Rhee, a senior in the Arts College, agrees that the burden of education should not be on women. Men who want women to take the initiative for educating them about harassment are wrong, she said.

Awareness is one of the first steps toward preventing sexual harassment because, according to Arts and Sciences senior Seunghee Ha, men "are not always conscious about their own actions that make women uncomfortable."

Like other peer educators, Ha said that she believes the term sexual harassment includes a lot more than sexually explicit language.

— Cynthia Revell '92

Book says equality is the issue

A social science researcher says in a book published by ILR Press at Cornell this fall that sexual harassment may be a form of resistance that men in power use to prevent women from achieving equality in the workplace.

Cynthia Cockburn of City University, London, reports that "most women I interviewed had in their working lives experienced some kind of embarrassment or discomfort due to the sexual behavior of men at work."

Her findings are described in her book "In the Way of Women: Men's Resistance to Sex Equality in Organizations."

"Men's power in the extra-organizational world, in the family, the city and civil society enters the workplace with them and gives even the most junior men a degree of sexual authority relative to even senior women," she writes.

Cockburn found that sexist humor and jokes that demean women serve to bond men to each other in the workplace.

Sex and power *continued from page 1a*

small favor to working as a research assistant all the way up to sleeping with them — that they are doing it of their own free will when they may not be."

Writing about sexual harassment at the university in her 1978 book "Sexual Shake-down," former Cornell employee Lin Farley noted, "Often, graduate students and professors relate to each other as friends. It can be even more than the authority that a boss has over you in a job, because it has parental aspects to it, because this whole graduate experience is an apprenticeship system. You get attached to a guy."

"A professor may be your confidante, friend, father or mother figure, and it's hard to draw the line," said Hite. "We want to be warm and sympathetic but not available in overt ways. We're responsible for maintaining a weird norm. This is a pretty sleazy, slimy environment because the role definitions are so porous."

One male professor, for example, teaches a course in which he reads from source material in a way that seems to dwell on the sexual matters. Students say it makes them uncomfortable and it even caused one student to have a nightmare about attacking him, according to Norton, who hears about this year after year.

"I'm utterly convinced that this guy is showing he's liberated. What he doesn't realize is that he is offensive," Norton said.

"It's interesting that some of the people who do this are my contemporaries, people who came out of the touchy-feely '60s and '70s, the time of breaking down walls," said Hite, who described herself as a 44-year-old tenured radical. "I know these people very well, I like them, I respect them professionally and as people. They support sexual harassment legislation. But they see this as liberating. That's why it's not a clear-cut issue."

And same-sex harassment, when it happens, has not occurred according to "the myth of the lurking homosexual" but by a married male faculty member who is a closet homosexual, according to Ritch Savin-Williams, an associate professor of human development and family studies and a sexual harassment counselor.

But the reluctance to talk about sexual harassment publicly coupled with the confusion of seeing this kind of behavior from a man who has the trappings of heterosexuality, bewilders a student and often leads him to dismiss it instead of seeing it as what it is, Savin-Williams added.

By law, a supervisor's sexual harassment of an employee is sexual discrimination prohibited by Title VII of the Civil Rights Act of 1964. A faculty member's

sexual harassment of a student is an infringement of his or her right to equal education as outlined in Title IX of the Educational Amendments of 1972.

"Denial of access to education is the real issue behind sexual harassment," said Harry Shaw, director of the Knight Writing Program who, along with Norton, Hite, Hull and others, was a member of the ad hoc committee that wrote new sexual harassment policies for the College of Arts and Sciences.

"The best way to look at this is as an educational question: The mission of the university is to educate, and sexual harassment interferes with that mission."

A woman student's identity can be demeaned by sexual jokes and innuendoes in class — even if the motive behind them is entertainment — because they "define women in some sexual way that then reduces the women to being about their sexuality," said Bem.

A woman's academic achievements can be slowed when she has to make compromises to avoid being harassed.

"You'll find graduate students who are just not willing to put in the time to do their work if it means working in their office at night or on the weekends when the person harassing them is likely to be there but other people are not. It could take someone twice as long to finish their degree," said Andrea Parrot, assistant professor of human

service studies, an expert on date rape and a sexual harassment counselor.

A woman's sense of personal safety can be lost when a man says he knows she wants him sexually, even though she repeatedly refuses his advances, and when, as Gannett's Kenworthy said, "a man calls on the phone or talks to her in a cafeteria and makes lewd remarks about what he'd like to do to her. She wonders, 'Who knows if he will carry it out?' We don't know the number of women who have dropped out of school because of this."

And a woman's career can be impeded, particularly in the case of graduate students.

"I think there are clearly cases of faculty members treating graduate students as a pool of potential lovers," said Bem. "And what frequently happens to those graduate students is that there is a love affair, it breaks up, he has tenure, she ends up leaving."

And even if she doesn't leave, a faculty member always holds the power to retaliate for a relationship spurned or gone bad, through grades, poor letters of recommendation or job references or sabotaging grant funding.

But what about the professor who really loves the student? Then, the student's and professor's reputations are put at risk, particularly if the professor is a member of her dissertation committee.

For reasons like these, the Massachu-

setts Institute of Technology has adopted a policy that if an employee wishes to engage in a romantic relationship with someone, that person must first divest himself or herself of power over the other. Similar policies that prohibit even seemingly consensual relationships between faculty and students have been adopted by the University of Iowa and several other institutions.

Some faculty members at Cornell are encouraging a related policy here. Christine Shoemaker, professor of civil and environmental engineering and a sexual harassment counselor, and Mary Jacobus, the John Wendell Anderson Professor of English and a senior sexual harassment counselor, recently sent a letter to President Frank H.T. Rhodes and others recommending that Cornell adopt an explicit policy prohibiting faculty advisers and their graduate students from being sexually involved. The recommendation is being forwarded to the Faculty Council of Representatives.

Why is any of this an issue here?

"I think our culture is so accustomed to treating women in terms of their sexuality that it just feels like the normative way for men to deal with women. When you see women on the street, you whistle at them. When you meet them in the hall, you flirt with them," said Bem.

"When some men comment on whether your skirt is short or long, or whether your breasts are small or large, I'm sure they are trying to say, 'I don't accept you as an equal, honey,'" she added.

"It's irrelevant if someone says, 'I didn't mean to exploit her,'" said Lyons. "If a faculty member makes a sexual advance toward a student, that is just putting the student in a terrible position."

And in the end, whether the student likes the romantic attention and encourages it, or counts it as harassment and reports it, the onus for making the right decision and behaving in the proper way is on the professor, faculty say.

"I think the responsibility always lies with the person in the position of power and status," said Bem. And that responsibility, in her view, is to adopt this perspective: "By and large, employees and students are hands-off."

And in cases where one wants to make a sexual joke or pay a compliment that could be interpreted as sexual, Bem said: "If you are with people you know and you know it's OK, fine, do it. If not, make the default assumption when you're in doubt and shut up."

In general, she added, "I think men need to speak up less, and women, more."

—Lisa Bennett and Carole Stone



'I am concerned about a chilling effect based on what happened to Anita Hill. But on the other hand, maybe many women will say, if she can speak out, so can I.'

—Carolyn McPherson,
women's services coordinator,
Office of Equal Opportunity

Sexual harassment report *continued from page 1a*

situation where the name of the perpetrator was not known, the department decided to include sexual harassment information in future departmental training for graduate students.

One perpetrator was transferred to a different job location and given a warning. Three complainants discussed their situations but chose not to proceed with investigations. One case involving a fraternity was referred to the Dean of Students Office. One person who complained of harassment in off-campus housing was referred to the police and Ithaca Rape Crisis. In two cases, no action was taken because the identity of the perpetrators was unknown.

One student complaint of peer harassment was handled as a violation of the Campus Code of Conduct and was resolved by a University Hearing Board panel. The defendant took a one-year leave of absence, received a written reprimand and will have one year of required counseling. The defendant also agreed to have no contact with the complainant during the year.

The question of just how much sexual harassment takes place is open to argument, because many observers believe that much of it is unreported. McPherson said she believes that the 31 reported incidents at Cornell last year were just "the tip of the iceberg," especially where students are concerned.

The most recent formal study done here was a 1986 survey, in which 61 percent of the 793 women students who responded reported they were subject to some form of unwanted sexual attention during their time at Cornell from a person in a position of authority over them. When asked to describe the incident, 436 responded. Of

these, 46 percent said a faculty member or teacher was responsible for the incident, and 22 percent reported that a graduate student or research assistant was responsible.

Additionally, 78 percent of the women students surveyed said they had received unwanted sexual attention from a fellow student.

Yet, in 1986-87, only 22 complaints of sexual harassment went to OEO.

According to a recent article in the New York Times, studies have found that only 3 percent of women who have been harassed make formal complaints. A study by Louise Fitzgerald, a University of Illinois psychologist, found that most did not report sexual harassment because they feared that they would not be believed, that they would suffer retaliation or be labeled as troublemakers, or would lose their jobs. Some women said they remained silent for fear their harasser would lose his job or marriage.

Current research is also finding that sexual harassment has less to do with sex than with power. A University of Illinois survey, for example, found that only about 25 percent of cases are botched seductions, and less than 5 percent involve a bribe or threat for sex. Joycelyn Hart, Cornell's associate vice president for human relations, agrees that sexual harassment typically is about power.

"We have generally seen that harassment occurs where there is a power imbalance," she said. "One of the most intractable kinds of problems has to do with graduate students and faculty because of our system of graduate training and because it is difficult to assure people that there will not be retaliation."

Another category of harassment is peer group harassment, which Hart said is "less about power than about a kind of perceived power a man might have against a woman."

"For example," she explained, "take two students who are competing on every level, for the best research, the best grades, the best jobs after graduation. They use every weapon they have. Most of it is psychological. Students are not above using sexual harassment."

A female lecturer who contacted the Chronicle in response to a note seeking comment on sexual harassment said that she believes that power is the real basis of many sexual harassment complaints. She said one of her male colleagues regularly comments on her figure, particularly after she has corrected him on something.

"He's putting me in my place by using sexual comments," she said. "His comments about my physical appearance have followed when I've talked back. It's his way of saying, 'Even though you can best me on this, I can get even.'"

Hart and McPherson note that there are a number of avenues that sexual harassment victims can take, from informal advising to formal complaints to OEO or, where a crime may have been committed, to Public Safety.

"Our experience is that many more of these things are handled in the informal arena in ways that don't become public," Hart said. "In a way, this protects both the victims and the unfairly accused, but keeps the issue more hidden."

"Usually victims do not want the problem to become public. Most just want the behavior to stop," Hart added. "They don't want to sue anyone, they don't want to pun-

ish anyone; they just want it to stop."

"Often people want assistance handling it themselves," McPherson added. "I work with them to develop strategies to deal with the sexual harassment. What I find is helpful to people in deciding whether to file complaints is that a person will file not only to resolve his or her own complaint but also because they don't want others to experience harassment."

"Sometimes people think that because someone isn't dismissed that no steps have been taken. But as the report indicates, steps are taken to resolve each complaint."

"As a result of all the publicity about sexual harassment in connection with the Thomas hearings, people are rethinking their behavior," said McPherson, who will never forget the time she gave a workshop standing in front of posters showing bikini-clad women seductively draped over tractors. (After the workshop, she told the department to remove the posters.)

"One faculty member told me that five male faculty came to talk to her about some of their behavior that they had questions about after seeing the Thomas hearings."

Will all this discussion about the problem lead to a large increase in reports of sexual harassment next year?

"I am concerned about a chilling effect based on what happened to Anita Hill," McPherson said, "but on the other hand, maybe many women will say, if she can speak out, so can I. But maybe there will be less harassment occurring, that with all the attention the issue is getting, people will be more aware of what can be considered harassment."

"That is my fondest hope."

—Linda Grace-Kobas

CORNELL Employment News

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Over 1,300 Attend Benefair '91

Benefair '91, sponsored by the Office of Human Resources and the Statutory Benefits Office, was held on November 4th and 5th at the Statler Hotel Ballroom. Over 1,300 faculty and staff took advantage of the opportunity to visit the Benefair exhibits, talk with vendors, and ask questions about the university's benefits programs during the two-day event.



George Sutfin, crime prevention officer, Department of Public Safety, assists employees at Benefair '91.

Employees visited Benefair '91 for a variety of reasons. Some wanted to meet staff members from the Statutory and Endowed Benefits Offices, who were available to review insurance coverages, answer questions, and assist employees in the annual enrollment process for Select Benefits and health coverage. Others came to meet representatives from various insurance carriers such as Aetna, CIGNA/Equicor, TIAA/CREF, UNUM, Dreyfus, Fidelity, and Seabury & Smith. (The retirement and health insurance tables were particularly busy throughout the Benefair.) Still others attended the event to get information from Gannett Health Center, Public Safety, Cornell Information Technologies, the Cornell Wellness Program, and the Cornell Recreation Club. Representatives from the Social Security Administration were also on hand, and the Tompkins County Health Department's free blood pressure clinic was a popular choice.

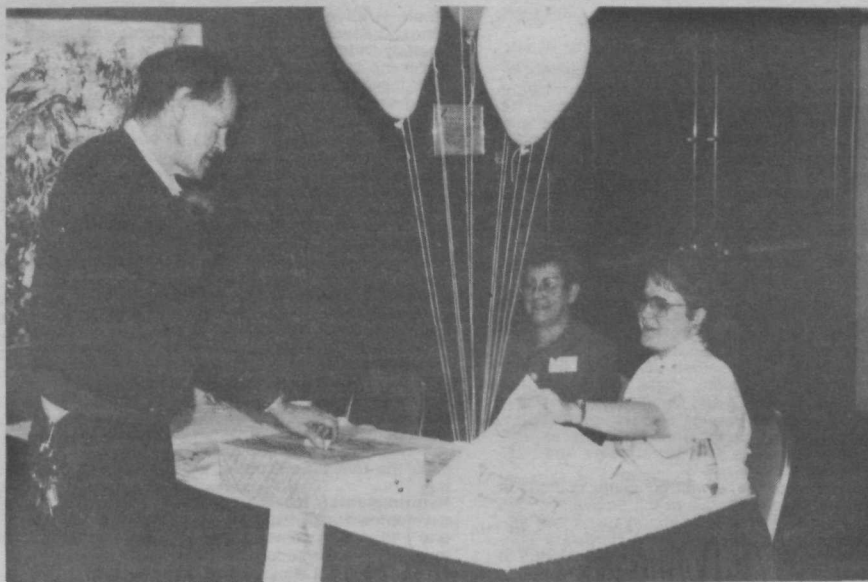
Over 200 faculty and staff attended a Basic Investment Workshop presented by representatives of Fidelity Investments, and approximately 25 employees took advantage of one-on-one retirement counseling sessions with TIAA/CREF staff.

All faculty and staff who attended Benefair (except the Office of Human Resources and the Statutory Benefits Office staff) also had the opportunity to register for one of the doorprizes given away at the conclusion of Benefair. These doorprizes were made possible by donations from the insurance vendors, and over 1,000 faculty and staff registered to win.

Congratulations to the following prize winners:

Bahamas Trip for 2	Carlton McIntyre	Statler Hotel
Camcorder	Colleen Fabrizi	Statler Hotel
20" Color TV	Kathleen Lee	Controller's Office
VCR	Omar Afzal	Olin Library
13" Color TV	Patricia Colasurdo	Theory Center
\$100 Gift Certificate	Ardeen White	Olin Library
\$100 Gift Certificate	Steve Hovencamp	Mechanic Shop
\$100 Gift Certificate	Alan Hahn	Human Service Studies
\$100 Gift Certificate	Jolene Scaglione	Information Technologies
\$100 Gift Certificate	Michael Vitucci	Environmental Health
Lunch for 2 @ Banfi's	Susan Paterson	Gannett Health Center
UNUM Locker Bag	Betty Hatch	Payroll
UNUM Umbrella	Ann Richards	Johnson Graduate School
Wellness Books	Leo Flanagan	Indust. & Labor Relations

And thanks to all who participated in Benefair '91. If you were unable to attend Benefair '91 and you have questions regarding your benefits or the annual enrollment period now in process, please contact your Employee Benefits Office (endowed, 255-3936; statutory, 255-4455).



Pat Smith, administrative aide, and Dianna Parrish, customer service representative, Office of Human Resources, welcome participants.

Annual Enrollment Period in Progress

Each November, endowed and statutory faculty and staff have the opportunity to review their benefits needs during Cornell's annual enrollment period. If you wish to participate in the Select Benefits program for the 1992 plan year or if you want to change the eligible dependents covered under your health care plan, you may do so until November 30, 1991. **Any changes made take effect on January 1, 1992.**

By now, you should have received a packet at your home address with information regarding the annual enrollment. If you did not receive a packet, or if you have any questions about your benefits, please contact your Employee Benefits Office (endowed, 255-3936; statutory, 255-4455).

Hiring Freeze Guidelines

Endowed and statutory units of the university will initiate a freeze on all external hiring for regular positions, beginning on November 23, 1991 and continuing through January 1, 1992. This action is normally instituted annually prior to the Thanksgiving holiday through New Year's Day, due to the large number of employee holidays during this period.

Since, for many positions, the recruitment process is lengthy, departments may continue to post regular positions during this period. Current regular employees (not including temporary employees) may transfer to other positions, and persons on layoff status may be hired. Deans and vice-presidents may approve exceptions to the prohibition of external hires. Departments may continue to hire temporary employees without additional approvals.

The Answer Is, "The Alberding Field House"

The question is, "Where is the Health Fair going to be held on Wednesday, November 20, 1991, 9:00 a.m.-3:00 p.m.?"

In last week's article, "Wellness Program Holds Health Fair '91, November 20," we omitted mentioning where the Health Fair will be held. So, for those of you whose interest has been raised by the screening tests, exhibits, and special demonstrations that will be part of this special event—these activities will take place in the Alberding Field House.

The Health Fair is:

- free and open to the public,
- presented by the Cornell University Wellness Program,
- the first of its kind on campus.

The following screening tests will be available: blood cholesterol screening (\$5.00); body fat analysis (\$5.00); lung function test; knee, hand, wrist exams; breast problem and skin screens; orthopedic foot exams; blood pressure screening.

There will also be exhibits by the Healthy Heart Program, Gannett Health

Center, Tompkins County Office for the Aging, Groton Community Health Care Center, American Cancer Society, Health Department, CU Department of Nutritional Science, GreenStar Co-op, New York State Police, Adirondack Mountain Club, Cayuga Trails Club, Finger Lakes Trails Conference, Graduate Student Aerobics Program, CU Wellness Program, and the CU Outdoor Education Program.

The following special demonstrations will be held:

- 11:30-12:30 p.m. Aikido for Stress Management
- 12:00-12:30 p.m. Tia Chi Chan for Stress Management
- 12:30-1:00 p.m. African Dance Group
- 12:00-1:00 p.m. Open Aerobics Class

For more information, refer to the November 7, 1991 article on the Health Fair in *Cornell Employment News*, or call 255-5133.

JOB OPPORTUNITIES

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

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

Professional

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

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

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

Physician (PA9104)
University Health Services-Endowed
Posting Date: 11/14/91

Provide general medical care for a patient population comprised of students, faculty and staff.

Requirements: MD - must be Board eligible or certified in Internal Family Practice or Pediatrics (Adolescent Medicine). Send cover letter and resume to Cynthia Smithbower.

Technical Specialist (PT9002) Level 36

CIT/Network Resources-Endowed
Posting Date: 11/7/91

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

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

Technical Specialist I, (PT8710) Level 36

CIT-Endowed
Posting Date: 10/17/91

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

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

Technical Specialist (PT5206) Level 36

Information Technologies-Endowed
Posting Date: 10/10/91-Repot

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

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

Computing Director (PT9005) Level 35
Division of Summer Session, Extramural Study, and Related Programs-Endowed
Posting Date: 11/7/91

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

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

Senior Systems Programmer/Analyst (PT8904) Level 35

Lab of Nuclear Studies-Endowed
Posting Date: 10/31/91

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

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

Sr. Scientific Software Analyst Level 35 (PT8805)

Theory Center-Endowed
Posting Date: 10/24/91

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

Requirements: MS degree in computer science, a scientific discipline or equivalent. 5 plus years experience in a scientific computing environment programming in FORTRAN and C. Familiarity with UNIX oper-

ating system fundamentals. Parallel programming experience highly desirable. Background in supercomputing helpful. Send cover letter and 2 resumes to Sam Weeks.

Micro Systems Manager Level 35 (PT8804)

JGSM-Endowed
Posting Date: 10/24/91

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

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

Programmer/Analyst II (PT9006) Level 33

CIT/IR-Endowed
Posting Date: 11/7/91

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

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

Administrative Manager II (PA9007) HRII

Africana Studies and Research Center-Endowed
Posting Date: 11/7/91

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

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

Director of Development (PA9004) HRII

Human Ecology Administration-Statutory
Posting Date: 11/7/91

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

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

Teaching Lab Coordinator (PT8903) HRII

Food Science-Statutory
Posting Date: 10/31/91

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

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

Executive Staff Assistant (PC9010) HRI

V.P. Academic Programs and Campus Affairs-Endowed
Posting Date: 11/7/91

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

Requirements: Bachelors or equivalent experience. 2-3 yrs. in diverse administrative/secretarial positions. Excellent editorial, writing, communication and interpersonal skills. Conceptual skills. Ability to work independently and coordinate multiple projects. Advanced word processing skills. Knowledge of CU helpful. Ability to handle sensitive and confidential information required. Regular Cornell employees only. Send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Assistant Director (PA9006) HRI

Public Affairs-Athletics-Endowed
Posting Date: 11/7/91

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

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

Registrar (PA9005) HRI

Division of Summer Session, Extramural Study, and Related Programs-Endowed
Posting Date: 11/7/91

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

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

Manager, Parking Information and Field Services (PA8901) HRI

Transportation Services-Endowed
Posting Date: 10/31/91

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

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

Administrative Manager (PA8902) HRI

Rural Sociology-Statutory
Posting Date: 10/31/91

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

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

Editor I (PC8907) HRI

Engineering Dean's Office-Endowed
Posting Date: 10/31/91

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

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

Professional Part-Time

Coordinator (PT8906) Level 32

CISER-Endowed
Posting Date: 10/31/91

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

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

Professional Part-time Temporary

Technical Consultant I (PT9103)

CIT-Endowed
Posting Date: 11/14/91

Provide support for faculty, staff, students, and potential users by delivering technical information on five supported platforms (IBM-PC, IBM mainframe, Macintosh, VAX mainframe, and telecommunications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Informations Technologies and facilitate back line consulting services. Provide support via service on the HelpDesk, group and individual contacts, etc. Irregular Hours, Monday-Friday 12:30am-4:30pm, occasional Saturday. **Requirements:** BS degree or equivalent. Course work in computer science, business, education preferred. 1-3 yrs. of computing service delivery (consulting, instruction, or related client support services). Outstanding oral and written communication skills. Send cover letter and resume to Sam Weeks.

CURW

Administrative Assistant-Part time

Protestant Cooperative Ministry
Posting Date: 11/14/91

The Administrative assistant is responsible for maintaining the smooth functioning of the PCM office. This includes but is not limited to bookkeeping, filing, typing, and being present to assist PCM community members and staff and the larger Cornell community. Reports to Chaplain.

Requirements: Good typing and proof-reading skills; word processing experience; knowledge of Macintosh

computer essential; good oral and written communication skills; excellent organizational skills; enjoys and works well with students; familiarity with Cornell accounting preferred. Send cover letter and resume to Rev. Barbara A. Heck, G-7 Anabel Taylor Hall, Cornell University, Ithaca, NY 14853

BOYCE THOMPSON INSTITUTE

Laboratory Assistant

Boyce Thompson Institute for Plant Research
Salary: \$12,000.00 year
Posting Date: 11/7/91

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

Requirements: Ability to work under supervision and in a laboratory environment. Contact Anne Zientek, 254-1239.

Technical

As a prominent research institution, Cornell has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand. All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Submit 2 resumes and cover letter for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

Animal Health Technician GR20 (T9003)

Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91

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

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

Technician GR21 (T9004)

Biotechnology Program-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 11/7/91

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

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

Technician GR21 (T8803)

Center for Advanced Imaging Technology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 10/24/91

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

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

Research Equipment Technician GR22 (T9102)

Plant Pathology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 11/14/91

Responsible for the operation, service and maintenance of several environmental growth chambers and their electrical/mechanical systems.

Requirements: Associate's degree or equivalent. 2-4 yrs. related experience in refrigeration/air conditioning or in electrical/electronics field and thorough understanding of both areas. excellent troubleshooting skills. NYS drivers license. Ability to lift 75 lbs. Send cover letter and resume to Sam Weeks.

Research Aide GR22 (T8806)

Center for the Environment-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/24/91

Assist in the conduct of research on the physiological ecology of algae and their link to global climate. Run experiments involving maintenance and monitoring of algal cultures; and analysis of sulphur compounds by gas chromatography. Evaluate results and plan experiments with supervisor. Some travel required.

Requirements: Bachelor's in chemistry or biology. Lab experience in analytical chemistry, algal physiology, biochemistry or microbiology. Statistics background and experience in use of spreadsheets and statistics packages on Mac helpful. Must be able to work competently and independently in a laboratory situation. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T8706,T8707,T8709)**Pharmacology-Statutory****Minimum Biweekly Salary: \$641.92****Posting Date: 10/17/91**

Provide technical support for research programs on the mechanisms of chemical (dioxin) toxicity/carcinogenesis. Perform experiments using established protocols for standard lab experiments involving radioligand binding assays, protein determinations, and gel electrophoresis. Modify procedures for different ligands, concentrations, time dependencies, or other variables. Maintain lab supplies, records, cultures and equipment.

Requirements: BS degree in biological sciences or equivalent. 2-4 years research experience including radioligand binding techniques. Good working knowledge of standard lab procedures and equipment: centrifuges, balances, microscopes, computers, pH meters, etc. Send cover letter and resume to Sam Weeks.

Technician GR22 (T8604)**Pharmacology-Statutory****Minimum Biweekly Salary: \$641.92****Posting Date: 10/10/91**

Conduct experiments and analyze results on biochemical research related to calcium channels. Contribute to experimental design and the discussion of results. Calculate and analyze data using statistics and graphs. Perform radioligand binding, tracer flux, and enzyme assays. Maintain cell culture and perform tissue preparations. Prepare solutions. Keep records, maintain lab and order supplies. Supervise and train staff.

Requirements: BS degree in biochemistry, neurobiology, or related field. 2-4 yrs. relevant lab experience. Familiarity with lab balance, pH meter, centrifuge, gamma and scintillation counter, spectrophotometer, light microscope and tissue culture equipment. Send cover letter and resume to Sam Weeks.

Research Aide GR22 (T8905)**Nutritional Sciences-Statutory****Minimum Biweekly Salary: \$641.92****Posting Date: 10/31/91**

Assist in computer programming, data processing and analysis of a large hierarchical nutritional database. Assist and/or participate in research and literature review. Provide some office support with office activities including xeroxing, filing, or mailing.

Requirements: B.S. degree or equivalent. Course work in nutrition, computer science, and statistics preferred. Experience with the Cornell computing environment essential. Knowledge of IBM/CMS, SAS, PSPP-X, DBase, Lotus. Some experience with IBM/DOS and Macintosh preferred. Send cover letter and 2 resumes to Sam Weeks.

Technical Temporary**Temporary Computer Electronics Technician (T8907)****Human Ecology-Statutory****Hiring Rate: \$10.00****Posting Date: 10/31/91**

Provide technical hardware and software support to the College of Human Ecology. Assist with the installation of a large microcomputer network. Provide support for IBM and Mac hardware and compatible software. Provide data recovery services using utilities such as Norton and Mace. Install peripherals. Provide user assistance with large LAN. 5 month position.

Requirements: AAS degree or equivalent in computer electronics. Minimum of 2 yrs. related experience. Knowledge of IBM/compatible, Mac hardware and a variety of peripherals. Excellent interpersonal skills and service orientation required. Ability to solve problems. Knowledge of application software and experience with LAN helpful. Send cover letter and 2 resumes to Sam Weeks.

Temporary Technician (T8708)**Clinical Pathology/Diagnostic Lab-Statutory****Hiring Rate: \$8.50****Posting Date: 10/17/91**

Perform diagnostic tests in hematology, cytology, urinalysis, coprology, chemistry and immunology. Operate, maintain and trouble shoot equipment. Prepare reagents. Use computer for specimen accession, data entry and information retrieval. Hours 3-11pm, some weekends and call rotation.

Requirements: AAS degree or equivalent in medical technology, BS and ASCP certification preferred. 1-2 yrs. current experience in all areas of lab testing. Send cover letter and 2 resumes to Sam Weeks.

Office Professionals

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

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

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

Secretary GR18 (C9110)**Human Development and Family Studies-Statutory****Minimum Biweekly Salary: \$542.89****Posting Date: 11/14/91**

Responsible for word processing; telephone receptionist; travel arrangements; assembling training materials. Other duties as assigned. Monday-Friday, 8:30am-5:00pm, until 6/30/92, continuation contingent upon available funding.

Requirements: High School diploma or equivalent. 1-2 yrs. related office experience. Some college coursework preferred. Knowledge of computers (Macintosh). Familiar with Cornell travel and voucher systems helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C9111)**Alumni Affairs-Endowed****Minimum Biweekly Salary: \$542.89****Posting Date: 11/14/91**

Provide secretarial/clerical support to the Assistant Director Minority Programs and the Business Manager, Alumni Affairs; assist with all aspects of Minority Programs and business operations.

Requirements: High School diploma or equivalent. Business or Secretarial school desirable. 1-2 yrs. related experience. Skill in general office procedures. Excellent organizational and communication skills. Ability to work under pressure with heavy work volumes. Knowledge of Macintosh computer software preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR18 (C8905)**National Nanofabrication Facility-Endowed****Minimum Biweekly Salary: \$542.89****Posting Date: 10/31/91**

To process and maintain department financial records, including purchasing, payable/receivable, and expense processing; accounts reconciliation; related record keeping and follow up; and providing complete and timely information necessary for decision-making concerning department finances to other department administrative personnel. The incumbent works within

established guidelines under the routine, daily supervision of the Administrative Manager. Monday-Friday 8:30-5:00pm

Requirements: High School diploma or equivalent required. AS degree or experience in a related business or financial area preferred. 1-2 yrs. experience with Cornell's accounting procedures is required. Experience with computerized accounting and/or spreadsheet programs is required. Close attention to detail and the ability to see a project to completion, initiating follow-up when necessary, are essential. Ability to work as part of a team in a busy research-oriented environment is essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Secretary GR19 (C9108)**Agricultural Economics-Endowed****Minimum Biweekly Salary: \$566.28****Posting Date: 11/14/91**

Provide administrative and secretarial support to a professor, particularly in teaching and graduate research. Use personal computer, schedule calendar, and make travel arrangements. Faculty member is blind and reading correspondence, transcribing from tapes, etc. are important. Starts mid-January.

Requirements: High School diploma with business/secretarial training or equivalent. Some college coursework desirable. IBM personal computer (Word software). Good interpersonal skills. Dictation (ability to take dictation or good notes). 1-2 yrs. experience desirable. Medium typing. 1-2 yrs. experience desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Receptionist/Information Secretary GR19 (C9112)**Graduate School, Records-Endowed****Minimum Biweekly Salary: \$566.28****Posting Date: 11/14/91**

Enter data on Macintosh Computer; process forms related to graduate students records; answer phones and basic inquiries from students, faculty and other offices; assist in course enrollment and at reception desk; process application requests, prepare labels on computer.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience. Knowledge of college structure. Ability to work/organize independently. Familiarity with Mac computers desired. Excellent communication skills and confidentiality are required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Systems Specialist GR19 (C9012)**JGSM-Endowed****Minimum Biweekly Salary: \$566.28****Posting Date: 11/7/91**

Manage user services help desk for computing services. Responsible for tracking calls on several in-house computer systems, record-keeping, and basic troubleshooting. Provides central location for faculty, staff, and students to call with computing questions, whether that be application-specific, procedural or general. Some administrative duties.

Requirements: High School diploma or equivalent. Associate's degree preferred. Computer experience essential: VAX, DOX, or Macintosh. Experience with word processing required. Other computer package experience is a plus. Must have office and typing skills. Strong service orientation and good interpersonal skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR19 (C8902)**Hotel Administration-Endowed****Minimum Biweekly Salary: \$566.28****Posting Date: 10/31/91**

Provide secretarial, clerical and administrative support in the Registrar's office. Extensive contact with students, handle numerous inquiries and act as office receptionist. Data entry on student records.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2 yrs. related office experience. Excellent interpersonal skills. Knowledge of Macintosh required. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Copy Cataloger GR20 (C9008)**Catalog Department, Olin Library-Endowed****Minimum Biweekly Salary: \$590.45****Posting Date: 11/7/91**

Associates degree or equivalent. 2-3 yrs. previous library experience required, technical services experience preferred. Knowledge of at least one foreign language and familiarity with other foreign languages highly desirable. Strong interpersonal skills. Must be dependable and have the aptitude for detailed work. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR20 (C9007)**Lab of Nuclear Studies-Endowed****Minimum Biweekly Salary: \$590.45****Posting Date: 11/7/91**

Act as receptionist; answer phones; operate paging system; make travel arrangements; schedule meetings; type technical papers using MASS-11 and MicroSoft Word; type purchase orders; distribute mail.

Requirements: Minimum 2 yrs. responsible secretarial experience. Excellent organizational, interpersonal and communication (written and oral) skills. Must be able to work under pressure and handle continual interruptions. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C9013)**Law-Endowed****Minimum Biweekly Salary: \$590.45****Posting Date: 11/7/91**

Maintain master room calendar and coordinate room usage for courses and events at Law School. Editor and producer of weekly newsletter; record academic student minutes, committee minutes, administration of academic prizes and awards; provide administrative support to the Registrar and Dean of Students.

Requirements: Associate's degree with 2-3 yrs. of related office experience. Excellent interpersonal, communication, and organizational skills. Knowledge of data base management. Extremely high level of confidentiality required. Excellent judgment. Ability to work independently, under pressure, and meet deadlines. Excellent WordPerfect skills. Attention to detail a must. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C8417)**Council of the Creative and Performing Arts and AAP Deans Office-Endowed****Minimum Biweekly Salary: 590.45****Posting Date: 10/31/91**

Provide administrative assistance equally distributed in two office: 1) Council for the Creative and Performing Arts-assist to expedite arts programs, handle inquiries, schedule meetings, gather information for arts project proposals, assist with publication of EVENTS in the arts and humanities, maintain budget and grant accounts. 2) AAP Dean's Office-Assist with college accounting and administration, including preparation of journal vouchers and scholarship awards. Continuing 11 month appointment from August-June.

Requirements: Associate's degree or equivalent in office experience. Ability to work independently, manage multiple tasks with strong organizational and communication skills. Experience on the Macintosh with Knowledge of Microsoft Word, Excel, and Pagemaker needed. Familiarity with Cornell humanities departments and programs at Cornell helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8906)**Nutritional Sciences-Statutory****Minimum Biweekly Salary: \$590.45****Posting Date: 10/31/91**

Provide administrative and secretarial support for the Division of Nutritional Sciences Extension nutrition education efforts, including the Expanded Food and Nutrition Education Program (EFNEP). Currently this includes 3 professionals (1 professor and 2 Extension Associates). The professional staff work with Cooperative Extension professionals and paraprofessionals in NY's 57 counties, NYC, and the Cornell community. Specific duties include responding to inquiries, preparing correspondence, maintaining file system, arrange meetings and conferences, maintain accounts.

Requirements: AAS or equivalent required. 2-3 yrs. related work experience. Excellent organizational and interpersonal skills; proficiency w/current version of WordPerfect and basic desktop publishing techniques and appropriate electronic mail systems; familiarity w/ food and nutrition subject matter. Cornell Cooperative Extension including EFNEP highly desirable; flexible; able to work under pressure, set priorities, work independently and use sound judgement. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C8703)**JGSM-Endowed****Minimum Biweekly Salary: \$590.45****Posting Date: 10/17/91**

Coordinate and perform a broad set of accounting and administrative duties for the Director of Business Operations and the Business Manager and approximately 60 faculty members. This position combines two posts and the individual hired will need to work independently under the general supervision of the Business Manager in establishing priorities and overseeing the facilities, while working closely with Accounts Coordinator and others.

Requirements: Associates degree in Secretarial Science. Minimum of 3 yrs. of general office and accounting experience preferred. Macintosh experience necessary. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professional Off-campus**Secretary GR20 (C6611)****Cooperative Extension/NYC-Statutory****Minimum Biweekly Salary: \$590.45****Posting Date: 11/14/91-Repost**

Provide secretarial and program assistance to the expanded Food and Nutrition Education Program and the Urban Horticulture Program. Type and edit correspondence, educational materials; maintain and input data for computerized recordkeeping system; maintain time and attendance records for staff. Monday-Friday, 9:00-4:30p.m.

Requirements: Associate's or equivalent. Minimum 2 yrs. related work experience. Knowledge of computers/keyboarding/word processing. Figure aptitude. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Professional Part-Time**Receptionist/Office Assistant GR16 (C9005)****Johnson Museum-Endowed****Minimum Full-time equivalent: \$511.68****Posting Date: 11/7/91**

Operate museum reception desk in lobby. Provide information to visitors; sell cards, catalogues, and posters; answer telephone; take accurate messages for staff members; relay accurate information to weekend supervisor; provide security of museum lobby; and be available to work special events during evening hours and for substituting for weekend receptionists. Saturday and Sunday, 9:45a.m.-5:15p.m., some evenings plus weekday substitution.

Requirements: High School diploma or equivalent. Up to 1 yr. related experience necessary. Interest and involvement in art or related areas preferred, as well as familiarity with the Ithaca area community. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR18 (C9109)**Human Ecology, Field and International Study Program-Statutory****Minimum Full-time Equivalent: \$542.89****Posting Date: 11/14/91**

Under direct supervision of Administrative Aide, is responsible for implementing approved program budget, processing and monitoring all Program expenditures, and reporting any discrepancies to supervisor. 20hrs./week, flexible.

Requirements: High School diploma or equivalent. Some college coursework in accounting desirable. 1-2 yrs. related experience. Organizational skills required. Attention to detail. Knowledge of Cornell accounting system preferred. IBM PC computer experience including WP 5.1, D-base. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Interlibrary Loan Specialist GR18 (C9106)**Veterinary Library-Statutory****Minimum Full-time Equivalent: \$542.89****Posting Date: 11/14/91**

Responsible for all aspects of interlibrary borrowing services. Fill interlibrary lending and photoduplication requests; provide circulation, directional, informational and other public service assistance to patrons at the Public Service Desk. Other duties as assigned. 25-30 hrs/wk. between 8am-5pm, Monday-Friday.

Requirements: High School degree or equivalent. Some college work preferred. 1-2 yrs. related office and/or library experience desirable. Strong interpersonal and communications skills essential. Strong orientation to public service. Ability to organize and accurately perform detailed work. Experience with word processing or other computer applications helpful. Able to work independently. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR18 (C8715)**Floriculture and Ornamental Horticulture-Statutory****Minimum Full-time Equivalent: \$529.35****Posting Date: 10/17/91**

Provide accounting and budgeting support to Accounts Coordinator and Administrative Manager. Process all department payables and receivables. Prepare standard vouchers, requisitions, L-orders, interdepartmentals, receivable invoices, reimbursements and deposits. Manage internal billing services. Manage CU Stores vouchers and receipts. Monitor transaction statements. Maintain accounting files. 20hrs./week.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience; Cornell accounting desirable. Personal computer skills and previous work with computerized accounting systems helpful. Excellent organizational, interpersonal and communication skills. Ability to interact with wide variety of personalities. Attention to detail. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Building Coordinator GR19 (C8605)**Human Ecology Administration-Statutory****Minimum Full-time equivalent: \$566.28****Posting Date: 11/7/91**

Has the responsibility to identify routine and emergency building and utility problems. Responsibility for notifying departments of utility shutdowns. Assists Project Coordinator as needed. Serve as backup person for mailroom and building security. Monday-Friday a.m. or p.m.

Requirements: High School diploma or equivalent. Trade school or 2-3 yrs. of experience in construction or facilities related area to identify problems of that nature. Ability to read blueprints and specifications. Familiarity with building system terminology, construction operations, and Cornell M&SO operations and procedures desirable. Familiarity with Macintosh computers preferred. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Employees should include employee transfer application.

Historical Core Literature Project Assistant GR19 (C8510)**Albert R. Mann Library - Statutory****Minimum Full-time Equivalent: \$566.28****Posting Date: 10/3/91**

Assist in the compilation of subject bibliography of historic materials to be used for preservation purposes. Duties include bibliographic searching of computer databases, use of database management software, editing and verifying of bibliographic information, data entry and maintaining statistics and records of project. Additional duties in library bindery. Regular, part-time position until 12/31/92.

Requirements: AAS degree or equivalent required; additional coursework preferred. Computer experience including word processing ability required, 1-2 years experience searching bibliographic databases, including NOTIS and RLIN highly desirable. Experience with database management software (particularly Procite) desirable. Ability to be self-directed, to meet deadlines, and attention to detail are essential. Send cover letter, resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Administrative Aide GR20 (C9107)**Women's Programs in Engineering-Endowed****Minimum Full-time Equivalent: \$590.45****Posting Date: 11/14/91**

Assist Director in carrying out programs by providing administrative and clerical support. Financial management of operations. Negotiable 20 hrs/week

Requirements: AAS degree or equivalent. 2-3 yrs. experience. Organizational, editorial and writing skills. Knowledge of Macintosh word processing and database programs. Knowledge of Cornell's accounting system preferred. Ability to perform library research. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C9001)**Associate Vice President for Human Relations-Endowed****Minimum Full-time Equivalent: \$590.45****Posting Date: 11/7/91**

Provide administrative support for Assistant to AVP for working family programs. Word process correspondence; coordinate mailing; answer telephones; keep calendar; arrange travel; other projects as assigned. Monday-Friday, 25hrs/week.

Requirements: Associates degree or equivalent; IBM PC WordPerfect 5.1; Cornell endowed bookkeeping and Cornell travel procedures a plus. 2-3 yrs. related experience. Familiar with Cornell preferred. Good communication, organizational and interpersonal skills. Able to maintain confidentiality. Good attention to detail and ability to work independently. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR20 (C9004)**Biochemistry, Molecular and Cell Biology-Endowed****Minimum Full-time equivalent: \$590.45****Posting Date: 11/7/91**

Perform accounting, budget, and administrative services for a large research and teaching facility. Monday-Friday, 25 hrs/week.

Requirements: A.A.S. degree in Accounting or equivalent and at least 3 yrs. experience in accounting. Some Cornell accounting experience preferred. Since the section is both State and Endowed, experience with either system is preferred to no Cornell experience at all. Familiarity with Federal Grants and Contracts a plus. Light typing. Regular CU employees send employee transfer application, cover letter, resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Senior Night Supervisor GR20 (C8614)**Physical Sciences Library-Endowed****Minimum Biweekly Salary: \$590.45****Posting Date: 10/10/91**

Responsible for the security, maintenance, and provision of all services of the library during evening and/or weekend hours usually without the presence of a library staff except students. Responsible for the provision of the Table of Contents and photocopy services. Use both general guidelines and specific procedures for guidance as supervisor is usually unavailable for consultation. 24 yrs./week: Monday-Thursday 6-12 Midnight.

Requirements: Associates degree with course work in Physical Sciences desirable. 2-3 yrs. related experience. Must be able to work effectively in a challenging environment with constant interruptions. Demonstrated ability to communicate effectively with the public. Familiarity with computers required. Library experience desirable. Must be able to push loaded book trucks and occasionally lift boxes up to 100 lbs. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Aide GR20 (C8413)**Classics-Endowed****Minimum Full-time Equivalent: \$590.45****Posting Date: 9/26/91**

Responsible for operating Kurzweil optical scanner which converts printed texts into computer files for the CCCGI (1/2 time), and correcting tests of Greek inscriptions from publications converted into computer-readable form by the Kurzweil Optical scanner for inclusion in a database on the Ibycus computer system (1/2 time). Flexible Hours.

Requirements: B.A. in Classics, humanities, history or related field preferred. 1-2 years related experience. Proficiency in Ancient Greek, some knowledge of Latin, familiarity with word processing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Professionals Temporary

of results and recommendations.
Qualifications required: Knowledge and understanding of and practical and practical experience with program evaluation and evaluative research processes, basic word processing skills, strong interpersonal, strong interpersonal skills. Direct experience in conducting individual and group interviews is desirable. Experience with informal education processes and programs is very helpful. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Programming Coordinator (S8801)
Residence Life
Hourly Rate: \$6.25
Posting Date: 10/24/91
 The programming Coordinator will work with the graduate and family residence staff to provide a well balanced programming effort to students and families living in graduate and family housing. Interest and/or experience working with families and/or graduate students preferred. Casual appointment, 19 hours per week, until 6/1/92. Mostly daytime hours with some weekend days likely. Send cover letter and resume to Karen Raponi, Staffing Services, East HILL Plaza #2.

Paraprofessional Part-Time

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

Physical Therapist Assistant GR20 (B9003)
University Health Services-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 11/7/91
 Carry out treatments as directed and supervised by the departments Physical Therapists.
Requirements: AS degree in Physical Therapy Assistantship or equivalent. Athletic training preferred. Experience in orthopedic/sports medicine setting desirable. 2-3 yrs. experience in related setting without advanced degree considered. Send cover letter and resume to Cynthia Smithbower.

General Service

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

Head Custodian SO04 (G9101)
Buildings Care-Endowed
Hiring Rate: \$7.17
Posting Date: 11/14/91
 This is a lead custodial position, responsible for overseeing the work of 3-10 custodians who perform custodial work in an assigned area. The head custodian assists with the development and training of each custodian in his/her complex. This lead function involves 25% to 50% of the head custodian's time. The remainder of time is utilized in performing the routine cleaning (up to 75%) of assigned campus buildings. Monday-Thursday 5pm-1:30am, Friday, 5pm-12:30am. Periodically required to work other shifts.
Requirements: High School diploma or equivalent. 3-5 yrs. custodial experience required. Must be in good physical condition and have demonstrated good attendance. Able to lift 50 pounds and climb and 8 foot ladder. Must possess a valid NYS drivers license and have own vehicle for on campus use. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2, employees should include an employee transfer application.

Vehicle Mechanic SO09 (G8901)
Grounds-Endowed
Hiring Rate: \$9.17
Posting Date: 10/31/91
 Perform skilled mechanical repairs and maintenance management techniques to maintain a variety of commercial lawn maintenance, snow removal and construction equipment with emphasis on small engine repair. Make frequent road calls, manage shop including inventory, safety, cleanliness and accurate records.
Requirements: High School diploma or equivalent with additional coursework desirable. Must maintain a valid NYS drivers license. Minimum of 5 yrs. experience in automotive, truck (2 and 4 wheel drive) tractors, snowplows, and lawn maintenance equipment repairs. Send cover letter and resume to Esther Smith, Social Services, East Hill Plaza #2. Employees should include an employment transfer application.

General Service Temporary

Temporary Shop Mechanic (S8204)
Grounds
Posting Date: 10/3/91
 Perform skilled mechanical repairs and maintenance management techniques to maintain a variety of commercial lawn maintenance, snow removal, and construction equipment with emphasis on small engine repairs. Make frequent road calls and repair equipment on site. Manage shop facility to include keeping inventory of tools and supplies, shop safety and cleanliness, and accurate records on equipment and materials.
Requirements: High school diploma or equivalent required with associates degree or additional technical training school coursework desirable. Minimum of five years experience in automotive, truck (2 and 4 wheel drive), tractors, snowplows, and lawn maintenance equipment repairs including: repair of 2-cycle/4-cycle gasoline engines, and diesel engines. Must have and maintain a valid NYS driver's license, with a class 1 or 3 desirable. Send cover letter and resume to Karen Raponi, Staffing Services, Department S8304, East Hill Plaza #2.

General Service

Send Application materials for the following positions to Cynthia Smithbower, 160 Day Hall.

Laboratory Assistant SO03 (B9002)
Veterinary Pathology-Statutory
Hiring Rate: \$6.83
Posting Date: 11/7/91
 Maintain cleanliness of laboratories, prepare various solutions and media, to wash glassware, dispose of laboratory waste materials, order laboratory materials, maintain all aspects of cleaning area.
Requirements: High School diploma or equivalent. Some laboratory experience desired; training to be done by laboratory staff as needed. Must be able to work well with different laboratory supervisors and follow directions as needed. Send cover letter and resume to Cynthia Smithbower.

Dairy Worker SO04 (B9001)
Clinical Sciences-Statutory
Hiring Rate: \$7.17
Posting Date: 11/7/91
 Duties include milking cows, cleaning and maintaining milking equipment, feeding and caring for large animals, washing and disinfecting stalls and walls, unloading trucks hauling hay/straw/wood shavings and supplies and transporting live and dead animals. Other duties may be assigned by the supervisor. 39 hrs., Friday-Tuesday, some holidays.
Requirements: High School diploma or equivalent required. Basic reading and writing skills are a necessity. Experience working around and handling large animals is essential. Milking experience is required. NYS Driver's license. Pre-employment physical required. Send cover letter and resume to Cynthia Smithbower.

Academic

Research Associate III CA05
Vet Pharmacology
Posting Date: 11/14/91
 Research Associate position available to study the mechanism of chemical (dioxin) toxicity/carcinogenesis. Studies to involve the examination of the structure and function of dioxin receptor; the role of the receptor in controlling cell growth to different polycyclic aromatic hydrocarbons (PAHs) and possible involvement of the receptor in the different signal transduction pathways. Applicant must have a Ph.D. in related field, 2-3 yrs. postdoctoral research experience, and have a strong background in tissue culture, receptor/ligand interaction, immunochemical methods and protein chemistry techniques. Send curriculum vitae, copy of Ph.D. Certificate, and names of three references to: Dr. John Babish/Marge McKinney, Department of Pharmacology, D120 College of Veterinary Medicine, Cornell University, Ithaca, NY 14853. Applications must be received on or before November 21, 1991.

Research Associate II CA04
Plant Pathology (Geneva)
Posting Date: 11/14/91
 This position involves research on the development of transgenic plants expressing viral genes of tomato spotted wilt virus and squash mosaic virus. The goal of the research is the development of transgenic plants that are resistant to infection of tomato spotted or squash mosaic viruses. The research associate will be expected to do the complete spectrum of work required for developing and testing transgenic plants. The research will include virus purification, cDNA cloning, sequencing of cDNA, identification and engineering of viral genes into expression and transformation vectors, testing these gene constructs *in vivo* for activity, transforming plants via *Agrobacterium tumefaciens* or via the Biolistic process, characterizing transgenic plants for gene integration and expression, and testing of transgenic plants for resistance to tomato spotted wilt or squash mosaic viruses.
Requirements: Ph.D. degree in one of the plant sciences; such as, Horticulture, Plant Pathology, or Plant Molecular Biology. Experience with all techniques required for developing transgenic plants. Experience in identifying and engineering the capsid proteins of squash mosaic virus and the nucleoprotein gene of tomato spotted wilt virus highly desirable. Experience in the use of the particle gun for transformation of plants via the Biolistic process. Continuing of position is based on the availability of grant funds and satisfactory performance. The position is sufficiently funded for at least four years. To apply, send cover letter, transcripts, and 3 letters of reference to Dr. Dennis Gonsalves, Plant Pathology, NYS Agriculture Experiment Station, Geneva, NY 14456 by November 29, 1991.

Associate Director (Farm Animals)
Center for Research Animal Resources
Posting Date: 11/14/91
 Cornell University seeks a Farm Animal Regulatory Veterinarian. The successful candidate will have University-wide responsibility for institutional compliance with University, State and Federal regulations regarding the care and use of farm animals in research and teaching. The position title is Associate Director, Center for Research Animal Resources and the successful candidate will have faculty responsibilities in an appropriate academic department of the College of Agriculture and Life Sciences and/or the College of Veterinary Medicine.
Requirements: Qualified candidates should possess a DVM/VMD degree and have advanced training in farm animal medicine. Since a significant portion of time will be allocated to academic endeavors, the successful candidate should demonstrate credentials and interest in biomedical/agricultural research or extension. Academic rank, departmental affiliation and track (tenure vs non-tenure) will be determined by credentials and experience in an academic discipline. While prior experience dealing with regulatory agencies is desirable, it is not mandatory. Candidates should possess excellent interpersonal communication skills, organizational abilities and the initiative necessary to perform in a large, complex multidisciplinary research setting. Candidates should submit an application package which includes: a resume, at least two references and a letter summarizing their career expectations and features of their past experience which are relevant to this position. This application package must be received by December 30, 1991 and should be sent to: Dr. Fred Quimby, Chairperson, Search Committee for the Associate Director, CRAR, 221 VRT, NYSCVM, Cornell University, Ithaca, NY 14853-6401

Statistician, Faculty Tenure Track
Operations Research and Industrial Engineering
Posting Date: 11/14/91
 Rank open but preference for Assistant Professor. Strong research potential/record essential. Applicant should have substantial interest in applications and is expected to teach grad and undergrad courses in experimental design and quality control. Current teaching load 2 courses/year and advanced graduate course every 2nd year. Ph.D. in Operations Research, Statistics or a related area required. AA/EOE. Women and underrepresented minorities are especially encouraged to apply. Send resume, graduate transcript (for recent PhDs), letter describing professional interests, and three reference letters by January 15, 1992 to David Ruppert, Head, Search Committee, School of Operations Research and Industrial Engineering, 225 E&TC Building, Cornell University, Ithaca, NY 14853.

Technical Services/Automation Librarian
NYS Agricultural Experiment Station Library-Geneva
Posting Date: 11/14/91
 Under the direction of the Station Librarian, is responsible for the technical services, database management and the new information technology systems, including: developing and maintaining the public access online catalog of the records for the Geneva Library's holdings and its integration into the Cornell library online catalog; coordinating and maintaining the new information technology systems and databases in concert with the other Cornell libraries; overseeing the retrospective conversion project of the Geneva Library records into MARC format for the online catalog; acquiring and cataloging library materials; and participating in the public services aspects of the library.
Requirements: MLS or equivalent graduate degree; excellent knowledge of AACR2, LC classification schedules, subject headings, personal computers, and software applications for library procedures required. Minimum 1-2 yrs. experience with automated cataloging systems, relational databases, and knowledge of one or more foreign languages preferred. Good interpersonal, oral and written communication skills. Demonstrated organization skills. Send cover letter, resume, and 3 references with addresses and telephone numbers to: Ann Dyckman, 235 Olin library, Cornell University, Ithaca, NY 14853

Professor, Tenure Track, Rank Open
Modern Languages and Linguistics
Posting Date: 11/14/91
 Position in Phonological Theory, to begin in August 1992. PhD required. To assure careful consideration, candidates should send letter of application, CV, representative publications (no more than three), and three letters of recommendation no later than November 22, 1991 to: Jay H. Jasonoff, Chair, Phonology Search Committee, Department of Modern Languages and Linguistics, Morrill Hall, Cornell University, Ithaca, NY 14853.

Professor, Tenure Track, Rank Open
Modern Languages and Linguistics
Posting Date: 11/14/91
 Position in contemporary syntactic theory, to begin in August 1992. PhD required. To assure careful consideration, candidates should send letter of application, CV, representative publications (no more than three), and three letters of recommendation no later than November 22, 1991 to: Margarita Suner, Chair, Syntax Search Committee, Department of Modern Languages and Linguistics, Morrill Hall, Cornell University, Ithaca, NY 14853.

Molecular Virologist
Microbiology, Immunology and Parasitology
Posting Date: 11/7/91
 Assistant Professor of Virology- tenure track position. Appointment at a higher level may be possible for an exceptional candidate. The successful applicant will teach a course in Pathogenic Virology to veterinary students and graduate students and will be provided with resources to initiate anindependent research program.
Requirements: Applicants must have a PhD and demonstrated evidence of research productivity. Preference will be given to candidates who also have a DVM. Applications including a curriculum vitae, outline of research interests and the names of three referees should be sent to Dr. Roger J. Avery; Department of Microbiology, Immunology and Parasitology; College of Veterinary Medicine, 615 Veterinary Research Tower; Cornell University; Ithaca, NY 14853-6401. Screening of candidates will begin immediately and will continue until the position is filled.

PA#38 Extension Specialist-Sea Grant/Great Lakes Environmental Quality (One-Year appointment) Location: Erie County, East Aurora, NY
Posting Date: 11/7/91
 Implement and evaluate an Extension education program pertaining to the quality of Great Lakes coastal environments. Conduct educational activities that 1)enhance governmental, media, special interest, user group and general public awareness and understanding of coastal environments and associated problems; 2) assist such audiences in developing, implementing, or supporting activities that seek to remediate such problems; and 3) aid existing Cornell Cooperative Extension programs related to coastal resources and conservation in addressing environmental programs and issues. Minimum qualifications: Master's degree in environmental science, aquatic science, or coastal/natural resource management. 1-2 yrs. experience in environmental resource management, education or communications. Experience with public outreach efforts and familiarity with New York's Great Lakes desirable. Salary: \$21,400, commensurate with qualifications. Apply by November 21, 1991. Send letter of intent, resume and transcripts to: 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

Assistant Professor
Horticultural Sciences,NYS Agricultural Experiment Station
Hudson Valley Laboratory, Highland, NY
Posting Date: 10/31/91
Research 60% A research program directed at solving production problems faced by the New York State tree fruit industry will be established. Potential areas of specialization are:
 1) Control of fruit set and tree growth
 2) Influence of climatic and edaphic factors on performance of rootstock/interstem/scion combinations
 3) Influence of pest and/or environmental stress on fruit-tree performance in a multi-disciplinary effort to advance the goals of IPM
 In addition, this position will cooperate with other Cornell University faculty on research projects conducted in eastern New York.
Extension 40% A tree fruit extension program will be developed and carried out to serve the eastern New York industry in particular and New York State in general.
 Position Available: April 1, 1992, or as negotiated.
 Application: Send resume and the names of 3 references by December 1, 1991 to: Dr. Hugh C. Price, Department of Horticultural Sciences, New York State Agricultural Experiment Station, Cornell University, Geneva, NY 14456.

Assistant Professor
English
Start Date: July, 1992
Posting Date: 10/31/91
 The Asian American Studies Program and the Department of English invite application and nominations for a tenure-track assistant professorship in English. A primary commitment of teaching, publishing and directing research on Asian American literary and cultural topics is required, but candidates with interests in theory and in other Anglophone literatures are welcome. Ph.D. should be in hand or close to completion. Please send letter of application, vita and dossier by 15 November 1991 to Fredric Bogel, Acting Chair, 250 Goldwin Smith Hall.

Assistant Professor
English
Start Date: July, 1992
Posting Date: 10/31/91
 The Hispanic American Studies Program and the Department of English invite applications and nominations for a tenure-track assistant professorship in English. A primary commitment to teaching, publishing, and directing research on Hispanic American literary and cultural topics is required, but candidates with interests in theory and in other Anglophone literatures are welcome. Ph.D. Should be in hand or close to completion. Please send letter of application, vita and dossier by 15 November 1991 to Professor Jose Piedra and Professor Fredric Bogel, 250 Goldwin Smith Hall.

Assistant, Associate, or Full Professor
English
Start Date: July, 1992
Posting Date: 10/31/91
 One tenured or tenure-track position in African-American literature. Send letter of application, vita and dossier to Fredric Bogel, acting Chair, 250 Goldwin Smith Hall, by 15 November, 1991.

Agricultural and Biological Engineering, College of Agriculture and Life Sciences, Cornell University, Ithaca, NY 14853-5701
Posting Date: 10/31/91
 50% teaching and 50% research responsibility in the area of machine systems engineering. Major teaching responsibility will be centered around the development and teaching of a senior level capstone engineering design course, which would include introduction to higher-level computer analysis tools, and oversight of technology courses in the machine systems area. Major research responsibility will center on advanced machine system applications for agricultural and biological engineering production and processing systems, including expert systems, robotics, imaging, sensor technology, safety engineering, and biomechanical systems. Rank Open, Agricultural and Biological Engineering Tenure Track, 12 Month Position
 Start Date: August 1, 1992, or as negotiated
Requirements: A Ph.D. in agricultural engineering or closely related engineering discipline is required. Appointment as Associate Professor or Professor requires appropriate experience at a similar educational institution or a related industrial organization. Evidence of education and ability related to integration of biological systems with machine systems, including robotics, is expected. Evidence of strong interpersonal skills and program organizational ability is very important. Strong analytical and leadership skills in research and teaching are required. Applicants are to submit a letter of application, vita, transcripts and names of three references to: Ronald B. Furry, Chair, Department of Agricultural and Biological Engineering, 104 Riley-Robb Hall, Cornell University, Ithaca, NY 14853-5701 by February 1, 1992.

Assistant Professor of Bacteriology-tenure track position. Appointment at a higher level may be possible for an exceptional candidate.
Cornell University, College of Veterinary Medicine, Department of Microbiology, Immunology and Parasitology.
Posting Date: 10/31/91
 Applicants must have a Ph.D. and demonstrated evidence of research productivity. Preference will be given to candidates who also have a DVM. The successful applicant will teach a course in Bacteriology and Mycology to veterinary students and will be provided with resources to initiate and independent research program focusing on bacterial diseases of animals. Research in infectious diseases continues to be a prominent feature of work preformed in several Departments at the College of Veterinary Medicine. To apply, send cover letter and names and addresses of 3 references to Dr. Roger Avery, Department of Microbiology, Immunology and Parasitology, College of Veterinary Medicine, 14853-6401.

CORNELL Employment News

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