


Cornell CHRONICLE

Volume 20 Number 18 January 26, 1989




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considerations





FIRST PURCHASE — Statler Hotel General Manager Hans Weishaupt takes a look at the first dollar earned by the new hotel. The Statler Hall student cafeteria that replaces the old Cafe Rhea opened last Thursday, and an unsuspecting Jonathan Orensheim, MBA '89, in a Cornell sweatshirt, was its first customer. A. Neal Geller, director of accounting and finance, and Hotel Comptroller Ruth Claschl look on.

Jill Peltzman

Educators discuss the relationship of faculty to students

A familiar type in college memories is the dear old kindly prof, doddering about the campus, quoting Horace, clutching a student's lapel as he told some ancient jest. He has gone, with the student's lapel. We have no time to dodder, and little time to bestow on students when classes are over. We know a great deal more about our subjects than did most of the faculty of the early heroic days, but we cannot quote Horace. Our courses are more exacting and better organized than they used to be, our equipment incomparably better, our teaching methods more efficient, but the student has less opportunity for education by mere association.

— from Morris Bishop's "A History of Cornell," 1962

Closer student-faculty relations was not the main question, but it kept infiltrating the conversation last Saturday when 100 teachers, administrators, students, alumni and trustees met to discuss "The Nature of Liberal and Professional Undergraduate Education at Cornell."

Discussions touched on budgets, teaching and research loads, ethical training, the proper mix of technical and liberal learning, and how the tenure system might better encourage good teaching. In almost every context, though, there recurred the theme of the personal connection between student and teacher — in class and out.

Astronomy Department Chairman Yervant Terzian told an afternoon workshop on undergraduate teaching that he once had lunch with an undergraduate who, though a junior, had never spoken to a professor till that day.

Terzian said that, over 20 years, he had figured out that faculty members fall into three groups: the few who always find ways to interact with students, the few who never mix, and the large middle group, whom he called "dormant." Providing incentives and opportunities for the dormant group to mix with students in any campus setting should be a focus of anyone concerned about better teaching, Terzian said.

After seven hours of talking in a large group at Malott Hall and in lunch groups and workshops at Ives, the conferees reassembled to collect informal recommendations. Terzian's idea was among about a dozen that will be passed on to the Provost's Commission on Undergraduate Education, which sponsored the conference as part of a comprehensive review of undergraduate life and learning.

Provost Robert Barker, who was one of the conferees, said he hopes the commission and its subcommittees will begin soon to formulate recommendations based on two such conferences and on the subcommittee studies that have

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Trustees to vote on divestment policy

Campus groups assail recommendation of the Investment Committee

In anticipation of the Board of Trustees' vote tomorrow on Cornell's South Africa investment policy, the group Faculty and Staff Against Apartheid has issued a letter sharply critical of the Investment Committee report and recommendation.

The letter, which called the report "astutely deceptive," is to be given tomorrow to all trustees.

Another highly critical statement was issued early yesterday by Ujamaa Residential College, Black Students United and the Black Graduate and Professional Students Association. It said the trustees "have no other course but for total divestment."

The anti-apartheid group's letter makes three main charges:

- That the report changes "the basic informing principle" of selective divestment from seeking apartheid's end to serving the interests of black and non-white South Africans. The letter says this change justifies continuing a policy that was to have been measured against its impact on apartheid — an impact that, all agree, has not occurred.

- That the report "trivializes the trustees' appropriate concern with the harmony, welfare, and outlook of the campus community" by not allowing that concern to shape its recommendation. This point referred both to expressed campus sentiment

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Cornell's trustees will consider tomorrow whether to revise the university's policy regarding investments in companies that do business in South Africa.

The trustees will discuss their Investment Committee's nine-page report recommending that Cornell continue its selective-divestment policy restricting investment to those companies whose South Africa operations' efforts against apartheid earn one of the two highest ratings from independent monitors of the Statement of Principles (formerly the Sullivan Principles). The university holds approximately \$42.1 million worth of such securities.

The open session of the board's meeting will begin at 9 a.m. on Jan. 27 in Uris Auditorium at the Cornell University Medical College, 1300 York Ave. Discussion of the divestment issue is expected to start at about 10:30 a.m.

The board also is scheduled to meet in open session at 9 a.m. on Jan. 28.

During their Jan. 27-28 meeting in New York City, the trustees also will review the impact of New York state's executive budget on the state-supported units at Cornell and will discuss facilities, financial and personnel matters.

Also, the Executive Committee of the Board of Trustees will meet in open session at 2 p.m. on Jan. 26, in Room A-126 of the Harkness Medical Research Building at the medical college. Among items scheduled for consideration is a recommendation that, effective this fall, mumps be added to the list of diseases for which entering students must provide proof of immunization.

Other committees scheduled to meet in open session Jan. 26 are: Buildings and Properties, 8 a.m. in Room 109 of the Memorial Sloan-Kettering Cancer Center, 1275 York Ave.; Academic Affairs, 9 a.m. in Room A-126 of the Harkness Medical Research Building; Land Grant and Statutory Affairs, 2 p.m. in Whitney 117, 525 East 68th St.

A limited number of tickets for the open session of the Executive Committee and the full board are available to the public at the Information and Referral Center in the Day Hall Lobby.

Cornell sponsoring conference in NYC on climatic disasters

Policies for nations, states and businesses to help cope with impending climatic catastrophes will be examined when scientists and government leaders meet Feb. 28-March 3 in New York City for an international conference on scientific and policy implications of changes to global climate.

Participants will seek policy solutions to the thinning ozone layer, the worsening "greenhouse effect," rising sea levels and other problems during the Global Climate Change Conference.

The four-day meeting in the Sheraton Centre is sponsored by Cornell, the National Governors' Association (NGA) and the governors of New York,

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Briefs

■ **Memorial service:** A memorial service for Edward P. Morris, professor of Romance studies, is scheduled for 1:30 p.m. on Jan. 28 in Barnes Hall Auditorium. Morris died on Jan. 7 at Strong Memorial Hospital in Rochester. He was 64.

■ **Moon over Nova:** Professor of aerospace and mechanical engineering Francis C. Moon appears in the NOVA program "The Strange New Science of Chaos." The program is scheduled for airing on public television stations WSKG-46, Binghamton (cable channel 8) and WCNY-24, Syracuse (cable channel 4) at 8 p.m. on Jan. 31 and again at 4 p.m. on Feb. 4, over WSKG.

■ **Chimesmasters competition:** The annual chimesmasters competition, a Cornell tradition since 1903, will start with an informational meeting at 5 p.m. on Feb. 2 at McGraw Tower. For details about the 10-week competition of aspiring chimes players, call the Chimes Office at 255-5350.

■ **Lot renamed:** The parking lot formerly used by Veterinary College students and located south of the temporary O Lot and west of B Lot has been renamed Trb Lot, reflecting its proximity to the Teaching Research Barns. The lot is for O permit holders and conferences at the barns. The lot may also be used by B, K and VT permit holders if their primary lots are full.

■ **\$1,000 essay prize:** An essay contest with a \$1,000 cash prize is open to junior and senior students in technical and scientific programs who are interested in pursuing a law degree.

The essay topic is "Whether developing nations have any rights to be compensated for protecting natural gene pools? If so, how should they be compensated?" March 27 is the deadline for submitting essays. Guidelines and rules for The Douglas Whitney Prize competition are available at the Office of the Dean of Faculty, 315 Day Hall.

■ **Sigma Xi grants and prize:** Feb. 21 is the deadline for undergraduate and graduate students to enter Sigma Xi's Fuertes memorial contest for popular scientific writing and to apply for small research grants of from \$200 to \$300. First prize in the writing contest is \$350, with \$150 for second prize and \$50 for third place.

Details covering both programs are available from W.A. Norvell at the U.S. Plant, Soil and Nutrition Laboratory on Tower Road, 255-8808.

■ **Paper-craft workshop:** A two-day children's workshop on the history and techniques of paper making and paper craft will be held on Feb. 18 and 25 at the Johnson Museum of Art. There will be a section for

7- and 8-year-old children from 10 a.m. to noon and a section for 9- and 10-year-olds from 1 to 3 p.m. A \$10 fee and completed registration form are due by Feb. 10. For more information call 255-6464.

■ **Folk guitar lessons:** Eight one-hour weekly group folk guitar lessons will begin on Jan. 30 in the North Room of Willard Straight Hall. Open to the general public, the course given by Phil Shapiro costs \$30, payable at the first session when students register for the lessons. A course for beginners starts at 7 p.m. and a course for intermediates starts at 8 p.m. For more information, call Shapiro at 844-4535.

■ **Freeman Prize nominees sought:** Senior undergraduate nominees are being sought for the 1989 Harrop and Ruth Freeman Prize in Peace Studies worth \$1,200 for continued work or education in peace studies. Students must submit a letter nominating them for the prize from a faculty member, a transcript and a one-page statement of purpose by March 17 to the Peace Studies Program, 180 Uris Hall. For more details call the program office at 255-6484.

■ **Free personal workshops:** A new series of free workshops begins on Feb. 6 on such topics as assertiveness, building self-esteem, building satisfying relationships, stress management, lesbian/bisexual and gay/bisexual relationships, spirituality for the non-religious and dream interpretation.

Also, there are support group sessions for graduate students and international students. For more details and to register, call 255-3608 or stop at the Dean of Students Office at 103 Barnes Hall.

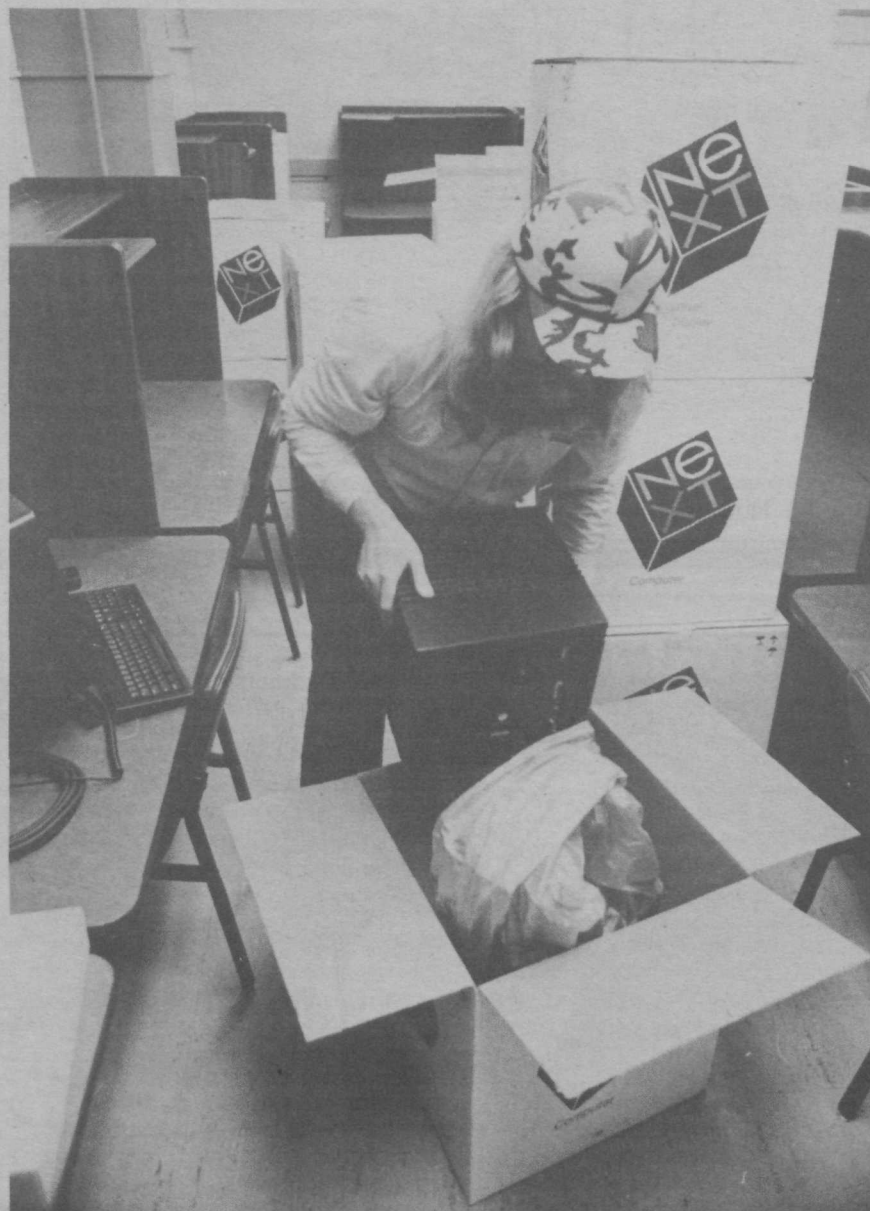
■ **Breakfast with Rhodes:** A limited number of places are available for students to sign up for breakfast with President Frank H.T. Rhodes. His office telephone number is 255-5201.

The breakfasts are held from 7:30 to 8:30 a.m. in the Elmhurst Room of Willard Straight Hall at various times during the year. Reservations are made on a first-come, first-served basis.

■ **Meals with Morley:** Employees may sign up for breakfast or lunch with Senior Vice President James E. Morley Jr. by calling the Office of Human Resources at 255-3621.

The meals will be held each month during the academic year. Dates and places include a noon lunch on Feb. 14 at the Vet College's Hagan Room and a 7:30 a.m. breakfast on March 27 in the Elmhurst Room of Willard Straight Hall.

Also scheduled are a noon lunch on April 21 at Statler Inn and a 7:30 a.m. breakfast on May 17 at Statler Inn. Other dates may be announced.



Jill Peltzman

George Boyce, a systems programmer for Cornell Information Technologies, formerly Cornell Computer Services, installs 30 NeXT computers in B7 of Upson Hall. That lab opened officially last Monday. Computer science students have priority, but it is open to the entire Cornell community.

Dean to open lecture series on undergraduate teaching

The new dean of the College of Human Ecology, Francille M. Firebaugh, will give the opening lecture on Jan. 30 in a term-long series "On the Improvement of Undergraduate Teaching."

She will discuss factors affecting the future of higher education including changes in student body composition, technological advances, specialization in student programs and the continued strong research orientation of universities.

Open to the Cornell community, the lectures will be given on alternate Mondays between 4 and 5 p.m. in the W.I. Myers Room, 401 Warren Hall. There will be a discussion of the previous Monday's lecture on alternate Mondays, also beginning at 4 p.m. The series can be taken as a one-credit course in the Department of Education.

The other scheduled lecturers are:

- Daniel G. Sisler, professor of agricultural economics, Feb. 13;
- Mary Beth Norton, professor of history, Feb. 27;
- Richard G. Warner, professor of animal science, March 13;
- Yervant Terzian, professor of astronomy, April 3;
- Robert Barker, university provost, April 17.

The final session on May 1 will be a panel discussion among the speakers.

The series is presented by the Department of Education with funding from the university's Office of Academic Programs and the College of Agriculture and Life Sciences.

—Martin B. Stiles

Gross named News Service director; Chapman now special assistant to VP

Barry M. Gross has been named director of the Cornell News Service, succeeding Irwin M. Chapman, who has been named a special assistant to John Burness, the vice president for university relations, Burness has announced.

As director, Gross leads a staff of 13 people who produce press releases, field questions and handle requests from print and broadcast journalists, and publish newspapers for faculty and staff, for alumni, and for prospective students, guidance counselors and parents of current students.

Gross joined the News Service in 1986 as business editor and was named managing editor in 1987. He came to Cornell after nearly 15 years as an assistant editor on the business news staff of The Washington Post.

Burness noted that as Chapman has been increasingly focussing on television and other off-campus contacts, Gross has had responsibility for day-to-day management of the News Service since May 1987, "and I expect that under his leadership, the News

Service will continue to maintain the high level of professionalism that has characterized it in recent years."

Burness added that the News Service "has established a national reputation for professionalism" under Chapman's leadership and that the university's national and international visibility "has increased dramatically."

Burness went on to say that he is grateful for Chapman's willingness "to focus your energies during the second semester on working with me and President Frank H.T. Rhodes on a number of national initiatives," including the Business-Higher Education Forum's Task Force on Human Capital, which is headed by Rhodes and Ford Motor Co. Chairman Donald E. Petersen.

Chapman came to the News Service in 1986 as executive director and editor-in-chief. During a 22-year career with the American Broadcasting Co., he served as ABC News bureau chief in Moscow and in Tokyo and also was based in Washington, Los Angeles and New York City.

Cornell Chronicle

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It is the policy of Cornell University to support actively equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age, or handicap. The university is committed to the maintenance of affirmative action programs that will assure the continuation of such equality of opportunity.

Notable

Professor of law Gregory S. Poyer has been named the 1988 winner of the Erwin Surrency Award for the best article appearing in the "Law and History Review," during 1987. The article is titled "The Transformation of Trusts as a Legal Category, 1800-1914."

Obituary

Robert W. Beggs

A memorial service for the Rev. Robert W. Beggs of 1309 Ellis Hollow Rd. will be conducted at 2 p.m. Jan. 27 at Anabel Taylor Hall Chapel.

Beggs, who died Jan. 23, was affiliated with Cornell United Religious Work for more than 20 years through his work with several world peace programs including an annual course titled "America and the World Community."

An ordained Episcopal priest, Beggs also established the Interreligious International Ministry under the auspices of CURW and an off-campus student residential unit known as the Center for World Community.

Graduate students offer ideas to Citizens Savings Bank for better check-clearing systems

Russell Barton's students took their classroom engineering theories to a bank to see if they could improve its operations, and the banker gave them a good grade.

"The work that the students did for us certainly was helpful, and they identified several procedures that we can improve," said Naketo "Nick" Scott, vice president for operations at Citizens Savings Bank in Ithaca. "At least two or three suggestions from the students contain elements that we can use, and we have already implemented one of them."

Barton, a visiting associate professor of operations research, taught 19 graduate students in the College of Engineering last semester. He describes operations research as the application of mathematics in solving management problems.

Joining the Cornell faculty in 1987 from the RCA Laboratories in Princeton, N.J., Barton was on the lookout for a real-world experience for his students, who are all candidates for master's degrees.

Barton's and Scott's chance meeting at a dinner party in October provided the opportunity. When they were introduced, Barton told Scott that he taught operations research, and Scott replied that he was a vice president of operations. The mix was fixed.

On Nov. 3, Scott visited Barton's class and outlined several Citizens Bank operational procedures that might be improved. The bank asked for a review of how it collects checks from its branches, sorts checks and delivers them nightly to the Federal Reserve. The times at which checks are deposited in the Federal Reserve System are critical: Banks must meet deadlines if checks are to be credited to their accounts

on a given business day.

Barton's students were undergraduates in several disciplines, including industrial engineering, economics, mathematics and computer science. He divided his class into six groups of two or three students. Each group spent several hours in the bank each week during the three-and-a-half-week bank study.

Each group of students tackled one phase of Citizens' operations: the routes that bank couriers follow in collecting checks from the bank's 11 branches; how checks are sorted to achieve optimum deposit benefits; how bank employees are scheduled during morning, afternoon and night shifts; and the physical layout of working areas.

On Dec. 1, Barton and his class spent the full day in the board room of Citizens Bank to present their recommendations to bank officers.

"We tried to frame the bank's operational problems in such a way as to give the students practical experience in the shortest possible time," Scott said. "The time was too short to delve fully and deeply into each operation, but the students did make workable suggestions."

Barton said students show more enthusiasm in an actual working situation than they do when he teaches with case studies. "If they are working for an outside customer, they know it's not a rehash from a textbook," he explained. "Also, they are more responsible, because they know that someone is counting on their work."

In addition to grading their work, the professor rewarded his students with a Saturday evening party in December.

—Albert E. Kaff



Jill Peltzman

Associate Professor Russell Barton, left, and Citizens Savings Bank Vice President Naketo Scott in front of the bank's main office on the Commons.

Cornell Cinema plans film series for February

Cornell Cinema and several of its co-sponsors have assembled half a dozen film series, a children's film festival and a public access TV program for the month of February on themes including Christ figures on film, film noir of the '40s and the '80s and rock stars as actors.

Cinematic representations of Jesus Christ and Christ-like characters will be shown on Sunday nights beginning with Cecil B. DeMille's *King of Kings* on Feb. 5, which exemplifies the tradition of the Hollywood religious epic.

Martin Scorsese's *The Last Temptation of Christ*, Feb. 10-12, will be followed by a discussion about the controversy moderated by Robert Johnson, director of Cornell United Religious Work, on Feb. 12 at 2 p.m. in Uris auditorium. Scorsese's unconventional image of Jesus can be related to the tradition of art film revisionism practiced by Luis Bunuel and Pier Paolo Pasolini, whose religious films will be shown later in the series.

The "dark films" of the late '40s, featuring shadowy lighting, fatalistic tough guys and femmes fatales, have proved to be continually inspiring to contemporary filmmakers. Four classic films noirs will be presented in double features with their modern updates in a series, "Films Noirs: Then and Now," on Mondays at 8 p.m. in Uris.

"Rock N' Roles" on Fridays and Saturdays in Anabel Taylor Hall will present rock stars who have been lured to the movie screen to take on dramatic roles, most of them successfully.

The Ithakid Film Fest of international children's cinema and a variety of participatory activities will open on Feb. 4 with a flip book workshop in the Johnson Museum with animator John Canemaker who will also give a public presentation on early animation that evening at 7:15 p.m. in Uris auditorium. The series will continue on subsequent Saturday afternoons in the Johnson Museum, Uris auditorium and the Greater Ithaca Activities Center.

Cornell Cinema TV will present two episodes from the fall season of "South Africa Now," a weekly television news magazine launched as a response to media censorship and featuring news, analysis, background reports and cultural segments not seen elsewhere on developments in Southern Africa. The shows, on Mondays at 9:30 p.m. on Community Access Channel 13, include reports on the war in Mozambique, musicians Ladysmith Black Mambazo, the South African elections, and the Broadway hit "Sarafina." Co-sponsored with Africana Studies and the Ben and Jerry's Foundation.

International films too challenging for broad commercial release but receiving critical acclaim will be shown on Tuesday nights in the "Premiere Night" series. In February the focus will be on new documentaries, unusual because of their daring content and stylistic imagination. Independent filmmaker Tony Buba will launch the series on Feb. 7 with a presentation of his first feature film, "Lightning over Braddock." A portrait of a Japanese agitator that was the most acclaimed film of the "New Directors/New Films" festival in New York this year, "The Em-



Willem Dafoe as Jesus in Martin Scorsese's film "The Last Temptation of Christ."

peror's Naked Army Marches On," will have its Ithaca premiere on Feb. 28, co-sponsored with the East Asia Program.

Four rarely-seen films on the black protest movement of the 1960s, produced by politically committed filmmakers during the era, will be shown on Wednesdays at 8 p.m. "Up Tight," starring Ruby Dee, will launch the series on Feb. 8, preceded by a short documentary on the Willard Straight Hall protest called "Cornell 1969." "The Spook Who Sat By the Door" on Feb. 15 and "The Murder of Fred Hampton" on Feb. 22 round out the program. Co-sponsored with the Third World Programming Board.

The Cinema and Johnson Museum collaborative series, Expanding Cinema, will be held on Sundays at 2 p.m. in the Museum. The annual "Stranger than Fiction" series of experimental narrative films, presented as a tribute to the late Ithaca print and filmmaker Michael Baum, returns with an experimental film noir program (Feb. 5), three films from Apparatus Productions in New York (Feb. 12), and a program representing the avant-garde "Cine-Fantom" group from the Soviet Union (Feb. 19). Following this series, the Black Maria Film Festival, with festival director John Columbus introducing a program of independent films and tapes, will return for its fourth visit to Cornell.

Feb. 1 teleconference to lead off events for Black History Month

A month-long series of events at Cornell marking Black History Month will begin on Feb. 1 with participation in a two-hour, satellite-transmitted conference originating in Washington, D.C., titled "Beyond the Dream: A Celebration of Black History."

Some 30 faculty, students and staff will take part in the nationwide dialogue, starting at 1 p.m.

A recording of the program will be shown at 7 p.m. on Feb. 1 in Martha Van Rensselaer Auditorium, which seats more than 800 people. The showing is free.

Cornell's participants will include Robert Harris, director of the Africana Studies and Research Center; Larry I. Palmer, vice president for academic programs; and engineering dean William Street.

Other Black History Month activities on campus will include a series of lectures to be announced and the annual Festival of Black Gospel Feb. 17-19.

Participants in the Feb. 1 televised conference on black history will discuss education, politics, business and economics, the military, the arts and entertainment, sports and other social issues as they pertain to blacks in the United States.

Participants will include:

- Harvard University President Derek Bok.
- Mary Hatwood Futrell, president of the National Education Association.
- U.S. Air Force Gen. Bernard Randolph, America's only black, active four-star general.
- Yvonne Brathwaite Burke, former congresswoman from California.
- Sybil Mobley, dean of the School of Business and Commerce at Florida A&M University.
- Joshua Smith, founder and chairman of a high-technology firm.
- Marian Wright Edleman, president of the Children's Defense Fund.
- Mae Jemison, America's first black female astronaut, who received a Cornell medical degree in 1981.
- Judith Eaton, chairwoman of the board of the American Council on Education.
- Ernest L. Boyer, president of the Carnegie Foundation for the Advancement of Teaching.

—Martin B. Stiles

CALENDAR

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

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

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

DANCE

Cornell Folkdancers

The Cornell community and general public, including beginners, are welcome to join in folkdancing. Admission is free. Meet on Jan. 29, (note date) 7 to 10 p.m. Instruction and requests, MVR Auditorium. For more information, call Wies van Leuken: 257-3156.

Israeli Folkdancing

Folkdancing, Thursday evenings, 8:30 p.m. in the Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

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

"The Dance," by Zigi Ben-Haim, a four-part sculpture made of black-pigmented concrete, steel mesh, copper pipes and lead projections, which has both human and abstract referents, will be on view through Feb. 12.

"Tricks of the Flicks," a workshop for children ages 9 through 12, with professional animator John Canemaker, will be given on Feb. 4. Workshops for children ages 9 and 10 will be given from 10 a.m. to noon, and ages 11 and 12 from 1 to 3 p.m. Register in advance by Jan. 27 by calling the education department at 255-6464. A \$5 fee will be charged.

"After the Fire: White Apple Gallery Members Show," an exhibition that had been downtown in the White Apple Gallery before the fire there on Jan. 11, will be on view through Feb. 12.

Hartell Gallery

"Contemporary Yugoslav Photography," recent work by 32 artists surveying a variety of approaches to artistic expression currently being explored in different regions of that country, at the John Hartell Gallery, Sibley Dome, Jan. 30 through Feb. 10. The exhibit was assembled by Barry perlus, assistant professor of art, and Milan Aleksic, a graduate student in photography.

FILMS

Films sponsored by Cornell Cinema unless otherwise noted. An (*) means an admission charge.

Thursday, 1/26

"Touch of Evil" (1958), directed by Orson Welles, with Orson Welles, Charlton Heston and Marlene Dietrich, 8 p.m., Uris.

Friday, 1/27

"Commissar" (1967), directed by Aleksandr Askoldov, 7:30 p.m., Uris.*

"The Hunger" (1983), directed by Tony Scott, with Catherine Deneuve, David Bowie and Susan Sarandon, 8 p.m., Anabel Taylor.*

"Outrageous Animation" (1988), 9:45 p.m., Uris.*

Saturday, 1/28

"Outrageous Animation," 7:30 p.m., Uris.*

"Sammy and Rosie Get Laid" (1987), directed by Stephen Fears, with Shashi Kapoor, Claire Bloom and Frances Barber, 8 p.m., Anabel Taylor.

"Throw Momma From The Train" (1988), directed by Danny DeVito, with Danny DeVito, Billy Crystal and Anne Ramsey, 9:45 p.m., Uris.*

Sunday, 1/29

"Outrageous Animation," 4:30 p.m., Uris.*

"Pretty Baby" (1978), directed by Louis Malle, with Brooke Shields and Keith Carradine, 8 p.m., Uris.*

Monday, 1/30

"La Dolce Vita" (1961), directed by Federico Fellini, with Marcello Mastroianni, Anita Ekberg, Anouk Aimee and Yvonne Furneaux, 8 p.m., Uris.*

Tuesday, 1/31

"Mala Noche" (1988), directed by Gus Van Sant, with Tim Streeter and Doug Coe, co-sponsored with the Gay and Lesbian Alliance, 8 p.m., Uris.*

Wednesday, 2/1

"Platinum Blonde" (1932), directed by Frank Capra, with Loretta Young, Jean Harlow and Robert Williams, 8 p.m., Uris.*

Thursday, 2/2

"Libeled Lady" (1936), directed by Jack Conway, with William Powell, Myrna Loy, Jean Harlow and Spencer Tracy, 8 p.m., Uris.

LECTURES

Christian Science Organization

"How Can You Say Evil is No Big Deal?" Uday Hoffberg, Jan. 30, 4:45 p.m., Founders Room, Anabel Taylor Hall.

Education

"Teaching and Learning for the Future - Why Teach? Why Learn?" Francille Firebaugh, dean, Human Ecology, Jan. 30, 4 p.m., W.I. Myers Room, 401 Warren. This is the first in a series on the improvement of undergraduate teaching entitled "Teaching For A Learning Society."

Near Eastern Studies

"Hasidism Today: The Third Century and a Mystical Movement," Joseph Dan, Scholem Professor of Kabbalah, Hebrew University, Jerusalem, Feb. 2, 4:30 p.m., 374 Rockefeller Hall.

MUSIC

Department of Music

The Charleston String Quartet from Brown University, Jan. 26, at 8:15 p.m., Barnes Hall. The quartet will perform a program of Beethoven (Quartet No. 6 in B-flat Major and Quartet No. 15 in A Minor), Webern (Fünf Satze, Op.5) and Gloria Coates (Quartet No. 4).

Joyce Lindorff, harpsichordist, will perform the Goldberg Variations by J.S. Bach, Jan. 28, 8:15 p.m., Barnes Hall. The variations include canons, dances and folk songs and employ a vast array of keyboard techniques.

Jill Dreeben, flutist, and Elizabeth Skavish, pianist, will perform a flute-piano duo Jan. 30, 8:15 p.m., Barnes Hall. Their program includes Mozart's Andante in C Major, K. 315; Messiaen's "Le Merle Noir"; Copland's Duo for Flute and Piano; Rousel's "Joueurs de Flute," and J.S. Bach's Sonata in B Minor, BWV 1030.

Loretta O'Sullivan, cello, and David Breitman, fortepiano, will perform works of Beethoven on original instruments in a recital Feb. 2, 8:15 p.m., Barnes Hall. O'Sullivan has recorded with Titanic, Newport Classic, Smithsonian and Musical Heritage. Breitman is currently working on a doctorate in performance practice at Cornell.

Mostly Beethoven Festival

Pianist Richard Goode will perform sonatas by Ludwig van Beethoven, Feb. 5, 8:15 p.m., in Alice Statler Auditorium. Tickets are on sale at the Lincoln Hall ticket office at 255-5144, Monday-Friday 9 a.m. to 1 p.m. and at the Center Ithaca Box Office at 273-4497, Tuesday-Saturday, 11:30 a.m. to 4:30 p.m.

Bound for Glory

Hard Wood, bluegrass musicians, will perform in three live sets in the Commons Coffeehouse, 8:30 p.m., 9:30 p.m. and 11:30 p.m., Jan. 29. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.



Nancy Tucker

Folk Concert

Nancy Tucker, Connecticut-based singer/songwriter, will perform in concert Jan. 27, 8 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. Advance tickets at \$4 are available at the Commons Coffeehouse, Rebop Records and Tapes in College town, Smedley's Bookshop and Borealis Books. Tickets will be available at the door for \$5 (\$4. for students and senior citizens).

READINGS

Nicholas Delbanco will read from his latest collection of short stories called "The Writer's Trade," Feb. 2, 4:30 p.m., A.D. White House. Delbanco is the author of 10 novels, including the Sherbrookes trilogy of "Possession," "Sherbrookes," and "Stillness." Founding director of the Bennington Writing Workshops and a teacher for many years at Bennington College, he is currently director of the MFA program in writing at the University of Michigan.

RELIGION

Sage Chapel

Herman Diers, religious studies, Wartburg College, will deliver the sermon at Sage Chapel on Jan. 29. Services begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson.

Catholic

Mass: Every Saturday, 5 p.m., every Sunday, 9:30 and 11 a.m., and 5 p.m., Anabel Taylor Auditorium. Daily Masses Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

Christian Science

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

Episcopal (Anglican)

Every Sunday, 5 p.m., Anabel Taylor Chapel.

Friends (Quakers)

Sunday, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

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

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

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

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

Korean Church

Every Sunday, 1 p.m. Anabel Taylor Chapel.

Muslim

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

Protestant

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

Baptist Campus Ministry (SBC): Every Saturday, 7 p.m., in the Forum, Anabel Taylor Hall.

Zen Buddhism

Zazen meditation: Tuesdays at 7 p.m. and Thursdays at 5:10 p.m. in the chapel or the Edwards Room, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Ian Dobson: 347-4303.

SEMINARS

Agronomy

"Pesticides in New York State Ground Water: Results of a Sampling Survey," Mark Walker, environmental resources, Jan. 24, 4 p.m., 135 Emerson Hall.

"Methanol Accumulation in Maturing Seed Tissues: Developmentally Induced Changes in Cell Wall Pectin and Pectin Methyl Esterase," James Koch, agronomy, Jan. 31, 4 p.m., 135 Emerson Hall.

Architecture, Art & Planning

"In Between: A Photographic View of Yugoslavian Culture," Feb. 2, 1:30 p.m., Hartell Gallery, Sibley Dome. A discussion of the social, political and cultural factors influencing Yugoslav artists.

Atomic & Solid State Physics: Solid State Seminar

"Neural-Like, Intelligent Processing of Signals: Application to Ultrasonics," Wolfgang Sachse, theoretical & applied mechanics, Jan. 31, 4:30 p.m., 700 Clark Hall.

"The Motion of Holes in a Quantum Antiferromagnet," Charles Kane, M.I.T., Feb. 2, 1:15 p.m., 701-702 Clark Hall.

Biochemistry, Molecular & Cell Biology

"Impact of Ozone on Rubisco and its Relationship to Premature Senescence," Michael Dann, biochemistry, molecular & cell biology, Jan. 23, 12:20 p.m., 125 Riley-Robb.

"Two Different Molecular Agents of Viral Pathogenesis: a Non-Coding RNA and A Virus-Encoded Protein," Steve Howell, Boyce Thompson Institute, Jan. 27, 4:30 p.m., 204 Stocking Hall.

"Analysis of Chromatin Structure by UV Crosslinking," Ed Wong, biochemistry, molecular & cell biology, Jan. 30, 12:20 p.m., 125 Riley-Robb.

Biophysics

"Mechanisms of Specificity and Cooperativity in Calcium-Binding Proteins," Harel Weinstein, physiology and biophysics, Mount Sinai School of Medicine, Feb. 1, 4:30 p.m., 700 Clark Hall.

Chemical Engineering

"Nonlinear Waves on Thin Liquid Films: Computing Complex Dynamics," Yannis Kevrekides, Princeton University, Jan. 24, 4:15 p.m., 145 Olin Hall.

Altruistic birds seen to perpetuate family genes

A five-year intensive study of some 800 members of a species of African bird has revealed why they exhibit an elaborate altruistic behavior — flying miles each day and risking attack by predators to feed other parents' young, helping to build and guard nests for others, then working for weeks to raise the offspring.

Cornell biologists Stephen T. Emlen and Peter H. Wrege report that the white-fronted bee-eaters of Kenya choose to display this altruistic behavior almost exclusively toward relatives, helping to perpetuate their family genes, even though they reduce their own chances of reproductive success.

The discovery partially explains the apparent contradiction that animal altruism has posed for the theory of evolution. Natural selection was thought to favor organisms that seek to produce the most offspring by themselves. By chronicling helper birds' preferential treatment of relatives, the biologists say, they have shown how and why the altruism trait is inherited.

Emlen, a professor of neurobiology and behavior, and Wrege, a research associate, describe "The Role of Kinship in Helping Decisions among White-fronted Bee-eaters" in the December issue of the journal *Behavioral Ecology and Sociobiology*.

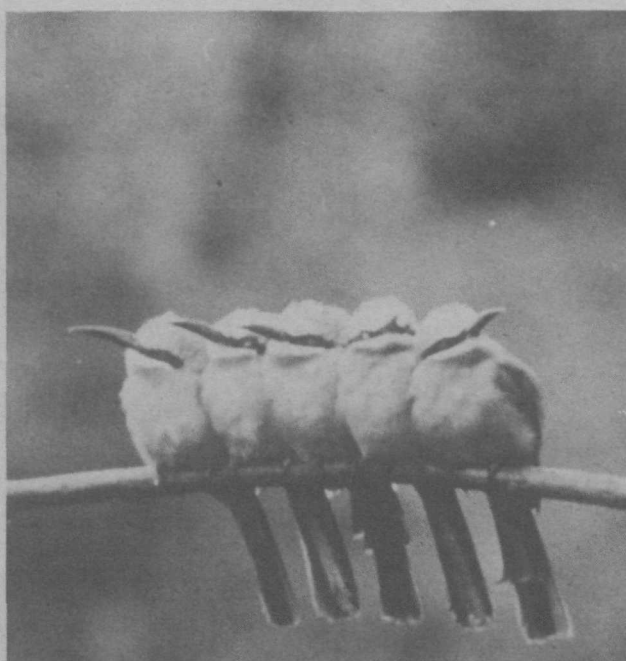
White-fronted bee-eaters and the Cornell experiments also will be the subject of a PBS "Nature" documentary, "The Bee-Team," to be broadcast on March 5.

The Cornell biologists went to the Lake Nakuru National Park in the Rift Valley of Kenya to study the white-fronted bee-eater, a rarity in nature because it puts off breeding and risks its life to help other birds reproduce. Only a handful of other animals are known to help others for months on end at various times in their short lives.

One of 24 bee-eater species, the white-fronted kind (*Merops bullockides*) actually have buff-colored fronts and heads, with black, white, green, red and blue features. They live in colonies of 30 to 60 nests burrowed several feet into the sides of cliffs.

"The rich social fabric of white-fronted bee-eater colonies is ideal for testing the relationship of kinship to helping," Emlen said. Colonies of 200 or more birds consist of extended families with up to four levels of kin in close association. Furthermore, these bee-eaters are exogamous — they breed outside their families, so there is no incest — and daughters leave the families to join the males' extended families — which produces in-laws that are not related by blood.

The Cornell biologists developed bee-eater genealogies by tagging wings with color codes and legs with numbered



Natalie Demong

White-fronted bee-eaters of Kenya live in complex extended families and help relatives raise their young — often at expense of their own reproductive success.

bands, then chronicling the births, couplings and deaths for five years. They used a complex computer program to trace the birds' comings and goings.

The scientists found that slightly more than half the bee-eater breeding pairs receive help and that nearly 90 percent of the helpers are relatives. The closer the genetic relationship, the more likely bee-eaters are to provide help. Most helpful are sons and daughters; cousins aren't much help at

Not all the help is voluntary, Emlen noted. The biologists found father birds harassing and interrupting their sons' breeding, forcing them to abandon their own nests and eggs, in order to help their parents raise another brood. Some 50 percent of one-year-olds who try to breed are harassed into helping by their fathers, as are 30 percent of two-year-olds.

Life is difficult enough for any bee-eaters of Kenya, Emlen said, noting that rain is scarce, droughts wipe out the bees, wasps and other insects they need, and that starvation

of the young is the main cause of death. Helpers work particularly hard, making as many as 60 trips a day to feeding areas populated by hungry hawks. They feed their relatives' young for 30 to 45 days until they are fledged, then tutor the fledglings in the ways of a dangerous world for six more weeks.

But the helping clearly helps. Bee-eater parents with one helper successfully raise twice as many young birds as parents without any help. Two helpers often result in a three-fold increase in young bee-eaters. "Soliciting help is an insurance policy against starving," Emlen said. "Helping enhances the survival of the recipients astronomically."

Bee-eater altruism is not without costs, however, for birds that live only about four years. By neglecting breeding to help others, the birds forfeit part of their own brief reproductive potential.

Biologists have been unable to explain satisfactorily the evolution of altruistic behaviors that don't help the individual or its own offspring to survive. The explanation Emlen and his colleagues say they have demonstrated is that of "inclusive fitness," which suggests that natural selection favors traits that benefit all genetic relatives of the organism. One proof of inclusive fitness would be altruistic behavior toward relatives.

"The white-fronted bee-eaters have provided the strongest case so far for the kinship hypothesis," Emlen said in an interview. "In kinship-driven altruism, helping your kin increases the production of individuals who are close relatives, and the helping trait is passed on."

"Another theory is that the helper in an altruistic system selfishly gains a delayed payoff because, by helping, he or she gains experience in breeding the next time around."

"However, we have shown that bee-eaters don't gain much experience when they help, and they don't increase their chances of becoming breeders," Emlen continued. "They are very astute at knowing who relatives are and in giving aid almost exclusively to relatives."

Just about the only comparable societies with altruistic individuals are the earliest humans living in villages, Emlen observed, but the biologists stress they have not found an ancestral link to human altruism.

"This is a species that has independently gone its own route in evolving beneficial traits," Emlen said. "Altruism is not a unique human element. The ecological hardships bee-eaters and humans face are best solved in cohesive, extended family groups. This is an extremely rare, parallel social structure to the complex networks of human family relationships; this is preferential helping in time of need."

—Roger Segelken

Hormone studies with lambs could lead to leaner beef

Daily injections of the natural growth hormone extracted from sheep's pituitary glands make lambs grow faster and produce more meat with significantly less fat, according to Donald H. Beermann, associate professor of meat science in the College of Agriculture and Life Sciences.

Beermann also found that a human hormone, called "growth hormone releasing factor" (hGRF), elevates growth hormone levels in animals, thus improving the growth rate, feed efficiency and the quality of the carcass. Growth hormone releasing factor — which comes from the hypothalamus at the top of the brain stem — tells the nearby pituitary gland to secrete growth hormone.

In his experiments, Beermann used a chemically synthesized growth hormone releasing factor, which is identical to the natural substance produced and released by the hypothalamus in the brain.

"The effect of the hGRF is nearly as good as that of the growth hormone, thus raising the possibility that hGRF could be used as an alternative to growth hormone," he said.

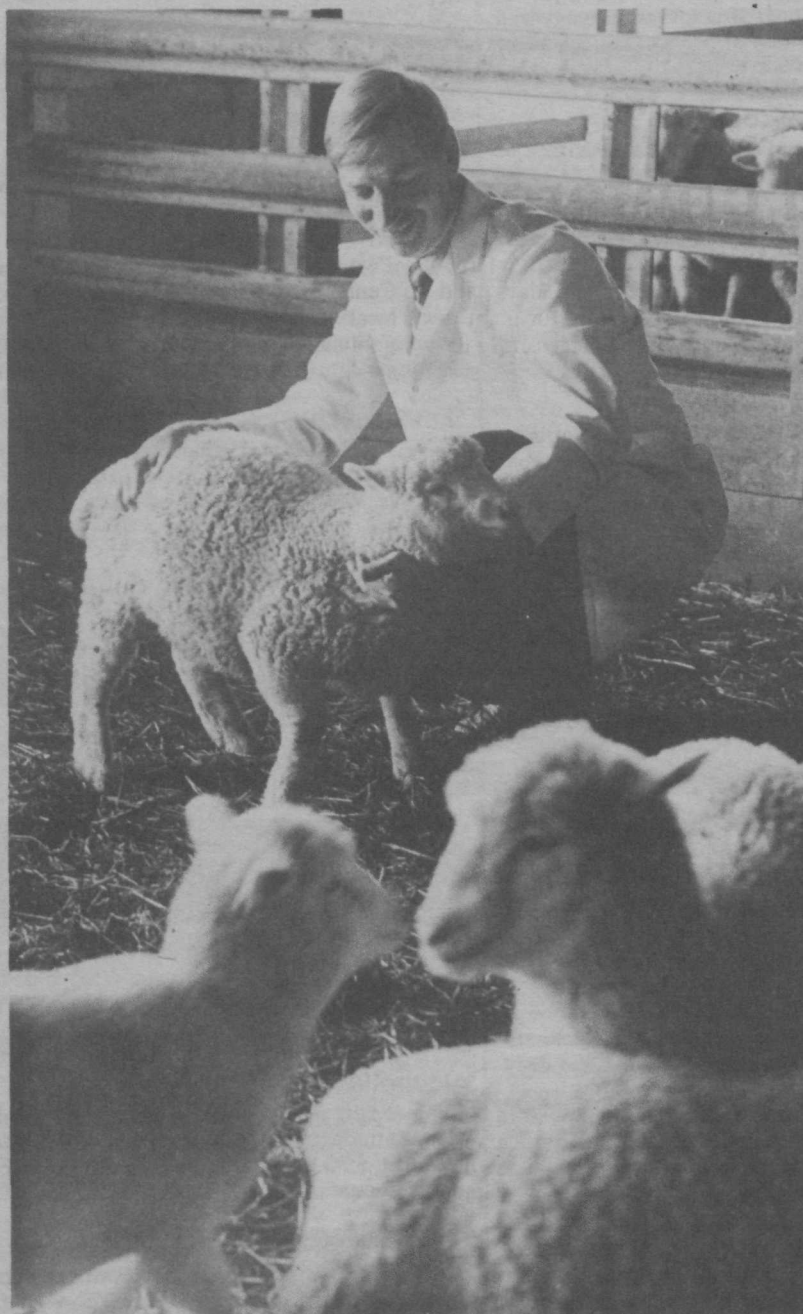
Beermann is one of the first university scientists in the country to test ovine (sheep) growth hormone (oGH) and hGRF on sheep. He believes both hormones could become important to farmers for boosting production efficiency of meat animals, especially beef cattle, and he is seeking research funding to test these hormones on cattle.

"Because sheep and beef cattle are biologically similar in many ways, results of our sheep study should be applicable directly to beef production," Beermann said.

Growth hormones are species specific, meaning that bovine growth hormone is effective in dairy or beef cattle, not in swine or humans. On the other hand, hGRF works in humans as well as different animals. In sheep, for example, it stimulates the pituitary gland to secrete more of its growth hormone to achieve the same result as injecting the sheep with its own growth hormone.

Beermann said hGRF has the potential to be an alternative to growth hormone, but more research is needed. He also said it can be produced easily through chemical synthesis or with genetic engineering techniques. The molecule is much smaller than the growth hormone molecule, so much more of the substance could be packed into an implant designed to release pre-determined amounts of the material for long periods of time.

Bovine growth hormone, which is technically called "bovine somatotropin," is not being used currently in beef production because it has not been approved by the federal government. However, beef producers routinely use growth-promoting



Jill Peltzman

Animal scientist Donald H. Beermann has tested growth hormone and human growth hormone releasing factor (hGRF) on young, growing lambs like those shown with him. Because sheep and cattle are similar biologically, he is convinced that results of his study with lambs could lead to production of leaner beef.

steroids, including estradiol, progesterone and testosterone derivatives. In an escalating trade conflict with the United States, the European Community recently banned imports of hormone-treated beef produced in this country.

Previously, scientists at Cornell and elsewhere have demonstrated that bovine somatotropin dramatically increases cows' milk production and that porcine somatotropin boosts the growth rate and feed efficiency of pigs.

In one of his experiments that involved a number of crossbred ewe and wether lambs, Beermann injected the natural growth hormone oGH four times a day at six-hour intervals for 6 to 8 weeks. These injections increased the level of the hormone in the treated animals 10 times the normal level.

Key findings:

- The oGH improved the growth rate of the treated animals by 25 to 30 percent, reducing the time required to reach market weight by 10 to 14 days.

- Feed efficiency, a standard measure used to calculate how much feed is needed for an animal's weight to increase by one pound, improved by 22 to 25 percent. The treated animals consumed 3.9 pounds of feed for each pound of weight gained; those in the control group consumed 4.9 pounds of feed per pound gained. Therefore, the amount of feed required with hormone treatment was approximately 50 pounds less.

- The total amount of fat in the carcass decreased by 14 percent.

- Protein in the carcass increased by 15 percent.

In the same experiment, two groups of animals received different doses of the human growth hormone releasing factor hGRF. One group received 5 micrograms per kilogram of weight and the other twice as much. The hGRF did not have effects as dramatic as oGH, Beermann said. Both low and high doses increased the blood level of the growth hormone 2.5 times, resulting in a 25 percent improvement in the growth rate, a 20 to 22 percent increase in feed efficiency and a 10 to 19 percent decrease in fat.

In another experiment, the human growth hormone releasing factor hGRF was administered under the skin continuously for five weeks. This treatment boosted the growth hormone level four times the normal, resulting in a 25 percent improvement in the growth rate, a 17 percent decrease in fat and nearly a 14 percent increase in protein.

The research with ovine growth hormone and hGRF was supported by Pitman Moore Inc. in Terre Haute, Ind.

—Yong H. Kim



Richard Goode

Jonathan Atkin

Pianist Richard Goode to open series with Beethoven sonatas

The Faculty Committee on Music will open its "Mostly Beethoven Festival" on Feb. 5 with pianist Richard Goode performing sonatas by Ludwig van Beethoven. The concert will begin at 8:15 p.m. in Statler Auditorium.

Goode, a student of Nadia Reisenberg and Rudolf Serkin, won the Avery Fisher Prize in 1980. He helped found the Chamber Music Society of Lincoln Center and currently is engaged in recording the complete Piano Sonatas of Beethoven for the Book-of-the-Month-Club. The first installment appeared in 1985 and was listed among "Records of the Year" by the New York Times.

During the 1987-88 season he performed the Beethoven Sonata cycle in New York's 92nd Street Y in a seven-concert series.

Tickets for the concert are on sale at the Lincoln Hall ticket office, 255-5144, Monday-Friday 9 a.m. - 1 p.m. and at the Center Ithaca Box Office, 273-4497, Tuesday 11:30 a.m. - 4:30 p.m.

The series includes concerts by the Guarneri String Quartet on Feb. 26 and the Vienna Chamber Ensemble on May 1. Subscriptions are available.

Barker favors use of unrestricted funds for Cornell's general-purpose budget

Provost Robert Barker says that if 20 percent of the \$77 million Cornell annually receives in restricted and designated cash gifts could be diverted into the general-purpose budget, it would "achieve the required institutional balance of revenue and expenditures."

In a Jan. 19 "occasional letter" to the faculty, Barker said, "We can and should pursue this route, even though those who receive these gifts may be resistant to the thought of a portion of them going to meet institutional needs."

Barker sees this diversion as a medium-term solution to a serious issue while also asserting "that Cornell continues its steady increase in strength and stature and that its future will be bright."

He said Cornell should build its endowment over the next decade by 50 percent to help offset the disproportionate share of expense increases to be paid with tuition and fees. Because most income streams are not rising fast enough to meet rising costs, a 5 percent expense increase now requires a 7 percent increase in tuition and fees, Barker said.

In the long term, besides building the endowment, Cornell also will have to consider limiting some programs, the provost said. Citing former Provost Keith Kennedy's concern about an "imbalance between horses and hay" and President Frank H.T. Rhodes's exhortation that Cornell think of excellence rather than growth, Barker said that he and the deans will meet in the next few months to hammer out suggested short- and long-term solutions.

"The costs of what this great university strives to accomplish are growing faster than our resources," Barker said, adding: "It's time to decide how much hay we can provide to how many and what kind of horses." Barker's letter was

largely concerned with an expected \$4 million shortfall in revenues to meet projected expenses of \$230 million in the 1989-90 general-purpose budget for privately endowed units of the university.

But at the same time, there were further developments in the state budget picture affecting Cornell's four state-supported colleges. Last week, Gov. Mario Cuomo's executive budget for the year starting April 1 recommended \$113 million in state support for the four colleges — including essential, fixed-cost increases in salaries, partial funding for increased utility costs and limited inflationary increases. However, Cuomo also asked for a \$47 million lump-sum cut in the budget of the State University of New York.

Nathan Fawcett, Cornell's director of statutory college affairs, said it still is too soon to know the extent to which Cornell's part of that cut will reduce the gross allocation of \$113 million, but he noted that SUNY Chancellor D. Bruce Johnstone was talking about measures to meet cuts "in the 4 to 6 percent range."

To help meet the cuts in the current fiscal year, 43 statutory-college positions were held vacant; for 1989-90, the savings will be transformed into a permanent reduction, Fawcett said.

The deans of the four state-supported colleges also have frozen most faculty searches, left staff positions unfilled, cut out some classes and research work, and sharply cut purchases. Fawcett said that decisions on further action will be taken after talks with SUNY, discussion among the deans and administration, and the action of the legislature as it proceeds toward adopting a budget by April 1.

—Sam Segal

Visiting artists provide added perspective

Visiting artist Robert Cumming left at least one student misty-eyed at the end of a lecture last semester.

It wasn't from anything he said in particular but, as Julie Nan Salles explained it, "I'm crying because I won't be able to go to more lectures." The senior in design and environmental analysis said she was somewhat saddened that her Cornell years will be coming to an end.

Salles said she "loved" Cumming's lecture. "It expressed the eclectic side of reality, and I particularly liked his comment that 'form follows fiction,'" she added.

Cumming spoke for more than an hour, tracing the evolution of his art since 1965 following his graduation from the Massachusetts College of Arts. He recounted an odyssey as a painter and photographer that has taken him to the Midwest, California and back east to West Suffield, Conn.

In a stream-of-consciousness narrative before more than 80 students and faculty in a darkened amphitheater, the artist described slides of his paintings, sculptures and photographs, and even of piles of manuscripts for an unpublished

novel and for a book on architecture.

Cumming, 45, often interspersed his monologue with "after I got tired of that, then I . . ." He unfolded various stages of creativity, including making a sculpture of a fish from a piece of used soap, using a public hair from the bathroom floor for an eye, creating sculpture tableaux that when photographed appear totally real but contain clues that they are artifices. In describing his return to painting, he said off-handedly that "I don't like myself as a painter."

Fine arts senior Ira Greenberg said the visiting artist's lecture reinforced his own quest for "the freedom to think as a painter and artist."

Greenberg said a concrete example of artistic independence is the most important message students get from periodic visits to campus of leading artists from throughout the country. This message of independence counterbalances "inevitable pressures to conform" found in an academic setting, he said.

—Martin B. Stiles

Farmers to attend conference on alternative agriculture

A statewide conference on using "low-input farming" methods to increase profits and protect the environment by reducing the use of fertilizers and pesticides will be held on Feb. 15 at the New York State Agricultural Experiment Station in Geneva.

Low-input agriculture requires less use of chemicals than do more conventional farming practices, said Judy Green, a conference organizer who is an extension support specialist in the Department of Agricultural Economics.

"Many of us receive inquiries from farmers about reducing inputs these days, and this will be a good opportunity for them to learn from farmers who are successfully using organic and low-input farming systems," Green said.

The conference, titled "Transitions: A Farmers' Conference on Alternative Agriculture," will run from 9 a.m. to 4 p.m. in Jordan Hall on the Geneva campus.

Speakers will include farmers who have switched to organic or low-input farming.

Two agronomists from the Rodale Research Center, a 305-acre agricultural and horticultural research facility of Rhodal Press, a publishing house in Emmaus, Pa., will speak on "Principles of Transition: Making the Conversion to Organic and Low-Input Methods." Also featured will be a panel discussion on the current market demand for organically grown produce.

Other topics will include soil management, cover crops, tillage, crop rotations, soil conservation, dairying, livestock pro-

duction, field crops, vegetables and fruits.

Cornell Cooperative Extension is co-sponsoring the conference.

Other sponsors are the Natural Organic Farmers' Association in Ithaca, the Cornell Farming Alternatives Project, Cornell's Agricultural Experiment Station at Geneva, the Soil and Water Conservation Society of America's Empire State Chapter, the Finger Lakes Organic Growers' Cooperative and Wegmans Food Markets.

—Yong H. Kim

Teaching *continued from page 1*

been completed this year.

Other recommendations that were gathered in four workshops included:

- That all undergraduates be required to take some courses on a "satisfactory/unsatisfactory" basis, thus allowing students to follow their own interests without fear that their transcripts would be prejudiced.
- That some universitywide recognition for good teaching be established.
- That more resources be provided to support courses that cross disciplinary and college lines.
- That more thought be given to non-classroom campus life as a realm where the benefits of humanistic thought can be incorporated into the life of pre-professional students.

Among curriculum recommendations were that all students be taught "critical thinking," which was variously defined, and that all students become to some degree knowledgeable about mathematics, science, quantitative analysis and technology.

One suggestion, made by Dean of the Faculty Walter Lynn, was that the university seek a long-term solution to the uncertainty of cross-college course enrollment. Somehow, any student at any Cornell college ought to be able to enroll in any course

at any other Cornell college, most workshop participants felt.

While acknowledging that the solution was far from easy or obvious, Lynn said: "If Cornell University is to mean anything as a university, rather than just a collection of colleges, we must at least address this problem."

Preparing pre-professional students for ethical choices was a matter raised repeatedly. Barker, for instance, said in his introductory remarks that Cornell should be concerned about "how we get our students in touch with values and ethics that will serve them well once they've left here."

But a specific recommendation was not put forth because there was sharp disagreement as to how ethics should be taught. While some thought it should be the explicit subject of a course or course segment, others said that a subject well taught naturally raises ethical questions. Others said one's ethical, or unethical, character is irrevocably determined before college.

Two of the morning's speakers — Dominick C. LaCapra, Goldwin Smith Professor of European Intellectual History, and John Forester, professor of city and regional planning — discredited old educational models that separate liberal arts and pre-

professional education.

LaCapra said critics such as Allan Bloom who lament changes from a great-books curriculum pine for a 19th-century educational system that trained rulers of an empire. Today, such a system merely provides a "cultured suntan for a future corporate elite," he said.

Forester said pre-professional students need the humanities, including the arts of rhetoric. He said professionals are "story-tellers," whose success depends not just on technical knowledge but on how they communicate.

The third morning speaker, Professor Roald Hoffmann, wove the matter of student-faculty interaction into his discussion of the connections between teaching and research.

Hoffmann, a Nobel Prize winner for chemistry and Cornell's John A. Newman Professor of Physical Science, said the development of knowledge, from the first "gleam of truth in one's mind," is nourished equally by undergraduate teaching, discussion within one's small research group or preparation of scholarly papers.

Hoffmann said he had thought he understood the laws of thermodynamics pretty well; but, when he had to teach them in an

undergraduate course, he was forced to refine the clarity of his explanation of those laws.

Because of the benefits — for the teacher and for the development of knowledge — Hoffmann said that every professor should be required to teach freshman courses.

He explained that, when things work right, the tension arising from all teaching and research efforts becomes "one of the well-springs of creativity."

Several of the undergraduates who attended the conference had praise for their own opportunities to work with teachers, especially by participating in research.

Richard Forrest, a senior in a joint degree program in electrical engineering and philosophy, said the day-long conference itself was one of the highlights of his undergraduate experience.

Forrest was gently critical of the tendency to focus on preparing students for professional life. Recalling conversations with other seniors, he told the morning plenary session that students had 50 years or so before them to perform in their professions and that, in those conversations, "we were saying that we wish we'd spent more time as students."

—Sam Segal

Graduate Bulletin



Course Enrollment: Students who have not completed pre-course enrollment may bring completed and signed course enrollment forms to Sage Graduate Center through Feb. 10.

Income Tax Information: The January 1989 issue of the Sage Graduate Newsletter, available in Sage Hall, contains tax information for graduate students with assistantships and fellowships.

Unregistered doctoral candidates who wish to avoid paying the \$200 active-file fee for the spring term must have met all degree requirements by Feb. 10. This includes the final defense and the filing of two acceptable copies of the dissertation in the Graduate School office. These students will receive a May degree.

New students must return the completed Special Committee Selection and Change form to the Graduate School by Feb. 10. For an entering student the form must bear at least the signature of a temporary adviser.

Jacob K. Javits Fellowships: For doctoral students in the arts, humanities and social sciences who are U.S. citizens or permanent residents and have fewer than 20 credits; deadline is Feb. 3. Award is about \$15,000 and renewable. Applications available in Graduate Field Offices and in Graduate Fellowship Office.

Drought seen to have raised seed prices

Corn seed prices are up about 10 percent over last year, oat seed prices by as much as 40 percent and alfalfa seed prices by about 10 percent in the aftermath of last summer's drought, according to a Cornell specialist in field crops.

The drought has reduced seed corn crops in the Midwest by at least one-third, resulting in a short seed supply of some varieties, but emergency corn seed crops now ripening in the South and South America should make up the potential shortfall, explained the specialist, William Pardee, a professor of plant breeding in the College of Agriculture and Life Sciences.

"Seed companies now are growing seed corn crops in Florida and Texas as well as in several South American countries, including Costa Rica, Dominican Republic and Chile, in an emergency move to supplement the shortage," Pardee said, adding, "This is an unusual step that seed companies are taking to fill the shortfall. Winter seed corn production is expensive but is needed for this emergency."

Some top varieties have sold out, but there should be enough seed of good varieties available to meet the planting needs this spring, he said, noting that at least 500 commercial corn varieties are grown for seed,

mostly in the Midwest, including Indiana, Illinois, Wisconsin and Minnesota.

The big jump in oat seed prices of as much as 40 percent is attributable to the drought having virtually wiped out oat seed crops in the Midwest. "Oat seed supplies are tightest in years, especially for high-quality, certified seed," Pardee reported.

Unlike corn seed, oat seeds are produced in western New York as well as in the Midwest, but because "the oat crop in the Midwest was a disaster," Midwest farmers are buying seeds from the Northeast, tightening the supply even more while driving up the price, he explained.

Seed supplies are adequate for alfalfa and other hay crops, such as red clover, birdsfoot trefoil, timothy, brome grass and orchardgrass, but sudangrass and millet are in short supply.

In 1987, New York farmers devoted more than 2.2 million acres to alfalfa and other hay crops and more than 1.3 million acres to other field crops, such as corn, wheat, oats, rye, soybeans, potatoes and dry beans, according to the New York State Statistics Service.

About alfalfa seed prices, Pardee said that "continued upward pressure on prices is expected, because western growers refuse to

produce alfalfa seed without assurance of higher prices."

Tough new pesticide laws in California have resulted in rapid and major reductions in alfalfa seed production there, although California has been the nation's leader in alfalfa seed production.

Therefore, seed companies are shifting their attention to other areas, especially Idaho, Oregon and Washington. These states have good track records for producing high-quality alfalfa seed, but farmers there find that it is more profitable to grow other crops such as onions and potatoes than alfalfa seed.

"As a result, farmers in those states are asking for higher prices for alfalfa seed," Pardee said. "And we don't see alfalfa seed prices coming down any time soon."

Pardee urged farmers to look for alfalfa varieties that have built-in resistance to diseases, particularly those that resist Verticillium wilt, a fungal disease that can thin alfalfa stands drastically. Discovered in 1981 in western New York, Verticillium wilt has spread throughout the state, posing a major problem for alfalfa growers, he warned. The disease is now finding its way into other states in the Northeast.

—Yong H. Kim

Museum showing Ben-Haim's 'Dance'

A four-part sculptural installation by Iraqi-born artist Zigi Ben-Haim, which the artist says was inspired by Henri Matisse's dance paintings series and the solid, frozen action figures of George Segal, is on exhibition at the Johnson Museum through Feb. 12.

The large pieces that comprise the work are made of black-pigmented concrete, steel mesh, copper pipes and lead projections, which suggest the appearance of spines.

I created "living sculptures which project the energy of life through lifeless material. They earn their existence," the artist has said.

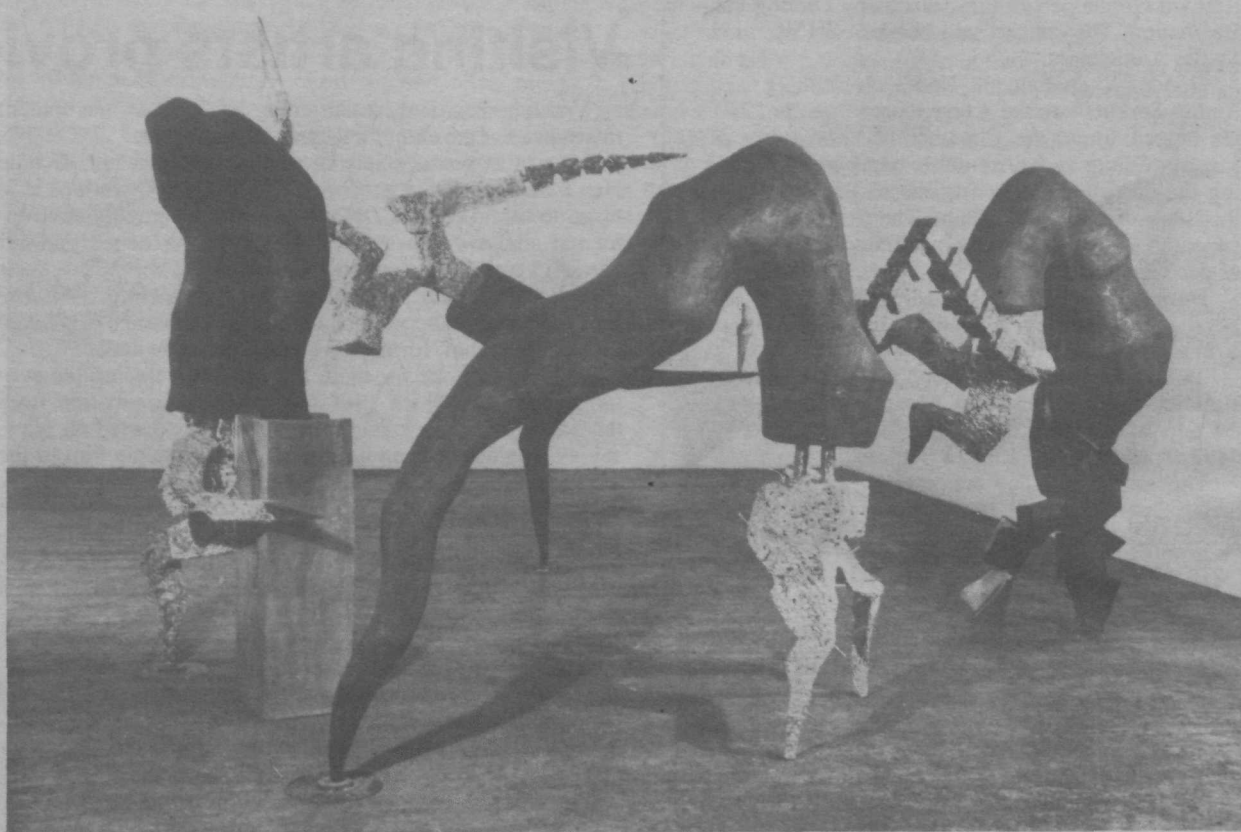
William Zimmer, an art historian who wrote the essay in the accompanying brochure, notes, "The combination [of materials] becomes a tribute to the Machine Age. Although the black forms are highly organic and idiosyncratic, they are also very contemporary robot-like forms; they are machines having life-free spirits at their most liberated."

The exhibition includes several drawings related to the piece, which is called "The Dance."

Born in Iraq in 1945, Ben-Haim was raised in Israel, where he attended the Avni Institute of Fine Arts in Tel Aviv. He came to the United States in 1971 and earned a master's degree in fine arts from San Francisco State University.

The recipient of grants and awards from the National Endowment for the Arts, the New York State Council on the Arts, the Israel Ministry of Culture and the American-Israel Cultural Foundation, the artist has shown his work in the United States, France, West Germany, Israel, Sweden and Canada.

The Johnson Museum's exhibition was made possible by Frederick R. Weisman, Los Angeles businessman and art collector.



"The Dance," by Zigi Ben-Haim, a sculpture on view at the Johnson Museum of Art through Feb. 12.

"We are proud to be the first museum to exhibit this important work by Zigi Ben-Haim, an artist I believe to be in the forefront of a new direction in abstract sculpture," said Thomas W. Leavitt, director of the Johnson

Museum. "Ben-Haim and a number of other contemporary artists are combining several materials to create rough, organic forms that aggressively confront the viewer."

Letters continued from page 1

for divestment and to "embarrassment" reported by Cornell scholars working in Africa.

• That the report "muddles hopelessly the moral judgment underlying the selective divestment position." The letter says that past justification presumed American business would build the black economic power that could eventually move apartheid. Since that presumption has been proved false, continued support for the same policy rests on specious arguments, the letter says.

The statement from the black-student groups came two days after President Frank H.T. Rhodes met with black students at Ujamaa to discuss the board's impending vote.

"African-American students on this campus have consistently argued that investments in S. Africa are an affront to the dignity of persons of African descent. This policy is contradictory to the university's articulated commitment to diversity as an integral part of a successful humanity. . . . Cornell cannot expect to attract African-American students to its campus while contributing to the oppression of their S. African brothers and sisters," the statement said.

—Sam Segal

Global continued from page 1

New Jersey and Vermont.

"This is the first conference to look at multiple perspectives, to attack global climate problems at scales from the personal to the international," said Mark A. Harwell, the conference organizer and director of Cornell's Global Environment Program.

Scheduled or invited speakers at the conference include Canadian Prime Minister Brian Mulroney, New York Gov. Mario Cuomo, New Jersey Gov. Thomas Kean, Vermont Gov. Madeleine Kunin, Sen. Timothy W. Wirth (D-Colo.), Cornell Professor of Astronomy Carl Sagan, and R.E. (Ted) Turner, chairman of Turner Broadcasting System and of the Better World Society.

"The activities of the five billion people on Earth are clearly producing changes in the world's climate," said Harwell. "In our lifetimes, and certainly in our children's, climate changes and other environmental impacts will profoundly affect the way humans live."

"If society is to mitigate and adapt to climate change, a dialog must be established among people from science, business, government and the public. The Cornell-NGA

conference is an important early step in that process."

During the conference, distinguished scientists from a wide variety of fields will form scientific work groups on atmospheric chemistry and physics; climatology; the ecological, agricultural and hydrological effects of climate change; effects of sea level rise; human health effects; and societal effects.

After hearing the results of these scientific sessions, policy makers will meet to develop strategies for governmental and corporate action.

By the end of the conference, participants hope to be able to offer a series of possible actions for local, state and national governments and international bodies, can take to attack the climate change problems.

They also plan to suggest policies for corporations to address the problems.

"We don't expect to solve these immense problems with this one conference," Harwell said. "However, such a huge undertaking can only be done through the science-government-business partnerships we hope to forge at this meeting."

—Roger Segelken

Barton Blotter:
Ten thefts reported

Clothing worth \$1,275 and a \$200 disk player were reported stolen from rooms at 660 Stewart Ave. over winter break, according to the morning reports of the Department of Public Safety for Jan. 16 to 21.

These incidents were among 10 thefts reported on campus involving losses of \$2,848 in valuables and cash. Other articles stolen included a \$323 class ring taken from the campus store, a \$200 computer keyboard stolen from University Hall No. 6 and a \$69 speaker stolen from a conference room at Statler Hotel.

Four persons were referred to the judicial administrator: two for possession of stolen property, one for failure to comply with the instruction of a safety officer and one for forging a parking permit. One person was charged with driving while intoxicated on campus.

Computerized copies of the most current daily report may be called up on CUINFO under the title SAFETY. CUINFO terminals are located in the main lobbies of Day Hall, Gannett Clinic, and the Olin, Mann and ILR libraries.

CORNELL EMPLOYMENT NEWS

January 26, 1989

Including Job Opportunities

Volume 1, Number 2

Office of Equal Opportunity Commitment: An Environment Open & Accessible to Everyone

EQUAL Opportunity at Cornell

The staff in the Office of Equal Opportunity is available to everyone in the Cornell community for consultation on issues involving equality of opportunity, affirmative action, and discrimination.

Cornell's position is clear. We are an equal opportunity, affirmative action educator and employer. Our policy governs all university regulations, practices, and actions and includes ensuring that Cornell complies with all applicable local, state, and federal equal opportunity laws.

As important as the words in our formal policy are, it is our actions that give them life. We are committed to working with the university community to provide an environment for studying, working, and living that is open and accessible to everyone. The Office of Equal Opportunity offers services for older adults, minorities, women, persons with disabilities, Vietnam-era veterans, and disabled veterans.

Services Offered

The Office of Equal Opportunity provides a broad range of services for the Cornell community. If you would like to use any of the services listed here, please contact a member of our staff.

- job search assistance, resume critiques, and practice interviews
- investigation and resolution of discrimination complaints
- information on laws and policies
- workshops, resources, and training sessions on topics such as preventing sexual harassment and understanding disabilities
- assistance to employees with disabilities in facilitating parking, accessibility, or special work accommodations

Information on Child Care

You can call the Day Care and Child Development Council of Tompkins County for the names of family day-care providers in your area if you live in Tompkins County. The council also has information on day-care centers, nursery schools, Head Start and prekindergarten programs, drop-in centers, play-groups, school-age child care, and special programs.

Cornell University contributes to the support of the council to provide a source of child care information for staff, faculty and students. You may write or visit the council at its new location at 609 West Clinton Street, Ithaca, N.Y. 14850 or call 273-0259. Hours are 9:00 a.m. to 4:30 p.m. Monday through Friday.

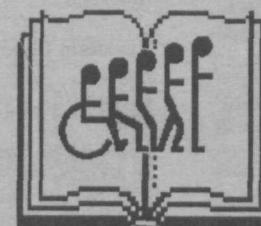
If you live outside Tompkins County, the council may be able to tell you where you can get child care information.



Office of Equal Opportunity staff: (seated, left to right) Christine Govostes, secretary; Lillie McLaughlin, associate director; Joan Fisher, coordinator for disability services; (standing, left to right) Mary DeSouza, coordinator of services for minorities and Vietnam-era veterans; Kevin Sharp, administrative aide; John Chin, assistant director, Human Relations Training Program; William Thompson, director; and Carolyn McPherson, coordinator of women's services.

- discussions of employment-related problems and how they can be resolved
- focus on concerns such as child care, dual-career couples, career advancement, mentors, and learning disabilities
- recruitment strategies to identify women, minorities, persons with disabilities, older adults, and Vietnam-era and disabled veterans

The Office of Equal Opportunity is in 234 Day Hall and the telephone number is 255-3976. Office hours are 8:00 a.m. to 4:30 p.m. Monday through Thursday and by appointment on Friday.



Disability Notebook

I wear glasses for anything that requires reading from dialing the telephone to looking at price tags in stores to playing cards. I check my purse in the morning to make sure I haven't forgotten my glasses, and the greatest panic I have known is when I've temporarily misplaced them. For the truth is, I am disabled in performing my job without my glasses. Fortunately, at least for now, my disability is one that can easily be accommodated. In fact, very few of us with glasses consider ourselves to be disabled.

However, let's look at another situation. Sam (name changed) became a paraplegic when at age sixteen he was involved in an auto accident. He uses a manual wheelchair for mobility and moves faster than most of us walk. After going through a rehabilitation program and completing a master's degree program in a major university, he married, began a family and is a director of a major program in his state. However, he recently had to visit his doctor who had just moved to a

Continued on page 8

Get Your High School Equivalency Diploma

Prepare for June 1989 Test

Is the lack of a high school diploma preventing you from advancing in your present job or from just plain "feeling good" about yourself?

It doesn't have to be that way if you are willing to exert a little effort to take advantage of the High School Equivalency (GED) classes that will be offered this semester at Cornell.

Take the first step - don't put it off any longer. The GED test will be given in Ithaca in June 1989. Get prepared now. Call Training and Development at 255-7170 for more information.

JOB OPPORTUNITIES

January 26, 1989

Volume 1, Number 2

-Interviews are conducted by appointment only.
 -Send cover letters and resumes to Staffing Services, 160 Day Hall, Cornell University, Ithaca, NY 14853.
 -Employment and employee transfer application forms are available at both Staffing Services locations-160 Day Hall and East Hill Plaza.
 -Requests for referral and/or cover letters are not accepted unless specified in the ad.

-Cornell University is an Affirmative Action/Equal Opportunity Employer.
 -This listing is also available on CUINFO. Terminals are situated in main lobbies of Day Hall and Gannett Clinic, and the Olin, Mann and ILR Libraries.
 -DEPARTMENTS-Deadline for submission is noon on Thursday for following week's Job Opportunities.
 -Minimum salaries listed are for recruitment purposes only.

Professional

Executive Director of Communications - PA5202

University Relations-Endowed
 Serve as principal assistant to the Vice President for University Relations in planning, developing and coordinating University Communications to the university's many publics. Recommend policies and programs; direct and supervise University Relations departments. Responsible for designing and implementing communications programs that will secure the best possible understanding of, and support for, the University.

Requirements: BA plus minimum of 10 years experience required, advanced degree preferred. Extensive experience in communications planning and program management. Broad understanding and experience in university communications operation. Outstanding ability in oral and written expression. Send cover letter and resume to Search Committee: Exec. Dir. of Communications by March 1.

Director of Business Operations for Public Affairs - PA5103

Vice President for Public Affairs-Endowed HR11

Responsible to Vice President for financial management, budgeting, long-range planning and computing matters. Will provide direction to departments in budget preparation, prepare divisional budget and financial reports, monitor financial performance. Will work with Director of Development to analyze gift support and make revenue projections.

Requirements: Bachelor's. MBA strongly preferred. 5-7 years experience in budgeting, financial analysis and computing. Excellent communication and interpersonal skills. Send cover letter and resume to Cynthia Smithbower by February 3.

Research Support Specialist III - PT5206 Electrical Engineering-Endowed HR11

Responsible for the mechanical design and construction of vacuum deposition and chemical vapor deposition apparatus. Install in a new materials lab; assist in setup operation.

Requirements: Bachelor's in mechanical engineering. Master's preferred. Minimum of 3-4 years related experience. Knowledge of vacuum apparatus assembly. Send cover letter and resume to Judi Baker by February 3.

Administrative Manager II - PA5205

Applied and Engineering Physics-Endowed HR11

Provide general executive assistance to the Director and to School faculty with administrative responsibilities. Oversee departmental administration including fiscal, non-academic personnel, facilities and grant/contract management. Develop and manage administrative services for undergraduate advising, graduate student recruitment, job placement, alumni and corporate relations. Oversee the development and operation of School computer services, local area network, and academic and alumni records database.

Requirements: Bachelor's. Degree in technical field helpful. Minimum 3-5 years related experience with fiscal/personnel management, preferably in an academic setting. Knowledge of personal computers and database management. Send cover letter and resume to Cynthia Smithbower by February 10.

Audit Supervisor - P5101

Statutory Finance and Business Services-Statutory HR11

Assume responsibility for the management and coordination of Cooperative Extension and oversee the statutory college internal audit function which conducts financial, operational and compliance audits of its four partially State-supported colleges. Reporting to the Director of Finance and Business Services, the incumbent works with Cooperative Extension administrative and Association personnel, statutory financial administration, and the Office of the University Auditor.

Requirements: Bachelor's in accounting, business administration or related area, and a minimum of four years of significant and responsible experience in public, industrial, government or higher education accounting or auditing. CPA certification or active pursuit of certification is required. Excellent oral and written communications skills with a demonstrated ability to work effectively within a highly complex and challenging environment is essential. Knowledge of State University of New York accounting/financial procedures and practices or college/university research experience is desirable. Knowledge of mainframe and personal computer system applications is required. Overnight travel of at least 25% in New York State. Send cover letter, resume, salary history and a list of three professional references by January 27 to: Manager of Staffing Services.

Assistant Director for Student Development - PA5107

Minority Educational Affairs-Endowed HR11

Serve a population of approximately 1700 minority and disadvantaged students. Provide organizational, administrative and technical assistance to minority student organizations as they plan, develop and implement cultural, educational and social programs. Administer departmental student employment program. Provide direct supervision for student support staff and indirect supervision for students in employment program. Serve as University-wide liaison counselor for minority students.

Requirements: Master's or the equivalent is desirable (preferably student personnel administration, higher education administration, psychology or sociology). Minimum 3-5 years related experience in counseling minority students in higher education. Send cover letter and resume to Cynthia Smithbower by February 10.

Administrative Associate - PA4201

Biochemistry, Molecular and Cell Biology-Endowed HR11

Assist Chairman with financial and personnel management of large academic section of Colleges of Agriculture and Life Sciences, Arts and Sciences

and Division of Biological Sciences. Responsible for budgeting; grant management (\$8M); staff supervision (19 support staff); student support (73 PhD graduate students); writing and editing reports, NIH training grant, equipment grants, etc.

Requirements: Bachelor's with business, accounting emphasis. Master's preferred. 4-5 years academic management experience. Supervisory experience, federal grant management, budgeting for both State and Endowed. Send cover letter & resume to Cynthia Smithbower by February 1.

Psychotherapist - PA5101

University Health Services-Endowed HR11

Psychological Services is seeking one full-time (or two part-time) psychotherapist to begin in August 1989 for a 10-month renewable position. Responsibilities include: short-term individual, couple, and group psychotherapy; crisis intervention; campus outreach; and consultation. There are also opportunities to become involved with health education and research concerning problems affecting the student community. Given the wide variety of concerns encountered in this population, we are looking for a generalist, but special expertise and experience in treating alcohol and drug problems is preferred. Minorities are encouraged to apply.

Requirements: ACSW, MSW required. PhD in clinical counseling psychology from an American Psychological Association (APA) approved program or completion of an approved APA internship preferred. Counseling experience required. University experience preferred.

Send cover letter and resume to Cynthia Smithbower by March 3.

Systems Programmer/Analyst III - PT3704

Computer Science-Endowed Level 34

Under general supervision, assist in design/development of large software systems. Provide computer programming support and system maintenance for various computers in department's research computing facility.

Requirements: Bachelor's in math or computer science or equivalent experience. 3-5 years experience in development/maintenance of large computer software systems preferred in both C and Lisp/UNIX operating system experience on SUNs and VAXes; Symbolics Lisp machine experience useful. Computer networks and distributed computing. Letter and resume to Judi Baker as soon as possible.

Applications Programmer/Analyst I - PT5126

University Library Systems Office-Endowed

Maintain, develop, install, document and modify library systems software; keep the library system programs current with changing operating environmental requirements; gain an understanding of the communications environment supporting the Library system; provide training, as requested, to Library staff; resolve user on-line processing difficulties. 2 year term appointment subject to renewal.

Requirements: Bachelor's with computer-related courses or the equivalent combination required. 1-2 years experience with machine architecture, programming languages, production procedures and system utility programs neces-

sary. Knowledge of CMS, MVS, and CICS helpful as well as knowledge of processing language such as PL/1, or SAS or Assembler helpful. Send cover letter and resume to Judi Baker by February 3.

Custodial Supervisor - PG5203

Buildings' Care-Endowed HR11

Manages a custodial staff of 30 or more custodians and head custodians who work in an assigned area involving multiple buildings on campus involving a million cleanable square feet. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday, 6 a.m.-1:30 p.m.

Requirements: Substantial experience (3-5 years) in supervising/managing employees, preferably in a unionized setting. Must possess the aptitude and proven ability to effectively manage a large group of employees in a diverse educational environment. Must possess critical problem-solving, decision making and conflict resolution skills. Effective people skills are essential. Effective communication (written and verbal) skills essential. Ability to communicate with all levels of staff and administration is essential. Must possess basic understanding of safety procedures and be able to react appropriately in an emergency. Basic knowledge of inventory accounting and ordering. Must possess valid NYS driver's license and own transportation to be operated on campus. Must be able to periodically work unusual hours in facilitating special events or projects. Must be able to respond to campus emergencies on a 24 hour basis.

Research Support Specialist I - PT5207

Veterinary Pathology-Statutory

HR11

Responsible for the operation of a research and teaching immunobiology laboratory, including independent design, execution and interpretation of experimental protocol, development of new methodology, management and ordering of equipment, supplies and instructional and technical guidance of graduate students.

Requirements: Bachelor's in biological sciences; coursework in immunology. Master's desired. Minimum 2-3 years experience in tissue culture and in vitro immunologic techniques. Send cover letter and resume to Judi Baker by February 10.

Student Development Specialist I - PA5206

Computer Science-Endowed HR11

Manage undergraduate program under guidance of Undergrad Program Director and coordinate the administrative operations of department course offerings at all levels. Provide liaison services between faculty, students and staff; represent the department in Engineering College Academic Affairs Committee.

Requirements: Bachelor's or equivalent combination of education and experience. Minimum 2 years administrative experience. Experience counseling students in academic setting. Extensive knowledge of Cornell academic programs and curricula preferred in both College of Arts and Sciences and Engineering. Knowledge of content of computer science courses. Supervisory skills. Strong oral and written communication skills.

Familiar with computers/word processors. Send cover letter and resume to Cynthia Smithbower by February 10.

**Executive Staff Assistant - PC5220
Graduate School-Endowed
HRI**

Provide administrative assistance to the Office of the Graduate Asst. Dean of Minority Affairs. Prepare and write reports; assemble statistics; correspondence; coordinate the Assistant Dean's activities.

Requirements: Bachelor's or equivalent experience. Minimum 2 years related experience. Excellent organizational and communication skills. IBM computer and WordPerfect experience essential. Knowledge of Cornell accounting helpful. Send cover letter and resume to Esther Smith.

**Development Assistant - PA5201
University Development-Endowed
HRI**

Assist the Director of Capital Projects with the management, coordination and implementation of major gifts fund raising. Assist in acknowledging gifts. Plan, coordinate and execute special events, dedications, dinners, etc. Prepare briefing and other written material. Oversee and coordinate proposal preparation and approvals with faculty, staff, etc.

Requirements: Bachelor's or equivalent work experience. Minimum 2 years related experience. Excellent written and oral communication skills, strong interpersonal skills, good management and organizational ability. Send cover letter and resume to Cynthia Smithbower by February 3.

**Program Manager/Editor - PA5108
Human Service Studies-Statutory
HRI**

Manage the personnel and business aspects of a program of research, program development and dissemination carried out by the Cornell Empowerment Group, five faculty members in the College of Human Ecology, and funded by the Ford Foundation. Design, develop and produce theme based publications in the area of empowerment. This position is contingent upon the receipt of funding. **Requirements:** Bachelor's or equivalent. 2-3 years experience in managing, supervision, editing and publishing is necessary. Send cover letter and resume to Cynthia Smithbower by February 3.

**Grant and Contract Officer I - PA5113
Office of Sponsored Programs-Endowed
HRI**

Responsible for reviewing, processing and administering proposals and negotiating resulting awards, subject to review and approval of an Associate Director.

Requirements: Bachelor's or equivalent. 3-4 years of related work experience. Excellent interpersonal and communication (written and oral) skills; ability to work independently. Some traveling involved. Knowledge of grant and contract administration required. Send cover letter and resume to Cynthia Smithbower by February 3.

**Assistant Director for Advising and Minority Programs - PA5105
Engineering Advising and Minority Program-Endowed
HRI**

Advising and counseling of freshmen and sophomores in Engineering; coordinating a variety of student activities in the College; coordinating programs related to faculty advising, academic enhancement and support services.

Requirements: Bachelor's. 2-3 years in student development and related activities. Excellent communication and interpersonal skills. Ability to interact effectively with a very diverse student body. Ability to work effectively in a dynamic environment of university and public constituencies. Send cover letter and resume to Cynthia Smithbower by February 10.

**Teaching Support Specialist II - PA5109
School of Hotel Administration-Endowed
HRI**

Responsible for working with students to demonstrate and assist in teaching all elements of professional food preparation. Duties lie primarily within realm of food preparation laboratories.

Requirements: Associate's in related technical field such as food-service/hospitality. Bachelor's strongly desired. 3 years supervisory food service experience. High level of culinary knowledge skills. Intermediate knowledge of food/beverage management systems. Elementary knowledge of food chemicals. Must know and be able to explain differences in grade levels of products, meats, produce. Send cover letter & resume to Cynthia Smithbower by Feb. 10.

**Research Support Specialist I - PT5118
Clinical Sciences-Statutory
HRI**

Support management of woodchuck hepatitis project. Develop and maintain computerized database of woodchuck colony records. Prepare statistical and graphic analysis of data for quarterly reports. Opportunity to assist in major woodchuck colony operations (blood collection, breeding, surgery).

Requirements: Bachelor's in biology or related field with computer experience or coursework. Master's desired. Database management (R-base on IBM). 2-3 years experience with graphics and statistical software packages desired. Experience in research environment. Laboratory animal experience helpful. Send cover letter and resume to Judi Baker by February 3.

**Assistant Coordinator for Engineering Placement - PA4704
Career Center/Engineering Placement-Endowed
HRI**

Assist in office planning and policy-making. Work with large scale recruiting program and affiliated computerized interview sign-up system. Administer new alumni placement program. Provide guidance/advice to students and employers recruiting engineering students. Develop/conduct student job search workshops. Serve as department head in absence of coordinator. 9 months, summer excluded.

Requirements: MS in counseling or related discipline strongly preferred. 2-3 years experience working directly with college students, preferably in career or student services office. Interest in engineering or technical issues helpful. Excellent organizational, communication, interpersonal skills essential. Send cover letter and resume to Cynthia Smithbower.

Professional Off-Campus

**Associate Director, Metro Office PA5203
NYSSILR Extension and Public Service, NYC-Statutory
HRI**

Direct and manage the business and computer development and personnel aspects of NYC Office. Serve as Acting Director in Director's absence. Direct and manage financial expenditures of district.

Requirements: Master's in business administration. 5-7 years experience. Proven organizational and managerial skills. Background in educational administration. Excellent oral and written communications skills. Strong technical background with broad knowledge of computer hardware, software, systems/operations analysis and design, and office automation planning. Send cover letter and resume to Esta Bigler, Director, NYC Office, NYSSILR, 15 E. 26th Street, New York, NY 10010.

**Research Support Specialist I IPT5208
Buildings and Properties (Geneva)-Statutory
HRI**

Responsible for the design, installation and maintenance of all the station telephone communications systems, computer systems, surveillance systems, and radio communication systems.

Requirements: Bachelor's with major in electronics or computer science. Minimum 2 years experience in a communications, electronics, or computer related field. Send cover letter and resume to Judi Baker by February 10.

**Administrative Supervisor II - PA5112
Business Office (Geneva)-Statutory
HRI**

Assist the Associate Director with his responsibilities and operate the Business Office section of Administration.

Requirements: Associate's in business administration or related field preferred. Experience in accounting office is desirable. Bachelor's desired. Minimum 2-3 years experience. Bookkeeping, accounting, word processing skills, administrative skills, secretarial skills. Knowledge of Federal Research Programs helpful. Ability to work independently and maintain confidentiality. Send cover letter and resume to Charene Hibbard, Personnel Office.

Professional Part-Time

**Computer Staff Specialist - PT5102
Section of Ecology and Systematics-Statutory
HRI**

Responsible for documentation, support and assistance to users of a natural history database. 30 hours per week. Flexible.

Requirements: Bachelor's or equivalent required. Master's or equivalent experience in computer science, biology, technical communications or related field preferred. 1-3 years experience in programming required. Experience with word processing essential. Exposure to various types of microcomputers, hardware helpful. Knowledge of software preferred. Send cover letter and resume to Judi Baker by February 3.

**Applications Programmer II - PT5103
Section of Ecology and Systematics-Statutory
HRI**

Responsible for design and coding of applications for natural history database. 20 hours per week. Flexible.

Requirements: Bachelor's or equivalent with computer related courses. Must have 2-3 years "C" programming experience with microcomputers. Prior experience with PC database software required. Knowledge of PC-based LANs helpful. Send cover letter and resume to Judi Baker by February 3.

Clerical

Regular Employees: Submit employee transfer application, resume and cover letter to Esther Smith. Career counseling interviews available by appointment.

External Applicants: Mail employment application and resume to 160 Day Hall. Interviews conducted at Staffing Services, East Hill Plaza by appointment only. Qualified applicants are contacted after materials are reviewed.

**Switchboard Operator, GR16 - C5210, C5211
Statler Hotel-Endowed
Minimum Biweekly Salary: \$448.50**

Coordinates all incoming and outgoing phone calls for staff and hotel guests using computerized phone switching system. Monday-Friday, 3 p.m.-11:30 p.m.; Monday-Friday, 7 a.m.-3:30 p.m.

Requirements: High School diploma or equivalent. Proven excellent telephone and communication (verbal) skills. Knowledge of foreign languages helpful.

**Circulation/Reserve Assistant, GR16 - C5107
Uris Library-Endowed
Minimum Biweekly Salary: \$448.50**

Under direction of circulation supervisor, works at public service desks. Responsible for variety of clerical duties in support of circulation/reserve activities. Tuesday-Saturday, daytime and evening hours. 30 hours per week.

Requirements: High School diploma or equivalent.

lent. Ability to work well with variety of people in public service setting. Strong organization and communication skills. Light typing.

**Accounts Assistant, GR18 - C5218
Dining Services-Endowed
Minimum Biweekly Salary: \$487.50**

Maintain financial and personnel records for the Unit. Responsible for routine functioning of Unit's main office.

Requirements: High School diploma or equivalent. Minimum 1 year related clerical and accounting experience; good interpersonal, communication and computation skills. Knowledge of word processor and personal computers preferred.

**Accounts Assistant, GR18 - C5219
Dining Services-Endowed
Minimum Biweekly Salary: \$487.50**

Provide assistance to department's purchasing and systems functions; maintain databases for department's menu management system and computer bid process.

Requirements: High School diploma or equivalent. Minimum 1 year related clerical/data processing experience. Ability to work independently. PC knowledge essential.

**Senior Department Assistant, GR18 - C3023
Public Service/Law Library-Endowed
Minimum Biweekly Salary: \$487.50**

Under general supervision, responsible for operation of A-V Center. Maintain microfilm collection; aid patrons in locating, reading or copying desired materials. Assist patrons using PC's and other equipment, control open reserve materials. Familiar with A-V Media. Mechanical aptitude helpful.

Requirements: Associate's or equivalent. Knowledge of PC's. Familiarity with word processing software, especially Wordperfect. Good organizational skills. Able to work with a variety of people in a public service setting.

**Personnel Assistant, GR18 - C5212
Office of Human Resources-Endowed
Minimum Biweekly Salary: \$487.50**

Process Endowed/Statutory academic/non-academic payroll authorization forms; prepare computer input, other duties as assigned; assist department payroll representatives in completing forms, maintain employee data in Cornell computer database.

Requirements: High School diploma or equivalent. Minimum 1-2 years related experience. Use of computer terminal. Knowledge of Cornell budget/accounting/payroll systems. Excellent organization, interpersonal and communication skills. Confidentiality essential. Medium typing.

**Night Auditor, GR18 - C5204
Statler Hotel-Endowed
Minimum Biweekly Salary: \$487.50**

Review, verify and record revenue for the entire hotel. Utilize the property management system to generate all necessary reports; perform duties of a front desk clerk. Monday-Friday, 11 p.m.-7 a.m.

Requirements: Associate's in bookkeeping/accounting preferred. Minimum 2 years related experience. Excellent knowledge of computers.

**Information Specialist, GR18 - C5202
University Relations-Information and Referral-Endowed
Minimum Biweekly Salary: \$487.50**

Provide director with administrative staff support in selected aspects of public relations activities and Information and Referral Center management, including clerical support.

Requirements: High School diploma or equivalent. 1-2 years experience. Knowledge of Cornell and surrounding communities and experience in service related organization preferred. Supervisory experience helpful. Demonstrated ability to work with diverse publics; well developed communication (oral and written) skills. Ability to work competently with minimal supervision. Good organizational and research skills. High level of commitment, creativity and exactitude. Data entry experience. Medium typing.

Senior Records Assistant, GR18 - C5114, C5115
Catalog Management-CUL-Endowed
Minimum Biweekly Salary: \$487.50

Responsible for retrospective conversion of catalog copy including searching, deriving, and tagging machine-readable records in various on-line databases; revise and update machine readable records and shelf list cards. 12 month term appointment.

Requirements: High School diploma or equivalent. 2 years of college or equivalent preferred. Minimum 1 year related experience. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the US MARC format for bibliographic data desirable. Medium typing.

Searcher, GR18 - C5105, C5106
Acquisitions, CUL-Endowed
Minimum Biweekly Salary: \$487.50

Search monograph orders and books for library system. Input records for orders and books into NOTIS database. Evenings as required.

Requirements: High School diploma or equivalent. Minimum 1-3 years of progressively responsible technical services experience; additional education may be substituted for experience. Knowledge of one or more Western European languages. Knowledge of Hebrew preferred for 1 of the 2 positions. Light typing.

Secretary, GR18 - C5119
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$487.50

Provide support for the Chief of Medicine and the Administrative Supervisor in the Medicine Section of the Department of Clinical Sciences. Responsibilities include: word processing; library searches; travel arrangements; organizing conferences. Other duties as assigned.

Requirements: High School diploma or equivalent. Some course work in business desirable. Minimum 1 year office experience required. Use IBM PC (Wordperfect, Lotus, Sci-Mate/Reference MGR). Excellent office, communication, interpersonal and organizational skills. Ability to work independently. Medium typing.

Personnel Assistant, GR19 - C4321
Olin Library-Endowed
Minimum Biweekly Salary: \$510.90

Provide support in administration of endowed personnel activities for CU Library System primarily in areas of recruitment, payroll and general office administration. Manage confidential personnel files; maintain automated personnel records system; process personnel-related forms; assist with payroll; serve as initial contact for visitors and staff.

Requirements: Associate's or equivalent. Minimum 2 years related experience. Previous office and microcomputer, especially wordprocessing experience. Able to handle confidential material with discretion, set priorities and work in a complex, active environment. Strong organizational, communication (written/verbal) and interpersonal skills. Familiar with database management helpful. Heavy typing.

Administrative Aide, GR19 - C5214
Center for Environmental Research-Statutory
Minimum Biweekly Salary: \$510.90

Provide general administrative support to CLEARS. Word processing, correspondence, reports, proposals, newsletter; telephone and visitor reception; arrange meetings, conferences; oversee daily sales, monthly accounts receivables for map and poster sales; coordinate accounts payable with CER accountants.

Requirements: Associate's in secretarial science or related field. Minimum 2 years experience in a busy office. Some knowledge of Cornell accounting system helpful. Familiar with IBM word processing. Good communication skills. Medium typing.

Administrative Aide/Appeals Clerk, GR19 - C5216

Traffic Bureau-Endowed
Minimum Biweekly Salary: \$510.90

Provide administrative support to the appeals program. Work with the Appeals Officer to develop programs and processes and serve as the administrative and clerical liaison to the Violations Appeals Board and Special Requests Appeals Board.

Requirements: Associate's or equivalent. Excellent organizational, interpersonal and communication (written/oral) skills. Minimum 2 years of responsible clerical/secretarial experience. Familiar with micro-computers or data processing systems. Ability to work with numbers and statistics and modern office dictation equipment. Medium typing.

Accounts Assistant, GR19 - C5215
Cornell Information Technologies (Computer Accounting)-Endowed
Minimum Biweekly Salary: \$510.90

Create and maintain computer accounts for several mainframe systems. Coordinate billing system invoicing; maintain files; assist students/faculty with computer access and general information at public counter; provide administrative support.

Requirements: Associate's or equivalent in data processing facility. Coursework in accounting helpful. Minimum 2 years experience working in automated office. Ability to spend long hours working with the public. Must function well as part of a team. Knowledge of Cornell accounting system, IBM mainframe systems and Apple Mac preferred. Medium typing.

Secretary, GR19 - C5201
Engineering Advising and Minority Programs-Endowed
Minimum Biweekly Salary: \$510.90

Provide secretarial support to assistant directors. Act as the department's primary interface with students, visitors and callers; maintain confidential student advising files; assist with large mailings; arrange travel and meetings.

Requirements: Associate's or equivalent preferred. Minimum 2 years experience. Familiarity with Macintosh word processing. Knowledge of operation of other office equipment such as dictaphone, copy machines, etc. helpful. Good interpersonal and organizational skills. Medium typing.

Accounts Assistant, GR19 - C5138
A.R. Mann Library-Statutory
Minimum Biweekly Salary: \$510.90

Handles all income, disbursements and purchasing (other than acquisitions) for a budget of over \$2 million. Responsible for all aspects of equipment inventory; handle cash pickups, record keeping and statistics for a coin-operated photocopy system.

Requirements: Associate's in accounting/business or equivalent experience and/or training desirable. Minimum 2 years related experience. Attention to detail and strong organizational skills essential. Familiarity with Lotus 1-2-3, dBase or other PC based software desirable. Medium typing.

Administrative Aide, GR19 - C5137
Natural Resources-Statutory
Minimum Biweekly Salary: \$510.90

Responsible for secretarial and clerical support for activities of six cooperative extension staff and other publics. Duties include scheduling and coordinating appointments and meetings; typing drafts and correspondence reports from a dictaphone; arranging large mailings. Other projects as assigned.

Requirements: Associate's or equivalent. Minimum of 2 years business/administrative secretarial experience. Knowledge of word processing essential. Experience with personal computers and Wordperfect software and dictaphone transcription required. Knowledge of electronic mail preferred. Able to work independently and prioritize own work. Excellent communications skills essential. Desktop publishing and database man-

agement experience highly desirable. Heavy typing.

Staff Assistant, GR19 - C5112
Career Center-Endowed
Minimum Biweekly Salary: \$510.90

Provide all administrative and secretarial support for two career advisers in the area of Arts & Sciences and preprofessional advising, including job hunting workshops; alumni programs; Graduate School Days; booklets special publications.

Requirements: Associate's or equivalent. Minimum 2 years office experience. Excellent organizational skills and attention to detail. Prefer word processing skills. Medium typing.

Administrative Aide, GR19 - C5110
Theory Center-Endowed
Minimum Biweekly Salary: \$510.90

Provide secretarial support to the Visual Interface Technology (VIT) group of the Cornell National Supercomputer Facility (CNSF). Requires independent judgment and decision making. Provide support to other groups of CNSF as required.

Requirements: High School diploma or equivalent. Associate's degree preferred. Minimum 2 years related office experience. Word processing experience required. Knowledge of IBM PC's and mainframes desirable. Strong interpersonal, communication, organizational and planning skills. Ability to work independently and set priorities. Medium typing.

Administrative Aide, GR19 - C5111
Veterinary Personnel-Statutory
Minimum Biweekly Salary: \$510.90

Assist the Assistant Dean for Public Affairs and the College's Director of Development in the organization and implementation of programs designed to increase support to the College. Major emphasis will be on bequests and the development of support systems.

Requirements: High School diploma or equivalent combination of education, training and/or experience. Associate's preferred. Minimum 2 years experience. Excellent communication (oral and written), organizational and interpersonal skills. Prefer knowledge of word processing (Wordperfect). Medium typing.

Accounts Assistant, GR19 - C5122
Media Services-Statutory
Minimum Biweekly Salary: \$510.90

Provide accounting/clerical support in the department Fiscal Office for the day-to-day management of fiscal transactions and maintenance of confidential financial and personnel records. Involves preparation and approval of accounts payable; auditing invoices; accounts; provide general assistance and backup to supervisor.

Requirements: High School diploma, Associate's degree or equivalent combination of education and experience in accounting. Minimum 2 years related experience. Familiarity with Cornell accounting systems helpful. Must have demonstrated computer knowledge and experience - IBM-PC with Lotus 1-2-3 and Macintosh with Excel, WriteNow, 4th Dimension. Strong interpersonal skills. Medium typing.

Administrative Aide, GR20 - C5134
Summer Session-Endowed
Minimum Biweekly Salary: \$534.30

Assist the Summer Session/Extramural Study Registrar in the development, implementation and execution of all processes necessary to register participants for Extramural Study and Summer Session.

Requirements: High School diploma required. Associate's desirable. Minimum 2-3 years experience. Ability to work independently, coordinate details, make decisions and work with diverse public. Strong organizational and analytical skills required. Excellent communication skills. Knowledge of various colleges within Cornell preferred. Some accounting. Medium typing.

LC Cataloger, GR20 - C5132
NYSSILR-M.P. Catherwood Library-Statutory
Minimum Biweekly Salary: \$534.30

Catalog serials with Cornell, Library of Congress (LC), or member copy using NOTIS/RLIN; maintain shelf list, NOTIS/RLIN databases, and card catalog; assist in training and supervision of processing assistant(s).

Requirements: Associate's preferred or equivalent experience or training with two or more years of relevant technical services experience. Knowledge of AACR2, LC classification and subject headings, and MARC II communications format. Experience with computer searching and inputting, cataloging procedures and familiarity with NOTIS/RLIN. Absolute accuracy. Ability to handle details with discretion and judgment. Social sciences background helpful. Medium typing.

Administrative Aide, GR20 - C5124
University Development-Endowed
Minimum Biweekly Salary: \$534.30

Provide a high level of administrative and secretarial assistance to the Director of the Cornell Fund. Assist with stewardship and recognition programs; acknowledge gift; manage donor lists; and perform basic research.

Requirements: Associate's or equivalent. Minimum 2-3 years experience working in a busy office with considerable public contact. Excellent communication (written and oral) skills. Ability to handle confidential information, prioritize assignments and work under pressure. Medium typing.

Administrative Aide, GR20 - C2708
Hotel Administration-Endowed
Minimum Biweekly Salary: \$534.30

Provide administrative/clerical data support for Alumni Affairs director. Maintain all office functions, internal and external communication during director's absence.

Requirements: Associate's or equivalent. Familiar with data/word processing system. Work well under pressure; possess excellent editing/composition/bookkeeping skills. Excellent organizational, interpersonal and communication (written/oral) skills. Heavy typing.

Administrative Aide, GR20 - C4610
Women's Studies-Endowed
Minimum Biweekly Salary: \$534.30

Provide administrative and secretarial support to the Director of Women's Studies Program. Coordinate details of 60 person Executive Board; maintain course files; office files; prepare vouchers, payroll, purchase orders.

Requirements: Associate's or equivalent. Minimum 2 years experience. Knowledge of Macintosh computers. Good interpersonal and communication skills. Medium typing.

Administrative Aide, GR20 - C4601
Nuclear Science and Engineering-Endowed
Minimum Biweekly Salary: \$534.30

Provide administrative and secretarial assistance to Director, 2 professors, 1 supervising engineer, 1 electronics engineer. Maintain department and research accounts; process purchase orders, invoices, vouchers, phone bills, accounts receivable. Keep personnel files, process appointments, payroll vouchers. Act as graduate field secretary, maintain student and alumni files; make travel arrangements; compose and sign routine letters; maintain lab records, including ones relating to Nuclear Regulatory Commission requirements. Receptionist for lab.

Requirements: Associate's or equivalent. Minimum 2 years secretarial experience, Cornell preferred. Bookkeeping and technical typing; word processing (Mac). Excellent organizational, interpersonal and communication skills. Medium typing. This is a 1 person office.

Administrative Aide, GR20 - C5117
Hotel Administration-Endowed
Minimum Biweekly Salary: \$534.30

Provide administrative support to the Director of Alumni Affairs of the Hotel School, and coordinate activity with the leadership of the Cornell Society of Hotelmen. Handle correspondence; maintain contact with alumni. Some supervision of regular and temporary employees. Assist editor of various alumni publications.

Requirements: Associate's or equivalent. Minimum of 3 years administrative support experience. Superior communication (verbal and written) skills. Exceptional discretion required. Knowledge of computers; IBM compatible data systems, programming and word processing highly desirable. Knowledge of Cornell highly desirable. Some knowledge of hospitality industry helpful. Heavy typing.

Office Assistant, GR20 - C5120

Office of Sponsored Programs-Endowed

Minimum Biweekly Salary: \$534.30

Perform a broad range of secretarial and office administrative services in direct support of one or more Grant and Contract Officer(s). Responsible for processing various aspects of sponsored program proposals, including document revision, drafting straightforward to moderately complex correspondence; provide clerical support.

Requirements: Associate's or equivalent. Minimum 2-3 years related experience. Proficient in Wordperfect. Strong organizational, communication and interpersonal skills. Knowledge of university procedures. Attention to detail and ability to work under pressure. Medium typing.

Secretary, GR20 - C5213

LASSP-Endowed

Minimum Biweekly Salary: \$534.30

Provide secretarial support for group of faculty. Assist in preparation of grant proposals, manuscripts and general correspondence; maintain calendars; make travel arrangements; considerable interaction with Cornell departments.

Requirements: Associate's in secretarial science or equivalent. Minimum 2 years secretarial experience. Good technical typing and communication skills essential. Strong organizational skills and ability to work independently. Computer experience helpful. Heavy typing.

Senior Searcher, GR20 - C3314

Mann Library-Statutory

Minimum Biweekly Salary: \$534.30

Coordinate monographic searching for Collection Development Division. Responsible for gift processing. Sort and refer mail, maintain publisher catalogs and write letters of inquiry. Supervise student assistants and collection evaluation projects staff. Assist with projects as assigned. Monday-Thursday, 8-5; Friday, 8-4.

Requirements: BA or equivalent. Experience with bibliographic searching highly desirable; RLIN experience desirable. Able to plan and direct several activities at the same time. Microcomputers word processing highly desirable. Effective written/oral communication skills essential. Medium typing.

Administrative Aide, GR21 - C0313

Finance and Business Operations-Statutory

Minimum Biweekly Salary: \$557.70

Provide support to Associate Director. Responsible for completion of routine and confidential correspondence and management reports; answer phones; review and distribute mail; prepare draft communications; assist in development of System 36 files inventory; insure interchange of PC and System 36 files; assist in training and familiarization of new staff with PC and System 36. Support Director.

Requirements: Associate's in secretarial science or equivalent. Minimum 3 years experience in automated office. Knowledge and understanding of IBM-PC using System 36 and Symphony. Ability to work with a diversified group and enjoy working with various kinds of statistical data. Medium typing.

Clerical Part-Time

Office Assistant, GR16 - C5205

CHESS-Endowed

Minimum full-time equivalent: \$448.50

Provide general clerical and secretarial support. Assist in assembling information for mailings; filing; library, etc. Typing; word processing; telephone answering. 20 hours. Flexible, 4 hours per day or 2 1/2 days per week.

Requirements: High School diploma or equivalent. Some office experience. Familiarity with word processing packages desired. Light typing.

Accounts Assistant, GR18 - C5217

Dining Services-Endowed

Minimum full-time equivalent: \$487.50

Maintain financial and personnel records for the Unit. Responsible for routine functioning of unit's main office. Work with student payroll. Other duties as assigned. 20 hours per week.

Requirements: High School diploma or equivalent. Minimum 1 year experience in accounting and payroll. Good written, English and computation skills required.

Senior Department Assistant, GR18 - C4118

Olin Library-Endowed

Minimum full-time equivalent: \$487.50

Under general supervision of department head and 6 reference librarians, provide wide range of secretarial and office management services in support of reference and instructional functions. Type and format bibliographies, instructional materials, reports, etc. Distribute mail; order supplies; manage office files; answer phone, calculate statistics. 20 hours per week.

Requirements: Associate's or equivalent preferred. Minimum 1 year related experience. Excellent word processing and typing skills. Able to manage variable workload and work well under pressure. Strong interpersonal skills. Medium typing.

CRT Operator, GR18 - C5103, C5123

Section of Ecology and Systematics-Statutory

Minimum full-time equivalent: \$487.50

Responsible for accurate data entry of biological and geographic data into PC database. Also responsible for interpretation of complex data. 20 hours per week. Flexible.

Requirements: High School diploma with college course work in biology, science, or natural history. 1 year prior experience in data entry using IBM-compatible personal computer. Medium typing. Send cover letter and resume to Esther L. Smith by January 27.

Senior Records Assistant, GR18 - C5116

Catalog Management-CUL-Endowed

Minimum full-time equivalent: \$487.50

Responsible for retrospective conversion of catalog copy including searching, deriving and tagging machine-readable records in various on-line databases; revise and update machine-readable records and shelf lists cards. 20 hours per week. Until September 30, 1991.

Requirements: High School diploma. 2 years of college or equivalent preferred. Minimum 1 year related experience. Ability to do detailed work accurately; working knowledge of NOTIS and RLIN cataloging systems and the US MARC format for Bibliographic Data desirable. Medium typing.

Senior Records Assistant, GR18 - C5101

Olin Library-Endowed

Minimum full-time equivalent: \$487.50

Responsible for verifying and validating name, subject and series authority headings, correcting machine-readable bibliographic and authority records, pre-input searching and inputting. 20 hours per week. 12 month term appointment.

Requirements: Associate's degree, 2 years of college or equivalent preferred. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the US MARC bibliographic and authorities formats desirable. Medium typing.

Night Supervisor, GR18 - C5108

Fine Arts Library-Endowed

Minimum full-time equivalent: \$487.50

Supervise all circulation/reserve activities during evening hours; during summer assists with various circulation/reserve activities. Sunday-Thursday, 7 p.m.-11 p.m.; vacation/summer, Monday-Friday, 1-5.

Requirements: High School diploma. Associate's degree or equivalent preferred. Minimum 1

year related experience. Strong interpersonal, organizational and communication skills. Experience overseeing students. Library experience highly desirable. Light typing.

Secretary, GR19 - C5208

Center for Environmental Research-Endowed

Minimum full-time equivalent: \$510.90

Provide secretarial and administrative support to Director and technical staff of the Global Environment Program of CER. Respond to correspondence and telephone inquiries; maintain library and program files; travel, conference arrangements; word processing. Monday-Friday, 8 a.m.-12 p.m.

Requirements: Associate's required. Minimum 2 years experience with computer systems, Macintosh in particular. Skilled word processor. Medium typing.

Administrative Aide, GR20 - C5203

Center for Environmental Research-Endowed

Minimum full-time equivalent: \$534.30

Provide administrative support to Director of CER and his Executive Staff Assistant. Compose correspondence on behalf of Director; develop and monitor agenda for visiting scientists and officials; editorial tasks as assigned; word processing; filing; answer phone. Monday-Friday, 8 a.m.-12 p.m.

Requirements: Associate's or equivalent experience required. Minimum 2-3 years experience. Excellent interpersonal and organizational skills. Capable of independent decision making. Knowledge of Macintosh computer and word processing. Medium typing.

Clerical Temporary

Office Assistant - S5202

Cornell Abroad-Endowed

Act as receptionist; screen calls, greet visitors, schedule appointments, give handouts, arrange meetings, handle in-coming inquiries to department, order supplies, prepare vouchers and other duties as assigned. Monday-Friday, 10 a.m.-3 p.m.

Requirements: High School diploma or equivalent. Minimum 1 year office experience. Excellent oral and written communication skills; ability to work independently; computer experience (Mac) and good interaction with public. Medium typing. Call Laurie Worsell at 255-2192.

Secretary - S5210

Dean of Students

Provide receptionist support to Greek Life Area. Schedule meetings, organize and maintain budget balance, type, copy, coordinate mailings.

Requirements: High School diploma or equivalent. Medium typing (45-60 wpm). Minimum one year office experience. Good communication skills, strong organizational skills, able to work with little supervision. Mature individual needed. IBM PC experience desirable but not necessary. Part-time, Monday-Friday, 12 p.m.-5 p.m., until May 1989. Call Laurie Worsell at 255-2192.

Secretary - S5211

Human Development and Family Studies

Assist faculty and staff of a research and intervention project. Answer phone, prepare daily correspondence, manuscripts, program materials, prepare mailings, file, arrange appointments. Other duties as assigned.

Requirements: High School diploma or equivalent. Minimum 1 year office experience. Medium typing (45-60 wpm). IBM PC or Macintosh experience desirable. Knowledge of Wordperfect and Microsoft Word desirable. Good organizational skills. Temporary, part-time for 1 year. Call Laurie Worsell at 255-2192.

Editorial Assistant - C5131

Laboratory of Ornithology-Endowed

Assist the Living Bird Quarterly (Lab magazine) staff and the publication's staff with writing, proofreading, and editing. Oversee production of TLBQ and slide management. 15 hours per week. Until 5/15/89.

Requirements: BA in English with interest/background in wildlife biology or BS in wildlife biology with interest/background in English and writing. Proofreading, editing and writing skills required. Ability to pay attention to details. Must be dependable. Good communication skills necessary. Ability to work well under pressure and meet deadlines. Send cover letter and resume to Laurie Worsell.

Secretary - S5101

Ag. and Biological Engineering

General secretarial support for Energy Advisory Service to Industry Program. Type correspondence; handle mail; file; answer phones; copy. 20 hours per week, flexible. 4-6 months.

Requirements: High School diploma or equivalent. Minimum 1 year secretarial experience. Computer/word processing skills desirable, preferably with Wordperfect. Medium typing. Send cover letter and resume to Laurie Worsell.

Secretary - C5121

Dean's Office, Architecture, Art and Planning

Act as receptionist for Dean's Office Suite; perform purchasing functions for Dean's Unit; screen, document and process routine building maintenance requests. Maintain computerized database (e.g. key database) on Macintosh; distribute keys. Process and distribute petty cash; maintain and support Hartell Gallery exhibition and meeting schedule. Other duties as assigned.

Requirements: Associate's in business preferred. Minimum 1-2 years office experience. Cornell experience with accounting and purchasing preferred. Knowledge of, or ability to learn quickly, Macintosh personal computer using word processing, database and spreadsheet software. Medium typing. Call Laurie Worsell at 255-2192.

Collection Representative - C4720

CU Collection

Phone and written collection of past due receivables. Process and file records pertaining to collection of past due receivables.

Requirements: High School diploma or equivalent. Collection experience preferred. Excellent phone and written communication skills. Familiar with IBM PC essential. Part-time, temporary; 20-25 hours/week. Monday-Thursday 3 p.m.-8:30 p.m. Send cover letter and resume to Laurie Worsell.

General Service

Regular Employees: Submit employee transfer application to Esther Smith, Staffing Services, 160 Day Hall. Interviews conducted by appointment only.

External Applicants: Mail employment application to Staffing Services, 160 Day Hall. Interviews conducted by appointment only. Qualified applicants are contacted after materials are reviewed.

Waitperson, SO01 - G5215, G5216, G5217, G5218

Statler Hotel-Endowed

Minimum hourly rate: \$5.50

Maintain supply of trays, silver, napkins and condiments during service; clear dishes and clean tables; assist with coffee hour set ups and line service when needed; assist with delivering room service orders. Hours flexible, some nights and weekends.

Requirements: High School diploma or equivalent. Previous food service experience required.

Food Service Worker, SO02 - G5220

Dining-Endowed

Minimum hourly rate: \$5.75

Prepare, present and serve food items for Co-op, cash, catering or special events. Shift subject to change.

Requirements: High School diploma or equivalent. 1 year related experience. Working knowledge of food preparation and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills.

Bartender, SO02 - G5204**Statler Hotel-Endowed****Minimum hourly rate: \$5.75**

Under general supervision, mix and dispense alcoholic and non-alcoholic beverages to hotel guests. 4 p.m.-12 midnight, 5 days per week.

Requirements: High School diploma or equivalent. 1 year bartending experience required. Familiarity with electronic cash registers. Send cover letter and resume to Esther L. Smith.

Doorperson, SO02 - G5210**Statler Hotel-Endowed****Minimum hourly rate: \$5.75**

Assist hotel guests entering and exiting the hotel. Act as information resource for all hotel guests; perform the duties of bellstaff and parking attendant as necessary. Monday-Friday, 7-3:30, some weekends.

Requirements: High School diploma or equivalent. Ability to read and write. Valid NYS driver's license. Good public relations skills. Long periods of standing and walking. Will work in varied temperatures.

Custodian, SO02 - G5202**Dining Services-Endowed****Minimum hourly rate: \$5.75**

Provide general custodial care in assigned area. Shift subject to change.

Requirements: High School diploma or equivalent. Able to operate a variety of cleaning equipment. Able to lift 75 pounds and climb an 8 foot ladder. Basic reading and writing skills.

Custodian, SO02 - G5206, G5207, G5208**Buildings Care-Endowed****Minimum hourly rate: \$5.75**

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday 6 a.m.-1:30 p.m.

Requirements: High School diploma or equivalent. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Basic reading and writing skills.

Seamstress, SO04 - G5219**Statler Hotel-Endowed****Minimum hourly rate: \$6.25**

Responsible for fitting, alteration and repair of all hotel uniforms; provide repair services for guest articles as needed; repair hotel linen as necessary. Monday-Friday, 8-4:30 (some weekends).

Requirements: High School diploma or equivalent. Minimum 1-2 years experience in similar position. Strong working knowledge of sewing machines and alteration equipment. Ability to alter and repair both male and female clothing and create uniforms and costumes from basic measurements. Send cover letter and resume to Esther Smith.

Head Custodian, SO04 - G5209**Building Care-Endowed****Minimum hourly rate: \$6.25**

Participate in, direct, supervise and evaluate work of 7-10 custodians in assigned area (50% cleaning/50% supervision). Provide general custodial care of buildings and grounds in assigned area; ensure timely opening of assigned buildings; order and account for in-house supply inventories. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday, 6 a.m.-1:30 p.m.

Requirements: High School diploma or equivalent. 1-2 years custodial experience required, supervisory experience preferred. Able to lift 50 pounds and climb 8 foot ladder.

Short Order Cook, SO04 - G5211, G5212, G5213**Statler Hotel-Endowed****Minimum hourly rate: \$6.25**

Prepare meal items to order in Terrace Restaurant and Student Cafeteria from the short order stations. Flexible hours, some nights and weekends.

Requirements: High School diploma or equivalent. Minimum 1-2 years short order experience in high volume operation. Good public relations skills.

Maintenance Mechanic, SO06 - G5214**Biochemistry, Molecular and Cell Biology-Statutory****Minimum hourly rate: \$6.85**

General supervision of animal, incinerator and small work shop rooms. Monday-Friday.

Requirements: High School diploma. Valid NYS driver's license. 2-3 years related experience. Able to communicate with a variety of personnel, follow instructions and work with minimal supervision. Excellent interpersonal skills.

Groundsworker, SO08 - T5209**Grounds-Endowed****Minimum hourly rate: \$7.45**

Perform skilled landscape maintenance and field supervision of the activities of a landscape maintenance crew consisting of groundsworkers, equipment operators and seasonal help. Support in-house skilled trade shops and outside contractors with personnel and equipment. Monday-Friday, 7-3:30.

Requirements: Associate's degree and pesticide applicator's license desired. 3-4 years experience in the grounds maintenance or green-industry related career field with emphasis on commercial or institutional landscape maintenance. Valid motor vehicle license required. Strong leadership skills, ability to operate commercial trucks, tractors and landscape equipment. Knowledge of plant identification and care; turfgrass management. Apply by February 3.

Gardener, SO08 - T5128**Plantations-Statutory****Minimum hourly rate: \$7.45**

Under general supervision, responsible for development, management and interpretation of three botanical collections: including Bowers Rhododendron Collection, Treman Woodland Walk and Poisonous Plants Garden.

Requirements: Bachelor's in plant science, horticulture, botany or equivalent experience. 3-4 years of work experience. Taxonomic and botanical skills required. Specialized background in a specific plant group or knowledge of specialized site and cultural conditions required. Good written/verbal communication, organizational and interpersonal skills. Familiarity with computers required. Ability to use word processing equipment. Apply by February 3.

Stockroom/Account Clerk**Boyce Thompson Institute****Minimum annual salary: \$12,275**

Assists in issuing stock including solvents, chemicals and gasses, making local pick-ups, shipping, receiving, cleaning and other activities associated with a small research oriented stockroom. Business office duties may include filing, light typing, computer data entry and mail sorting and distribution. Hours: 8 a.m.-5 p.m.

Requirements: Must be organized with good interpersonal communications skills. Driver's license and ability to lift 50 pounds required. A knowledge of laboratory equipment and inventory skills helpful. A background in general office work and basic accounting desirable. Apply by telephone or mail no later than February 3. Boyce Thompson Institute, Tower Road, Ithaca. 254-1234.

General Service Part-Time**Bartender, SO02 - G5205****Statler Hotel-Endowed****Minimum hourly rate: \$5.75**

Under general supervision, mix and dispense alcoholic and non-alcoholic beverages to hotel guests. Hours flexible, some nights and weekends.

Requirements: High School diploma or equivalent. 1 year bartending experience required. Familiar with electronic cash registers. Cover letter and resume to Esther L. Smith.

Technical

Regular Employees: Submit employee transfer application, resume and cover letter.

External Applicants: Mail employment application, resume, and list of lab techniques/equipment, or computer software/hardware with which you are familiar. Submit letter per position, specify title, department and job number. Interviews conducted by appointment only. Qualified applicants are contacted after materials are reviewed. Backgrounds highly desired: biochemistry, chemistry, microbiology, electronics, physics, licensed animal health technicians.

Technician, GR19 - T5203**Section of Plant Biology-Statutory****Minimum Biweekly Salary: \$510.90**

Assist principal investigator involved in biomechanical/developmental studies of plant tissues and organs. Primary duties involve computer data entry and analysis; darkroom/photographic work; experimental design. Two year grant.

Requirements: Bachelor's with some course work in engineering, botany or mathematics. Computer literacy (IBM, Pascal); photography; electrical equipment; working with biological materials (or histology). Apply by March 31.

Technician, GR19 - T5130**Agricultural and Biological Engineering-Statutory****Minimum Biweekly Salary: \$510.90**

Purify cellulases, run binding and reducing sugar assays. Operate HPLC and particle counter. Until December 31, 1989.

Requirements: Bachelor's in biochemistry or chemistry. Minimum 2 years experience. Laboratory training in biochemistry. Some experience in cellulase purification desirable. Apply by February 3.

Technician, GR19 - T5129**Poultry and Avian Sciences-Statutory****Minimum Biweekly Salary: \$510.90**

Assist in developing new products from sea urchin roe. Cook and prepare foods, test shelf life and assist in writing results. Until October 31, 1989.

Requirements: Bachelor's in microbiology and chemical analysis-cooking experience. Minimum 2 years related lab experience. Apply by February 3.

Animal Technician, GR19 - T5123**Clinical Sciences-Statutory****Minimum Biweekly Salary: \$510.90**

Provide technical support for hepatitis research project using the woodchuck as the animal model. General lab duties include blood collection, animal handling and restraint, inventory and harvesting of serum, assistance in surgery and necropsy, operation of basic anesthesia equipment and performance of general lab tasks as required. Some weekend work.

Requirements: Associate's with emphasis in Animal Husbandry, Valid NYS driver's license. Minimum 2 years lab animal experience & wild animal handling experience. Apply by February 3.

Technician, GR21 - T2506**Animal Science-Statutory****Minimum Biweekly Salary: \$557.70**

Provide technical assistance in conducting RIA's for growth hormone, insulin, insulin-like growth factor 1 (IGF-1) and thyroid hormones in serum and plasma; conduct assays for plasma glucose, non-esterified fatty acids and glycerol; occasionally conduct assays for skeletal muscle RNA, DNA and protein concentration; assist with animal experiments (primarily lambs) to daily monitor surgical preparation, assist with catheterization, blood sample collection and processing and computer assisted blood flow data acquisition; manage laboratory chemicals and supplies inventories and maintain orderly laboratory. Opportunity for learning molecular biology techniques.

Requirements: Bachelor's in Animal Science,

Biological Sciences or equivalent laboratory experience essential; computer skills desirable (i.e., Wordperfect, Lotus, statistical analysis); strong organizational skills and driver's license required. Apply as soon as possible.

Technician, GR22 - T5122**Chemistry-Endowed****Minimum Biweekly Salary: \$581.09**

Perform a variety of biochemical and cell biology experiments; responsible for lab tissue culture facility and some animal work; some laboratory administrative duties.

Requirements: Bachelor's in biological or biochemical field or equivalent. 3-4 years experience. Tissue culture experience is necessary. Desirable skills are production of monoclonal antibodies, biochemical techniques, handling of laboratory mice, operation of lab instrumentation, e.g. spectrophotometers. Apply by February 3.

Electronics Technician, GR23 - T5121**Telecom-Endowed****Minimum Biweekly Salary: \$604.49**

Under general supervision, provide technical support for the campus telecommunications system through the assembly, installation, testing and maintenance of the telecommunications system. Ensure the connection to ancillary hardware and coordinate the process as needed.

Requirements: Associate's or equivalent in electronics or related field. 3-5 years related experience in installation and maintenance of telecom equipment including PBX. Considerable electronic testing skills including a variety of equipment (e.g., transmission test set). Ability to read building and underground prints. Must provide own hand tools. Must maintain valid NYS driver's license and have a personal car available. Apply by February 3.

Research Assistant**Boyce Thompson Institute****Annual Salary: Commensurate with experience**

Supporting work in a plant molecular biology/biochemistry laboratory, including limited solution preparation and general laboratory maintenance. Experimental techniques include the construction and amplification of plasmid and phage clones, isolation and analysis of subcellular organelles, proteins and nucleic acids, and the purification of RNA protein complexes. Experience with proteins and/or nucleic acids, and familiarity with recombinant DNA techniques is preferred.

Requirements: Bachelor's in biology, biochemistry or a related field and laboratory experience. Contact Dr. David Stern, Boyce Thompson Institute, 254-1317.

Technical Off-Campus**Orchard Worker, GR20 - T5204****Horticulture Sciences-Hudson Valley Lab-Statutory****Minimum Biweekly Salary: \$534.30**

Routine care of orchards and grounds at the Hudson Valley Laboratory. Until 1991.

Requirements: Associate's in biological sciences; pesticide applicator's license required. Minimum 2 years related experience. Experience operating farm machinery. Apply by February 3.

Technical Part-Time**Technician, GR18 - T5105****Biochemistry-Endowed****Minimum full-time equivalent: \$487.50**

Assist in research, biochemical preparations. Order materials and equipment. Prepare routine paper work regarding handling scheduled chemicals, state laws on syringes, etc. Maintain lab stocks of chemicals and supplies. 20 hours per week. 4 hours per day, mornings or afternoons.

Requirements: Bachelor's in biochemistry, chemistry or related field. Previous experience in a biochemical lab or formal training in electronics.

Should be able to use spectrophotometer, centrifuge, pH meter. Apply by February 3.

Research Aide, GR20 - T5104

Section of Ecology and Systematics-Statutory Minimum full-time equivalent: \$534.30

Responsible for standardizing and editing scientific and geographic information prior to computer entry of data. 20 hours per week. Flexible.

Requirements: Associate's required. Bachelor's or equivalent experience preferred in biology, ecology, or systematics. Prior experience with natural history collections preferred. Must have experience with personal computers and be detail-oriented with a good knowledge of geography. Foreign language skills helpful. Apply by February 3.

Technical Temporary

Casual Animal Attendant • T5201

Small Animal Clinic

Clean cages, feed and water small animals and maintain hospital cleanliness. Casual weekend and holiday work.

Requirements: High School diploma or equivalent. Apply as soon as possible.

Technician - T5205

Entomology

Screen genomic libraries and electrophoretic analysis of genomic clones. Temporary part- or full-time.

Requirements: Bachelor's in genetics, biochemistry, or related field. Experience with molecular genetic techniques (i.e., DNA preparation and library screening). Apply by February 10.

Technician - T5124

Biochemistry, Molecular and Cell Biology

Assist in purification and characterization of polypeptide hormones and other biologically active proteins. Assist in biophysical studies of protein crystals. Assist in ordering supplies and lab maintenance. 6 month appointment.

Requirements: Bachelor's in chemistry, biochemistry or biological science. 2 years experience. Computer programming skills an advance.

Send cover letter and resume to Judi Baker by February 3.

Academic

Japanese Bibliographer

Wason Collection on East Asia, John M. Olin Library

Send cover letter, resume and list of 3 references to Ann Dyckman, Personnel Director, Cornell University Library, 201 Olin Library, Ithaca, NY 14853-5301.

Who to Call for What: Office of Human Resources and Statutory Business Services

Address Changes

Campus and home addresses
Operations 7003

Advertisement placement and billing

Staffing Services 5226

Air travel insurance

..... 3741

Appointments

Form Processing

Vivian Collins 2332

Linda Budinger (S) 5400

Acting, casual, temporary, and dual

Anita Harris 7071

Linda Budinger (S) 5400

Mary Parker (S) 5400

Auto insurance

Marsh & McLennan Group Assoc.

..... 257-2160

Benefits

Administration

June Franklin 6884

Mary Slaght (S) 4455

Billing, conversion/COBRA

Laurie Dean 7300

Nancy Zinzola (S) 7995

Central Employee Registration (CER)

Susan Boedicker 3937

Information and Referral

Pat Smith 7508

Beverly Swartwood 3936

Mary Slaght (S) 4455

Life Insurance, Health Care, Medicare Coordination with Health Care, VADD, TIAA/CREF,

Retirement Planning, Tax Deferred Plan, Short/

Long Term Disability

Bonnie Clark 5791

Karen Raponi 6886

Bill Douglas 6896

Pat Cooke 6885

Mary Slaght (S) 4455

Nancy Zinzola (S) (health care) 7995

Medicare General Information and Enrollment-

Social Security Administration

Ithaca Office 273-0977

Select Benefits

Donna Bugliari 3708

Mary Slaght (S) 4455

Midge Kelsey (S) 4455

NYSERS

Gwen Harper (S) 7996

Mary Slaght (S) 4455

Workers' Compensation

Alice Boose 6347

June Franklin 6884

Mary Slaght (S) 4455

Gwen Harper (S) 7996

Break-in-Service Policy

Vivian Collins 2332

Linda Budinger (S) 5400

Central Employee Registration (CER) (see Benefits)

Child care policy issues

Health coverage

Bonnie Clark 5791

Nancy Zinzola (S) 7995

General information

Lauran Jacoby 6894

Compensation

Anita Harris 7071

Allan Bishop 7006

Mary Beth Berkley 7043

Chris Smith 7072

Cindy Fitzgerald 7070

Peg Reynolds 7400

John Hartnett (S) 4425

Linda Budinger (S) 5400

Conversion Continuation of benefits upon termination of employment

Automobile insurance

Marsh & McLennan Group Assoc.

..... 257-2160

Health care conversion

Laurie Dean 7300

Nancy Zinzola (S) 7995

Life insurance conversion

Laurie Dean 7300

Cornell Children's Tuition Scholarship (CCTS) (see Training and Development)

Deans, Directors, Department Heads

DDD List Authorization/changes

Laurie Roberts 3541

Deductions, payroll

Automobile insurance

Marsh & McLennan Group Assoc.

..... 257-2160

Federal retirement

Mary Slaght (S) 4455

Long Term Disability Insurance (LTD), Health Insurance

Laurie Dean 7300

Mary Slaght (S) 4455

Short Term Disability Insurance (DBL)

Endowed Payroll Office 5194

Statutory Payroll Office 2022

Salary reduction agreements, Tax Deferred Plan, Disability

Bonnie Clark 5791

Karen Raponi 6886

Bill Douglas 6896

Pat Cooke 6885

Mary Slaght (S) (disability) 4455

Select Benefits (see Benefits)

Statutory retirement programs (TIAA/CREF & NYSERS)

Mary Slaght (S) 4455

Supplemental life insurance, VADD

Laurie Dean 7300

Disability (see Benefits)

East Hill Plaza (see Staffing)

Employee and Supervisor Concerns (see Employee Relations)

Employee Assistance Program (EAP)

Counseling

Family and Children's Services

of Ithaca 273-1129

University Liaison-Lauran Jacoby 6894

Employee Day Committee (Human Resource liaison)

Laurie Roberts 3541

Employee Degree Program (see Training and Development)

Employee Records 6883

Employee Relations/Labor Relations

Marge Swiercz Clark 6895

Lauran Jacoby 6894

Vashti Peagler 6887

Kacy Covert 7206

Employee transfers (see Staffing)

Employment (see Staffing)

Extramural Study Program (see Training and Development)

Fair Labor Standards Act

Anita Harris 7071

Grievance Procedure (union and non-union) (see Employee Relations)

Health Care

Counseling and Claims Assistance, Enrollment, Coordination with Medicare, Prescription Drug Program (see Benefits)

Holidays

June Franklin 6884

I. D. Cards

Academic

Sandie Phelps 4963

Aetna and Prescription Drug Program

Bonnie Clark 5791

Karen Raponi 6886

Bill Douglas 6896

Pat Cooke 6885

Empire Health Plan

Nancy Zinzola (S) 7995

Immigration Reform & Control Act I-9 (see Staffing)

Nonacademic (CER)

Susan Boedicker 3937

Replacement (regular employees) 6883

Retirees

Pat Cooke 6885

Temporary

Staffing Services 5226

Job Classifications, Descriptions, Evaluations and Reclassifications (see Compensation)

Labor Relations (see Employee Relations)

Layoffs

Lauran Jacoby 6894

Marge Swiercz Clark 6895

Reemployment assistance/Dual Career

J. Courtney Fletcher 7044

Continuation of benefits

Laurie Dean 7300

Mary Slaght (S) 4455

Unemployment insurance benefits

Barbara Siany 4652

Leaves of absence

Funeral, jury duty, military training, personal leave

June Franklin 6884

Departmental and university leaves

Vivian Collins 2332

Benefits billings while on leave

Laurie Dean 7300

Nancy Zinzola (S) 7995

Life Insurance

Assignments, Beneficiaries, Claims Processing, Long Term Disability (see Benefits)

Contact with carrier for conversion

Frank Sardone 387-9797

Medicare Coordination with Health Care (see Benefits)

Moving and relocation allowance

Office of the Controller 6240

New Employee Orientation (NEO)

Lauran Jacoby 6894

Barbara Siany 4652

Organizational Services

Consulting

Gerry Thomas 8535

PAF processing (see Appointment)

Pay

Hiring Rates, Starting Pay, Inconvenience Pay, Overtime Pay, Pay Grade Structure, Pay Periods, Policy, Pay Ranges, Temporary Pay Rates, Pay Advances, Annual Increases, Shift Pay and Stand-By Pay (see Compensation)

Performance appraisals (see Training and Development)

Personnel Manual

Content

Laurie Roberts 3541

Distribution and updates

Cheryl Seland 6890

Phased retirement

Vivian Collins 2332

Position classification (see Compensation)

Probationary review process

Vashti Peagler 6887

Promotions (see Compensation)

Reclassifications (see Compensation)

Recruitment (see Staffing)

Reference checks (see Staffing)

Retirement Planning

Benefit estimates, counseling, claim processing, enrollment, TIAA repurchase information, NYSERS (see Benefits)

Salary Improvement Program

Anita Harris 7071

John Hartnett (S) 4425

Select Benefits (see Benefits)

Seminars and Workshops (see Training and Development)

Service Recognition Program

General information

Laurie Roberts 3541

Service verification

Vivian Collins 2332

Sexual harassment or discrimination

Employee Relations 7206

Office of Equal Opportunity 3976

Staffing

Recruitment, hiring, job posting, reemployment, transfers, waivers of posting

General information 5226

Approval of extension of temporary positions

Ellie Doty 6898

East Hill Plaza Office

Esther Smith 8081

Laurie Worsell 2192

Employment of minors

Vivian Collins 2332

Clerical positions

Esther Smith 8081

Dual Career

J. Courtney Fletcher 7044

General service positions

Esther Smith 8081

Laurie Worsell 2192

Judi Baker 6872

Leanna Morgan 6871

Immigration Reform & Control Act I-9

..... 5226

Job Opportunities list

Holly Cary 6870

Professional/Administrative positions

A Message from the Director of OEO

Employees at an institution the size of Cornell University inevitably face a variety of nagging human relations and employee/management problems. Most of these day-to-day problems are successfully resolved at the worksite by the party or parties involved. Some issues, however, are not so simply resolved and, consequently, the aggrieved person(s) will sometimes make use of one or more of the university mechanisms established to resolve complaints.

When employees feel that they are the victims of discrimination based on their race, sex, disability, religion, national origin, sexual orientation, or their status as Vietnam-era veterans, they have the option of seeking the services provided by the staff of the Office of Equal Opportunity (OEO). The specific services are described on page 1.

While it is true that one of OEO's main tasks is to resolve alleged discrimination complaints, it also has a mission to help the university become a more diverse community. Such a mission is easier said than done, especially when one considers that Cornell *the community* is subject to many of the same social problems besetting the greater society.

Indeed the mission to become more diverse commits the institution to establishing strong affirmative action policies and programs to achieve its goals. The university's policy on affirmative action and equal employment opportunity reads as follows:

Cornell University is firm in its commitment to affirmative action and equal employment opportunity. The university's priorities for the 1980s and beyond place affirmative action and equal opportunity as key elements in our plan for excellence. The associate vice president of the university is responsible for affirmative action and equal employment opportunity at Cornell. The officer's responsibilities include ensuring that we

- recruit, hire, train, and promote qualified people in all job titles, without regard to race, color, sex, age, religion, national origin, disability, or veteran status;
- make employment decisions so as to further the principle of equal employment opportunity;
- make promotion decisions in accordance with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
- administer all personnel actions without regard to race, color, sex, age, religion, or national origin and without discrimination based on disability or veteran status;
- protect employees and applicants from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation on affirmative action or equal employment opportunity;

ensure that reporting and monitoring procedures are in place to assess and improve the effectiveness of affirmative action and equal employment opportunity programs.

Cornell needs the substantial presence on its faculty and staff of minorities, women, individuals with disabilities, and veterans. The university that lacks that presence is deprived of skills, perspectives, and insights that are essential to the diversity, balance, and comprehensiveness of a great institution of learning.

Implementation of our policy on affirmative action and equal opportunity requires the cooperation of the university community. It is only through the cooperation of the entire community that we can continue to make progress toward our goals.

In future editions, articles will focus on how the Office of the Associate Vice President for Human Relations and the Office of Equal Opportunity support university employees' efforts to bring about this diverse community.

By William Thompson, director of the Office of Equal Opportunity

William Thompson began his work as director of the Office of Equal Opportunity in August of 1988. Prior to coming to Cornell, he served as program officer for The Fund for the Improvement of Postsecondary Education and as civil rights analyst and program analyst for the U.S. Commission on Civil Rights.

Disability Notebook

Continued from page 1

new building. Much to his surprise he found that there was no ramp provided so that he could enter the building. Stairways faced him in all directions. Sam was not disabled because he was a paraplegic, rather he was disabled by architectural barriers. At that point his environment disabled him.

In our society we freely use terms like norms and normal to describe the status of persons. Our environments are frequently designed to meet those norms. Anyone with an unusual clothing size or an exceptionally wide or narrow foot knows the frustration of being excluded.

This norm is also applied to our disability status. 20/20 has arbitrarily been declared the norm for vision. Yet, how many people do you know with 20/20 vision? Recently a change was made in the standard of identification for persons who are declared to be mentally retarded. By changing a norm from one standard deviation to two, the number of persons identified as mentally retarded dropped from 3% of the population to 1%. The persons measured were still the same, only the definition of the norm had changed. Yet the implication of being labeled mentally retarded will have a major impact on a person's life.

The truth is that individuals can not be easily divided into a disabled or non-disabled status. All of us are endowed with a spectrum of abilities. Levels of disability also exist on this spectrum. Whether a disability interferes with a major life function may depend on our environment, personal attitudes or the availability of accommodations.

The next "Disability Notebook" will look at disability from the legal perspective of Section 504 of the Rehabilitation Act of 1973. What are your rights under the law? What is the university's obligation in hiring, job accommodations, and other issues?

Joan B. Fisher, coordinator of Disability Services

Inclement Weather Policy

It is sometimes necessary to change the university's operating schedule because of snow or other inclement weather emergencies. If conditions exist such that university services are affected, the local radio stations will announce by 5:30 a.m. one of the following situations:

Delayed opening - the entire university will be open and operating at a later time. Peak period bus service from A and B lots will start 30 minutes before the announced opening times.

Partial closing - only classes, libraries, examinations, and health service, residence life, dining, unions and activities, physical plant, life safety, Cornell Information and Referral Service and public safety units will continue to operate. Regularly scheduled bus service from both A and B lots will be maintained.

Closing of the university - only health service, residence life, dining, unions and activities, physical plant, life safety, Cornell Information and Referral Service and public safety units will continue to operate.

The following radio/TV stations participate in the announcements:

Ithaca - WHCU (870 AM)
WICB (91.7 FM)
WQNY (103.7 FM)
WTKO (1470 AM)
WVBR (93.5 FM)
WYXL (97.3 FM)
WSQG (90.9 FM)
Auburn - WMBO (1340 AM)
WPCX (106.9 FM)
Binghamton WBNF (1290 AM)
WQYT (98.1 FM)
WSKG (89.3 FM)
WBNG TV12

Cortland - WKRT (920 AM)
WOKW (99.9 FM)
Elmira - WENY (1230 AM)
WENY TV36
Geneva - WGVA (1250 AM)
WECQ (101.7 FM)
Mont Fils - WXXY (104.9 FM)
Owego - WEBO (1330 AM)
Syracuse - WIXT TV9
WSTM TV3
WTVH TV5
Wat Glen - WGMF (1500 AM)

New Federal Legislation Requires Completion of Questionnaire

Recent federal legislation enacted in 1987 requires Cornell - as a Department of Defense contractor - to identify new employees who meet certain criteria.

This new legislation requires, as of January 1, 1989, the identification of former officers or employees of the Department of Defense or the armed forces who have been hired by Cornell within two years after having left such service. In certain cases, compensation in excess of \$250 is prohibited (including casual and temporary employees as well as regular full and part-time).

Hiring supervisors have been instructed to have employees who are new to the university complete a Defense Authorization Act questionnaire which will be completed along with other necessary appointment forms. The information supplied will enable Cornell to meet its obligations under federal law.

This questionnaire requests information on the level of pay received, duties performed, a list of all job titles held in the previous position and a description of the work that will be performed at Cornell. Hiring supervisors will receive a copy of the form from Staffing Services when they submit a requisition for posting. Contact the Academic Personnel Office, 5-7597 or the Office of Human Resources, 5-5226 for more information.

W-2 Forms Mailed

Contact Payroll, 5-5194 if you have not received your W-2 form at your home address.