

CORNELL CHRONICLE

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Panel urges improvements in undergraduate education

Significant changes in undergraduate life, teaching and curriculum at Cornell have been urged by a panel after two and one-half years of review.

Some of the recommendations are expected to be implemented next fall, and all will be supported by at least \$1 million a year from an existing fund for improving undergraduate education.

Aggressively strengthening teaching's place in the faculty reward system, giving all 3,000 freshmen a common intellectual experience, promoting greater student-faculty interaction and requiring all undergraduates to have competence in quantitative reasoning are among the chief recommendations.

In accepting the final report of the Provost's Commission on Undergraduate Education, President Frank H.T. Rhodes called it "timely and of value in helping us address some of our highest priorities.

"For several years, the faculty, administration and trustees have been seeking ways to improve undergraduate teaching and life," Rhodes said. "That has been a large part of the self-examination we have set ourselves as we approach our 125th anniversary in the spring. This report brings numerous efforts into a common focus and tells us how to proceed. I hope we can now begin to implement it." Copies of the report may be obtained at the Office of Academic Programs, 309 Day Hall.

The report listed seven areas in which Cornell should focus efforts to improve undergraduate education:

- Curricular improvements across colleges and disciplines.
- Support for teaching.
- A common freshman experience.
- A commission on quantitative competence.
- Support for student-faculty interactions.
- Internationalization of undergraduate education.
- Public and voluntary service.

The 24-member commission, which included the deans of all seven undergraduate colleges, did not recommend any common core curriculum, but did say it "strongly believes that there should be a set of intellectual activities during the freshman year in which all freshmen participate."

The common activities, to begin next fall as a pilot project, are to involve social and academic settings and be thematically unified according to a design to be developed by a small advisory committee.

The recommendation with the most direct implications for curriculum was establishing a "Commission on Quantitative Reasoning" that would look toward providing

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Charles Harrington

Jethro Abplanalp-Gaede with "South-Rains in the Face," one piece in his "Spoonfish Shaman" series

based on his Native American heritage on display at the Johnson Museum.

CCPA funds employee, student artists; works on exhibit at Johnson Museum

During a five-minute walk across campus, Jethro Abplanalp-Gaede was greeted by a dozen colleagues and students. It seemed that everybody knew the bushy-bearded, pipe-toting and gregarious 39-year-old Olin Library circulation supervisor.

But did they? What Abplanalp-Gaede does at Cornell is not what he thinks of as "real life." His real, passionate life — as an artist — happens at night in a 12-by-12-foot studio on his Lansing farm.

"Art is a full-time love, a full-time passion with a full-time commitment. Everything else revolves around it, even if I'm not doing it full time," he said.

Now, for the first time, his two lives of artist and Cornell employee have been joined. His work is on exhibit at Cornell's Herbert F. Johnson Museum of Art in the fifth on-campus exhibition of works by university staff and students, supported by Cornell's Council of the Creative and Performing Arts (CCPA).

"South-Rains in the Face," one of a series of colorful constructions based on his Native American heritage, is part of a multimedia display of the work of some 60

Cornell staff members and students who have won grants since 1986 from CCPA, a 17-member faculty council charged with acting as arts advocate for the university.

The exhibition, which continues until Dec. 22, includes Johnson Museum guard William Deats' painting of Tjaden Hall, financial aid counselor Jill Mohr's multimedia collage, "New York, New York" and Department of Microbiology laboratory technician Reha Garen's organic forms and still-life photographs.

Among the students' works are a photographic exploration of an artist's sexuality, a film of gothic erotica with a metaphysical narrative and one of a series of photographs documenting the 13 towns in the United States that bear the name "Monterey."

With an annual budget of some \$10,000, the CCPA awards grants of up to \$500 for proposals submitted by May 1. The grants are designed to help pay for projects to be done outside the academic curriculum in architecture, creative writing, design, film, graphics, installa-

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Tuition increase could range from 7 to 8.2 percent

Tuition is likely to increase by between 7 and 8.2 percent next year as the university seeks to balance a drive for more efficiency with its liberal financial-aid policy and increases in salaries and graduate-student stipends. Thus, tuition could rise from \$14,000 this year to between \$15,000 and \$15,200 next year.

The 1990 Endowed General Purpose Budget will not be voted on by the Board of Trustees until March. Continuing discussions will involve deans, administrators, campus assemblies and faculty committees.

But substantial review already has taken place, and Senior Provost Robert Barker will present the current outlook to the Faculty Council of Representatives at its meeting on Wednesday, Dec. 13.

Based on interviews with Barker and Provost Malden C. Nesheim, it is possible to identify current assumptions in the budget that largely will govern operations of the College of Arts and Sciences, the College of Engineering, the College of Architecture, Art and Planning, and of numerous central

Senior Provost Robert Barker will address the Faculty Council of Representatives on Wednesday, Dec. 13, to respond to budget recommendations endorsed by the FCR at its Nov. 8 meeting. The meeting will be held at 4:30 p.m. in Room 110 Ives Hall.

administrative functions for the fiscal year that will begin on July 1. Although Cornell's trustees also set tuition at the state-supported colleges, that action is too closely bound up with the state budget process for estimates to be made now.

Even without planning for any bold departures, expenses under the endowed budget next year are likely to exceed by \$16.7 million the anticipated expenses in the year under way — rising from \$228.3 million to \$245 million.

Nesheim emphasized that most of that projected increase is for compensation and Cornell's soaring cost of providing financial aid.

Increases in salaries for faculty and staff and graduate-student stipends may account for well above 50 percent of the \$16.7 million increase. Nesheim said that the general-purpose budget could not support the full 10 percent salary increases urged by the FCR for each of the next two years. But he agreed that competitive pressures, compounded by prospects of many faculty retirements in the next five years, do make salary improvements a high priority.

The FCR and President Frank H.T. Rhodes have endorsed selective, gradual reductions in the number of faculty positions as a means of improving faculty and staff salaries. Barker and Nesheim see such a strategy as helping provide the means for enlarging the pool of funds available for salary improvement. They probably will mandate that individual colleges provide some portion of additional funds for

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BRIEFS

■ **Power outages:** One-minute electrical outages will occur on campus on three consecutive days during the week of Dec. 18 in order to place the university's new electric substation on-line. The substation will provide higher quality electric power to the campus. The outages will occur at a time that will cause minimum inconvenience to faculty and staff while allowing them to reset their equipment. Building managers will be notified once the three specific dates and times are selected. Questions should be directed to Facilities Engineering Customer Service, telephone 255-5322.

■ **Chimes concerts:** Weekday chimes concerts will be on a revised schedule from Dec. 14 through 22, and there will be no concerts during the winter break, Dec. 23 through Jan. 21. Under the revised schedule, the morning concert will be at 8:45 a.m. instead of 7:45 a.m. and the midday concert will start at 11:45 a.m. instead of 1:10 p.m. The 6 p.m. concert and the weekend concerts will remain the same.

■ **Alcohol I.Q. Network:** The State University of New York Faculty Senate has recog-

nized a computer-based education program developed by University Health Services and Cornell Information Technologies, the "Alcohol I.Q. Network," as one of 10 outstanding SUNY college programs to improve student life. The Alcohol I.Q. Network, available on CUINFO, offers information about alcohol, tests one's knowledge of alcohol and offers a personal, non-judgmental inventory of drinking behaviors and attitudes.

■ **Tour of Italy:** The Johnson Museum of Art is sponsoring a 12-day tour of Northern Italy next September, focusing on the art treasures in Milan, Venice and other cities. For a detailed itinerary and information on cost, contact Jill Hartz, community relations coordinator at the museum, telephone 255-6464.

■ **1990 Weather Calendar:** The 1990 Ithaca Weather Calendar, produced to raise funds for the Cornell Chapter of the American Meteorological Society, is on sale in Room 1113 Bradfield Hall or by calling 255-3034 to learn of other locations. The calendar costs \$5.50. The calendar is filled

with detailed weather information and statistics.

■ **Named to board:** John R. Wiesenfeld, deputy vice president for research and professor of chemistry, has been named to the board of trustees of Associated Universities Inc., a not-for-profit scientific educational corporation headquartered in Washington, D.C., that operates Brookhaven National Laboratory on Long Island and the National Radio Astronomy Observatory, with its numerous facilities throughout the country.

■ **Typesetting workshop:** A free workshop on typesetting tips for desk-top publishers will be offered by Media Services on Wednesday, Dec. 13, from 9 to 11:30 a.m. in Room 190 Statler Hall. To pre-register, contact Anita Stuever, Media Services, 1150 Comstock Hall, telephone 255-7673, by Monday, Dec. 11.

■ **Upgrade career skills:** A series of courses aimed at upgrading the career skills of employees in electronics fields will be offered by the Office of Human Resources beginning in mid-January. Courses in basic

and advanced electronics, digital electronics, advanced digital electronics, microprocessors, basic mechanical design and basic mechanics will be available, depending upon the number of people who register for the programs. For more details and to register, call Joseph Lomax at Training and Development, telephone 255-6880. A fee, to be paid by the employee's department, will be charged.

■ **Traffic Bureau hours:** Winter session hours for the Traffic Bureau will be from 7:45 a.m. to 4 p.m. from Monday, Dec. 11, through Friday, Jan. 19.

■ **Electronic parking gates:** Y-permit holders should test their university identification cards at the electronic parking gates to be installed at the North Center Avenue and the Sibley Hall parking lots next week. If the card does not activate the gate, permit holders should have Photo Services in Room B-27 Day Hall test their identification card and possibly replace it. Traffic personnel will be at the sites in early January to provide assistance during the first week of full operation of the gate system.

Young Scholars Program



Don Albern

The Cornell Young Scholars Program, which seeks to encourage active interest in the sciences and humanities among able minority students from regional schools, added a dimension last week to its 18-month-old program. It invited parents and industry mentors to join participating students at an on-campus Saturday session involving study and discussion. Cornell Young Scholar Frank Wells III (second from right) was joined by (from left) his parents, Frank and Tonia Wells, and David McMullen of Corning Inc. About 20 students started the program in each of the last two summers with a two-week summer program of math, English and science.

Trustee Committee will meet Dec. 14

The Executive Committee of Cornell's Board of Trustees will discuss budget and tuition planning for 1990-91 when it meets in open session on Thursday, Dec. 14, at 2 p.m. in The Cornell Club-New York, 6 East 44 St., New York City.

The board's Buildings and Properties Committee also will meet in open session at 9 a.m. in the same location.

Members of the public who wish to attend the open meeting of the Executive Committee may obtain tickets beginning at 9 a.m. Tuesday, Dec. 12, on campus at the Information and Referral Center in the Day Hall lobby. A limited number of tickets will be available for the public, one per person, on a first-come, first-served basis. Tickets are not required for the Buildings and Properties Committee meeting.

Arbitration sought over health plan

United Auto Workers Local 2300 has asked for arbitration of its assertion that Cornell should have consulted with the local before deciding on 1990 increases in employee contributions toward health insurance.

The local's decision, announced last week, came three weeks after the local presented a formal grievance over the issue.

At the end of October, Cornell announced that employees of its privately supported colleges would pay either 2 percent or 8 percent more next year for coverage under Option One and Option Two health plans — increases far below the national health-insurance inflation rate of between 17 and 25 percent.

The union claims a right to input in health-coverage decisions based on a 1988 letter of agreement "to establish a health insurance committee for the purpose of cost containment and reviewing information regarding the health insurance plan."

In response, the university's manager of employee relations, Marge Swiercz Clark, noted that the union did not object a year ago when it was advised of the next year's terms just before letters were mailed to all employees.

Noting that this year's procedure was the same, she cited Article 34 of the Cornell-UAW contract, which says: "The university and the union agree that during the term of this agreement, the university will automatically extend to endowed employees covered by this agreement any adjustments . . . which the university might make for employees not covered by a collective bargaining agreement. In the event of such changes, the university will notify the union of such changes prior to their implementation."

The American Arbitration Association will offer a list of arbitrators and both sides must agree on a choice. A ruling could take several months after that.

—Sam Segal

GRADUATE BULLETIN

■ **January Degrees:** Jan. 12 is the deadline for completing all requirements for a January degree, including the submission of the final copies of the thesis/dissertation to the Graduate School.

■ **Registration:** Spring 1990 registration for graduate students will be in The Henry, Sage Hall, on Jan. 18, 19 and 22, 8:15 a.m. to 4:15 p.m.

■ **Travel:** Conference Travel Grant Applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by Jan. 1 for February conferences. Application forms are available at graduate field offices. Grants for partial transportation costs are awarded to registered graduate students who have been invited to present papers at major conferences or symposia.

■ **Fellowships:** Foreign Language and Area Studies Fellowships applications for 1990-91 are available in the graduate field offices and the Fellowship and Financial Aid Office, Sage Graduate Center. Application deadline is Jan. 19. Award includes 9-month stipend of \$5,000 plus full tuition for 1990-91 academic year; available to citizens or permanent residents of U.S.

BARTON BLOTTER

Fourteen students were referred to the judicial administrator on Department of Public Safety charges stemming from a demonstration in Day Hall on Nov. 29. They were protesting university investments in companies with operations in South Africa.

The 14 students and two other persons who are believed to be students were charged with failure to comply with an order when they refused, following two warnings, to leave the hallway in front of the third-floor office complex of President Frank H.T. Rhodes after the 5 p.m. closing time for Day Hall.

Two persons in the group of 18, which began the protest in Day Hall at 4:20 p.m., left the building at 5:24 p.m. after a second warning. Of the two protesters who did not present identification to Public Safety officers, one identified himself verbally and the other refused to give any identity. The person who refused to identify himself may be subject to other charges, according to Public Safety. All of the demonstrators were videotaped during the demonstration for identification purposes.

Other incidents listed in the morning reports of the Department of Public Safety for Nov. 27 to Dec. 3, included 18 thefts with losses in cash and valuables of \$6,947. The thefts included a \$2,300 computer, a \$400 cassette deck and stereo receiver and a \$300 compact disc player, all taken from Zeta Psi fraternity at 534 Thurston Ave. Other thefts included \$250 in traveler's checks, \$610 worth of camera equipment and other items in a backpack stolen from Uris Library. A charge card was taken from Clara Dickson Hall and some \$1,000 in purchases then made against it.

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

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

Library catalog now accessible from home and office computers

Associate Professor of Archaeology Thomas Volman used to have the sense that librarians cringed when they saw him. It was that long list of titles he carried, titles he wanted to know if he could find in the university's collection.

Now Volman finds the answers without leaving his McGraw Hall office, without speaking to a librarian, without writing down the title, without delay.

He is the new kind of Cornell Library user: He taps into the catalog through his own office computer.

"It's a helluva convenience; I punch a button and, in a few seconds, it's ready for my request," Volman said.

A workshop on how to use Cornell Library's catalog via computer from home or office will be held on Monday, Dec. 11, from 10 to 11 a.m. in Room 100 of Caldwell Hall. The class is free, but registration is required. Call Cornell Information Technology's Service Help Desk at 255-8990.

Remote access to the catalog entries for 1.7 million titles — about one-half of the university's holdings, or nearly all books, journals, music scores and recordings acquired since 1973 — became available on Nov. 1 to all faculty, students and staff who have a home or office computer. All it takes to use the information, previously only computer-accessible (via the on-line system) from within the libraries, is a modem or a direct link to the university's mainframe computer.

"This is the beginning of a big change in the way libraries work in universities. It is the first step of the extension of libraries outside of the library doors," said Catherine Murray-Rust, assistant university librarian.

"You can be at home at 2 a.m., doing whatever you're doing — half the scientists on this campus, I think, stay up all night — and access the catalog," she said. "You can even call from California if you want to."

This convenience — "instant gratification," as Associate Reference Librarian Bob Kibbee puts it — may do more than save researchers time; it may enhance their studies.

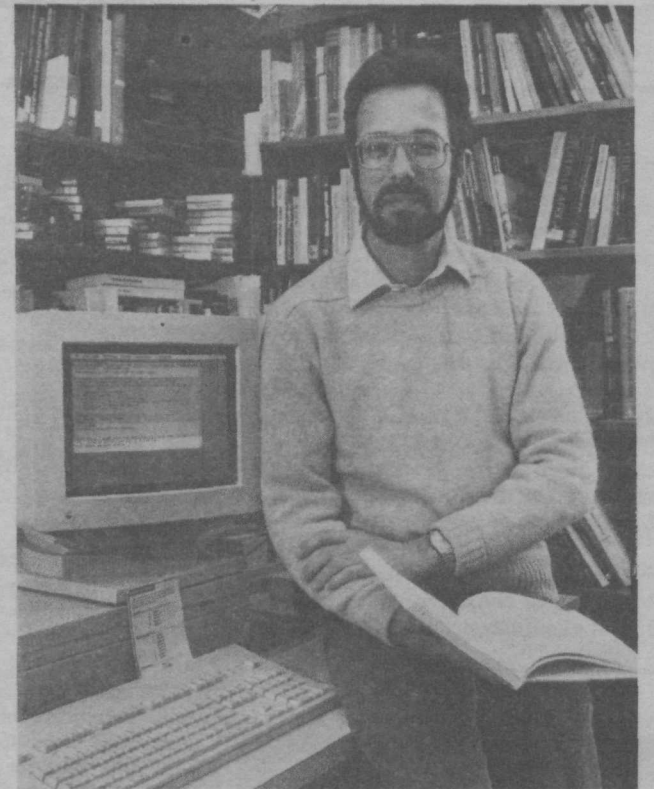
"A lot of scholarship is serendipity," Kibbee said. "When scholars looking through a book catalog or bibliography see something that looks useful to them, the first step in thinking is, 'Do we have it?' If they can just reach across to their computer and find out, they may be more likely to use it than if they put it on a piece of paper or in the back of their minds."

In addition to learning whether the university owns a book, users of four of Cornell's 17 libraries — Mann, Industrial and Labor Relations, Hotel and Mathematics — can determine whether a title is on loan or on the shelf. By the summer of 1992, it will be possible to use a computer to check the status of titles in all libraries, Murray-Rust said.

Library materials acquired before 1973 will be added to the on-line system during the next several years. The complete collections of smaller campus libraries already are accessible, including the holdings of the Africana, Engineering, Entomology, Hotel, Industrial and Labor Relations, Mathematics, Physical Sciences and Veterinary libraries.

The remote access system is a joint project of the University Library and Cornell Information Technologies. Some 200 professors, students and staff members helped to test the system and, by making suggestions, to simplify it.

Computer users can teach themselves how to use the computerized catalog by acquiring a Remote Access Guide and Search Guide from the Help Desk in Room 124 of the



Charles Harrington

Associate Professor of Archaeology Thomas Volman lets his McGraw Hall office computer do the walking through the library catalog.

Computing and Communications Center. The guides also are available at the reference desks of all libraries. Communications software is available from the CIT Lending Library by calling 255-8991.

—Lisa Bennett

Ugly pink coat helps trees survive holiday

Being ugly can save your life this time of year — if you're an evergreen tree lucky enough to be painted with "pink ugly mix" devised by horticulturists here.

Pink ugly mix is a concoction of food coloring, lime and other materials invented seven years ago by Cornell Plantations horticulturist Gerry Sciarra to discourage thieves from cutting valuable evergreens for Christmas trees.

"Until we painted our trees with pink ugly mix, theft was a major problem this time of year," said Hal Martin, manager of the Newman Arboretum at Cornell Plantations. "These trees are parts of 'museum' collections. They have been selected as teaching and research resources because of their special characteristics.

"However, to thoughtless people our specimens were a free source of Christmas trees," Martin added. "Many homeowners with beautiful, living trees in their yards have the same problem with theft."

Now Cornell Plantations crews paint the most vulnerable trees with pink ugly mix in the late fall. The coating not only temporarily disfigures the trees but offers the needles some protection from the drying winter winds. When the coating washes off in a few months of rain and snow, the lime in the pink ugly mix becomes a soil nutrient.

"Ugly mix should be applied when the temperature is above freezing," Martin advised. "We use the red food coloring to make a pink mix, but any color that isn't green would do the job. If the tree is stolen anyway, the ugly mix should make it easier for law enforcement officials to trace."

The recipe for ugly mix is: two gallons of water; 20



Margaret Corbit

Horticulturist Gerry Sciarra applies his pink ugly mix to a tree in the F.R. Newman Arboretum.

ounces of hydrated limestone; four ounces of Wilt-Pruf or other plant conditioner and two bottles of red food coloring. Mix ingredients in a large container. Stirring the solution before and during use is important. Apply to trees with broom or brush when conditions above freezing. The mix makes enough to treat about eight trees, five to six feet in height.

Cost-saving ideas sought for entry in two contests

The university will present up to 10 prizes worth a total of \$1,600 to employees and their departments for cost-saving ideas implemented during 1989.

The top entry or entries in the annual university wide competition will be submitted to the annual National Cost Reduction Incentive Awards Program sponsored by the National Association of College and University Business Officers and the United States Steel Foundation. Awards in that competition range from \$100 to \$10,000.

All entries in the university competition must be submitted by Jan. 3 to Allan A. Lentini, assistant to the senior vice president, 317 Day Hall, telephone 255-3759. Contest details and forms may be obtained from Lentini. There will be a \$500 prize, a \$300 prize and eight \$100 prizes.

The authors and co-authors of all the entries in the Cornell contest will be invited to a dinner to be given by Senior Vice President James E. Morley Jr.

The university will forward its winning entries by Feb. 1 for the NACUBO competition.

No idea is too small or too big for consideration, Lentini said. Last year's entries in the competition saved the university an estimated \$500,000 in just one year, he added. The cost savings over the decade that the competition has been conducted must be in the multimillion-dollar range, he said.

—Martin B. Stiles

3 fraternities placed on probation for violating rules of conduct

Three fraternities have been placed on probation for up to two years in connection with a series of incidents during the fall semester.

In addition, a fourth fraternity has been issued a warning by the 15-member Greek Judicial Committee, a representative body of fraternity and sorority members responsible for investigating and reviewing alleged violations of the Greek Code of Conduct.

Hearings were conducted during November, according to Randy Scott Stevens, coordinator of Greek life, who explained that fraternity and sorority chapters are held accountable for the actions of their members and guests if the behavior is related to the fraternity or sorority.

Alpha Epsilon Pi has been placed on probation until Dec. 15, 1991. Until then, no alcohol will be permitted in the fraternity house or at any chapter activity, and members must participate in several programs promoting responsible use of alcohol.

Each fraternity brother also must complete at least 15 hours of community service for each semester that the chapter is on probation. In addition, Alpha Epsilon Pi must have a house parent and an active chapter adviser for the fraternity by Jan. 1.

According to Stevens, any further violations or failure to meet all the requirements prescribed by the Greek Judicial Committee could result in withdrawal of recognition by the university, the most serious action that the committee and the university can take.

The action against Alpha Epsilon Pi stems from a party on Oct. 5 at which underage individuals allegedly were served alcohol. The committee found the fraternity guilty.

At that party were several underage Ithaca College students who claim to have been served beer.

Sworn statements obtained by the Tompkins County district attorney indicate that among those drinking beer at Alpha Epsilon Pi was Alexander Lesburt, 19, an Ithaca College freshman charged in the beating death of Cornell junior Todd M. Crane, 24.

Crane had attended a party at Theta Chi the night of Oct. 5. Early on Oct. 6, Crane and two friends gave the IC students a ride to the South Hill campus where the beating took place following an argument.

Crane died Oct. 7 from head injuries, and Lesburt was indicted in November by a Tompkins County grand jury on charges of second degree assault and criminally negligent homicide. Lesburt is free without bail pending further court action.

Theta Chi has been placed on probation until June 1, 1990. Until then, no alcohol will be allowed in the fraternity house, all social events must be non-alcoholic, and members of the chapter must register all of its functions, not just parties, with the Social Responsibility Committee, a new Greek agency that will coordinate the registration of fraternity and sorority parties beginning in the spring of 1990.

Stevens explained that Theta Chi was found guilty of holding an unregistered social event on Oct. 5. Any further violations or a failure to meet prescribed disciplinary action will result in the suspension of chapter privileges, he said.

Cornell Senior Vice President James E. Morley Jr. requested the review of Alpha Epsilon Pi and Theta Chi on Oct. 9 to determine if university rules and procedures gov-

erning fraternity events were violated.

Delta Upsilon has been placed on probation until June 1. Until then, 30 percent of the chapter's functions must be non-alcoholic and brothers must participate in an alcohol-awareness program.

Delta Upsilon also must perform by April 1 two community service projects with brothers of Chi Phi, which was issued a warning, and must conduct a conflict resolution workshop with Chi Phi by March 15. Stevens said that Chi Phi and Delta Upsilon had engaged in a brawl on Sept. 15 following separate parties at the two fraternity houses.

Fraternity and sorority chapters are held accountable for the actions of their members and guests if the behavior is related to the fraternity or sorority.

Any further violations or failure to meet the prescribed requirements could result in extended probation and stricter sanctions, or in suspension of privileges for up to two years, Stevens said.

Reports of alleged misconduct involving fraternities and sororities are referred to the coordinator of Greek life, who reviews the charges and initiates a series of actions that range from an informal judicial conference to formal hearings by the Greek Judicial Committee, which has the authority to issue sanctions.

If a chapter appeals a decision through the Office of the Dean of Students, the sanctions do not become effective until the appeals process is completed.

CALENDAR

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

learn how Chinese ritual bronze vessels were cast, see what a "chop" is and how it is used, and explore the traditions of scroll painting. For more information, contact the museum's education department, 255-6464, or Irene Bland of the Finger Lakes Independent Center, 272-2433.

Center for Jewish Living

"Portrait of A Land in Turmoil," an exhibit by Avner Moriah, through Dec. 20, Sundays through Thursdays, 1 p.m. to 5 p.m., in the Gallery of Art, Center for Jewish Living, 106 West Ave.

Hartell Gallery

Architecture Reviews through Dec. 14. The gallery is in Sibley Dome and is open Monday through Friday, 8 a.m. to 5 p.m.

Olin Library

"Subjects into Citizens: Image and Discourse in the French Revolution," a colorful and varied exhibition from Cornell's French Revolution Collection will be on display in Olin Library Monday through Friday, 8 a.m. to 5 p.m., through Jan. 3.

History of Science Collections

Olin Library

"1789 and the Chemical Revolution," an exhibit commemorating the 200th anniversary of the publication of Antoine Laurent Lavoisier's "Traite elementaire de chimie," through January. The culmination of Lavoisier's work, this book did much to lay the foundation of modern chemistry. The exhibit, Monday through Friday, 9:30 a.m. to 4:30 p.m., is in 215 Olin Library.

Tjaden Gallery

Group Exhibition: Students of Elizabeth Meyer, through Dec. 9. The gallery is in Tjaden Hall.

FILMS

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

Thursday, 12/7

"Marathon Man" (1976), directed by John Schlesinger, with Dustin Hoffman, Roy Scheider and Laurence Olivier, 7 p.m., Uris.*

"Stage Show: Pakistan Business and Professional Women's Club," The South Asia Film Series, 7:30 p.m., 310 Uris Library.

"Parenthood" (1989), directed by Ron Howard with Steve Martin, Mary Steenburgen and Dianne Weist. Shown with local film maker Karl Staven's animated short "Making a Baby," 9:45 p.m., Uris.*

Friday, 12/8

"Parenthood" 6:45 p.m., Uris.*

Student Films, Fall 1989, co-sponsored by Pentangle, 9:45 p.m., Uris.*

Saturday, 12/9

"Bharat Learns of His Brother," and "Bharat Refuses the Throne," parts 21 and 22 of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Library, 1:30 p.m., 310 Uris Library.

"The 5,000 Fingers of Dr. T" (1953), directed by Roy Rowland, with Hans Conried and Peter Lind Hayes, part of the IthaKid Film Fest, 2 p.m., Uris.* (\$2, \$1.50 for children under 12)

"Jan Svankmajer: Alchemist of the Surreal," 7:15 p.m., Uris.*

"Parenthood" 9:45 p.m., Uris.*

Sunday, 12/10

Asian American Short Films 2, from Asian Cinevision's 1989 Asian American International Film Festival, 2 p.m., Johnson Museum.

"Stage Show: Pakistan Business and Professional Women's Club," The South Asia Film Series, 3:30 p.m., 310 Uris Library.

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

"The Abyss" (1989), directed by James Cameron, with Ed Harris and Mary Mastrantonio, 8 p.m., Uris.*

Monday, 12/11

"Straw Dogs" (1971), directed by Sam Peckinpah, with Dustin Hoffman and Susan George, 7 p.m., Uris.*

"The Abyss," 9:30 p.m., Uris.*

Tuesday, 12/12

"My Life As A Dog" (1985), directed by Lasse Hallstrom, with Anton Glanzelius and Tomas Von Bromssen, 7:10 p.m., Uris.*

"The Abyss," 9:30 p.m., Uris.*

Wednesday, 12/13

"Daughter of the Nile" (1987), directed by Hou Hsiao-hsien, Hokkien and Mandarin with subtitles, co-sponsored by East Asian Studies, 4:30 p.m., Uris.

"Dog Day Afternoon" (1975), directed by Sidney Lumet, with Al Pacino and Chris Sarandon, 6:50 p.m., Uris.*

"Honey I Shrunk The Kids" (1989), directed by Joe Johnston, with Rick Moranis and Matt Frewer, 9:40 p.m., Uris.*

Thursday, 12/14

"A Boy and His Dog" (1975), directed by L.Q. Jones, with Don Johnson, 7:15 p.m., Uris.*

"Honey I Shrunk The Kids," 9:30 p.m., Uris.*

LECTURES

Sydney A. Asdell Lecture

"Hormone Agonists and Antagonists: A Better Way to Control Human Reproduction," David T. Baird, professor of reproductive endocrinology, University of Edinburgh, the first Sydney A. Asdell Lecture, 4 p.m., Dec. 13, Morrison Hall Auditorium. The Asdell Lectures honor a pioneer in the science of reproductive biology whose early experiments were the basis for such advances as artificial insemination, superovulation, in vitro fertilization, embryo transfer and estrous cycle regulation. His later studies focused on the effects of hormones on longevity. Asdell was a member of Cornell's physiology faculty from 1930 until his retirement in 1965, and he died in 1987 at age 89.

Center for Jewish Living

"Ars Longa, Money Brevis in the Day of the Deficit," Leonard Garment, an adviser to President Nixon and Ford, Dec. 7, 8 p.m., Kosher Dining Hall, 106 West Avenue.

Peace Studies Program

"Drugs and Security: A View from Inside," Jon Wiant, deputy associate, Secretary of State for Intelligence Coordination, Bureau of Intelligence and Research, State Department, Dec. 7, 12:15 p.m., G-08 Uris Hall.

MUSIC

Department of Music



Donald R.M. Paterson

The Sage Chapel Program, under the direction of Donald R.M. Paterson, will take place

Dec. 10 and Dec. 11 at 8:15 p.m. in Sage Chapel. The program features ancient to modern carols and traditional hymns sung by the Sage Chapel Choir and often joined by the public as well as readings by faculty members, Donald D. Eddy and Kenneth A.R. Kennedy, and students. Bellingers under the direction of Christian Heller and organ works accompanied by trumpeter Marice Stith will perform.

Student Chamber Ensemble, directed by John Hsu, will perform J.S. Bach's Sonata in C Major; Erno von Dohnanyi's Serenade in C Major, Op. 10; Dmitri Shostakovich's Quartet No. 8 in C Minor, Op. 110; and, Shostakovich's Trio No. 2 in E Minor, Op. 67, on Dec. 7 at 8:15 p.m. in Barnes Hall.

Students of David Borden will perform their premieres of canons and inventions with computer and synthesizers on Dec. 8 at 8:15 p.m. in Barnes Hall.

The Glee Club and Cornell Chorus, conducted by Edward Murray and prepared by Susan Davenny Wyner, and the Symphony Orchestra will perform Berlioz' sacred trilogy "L'Enfance du Christ" (The Childhood of Christ), Dec. 9 at 8:15 p.m. in Bailey Hall. Inspired arias, duets and choruses tell about the threatened King Herod, the travel of Mary and Joseph through the desert, the search for shelter and eventual warm reception by a kindly artisan's family. The style, though unmistakably Berliozian, is a lyrical evocation of remote time and place. This is the first performance in Ithaca in more than three decades. Mary is portrayed by Julia Anne Wolf, mezzo-soprano; Joseph by Graham Stewart, baritone; Gerald Graham, tenor is the narrator; and Dale Morehouse, baritone, will sing as King Herod and the Householder. Tickets, at \$5, are available at the Lincoln Hall ticket office, 9 a.m. to 1 p.m., 255-5144; the Glee Club office, 255-3396; and, at the door from 7:15 p.m.

Bound for Glory

Cathy Winter, political singer and songwriter, presents three live sets in the Commons Coffeehouse, Anabel Taylor Hall, on Dec. 10, 8:30, 9:30 and 11:30 p.m. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Roger C. Cramton, the Robert S. Stevens Professor of Law, will deliver the sermon at Sage Chapel on Dec 10. His topic will be "Does Christianity Make a Difference?" Services will begin at 11 a.m. Music will be provided by the Sage Chapel Choir. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

Mass: Saturdays, 5 p.m., Anabel Taylor Auditorium.

Mass: Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium.

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

Immaculate Conception Mass, Dec. 8, 12:20 p.m., 5:15 p.m., auditorium, Anabel Taylor Hall.

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

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

DANCE

Cornell International Folkdancers

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

Instruction and requests, Dec. 10, 7:30 to 10:30 p.m., auditorium, Martha Van Rensselaer Hall. A business meeting will be held from 6:30 to 7:30 p.m.

Department of Theatre Arts

Dance Studio Concert

Choreography by faculty and students in Cornell's dance program, Dec. 8 and 9, 8 p.m., Class of '56 Dance Theatre. Two dollars at the door. For more information, call the Center for Theatre Arts box office at 254-ARTS.

Dance Showing

Informal showing of class work by students in Cornell's dance program, Dec. 11, 7:30 p.m., Class of '56 Dance Theater. Admission is free. For more information, call the Center for Theatre Arts box office at 254-ARTS.

Israeli Folkdancing

Israeli folkdancing, Dec. 7, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

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

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

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

"Council of the Creative and Performing Arts Individual Awards 1986-1989," will be on view through Dec. 22. The exhibition, featuring approximately 50 projects completed by the award winners of the past three years, brings together work from a wide range of departments and colleges within the university.

"Framed," an experimental video installation produced by Bruce and Norman Yonemoto is the centerpiece of a six-week Asian American Film and Video Festival, through Dec. 22. "Framed" explores racial prejudice and assimilation in American society, utilizing government propaganda films on the Japanese internment camps in its multimedia setting.

"The Art of Creating: Asian Art," a thematic tour, designed for the hearing impaired, Dec. 9, from 1 to 2 p.m. A sign language interpreter will be provided. Participants will



Don Albern

Associate Professor of Music Edward Murray conducts a rehearsal by the Cornell Symphony Orchestra for its Dec. 9 performance with the Cornell Glee Club and the Cornell Chorus of Berlioz' sacred trilogy "L'Enfance du Christ" (The Childhood of Christ). The performance begins at 8:15 p.m. in Bailey Hall. Tickets are \$5 and are available at the Lincoln Hall ticket office, the Glee Club office and at the door on the evening of Dec. 9.

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

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

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

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

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

SEMINARS

Agricultural Economics
"Instability of Grain Production in Soviet Russia," Mikhail I. Lugachyov, Moscow State University, Dec. 11, 3:45 p.m., 401 Warren Hall.

Astronomy
"A Patricidal Pulsar," Andrew S. Fruchter, terrestrial magnetism, Carnegie Institution of Washington, Dec. 7, 4:30 p.m., 105 Space Sciences Building.

Atomic & Solid State Physics
Symposium on Energy Transport, Dec. 8, 1 to 5:30 p.m., 700 Clark Hall.

Biochemistry, Molecular & Cell Biology
"Genes That Affect the Development and Function of the *C. elegans* Nervous System," Robert Horvitz, biology, M.I.T., Dec. 8, 4 p.m., Large Conference Room, Biotechnology Building.

Ecology & Systematics
"Tolerance of 1080 by Australian Marsupials: Its Ecological Basis and Management Applications," Dennis R. King, Agriculture Protection Board and Eastern Australian Museum, Forrestfield, Australia, Dec. 13, 4:30 p.m., Morrison Seminar Room, Corson/Mudd Hall.

Environmental Toxicology
"A Critique of Risk Assessment as Applied to Solid Waste Incineration," Paul Connert, chemistry, St. Lawrence University, Dec. 7, 12:20 p.m., 304 Fernow Hall.

Epidemiology
"A Home-Based Fluid for the Management of Acute Infantile Diarrhea," Homero Martinez, nutritional sciences, Dec. 8, 12:20 p.m., 280 Warren Hall.

Floriculture & Ornamental Horticulture
"Manganese Fertilization of Creeping Bentgrass Grown on Sand Golf Greens," Dave Davidson, grad, floriculture and ornamental horticulture, Dec. 7, 12:15 p.m., 404 Plant Science Building.

Food Science
Special seminar, "Casein Micelle Structure and Changes in Caseins During Cheese Ripening," Laurie Creamer, head, Protein Chemistry Section, New Zealand Dairy Research Institute, Dec. 13, noon, 206 Stocking Hall.

Immunology
"Cytotoxic Lymphocyte Mediators of Acquired Immunity to *Listeria monocytogenes*," Alan D. King, James A. Baker Institute for Animal Health, Dec. 8, 12:15 p.m., G-3 Vet Research Tower.

Materials Science & Engineering
"Novel Mixed-Conducting Oxides," Wayne Worrell, University of Pennsylvania, Dec. 7, 4:30 p.m., 140 Bard Hall.
"Intermetallic Compounds as Structural Materials," Alan Taub, G.E. and R&D, Dec. 14, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering
Manufacturing Seminar, "Applications Specific Materials/Process Invention," Nathaniel Quick, AppliTech of Indiana, Dec. 7, 4:30 p.m., B14 Hollister Hall.

Microbiology
"Fowlpox Virus as a Vector for Avian and Non-Avian Applications," Jill Taylor, senior scientist, virogenetics, Rensselaer Technology Park, Troy, N.Y., Dec. 11, 12:15 p.m., G-3 Vet Research Park.

Modern Language & Linguistics
Title to be announced, Amy Weinberg, University of Maryland, College Park, Dec. 7, 4:30 p.m., 106 Morrill Hall.
Title to be announced, Amy Weinberg, Dec. 8, 12:20 p.m., 224 Morrill Hall.

Neurobiology & Behavior
"CO₂-Sensitive Receptors in Lepidoptera," Franz Bogner, neurobiology and behavior, Dec. 7, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Ornithology
"Sexual Selection in the Montezuma Oropendola: A Polygamous Neotropical Bird," Mike Webster, neurobiology and behavior, Dec. 11, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Pharmacology
"Molecular Genetic Analysis of Functional Domains of the Insulin Receptor," Leland Ellis, Howard Hughes Medical Institute, biochemistry, University of Texas Southwestern Medical School, Dec. 11, 4:30 p.m., G03 Vet Research Tower.

Plant Biology
"Gibberellin Metabolism and Apical Senescence in Peas," Yu-Xian Zhu, plant biology, Dec. 8, 11:15 a.m., 404 Plant Science Building.

Plant Pathology
"A Biologically Active System to Solubilize Rock Phosphate," Chris Hayes, horticultural sciences, Dec. 13, 3 p.m., A-133 Barton Laboratory, NYS Agricultural Experiment Station, Geneva.

Poultry Biology
"Control of Avian Coccidia: New Battles with an Old Enemy of the Poultry Producer," Thomas K. Jeffers, director, Animal Science Discovery Research, Lilly Research Laboratories, Eli Lilly and Co., Dec. 7, 4:30 p.m., 300 Rice Hall.

Psychology
"Using Neural Nets to Model Cortical Computation," David Zipser, University of California, San Diego, Dec. 7, 4:30 p.m., 202 Uris Hall.

Sociology
"Vietnam's Legacy: Folklore in the Military," Carol Burke, U.S. Naval Academy, and English, Dec. 8, 3:30 p.m., 302 Uris Hall.

Southeast Asia Program
"The Mafia and Thai Politics," James Ockey, grad., government, Dec. 7, 12:20 p.m., 102 West Avenue Ext.

Stability, Transition and Turbulence
"Chaotic Stirring of a Diffusive Tracer: Some Results of G.I. Taylor Revisited," Scott Jones, mechanical and aerospace engineering, Dec. 12, 1 p.m., Conference Room, Grumman Hall.

Textiles & Apparel
"Zone Drawing of Dried Polyacrylonitrile Gels," F. Rich Kearney, materials science and engineering, Dec. 7, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Toxicology
"A Critique of Risk Assessment as Applied to Solid Waste," Paul Connert, chemistry, St. Lawrence University, Dec. 7, 12:20 p.m., 304 Fernow.

Vegetable Crops/Pomology
"The Effect of Storage Length, Temperature and Precooling on Sugar Content of Carrots," Andres Lopez-Camelo, vegetable crops, Dec. 7, 4:30 p.m., 404 Plant Science Building.

Veterinary Pathology
"New Approaches for the Study of Microvascular Endothelial Cells," Robert Auerbach, zoology, University of Wisconsin, Dec. 7, 12:30 p.m., Hagan Room, Schurman Hall.

SPORTS

Thursday, 12/7
Men's Jr. Varsity Basketball, at Cortland

Friday, 12/8
Men's Hockey, at Boston College, 7 p.m.

Saturday, 12/9
Men's Track, Cornell Relays
Women's Track, Cornell Relays
Men's Fencing, Harvard, at home, 11 a.m.
Women's Fencing, Harvard, at home, 11 a.m.
Men's Squash, Harvard, at home, noon
Men's Jr. Varsity Basketball, at Alfred, 1 p.m.
Women's Hockey, Middlebury, at home, 1:30 pm
Men's Polo, Vernon, at home, 8:15 p.m.

Sunday, 12/10
Women's Hockey, at RIT, 12:30 p.m.

THEATER

Department of Theatre Arts
"Marat/Sade" by German playwright Peter Weiss and directed by Bruce Levitt, will be presented Dec. 7, 8 and 9 at 8 p.m., and on Dec. 10 at 2 p.m. in the Proscenium Theatre, Center for Theatre Arts, 430 College Ave. Tickets are available at \$4 and \$6 by calling the Center Box Office at 254-ARTS.

MISC.

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

Caregivers' Support Group
"Taking Care of Yourself as a Caregiver," a meeting of the Caregivers' Support Group will be held on Dec. 12, 11:30 a.m. to 1 p.m. in NG-10 Martha Van Rensselaer Hall.

Committee on U.S.-Latin American Relations (CUSLAR)
Meetings are held Mondays at 5 p.m. in the Common Coffeehouse, Anabel Taylor. For more information call 255-7293.

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

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

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

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

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

Lesbian/Bisexual Women's Support
Group for all interested women meets Wednesdays from 7 to 9 p.m., 103 Barnes Hall. For more information, call 255-3608.

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

Potshop
The Potshop will hold its annual Holiday Show and Sale through Dec. 8, 10 a.m. to 6 p.m., in the Willard Straight Hall Art Gallery.

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

Chronicle schedule

The Cornell Chronicle will publish on Dec. 14 and 21, but it will not publish during the winter break. Publication will resume on Jan. 18. Calendar notices for the Jan. 18 issue must be received by Monday, Jan. 8. Calendar items should be sent to Joanne Hanavan, Chronicle Calendar, Cornell News Service, Village Green, 840 Hanshaw Road, Ithaca, NY 14850.

Aloha, Jack Clark

Retiring dean looks at Hotel School changes before taking professorship in Hawaii

For John J. (Jack) Clark Jr., who steps down as dean of the School of Hotel Administration in January, the greatest challenge has been not only to overhaul the curriculum but to launch the school's first fund-raising effort that mushroomed into a major venture, transforming the face and form of the world's premier hotel school forever.

"When I came on board, our space was too small, our labs were antiquated and the curriculum too narrow," Clark said. "I had absolutely no idea at the time, though, how immense the project would turn out."

Under his tutelage, \$42.5 million was raised for facilities and programs, and a stunning new first-class, 150-room teaching hotel, an executive-education conference center, new classrooms and laboratories were erected.

"As dean, I think I have been most impressed by the love and respect this school has from its alumni," Clark said. "Their organization and work on this project has been absolutely mind-boggling. It's been a remarkable experience, and I feel lucky to have been part of it. My life certainly has been changed because of it, and my affection for Cornell has grown even more as a result."

Clark's deanship will end Jan. 1 when he goes on leave for 18 months to become the first Matson Navigation Co. Distinguished Professor of Travel Industry Management at the University of Hawaii at Honolulu.

Clark first came to Ithaca in 1964 to earn a Ph.D. in electrical engineering. He was content teaching his subject area at Northeastern University when an old friend called in 1972 to tell him about a job opening in the properties management section of the Hotel School.

"I had never thought about coming back to Ithaca before he called, and I was surprised that I was even interested," Clark recalled. "But my wife and I had loved Cornell and figured that I had nothing to lose in pursuing the opportunity."

Clark landed the job and has been here ever since, with the exception of a visiting professorship at Glion International Institute in Montreux, Switzerland. Clark became the third dean of the school in 1981. His successor has not yet been named although an interim dean and team have been appointed.

Having a hotel school on the Cornell

campus has been "a tremendous advantage — our students can sample some of the fantastic offerings here while enriching their lives in the multicultural atmosphere fostered by the international students," Clark said.

The main disadvantage here, of course, is Ithaca's isolation. "There were no large, world-class work laboratories here for our students. So, we went ahead and built one ourselves," he said.

In addition to the massive renovations to the Hotel School, Clark also is credited with redesigning the school's curriculum to grow with the expanded opportunities in the hospitality industry, with increasing the funds available for scholarships, with arranging for three \$1.5 million endowed chairs and with enlarging the faculty.

Despite the school's top-notch facilities and worldwide reputation, Clark knows that some Cornell people still view his school as "Statler High" or as a trade school, with students running around in big white hats. But he said it doesn't bother him.

"We may not have the high prestige on this campus that a more theoretical department may have, but I know we compare a lot better than they think we do. We're turning out outstanding corporate executives with strong senses of social responsibility and probably more successful entrepreneurs with responsible social attitudes per capita than any other school in this country," Clark said.

Clark also is particularly proud of his diverse faculty and their ability not only to teach and counsel undergraduates and graduate students but also to play active roles in the new Statler Hotel and J.W. Marriott Executive Education Center and, in many cases, to participate in the hotel school's upcoming Advanced Management Program. Under the AMP, top-echelon executives in the hospitality industry will come to campus for further professional training.

Launching the AMP next year will be just one of the challenges for the next dean. But perhaps the greatest challenge for Clark's successor will be to solidify the school.

"The change here has been dramatic the past few years, and change is always difficult. It's been a bumpy road and has created some uncertainties for the staff and faculty," Clark said. "The new dean will have



Charles Harrington

Jack Clark

to be able to take a group of faculty and staff with a wide range of expertise and meld them together to become a synergistic unit rather than a divisive one involved in the kind of discipline wars we've seen at other places."

If Clark had the opportunity to start all over again, he thinks he would still go into engineering, but he would complement it with business, organization behavior, modern languages and cross-cultural studies.

While in Hawaii, Clark will undertake a new focus in tourism, but he also plans to promote a new international initiative. "We're strong in our understanding of Europe and we have a strong international fo-

cus in marketing, but we need more input from the Pacific Basin," he said.

Clark hopes to discuss sabbatic (exchange) programs with faculty in Australia, New Zealand and other Pacific nations to "internationalize" the hotel program here even more.

In looking to the future, Clark is not only eager to immerse himself in tourism and international aspects of the hospitality industry and to bring it back home in 1991, but also to hone his tennis game, explore the islands and spend more time with his wife, Pat, three grown children and five grandchildren.

—Susan Lang

Hotel alumni name offices in dean's honor

To recognize Jack Clark's accomplishments, the Alumni Association of the Hotel School, colleagues and friends have named the suite of offices serving alumni and development the John J. Clark Jr. Office of Alumni Affairs and Development.

"We who were privileged to work with Dean Clark are grateful for his unwavering vision, his bold leadership and his unflagging dedication as he guided the school through a successful capital campaign, a redesigned curriculum, new teaching facilities in Statler Hall, and the construction of the Statler Hotel and the J. Willard Marriott Executive Education Center," a bronze plaque reads in part.

Retired Westin executive named interim dean

J. William Keithan, retired senior vice president of Westin Hotels and Resorts Inc., has been named interim dean of the School of Hotel Administration. He will assume the deanship on Jan. 2 and will serve until a successor to Jack Clark is appointed.

The search committee is identifying several candidates for the deanship, with the expectation that the new dean will be on board by the summer, according to Senior Provost Robert Barker.

Keithan worked 33 years for Westin after graduating from the Hotel School in 1950. He was senior vice president for design and construction for the building of more than 30 Westin hotels, a director of food and beverage, and also served as the founder, president and then chairman of Westin Service and Supply Co., a subsidiary company of Westin Hotels.

Keithan has been active with the Hotel School throughout his career as an executive-in-residence, consultant, lecturer, past president of the Cornell Society of Hotelmen and a member of the Cornell Council, and he has participated in numerous Hotel School-related committees and projects.

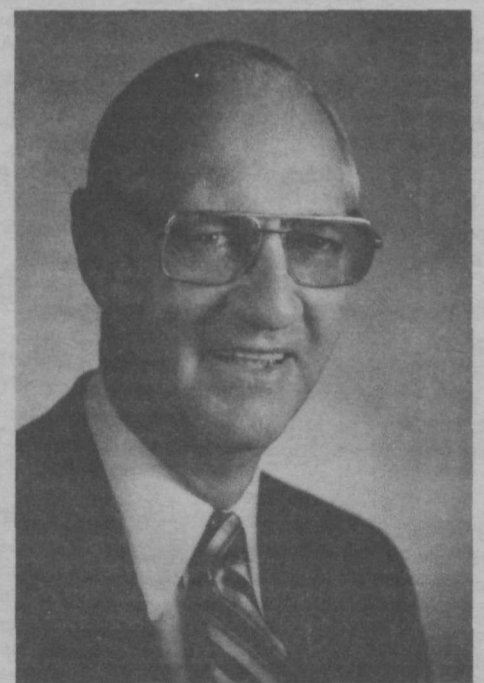
"I am delighted that Bill is willing to serve as interim dean. Bill brings with him a wealth of experience in working with people and in representing the hospitality industry," Barker said.

"Jack Clark has established the base on which the school's future will be built, literally, in terms of a superb physical facility, and during his deanship the faculty has undertaken to redesign the curriculum and to enhance a program for executive education. He leaves the school in terrific condition," Barker said.

"I am very pleased to be able to serve Cornell in this capacity and look forward to making whatever contribution I can for the betterment of the school in this short period of time," Keithan said.

Assisting Keithan will be Normand Peckenpaugh, assistant dean for business and administration, and William Chernish, assistant dean for executive education. Professor Michael Redlin will serve as interim dean for academic affairs, replacing Associate Dean David Dunn, who is going on sabbatic for the calendar year of 1990.

—Susan Lang



J. William Keithan

Hopcroft directs national report on computer science

A national advisory committee on computer science, co-chaired by Cornell's John Hopcroft, has just published a new report outlining the achievements in the field and calling for new research initiatives.

The report, "Computer Science: Achievements and Opportunities," is the product of four years of work by Hopcroft, co-chairman Kenneth Kennedy of Rice University and 31 of the country's leading computer scientists. The committee chaired by Hopcroft and Kennedy is the Advisory

Committee to the National Science Foundation Division of Computer Research. Hopcroft is the Joseph C. Ford Professor of Computer Science and chairman of the Department of Computer Science.

Other Cornell faculty contributing to the report were Professor David Gries and Associate Professor Fred Schneider.

According to Hopcroft, the report aims at alerting the scientific community to the achievements of computer science and its future potential.

"Computer science is far more than a support tool; it is more than data processing or scientific computation," Hopcroft wrote in the introduction. "It is an intellectual discipline in its own right and the deeper the understanding of it, the more significant role it can play for other disciplines." The committee expressed particular concern over the low production of Ph.D.s in the field, according to Hopcroft.

The 78-page report, published by the Society for Industrial and Applied Mathemat-

ics, consists of sections on scientific contributions of computer science and on new research initiatives.

According to the report, new software engineering research should aim at increasing by five-fold the productivity of programmers within a decade. New parallel computing research should aim at achieving a ten- to one-hundred-fold increase in computing performance over today's standard machines.

—Dennis Meredith

Bringing real-world lessons into the classroom

Visiting historian David McCullough likes being 'right in the middle of it'

It's been a semester full of surprises for visiting historian David McCullough.

"Teaching is both more exhilarating and more exhausting than I'd ever expected it to be," McCullough said with a laugh. "I come out of some of my lectures feeling as though I've been playing basketball hard for an hour!"

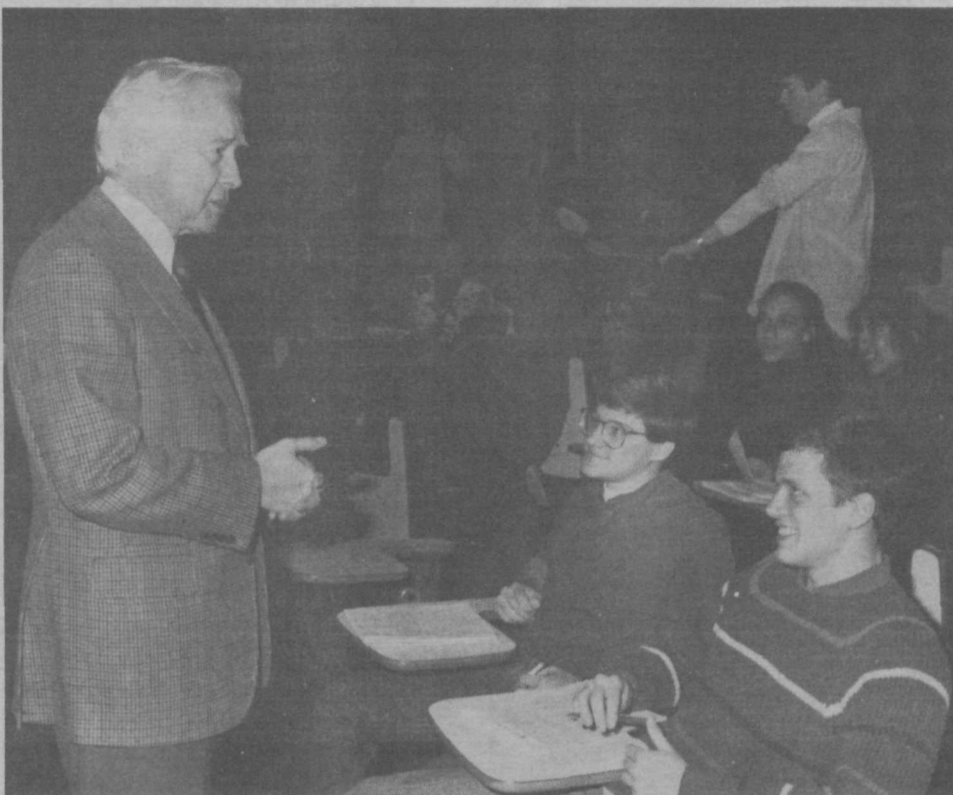
An award-winning writer and the host of two television series, "Smithsonian World" and "The American Experience," McCullough had never taught a semester-long college course before accepting the invitation to be Newman Professor of American Civilization at Cornell this fall. The Newman Professorship, established in 1987, brings to campus a distinguished scholar, artist or professional who can provide undergraduates with opportunities to understand the profound influence that American civilization has had on its citizens and the citizens of other countries.

Although he may not have been in shape for the rigors of delivering a twice-weekly lecture (or, he said, for the climb up the stairs to his third floor McGraw Hall office — he refuses to ride the faculty elevator in the hopes of building up his stamina), McCullough surely knew his material and his audience.

With five children of his own, he felt right at home with his students. "I like them," McCullough said. "I like their humor, their vitality, their openness and, most importantly, their ability to see through sham. They're a smart, quick bunch who will catch me if I say something dumb or try to repeat myself! And that's very exciting. I've enjoyed teaching them so much that I sometimes feel guilty about it."

The guilt stems from his temptation to stop work on other long-term projects. As host of "The American Experience" — the first major public television series exclusively devoted to American history — McCullough is in the midst of writing introductory essays for the third year's programs. And as the recipient of a Guggenheim Fellowship, he is writing his fifth book, a biography of Harry S. Truman.

Two of McCullough's four previous books on American history have received National Book Awards: "The Path Between the Seas," which describes the building of the Panama Canal and "Mornings on Horseback," a biography of Theodore Roosevelt.



Don Albern

David McCullough with students Derek Chollet (center) and Nick Papastavros.

The use of biography as a means of exploring history is the framework for "Americans in Profile," the undergraduate course that McCullough taught this semester.

"By learning about the lives of people — politician Lyndon Johnson, naturalist Louis Agassiz, performer Lena Horne and writer Willa Cather, among them — I want to get across my profound conviction that history is about all human endeavor, not just politics or the military," he said. "It's about music, painting, science, technology, industry, finance, geology, everything — and that all of these are interconnected."

The freedom to teach this course as he wished was one of the things that most impressed McCullough about being at Cornell. "I was given the chance to teach the course I always wished I'd been able to take. No one told me what to do or how to do it. From the first day I've been on my own."

Yet, not alone. From the groundskeepers

and security officers to the staff, faculty and students, McCullough said he's felt welcomed.

"Cornell's very open and democratic," he said. "I sense no snobbery among either the faculty or the students. After all, I have no advanced degrees, I'm not a professional historian in the academic sense, and some members of the faculty might have let me know what they thought about that. Instead, I've made wonderful friends."

He has found the place appealing, as well.

"I've been to probably 50 different college campuses and this one is different," McCullough said. "I sometimes say to people: 'Do you realize how beautiful it is here, how good the air is, how clean the campus is, how everything is in repair?' It's as if people really care about it."

And when here, McCullough said, he senses that he is in a "big time place."

"My second or third morning here I

turned on the local public-radio station while making my morning coffee. The news from Washington was that some professors from Cornell had just discovered a new galaxy. And I thought: 'Boy, how's that! Here I am right in the middle of it!'

"There's a big difference between a college and a university and you really feel that here," he added. "Even though as a professor in the humanities you're not directly involved with the law, veterinary, hotel or architecture schools, you feel the seriousness that these professional schools imply. They lend a kind of weight to a university that makes it a more exciting place to be."

Looking out of his office window, high above the Arts Quadrangle, McCullough spoke, too, of his surprise at the sheer number of students that walk across it each day and of their diversity. "There are students from all parts of the world here and all strata of society, and that adds to the excitement of being here."

"I think it's wonderful that there are so many Asian students," he said, "but I am surprised, and disappointed, at so few black students. There are only two out of 170 in my class. Cornell is one of the great universities in the country, and it's in a state with a large black population, so there should be more black students here."

McCullough's wife and business manager, Rosalee Barnes McCullough, accompanied him this semester. She is the great-granddaughter of A.S. Barnes, the book publisher, who gave the funds for constructing Barnes Hall.

"We both feel privileged to be asked to come here," said McCullough. "Especially here, because it's at a place like Cornell that we're going to teach the next generation who's got to solve so many of the problems facing the country. We need more people who are fully educated human beings — civilized, broad-minded, energetic, good citizens who know right from wrong and who want to make the world a little better than it was before they came along."

McCullough has done his part during a semester that's about to end too soon. "The time has gone so fast, I can't believe I'm almost finished," he said with regret. "I've loved it here. It's been a hugh pat on the back to be part of this really remarkable place."

— Metta Winter

Former CEO Phillips gives something back as an executive-in-residence at JGSM

Teaching at Cornell gives William E. Phillips, former chairman and chief executive officer of the international advertising giant Ogilvy & Mather, a chance to "think about what's important, rather than what's urgent."

What's important to Phillips, 59, who retired last spring from Ogilvy after 30 years, is to continue his quest to "give something back." One way is by serving as an executive-in-residence at Cornell's Johnson Graduate School of Management during the fall 1989 semester.

Although his contact with Cornell has been unwavering since he left with a bachelor's degree in industrial and labor relations in 1951, teaching gives Phillips a chance to impart insights to undergraduate and graduate students that a seasoned professional can offer.

"Injecting real-world experience gives our program a nice balance of case study, theory and the real practice of international business," said Johnson School Dean Alan Merten. "Bill's long experience in a worldwide service company with a wide variety of business clients makes his input particularly relevant for today."

Phillips sits on both sides of the instructor's lectern at Cornell. On the teaching side, he's teaching a course in advertising practices and co-teaching a class on business strategy and policy to second-year business students.

Undergraduates are benefiting from Phillips' four talks in the College of Agriculture and Life Science's basic communications course and his guest lecture in Jim Maas' introductory psychology class. On the learning side, Phillips is auditing English history from Professor Frederick Marcham and taking advanced-tennis lessons from Coach Edward Moylan.

After graduating from Cornell — where

Phillips boxed, played 150-pound football, served as advertising manager of the Cornell Daily Sun, and was a member of Quill & Dagger — the Chicago-raised youth spent three years in the Navy during the Korean War. Then he used the G.I. Bill to get a master's degree in business administration at Northwestern University.

His first serious professional job was at Procter & Gamble Co. as a brand manager where Phillips introduced Duncan Hines Delux cake mixes to the American public. In 1959, he joined Ogilvy & Mather, then a 150-employee firm grossing only about \$2 million per year. In his three decades with the company, he helped it blossom into the fifth-largest advertising company in the world with branches in 50 countries and annual revenues of \$825 million.

Phillips played a key role in forging company partnerships throughout Latin America, travelling some 150,000 miles a year while learning Spanish and Portuguese on the run. As president of the American company from 1975 through 1981, Phillips spearheaded the pro bono Big Apple campaign for New York City and the U.S. Census campaign. In 1981, he was promoted to chairman-chief executive officer of the parent company. "Advertising is part of the general media explosion that gives consumers more information about life and attitudes," Phillips mused. "I think it provides the incentive for companies to improve their products. After all, why would manufacturers make better products if they couldn't tell consumers about them?"

In reflecting about a message he could give to students, Phillips said: "Deciding what to do after college is largely a process of elimination, of knowing what you don't want to do. Once you decide, you've just got to go for it. You have to work very hard, have some talent for what you're



Charles Harrington

William E. Phillips and senior Lorette Simon compare notes.

doing, and you have to be lucky.

"But it's very important to keep your life in balance between working hard, playing hard and pursuing civic endeavors," Phillips added.

He has combined all three in his 15 years of volunteer work with Outward Bound, an organization that works with youth to build self-esteem, self-confidence, initiative and compassion. Phillips is chairman of its international advisory board and of the New York City Outward Bound Center. He is also a Trustee Fellow of Cornell and on the Board and Executive Committee of the American Woman's Economic Development Corp.

In the past few years, this avid outdoorsman has climbed a dozen mountains with Outward Bound, including the Matterhorn, Kilimanjaro and the 18,400-foot Mt. Ellrus in the eastern Soviet Union this past July.

What are his plans when his semester as executive-in-residence draws to an end?

"I'm doing what I can to avoid taking a paying job during my 60th year on this planet," he quipped. In addition to his pro bono work, his 1990 plans include a long mountain-climbing trek in Nepal, trout fishing in South America, helicopter skiing in the Canadian Rockies and a week-long tennis camp.

— Susan S. Lang

Scholars endorse pluralism in learning how we learn

The Tower of Babel metaphor took on a positive, intellectual meaning as some of the world's leading specialists on the subject of how we learn and how we make sense out of the world we live in gathered here last weekend for a two-day workshop.

Rather than becoming mired in confusion and dispute, the group of philosophers, psychologists, linguists, biologists and computer scientists seemed increasingly invigorated by the plurality of their perspectives and language as they focused on a unifying problem in their highly specialized ways. During the course of the two days, the scholars were able to find relevancies in their different approaches.

Among the participants were British psychologist Alan Leslie, whose studies indicate that infants are born with intuitive theories of the mechanics of physical objects

and of social interactions, and philosopher of science Thomas Kuhn from the Massachusetts Institute of Technology.

Leslie, who discussed his latest work with children at the Medical Research Center in London in technical detail, said he flew here for the "leading-edge workshop" that gave more than "lip-service to the meaning of interdisciplinary."

A consensus of the eight scheduled speakers and numerous participants would seem to support the side of a current debate that argues that there are multiple ways of learning and knowing the world, in contrast to a single, general form of explanation.

In his closing remarks, Cornell philosophy Professor Anthony Appiah said that the two-days demonstrated the vitality of the "pluralistic approach of intellectualism in the post-modern era." There is no one way

of making sense of the world; the variety "in its plurality is the unifying thing," he said.

In addition to Kuhn and Leslie, the other scheduled speakers were philosopher William Lycan from the University of North Carolina, philosophers Patricia and Philip Kitcher from University of California at San Diego, and Xerox computer scientist Patrick Hayes.

Also participating were University of Chicago psychologist Lance Rips, University of Pennsylvania psychologist Lila Gleitman and Cornell psychologist Frank Keil, Cognitive Studies Program co-director.

In observations offered at the end of the workshop, Kuhn, who has a reputation for rarely taking part in workshops and conferences, called the two-day event "excellent." Kuhn said that in many ways the workshop

supported the thesis of a paper he is working on in which he warns against the common assumption that just because two persons share the same set of concepts of reality they also share the same guiding principle.

From 30 to 50 persons, including graduate students in philosophy, education and psychology, and faculty members, including five from the Department of Philosophy, regularly attended the morning and afternoon sessions.

Titled "Workshop on Naturalistic Epistemology," the event was sponsored by Cornell's Cognitive Studies Program along with Mellon Foundation funds distributed through the Office of the Dean of the College of Arts and Sciences. It was organized by Keil and Appiah.

—Martin B. Stiles

United Way effort is short of goal

Cornell employees are about \$23,000, or 5 percent, short of meeting this year's United Way campaign goal on campus; last year, they exceeded the goal.

"We were hoping to finish by Thanksgiving. We'd like to put the push on for anybody who has not turned in pledge cards. It's not too late," said campaign co-chairwoman Linda Van Ness, coordinator of the Engineering Cooperative Program.

"Tompkins County also is still quite a bit short of its goal," Van Ness added. Tompkins County United Way Executive Director Melissa Seigel could not be reached for comment on how much has been pledged toward the county's campaign goal of \$1.4 million.

University employees, the county's largest single employee group, were asked to give \$472,000. As of yesterday, they had contributed \$448,900, Van Ness said. "Since Cornell is one-third of the county campaign, it is very critical we make our goal. It's going to take Cornell," she added.

Some 4,000 people out of 8,700 employees and 1,800 retirees solicited have pledged. That is about 500 people fewer than last year, when donations of \$454,000 topped the goal by \$15,000. Van Ness said she is still hopeful for this year because donations often are made in December.

For more information, call on the campaign co-chairpersons, Van Ness at 255-3512; Mary Nicotera, director of finance and accounting for the College of Engineering, at 255-6231; and Laing Kennedy, director of Athletics, at 255-7265.

Rhodes, Scott, Streett attend governor's meeting on science, engineering education

A Conference on Science and Engineering Education convened by Gov. Mario M. Cuomo this week was attended by President Frank H.T. Rhodes, Vice President for Research Norman Scott and College of Engineering Dean William B. Streett.

The conference marked the beginning of an analysis of science and engineering education and its relationship to the competitiveness of the state's industries, according to state officials. Some 320 professionals from education, industry and government attended the conference, which the governor had called for in his 1989 Message to the State Legislature.

Rhodes delivered brief remarks at a Dec. 4 dinner and introduced speaker Lester Thurrow, a Massachusetts Institute of Technology economist. Rhodes commended Cuomo for highlighting the need to strengthen the state's science and engineer-

ing base in the governor's 1989 State of the State Address. Rhodes also commended the governor for convening the conference, which will lead to an action plan for dealing with science and technology issues in the state in the 1990s and beyond.

Scott delivered an address titled "Capitalizing on Promising Research Frontiers: Emphasis on New Technologies," which he wrote with Deputy Vice President for Research John Wiesenfeld. He covered key research frontiers and the methods of transforming basic research discoveries into products.

Streett participated in conference discussions on topics that included educating and retaining scientists and engineers in the state, the need to support a mix of basic and applied research, and policies to promote science and technology in the state.

—Dennis Meredith

Undergraduate *continued from page 1*

all students "the opportunity and encouragement to gain competence in quantitative and analytical thinking."

The report called the lack of quantitative competence "one of the most serious problems in undergraduate education across the campus and the nation" and asked that the new commission make an assessment of Cornell undergraduates' competence before making curricular recommendations.

The College of Arts and Sciences, which enrolls about one-third of the university's 12,500 undergraduates, is considering new requirements for study in quantitative reasoning. The college also began testing its own program this fall in small-group freshman seminars to explore liberal arts themes.

On undergraduate teaching, the commission said some Cornell units had found means to recognize outstanding teaching, but added, "The commission remains concerned that excellent teaching be adequately and consistently rewarded on this campus."

It asked deans and chairmen to "stress the importance of high-quality teaching in the recruitment of new faculty and in promotion decisions so that Cornell becomes known as a place of great teacher-scholars."

It also called for general improvement of new-faculty orientation to Cornell's under-

graduate mission, for study and discussion of ways teaching has been rewarded on campus, and for a higher budgetary priority on building and improving teaching space. The commission also suggested that the provost and deans seek to devise "creative structural solutions" to the problem of students being closed out of courses.

Larry I. Palmer, vice president for academic programs, who has been working closely with the commission from its inception in March 1987, gave this example of a possible creative solution that would improve undergraduate courses while making some additional faculty and teaching assistants available in high-demand areas:

If Economics 101 were construed as a university course rather than an Arts and Sciences course, it could draw faculty from the College of Agriculture and Life Sciences, College of Human Ecology and the School of Industrial and Labor Relations. This would relieve the load on the Economics Department, which might gradually allow the dean of Arts and Sciences to transfer some faculty lines to over-taxed departments. The diverse teaching perspectives also would enrich the course and provide new sources of teaching assistants through the newly participating departments.

To impart immediate momentum for action, Rhodes has pledged support from the President's Fund for Educational Initiatives, \$5 million given anonymously three years ago to encourage improvements in undergraduate education. Starting in the spring of 1987, the fund has dispensed about \$500,000 per semester — 19 percent on new-course development, 12 percent on facilities and equipment, 10 percent on improving teaching by teaching assistants, 9 percent on course redesign and the remaining 50 percent on a variety of categories.

Over the two and one-half years, Rhodes has varied the fund's emphasis and, thus, the kinds of projects sought from the faculty. This fall, he suspended grants from the fund pending completion of the report. And, after receiving it, Rhodes said he would devote the \$1 million available for this year entirely to supporting the recommendations of the commission.

This support will range from funding committee work to making a cash contribution toward classroom improvements called for in the report.

Through the fund and in recent speeches, Rhodes has been emphasizing several of the themes of the commission report.

—Sam Segal

Budget *continued from page 1*

salaries and stipends — augmenting the increases that can come out of the general-purpose budget.

The most dramatic pressures on the general-purpose budget come from financial aid. Its cost for the coming year is projected at about \$21 million, an 18.2 percent increase over the budgeted figure for the current year.

The increase accounts for about 20 percent of the entire 1990 increase, and the \$21 million is equal to about 90 percent of the general-purpose dollars budgeted for the College of Engineering.

"This will be the ninth straight year that the cost of undergraduate financial aid will increase at about twice the increase of tuition," Barker said.

He added: "It puts great pressure on tuition, which is our principal means for generating income. Our relatively low endowment per student compared to peer institutions exacerbates the pressure on tuition. But it is a pressure we cannot escape if we are to keep Cornell accessible to middle-class and low-income families."

When financial aid is subtracted from the projected \$245 million budget, the rest of the budget shows an increase over this year's of less than 6 percent.

Last year's tuition increase was 6.9 percent, the second smallest increase since 1973. But to keep the increase at that moderate level, administrative budgets had to be cut by 5 percent and academic programs by about 1 percent, Nesheim said. Moreover, in the past five years, general budget cuts of 2 percent were required on three occasions to keep costs in balance, he added.

"We don't want to cut quality, nor is our financial picture so dire that we have to. A slightly larger increase in tuition, though certainly not welcome, seems necessary and reasonable so that we can keep our priorities in balance," Nesheim said.

Barker and Nesheim emphasized that a possible capital campaign cannot be expected to spare Cornell difficult decisions.

"If we don't become leaner, we'll face the same budget pressure even with a successful campaign," Nesheim said.

"Contrary to some expectations, this is the very time that we have to work harder on measures like capping positions, consolidating functions and cutting back on programs that do not represent the best investment of our limited resources."

—Sam Segal

CCPA *continued from page 1*

tions, multimedia events, painting, photography, sculpture, music and theater performance. Examples of the projects are then displayed in a Johnson Museum exhibition every three years.

More than 80 percent of the applicants receive some funding, according to Anna Geske, CCPA program director.

"There really is no other organization on campus that reaches the arts, all of the arts, in such a broad and sensitive way," Geske said. "For students who want to carry out an art project, where do they go? The departments cannot subsidize students in an extracurricular way."

"I think it's also one area where we can offer encouragement to staff people," she continued. "It gives them the opportunity to pursue something that they otherwise may not have been able to do."

Although, as Geske noted, "It's not a lot of money," a CCPA grant can make a difference, as it did for poet Diane Ackerman,

who used hers to travel to the Midwest to photograph cowboys while a student at Cornell in the 1970s.

Yet for some, it is the commitment to a project and the chance to have it displayed in a Johnson Museum exhibit that are the paramount incentives.

"The real thing was to get a grant which forced me to focus on the project for a specific time with the understanding it would be exhibited here, in a community where a lot of people may only think of me as library staff," Abplanalp-Gaede said.

Indeed, having participated in his first exhibit when he was 12, Abplanalp-Gaede is more a model of how to make both a living and art than of just one or the other.

"I work everyday. I play Lotto every week. I play Publisher's Clearinghouse. I pray a lot," he said.

More seriously, he added, "I knew there were no guarantees, no guarantees with art. If you understand that, then you can do

what you need to do to realize your art."

So, Abplanalp-Gaede rises at 5 a.m. to get ready for work at Olin Library. This work sustains his art by providing money to live on, the resources to research his art and inspiration from an environment filled with young people seeking knowledge.

At home, "I take off the library hat and do the farm chores. Then I take off that hat and do my art until midnight or 2 a.m.," he said.

None of which is exactly the way he planned his lifestyle. Abplanalp-Gaede used to think he would be famous by the age of 35. "Now, I hope its 40. But the closer I get, I say, 'Maybe I won't, but who cares?'" he said. He trusts that, eventually, he will realize his full-time love full time.

"I've been saying since I was a very young kid I'll live to 104," he commented. "I have a long way to go. My energy is not waning. I have a full tank."

—Lisa Bennett

Networking

A Cornell Newsletter Published by Employees for Employees

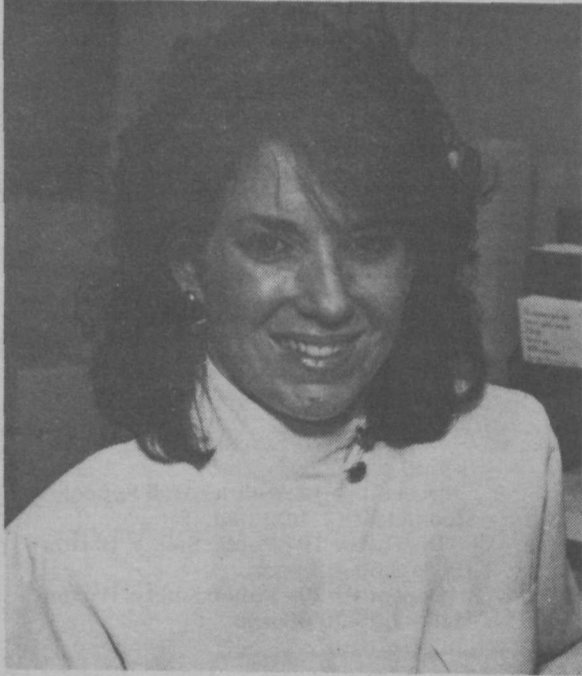
Volume 10, Number 21

Thursday, December 7, 1989

Cornell Meet Your Employees...

Networking Roving Photographer Asks:

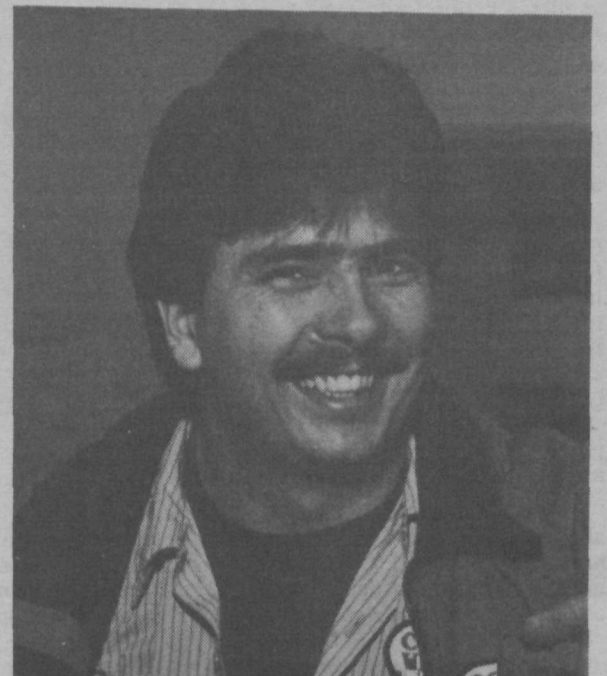
"What was most enjoyable part of your Thanksgiving break?"



Lesley Hall, Microcomputers
"I cooked dinner for twelve people and it was successful!"



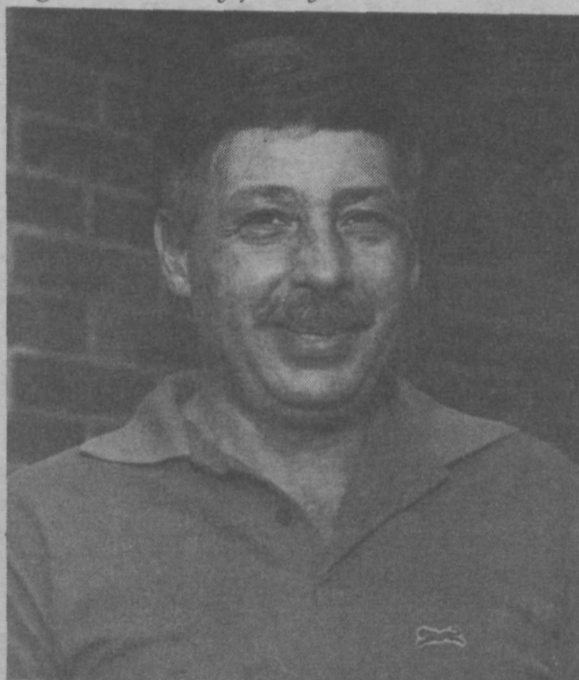
Dale Cooper, Transportation
"Getting out of Ithaca, relaxing and spending time with my family."



Steve Phayre, Vending
"I learned to play Eucher and I slept."



Michael Aug, Locksmith Shop
"My eleven hour drive to Charlotte, North Carolina."



Dick Lung, Print Shop
"Doing some hunting and just relaxing."



Cherylene Barrett, MOS
"Baking apple, pear and cream cheese pies with my boyfriend."



MaryBeth Lombard, Conference Services
"Sharing my time with all my out-of-town family."



Lois Case, Purchasing
"Having some time to myself for a few days."



Sally Dutko, Publications
"Going through the exhibits at the Strong Museum in Rochester and wallpapering my bedroom."

Photographer: Doug Hicks
Reporter: Judy VanDermark

More on page 3

Linda Jensen Named Outstanding Employee at Geneva

Linda Jensen, whose post in Plant Pathology at Cornell University's NYS Agricultural Experiment Station was only her second job when she accepted it 24 years ago, has been named "Outstanding Employee" by an adjudication committee of her peers.

Slender, quiet and always seemingly under control, Linda received the Geneva Employee Council-sponsored award at the annual Station Club banquet last week. It is one of two such awards presented annually. Earlier this year, Geneva's Ken Livermore of Horticultural Sciences was similarly honored.

After graduation from Geneva High School, Linda tried her hand at a job in a local bank, but felt she was unsuited for it. She returned to school for more intense training in business skills, and three months later joined the Station as a secretary. Since then, she has participated in inservice Cornell courses, "that I thought would benefit me in my job," largely in the secretarial-business areas.

Her hard work paid off in 1984 when she was reclassified to professional status and was appointed the department's administrative supervisor. The resident of Pre-Emption Road, near the Yates



County hamlet of Bellona, is described by former and current supervisors as "calm under pressure, extremely capable," and as an employee with "a positive attitude who inspires efficiency and cooperation

in others."

The award was made on behalf of the Geneva Employee Council by the Station's Associate Director Dr. James E. Hunter.

Employee Night at the Court Scheduled for January 20

Mark your calendars now for Saturday, January 20 for Cornell's annual Employee Night at the Court - an evening when Cornell employees and their family members are invited to a chicken barbecue and Cornell basketball at a price you can't beat - \$4.00 for both.

The chicken barbecue will be served from 4:30 to 7:30pm in Barton Hall and women's basketball will begin at 5:30pm and men's at 7:30pm in the new Howard Alberding Field House. The dedication ceremony for the new field house will also take place on January 20.

More information will be forthcoming and you will receive an invitation at your campus address with complete details in early January.

Blood Pressure Clinics

- December 7 - Traffic Bureau, Conference Room - 9:30-11:30 a.m.
- December 7 - Stocking, Room 206 - 1-4:30 p.m.
- December 12 - Statler Hall-School, Room 190 - 1-4:00 p.m.
- December 19 - Public Safety, Barton Hall - 3:30-4:30 p.m.
- December 20 - Public Safety, Barton Hall - 7:30-10:00 a.m.

Campus Store Thanks Customers Today and Tomorrow with 20%-Off Sale

It's a December tradition at Cornell: The Campus Store is expressing its appreciation to the university community by holding a preholiday store-wide sale. On Thursday and Friday, December 7 and 8, shoppers in all three Campus Store's locations -- on the central campus, in Entrepot's lower level, and in Noyes Center on West Campus -- can take 20 percent off everything in stock except software, services, and items already on sale.

Campus Store employees, some of whom agreed to be photographed for this

issue of Networking, see this annual event as an opportunity to say thanks to the students, faculty members, and staff who shop at the store throughout the year. Rich McDaniel, the store's director, considers the customer-appreciation sale especially appropriate this year. The Campus Store has undergone tremendous changes in 1989," he says. "We've moved walls, added space, and refurbished every department. Our customers have been patient and supportive through all the construction work, and now that the renovations are

finished, we're eager to welcome everyone back to an all-new store. The customer-appreciation sale lets us make our gratitude a little more tangible by offering members of the Cornell community real savings throughout the store at a time when many people are doing their holiday shopping."

McDaniel points out that recent changes at the store span all areas of operations. In addition to renovated space, the store has a new graphic identity, more efficient systems, and new standards in customer service. What

began more than a century ago as a student bookstore has now become a multifaceted environment in which shoppers can purchase everything from textbooks to Cornell clothing and from compact disks to apartment supplies.

McDaniel and his staff invite all members of the Cornell community to stop by the store on December 7 or 8, visit the many newly renovated departments, and -- perhaps -- get a head start on holiday shopping during one of the store's most popular annual events.



Cornell Meet Your Employees...

Networking Roving Photographer Asks:

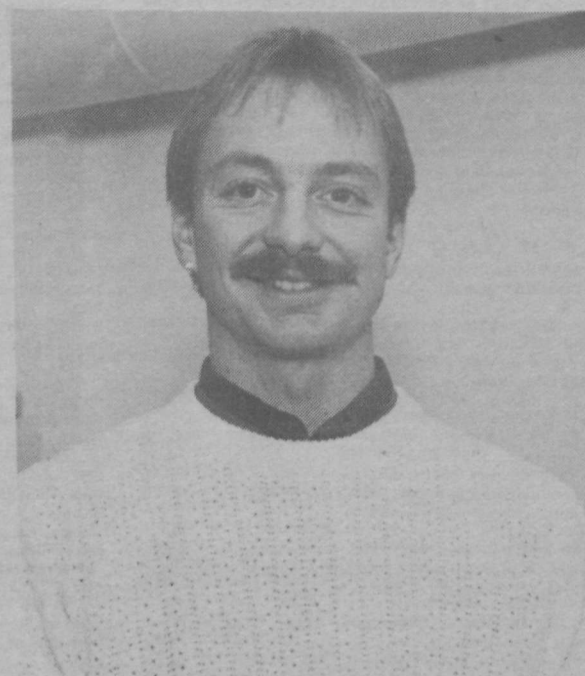
"What was most enjoyable part of your Thanksgiving break?"



Robert Utter, Messenger Mail
"Getting together with my family."



Linda Tappan, Travel
"For the first time in ten years the majority of our family was together."



Michael R. DeLance, Environ. Health
"Having some leisure time outside of work and having two turkey dinners."

CRC News: Holiday Dinner Dance, Children's Christmas Party and Ice Skating!

CRC has something for everyone in December. Don't forget -- even nonmembers may join CRC at our events.

December 8 - SALVATION ARMY. CRC will be ringing the bells for the Salvation Army for a community service project. Please join us from 3:00 p.m. until 7:00 p.m. by Woolworths or the McDonalds on The Commons.

December 9 -- HOLIDAY DINNER DANCE. This special evening starts at 6:00 p.m. at TC3 with a cash bar. Dinner will be served at 7:00 p.m. followed by dancing from 8:30 p.m. until 12:30 a.m. Don't miss one of CRC's most delightful events of the year.

December 16 -- CHILDREN'S CHRISTMAS PARTY. This event is only for members' children or grandchildren. The party starts at 10:30 a.m. in Helen Newman Lounge and will end at 12:30 p.m. There will be juice, cookies, gifts, and a special visit from Santa Claus. Call Janet at 5-7565 to sign up your children today!

December 30 - ICE SKATING AT LYNNAH RINK. Come join the fun and frolic at Lynnah Rink. Bring your own skates or rent some for a small fee. Please bring your favorite snack to share.

CRC will be starting out the new year by going to the Rose Bowl Parade and to beautiful Hawaii.

Hints from Plantations on How to Survive Winter

By Margaret Corbit

Cornell Plantations is busy preparing for winter. Fall clean-up is over and the horticulture staff is preparing to put the gardens to bed. But they will wait until the ground freezes before they spread the evergreen boughs on tender perennial crowns. In fact Gardener Diane Miske recommends doing this right away although, she says, it is alright to wait and use your holiday greens after the new year.

On the inside, expert instructors have been helping students make their own wreaths, woven-wheat decorations, and wooden toys. If you hurry to the phone, you may still be able to sign up to make Scandinavian ornaments with Bente Kind, illustrator at Bailey Hortorium and proud Dane. This class will be held on Wednesday evening, December 13, from 7:00 to 9:30.

Here are some words of wisdom about holiday greens from Horticulturist Gerry Sciarra. Use the prunings from Christmas trees for your greens. If you do not plan on having a tree, you can probably buy greens where the trees are sold. Gerry prefers Douglas fir. The

needles stay on the branches for a long time, have a good color, and are soft and easy to handle. He does not recommend hemlock. The needles fall off too quickly. Also, be sure that you have permission to prune any tree that is not your own. And if you care about the shape of the evergreens in your yard, Gerry cautions against using them for greens. You could spoil the natural shape of the trees and it could take years for them to recover.

Look out into your garden the next time you are at home in the daylight. What do you see? Are you happy with the forms your plants, especially the trees and shrubs, take on in winter? Do they look like they could use some work? Can you even tell what they are without the leaves and flowers?

Do not despair. When the days are snowless and gray, you can still enjoy the outdoors by taking a course at Plantations. In January, you can study the use of conifers in the home landscape with Professor Robert Mower from the Department of Floriculture and Ornamental Horticulture and Rick Bogusch, landscape designer at Plantations. On Wednesday evening, January 13, a slide presentation will introduce you to the great variety of conifers and their uses. On the following Saturday, bundle up and tour Plantations to see these plants firsthand.

Through the deepest nights of winter, you can be studying pruning principles with Gerry Sciarra, Plantations pruning specialist, and Jayne Uerling from Rice Landscaping. This course will cover the basics of tree growth, care, and pruning. Students will meet Thursday evening, beginning February 22, and finish up their training on March 17 with a hands-on workshop in the Plantations arboretum -- just in time to start their pruning at home.

It is best to know what the tree is that you are about to prune. On Saturday, March 10, you can enjoy the crisp air while hiking through Plantations with Irene Lekstutis from Cooperative Extension and Raylene Gardner, Plantations education program coordinator, looking at the identifying characteristics of trees in the winter landscape.

Call the Garden Gift Shop at 255-3020 to find out more about these courses. You must preregister. It is to your advantage to join Plantations before signing up. You will receive a discount on the fee for the course and get 10% off your purchases in the shop. As a member, you also will be kept up to date on Plantations activities, receiving the quarterly magazine and the notes from our new director, Jim Affolter, and from the education program coordinator, Raylene Gardner.

Employee Spotlight: Beatrix Johnson

By Kathleen O'Brien

Twenty-one years ago, a woman decides to leave the work force and begin her career as homemaker and mother. Seventeen years later, she decides that it is time to start another career, goes back to school, receives an AAS degree in a secretarial science and eventually obtains a position at Cornell University.

This week's employee spotlight has worked at Cornell for two years. I would like to introduce to the Cornell community, Beatrix Johnson, secretary, Population & Development (Rural Sociology). Beatrix's duties are varied and numerous; from answering the department's phones, to manuscript revisions, typing letters, mailing, and to keeping the department's library up-to-date and current. Of course, having moved from Uris to her present office space has made finding things somewhat difficult. With only 150 boxes left to unpack, she may just find all of her supplies some day.

Beatrix needed computer as well as typing skills to obtain her present position. The ability to work independently was a definite plus, as well as the necessity to have good grammar and spelling skills. She has obtained the library skills necessary through on-the-job experience and some extra training to

keep the library in proper shape. A pleasant personality and good telephone skills are also necessary since she is usually the first person that a phone inquiry will meet when calling in.

"I like being around all the students," Beatrix explained. "I haven't traveled a lot and the students bring a bit of the world to me; their dress and customs." The job is not boring, there is something new and different every day. She enjoys ordering, receiving, and cataloging the books that keep the library current.

Beatrix explained, "A lot of our students come from the Latin American countries, so I've learned a few words of Spanish to be able to talk with the people on the telephone who call." Beatrix also feels that she is "still going to school." She added that being around academic people, intellectual people, "makes you feel like a good person, fulfilling."

Caring, pleasant and a woman with a new career -- this Cornell, is one of your employees!

Networking needs your support, if you know of anyone who should be in the Employee Spotlight, please send their name, phone number, and a sentence or two explaining why they should be spotlighted to Employee Spotlight, 134-A Plant Science Building. Thank you!



Unclassified Ads

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

For Sale

- 1986 Renault Alliance, 4 dr. auto, AM-FM-Cassette; antique kneehole desk, make offers. Steve 5-2774 or 659-4925.
- 1985 Chevy Cavalier wagon, black with red interior, exc cond, all extras, new spare studded tires, perfect winter car, goes anywhere, \$3,200. Anne 5-3313 days or 273-2891 after 5pm.
- 1984 Pontiac 6000 wagon, automatic, AC, seats 8 in blets, good body, 90k miles, \$2,500 OBO. 277-7214.
- 1982 Ford Escort, winter rat, reliable starter, has spent life outdoors, \$250. Ann 5-4166.
- 1981 Mercury Cougar XR-7, automatic, 2 dr, vinyl top, 73k miles, good cond, dependable, many new parts, asking \$1,295 OBO. George 272-2680.
- 1980 Toyota Tercel, 5 spd transmission, needs some work, best offer. 257-4497 after 5:30pm.
- 1980 Toyota Corolla, std, rebuilt engine with 18k miles, new shocks and muffler, \$1,450 OBO, very good cond. 273-9436 eves and wknds.
- 1979 Olds Cutlas Cruiser wagon, rebuilt engine, 26k miles, power steering, power brakes, AC, cruise, all new front end parts, brakes front and back, \$1,800. 659-4458.
- 1978 Plymouth Horizon, runs great, broken frame, best offer. 607-898-3594 between 5 and 10pm.
- 1978 International Scout 4x4, \$350 OBO. 257-1949.
- 1978 Plymouth Horizon, new paint, extra clean, 80k miles, radio-cassette, new shocks, clutch, carbora tor base, etc, runs very well, moving sale, \$590. 257-5624.
- 1978 Lincoln Continental, exc body, very reliable, many new parts, must see, asking \$2,000 OBO. Jojo Cook, 5-7286 days or 756-8466 eves.
- Wheel-mounted radial snowtires, almost new: Dodge Plymouth 175-8013, \$40 pair and Chevy Citation 185-80-13, \$30 pair; two double-glazed Pella windows, 1 1-2x5 1-2; waterbed, 5-4464 days or 277-4404 eves.
- Love-seat sofa bed, \$25; swivel rocking chair, \$10; mesh playpen, \$10. 273-0940 after 5pm.
- Men's hockey skates (used one season), size 8.5, \$20; Converse Hi-Top football cleats, used one week, size 10, \$20. Maureen 5-7170.
- Ski boots, "Alpine" size 9, used one season, like new, \$80, XC boots size 10 (42), \$15. 273-9436 eves and wknds.
- Vitamaster MR-500 multi-action gym, rowing machine

plus, over \$200 new, will sell for best offer over \$95. 607-844-4554.

Dehumidifier, \$50. Paula 5-8202 or 257-1739 between 5 and 10pm.

Large, old fashioned, cream enamel wood-burning kitchen stove, \$300; red braid run, 10x13, \$75; console color TV, 25", good cond. \$100. 539-7432 after 5pm.

King size waterbed, baffled waves, heater included, lifetime guarantee, wooden frame headboard, nightlights, one in each side, six drawers, \$350. Eliana 5-3197 days or 257-4497 after 5:30pm.

Used double bed set, good cond, frame included, \$70; also brand new single bed set (frame not included), \$60 OBO. Eliana 5-3197 days or 257-4497 after 5:30pm.

Waterbed, safway, double, never used, wooden frame, heater, \$40. Ann 5-4166.

Single bed with frame; IBM typewriter; occasional chair (gold tweed); interior solid wood door; large wooden toolbox; stereo record player with speakers (Zenith, portable, needs repair), 257-1891 after 5pm.

One white garage door with windows and all parts, has been cut down (9' wide x 6'4"), \$75; white oval kitchen table with leaf, no chairs, \$35. Cheryl 5-4606 8-4 and 315-497-1850 after 5:30pm.

13" Zenith color TV Zenith, \$80. 5-3197 days or 257-4497 after 5:30pm.

IBM monochrome display adapter, \$20; Tekmar EMS card (384k), \$65; IBM dual floppy ctrlr, \$20; Thomson RGB monitor, \$175; Seagate ST-412 hard disk, \$50. 272-7923.

1972 IBM Selectric: 72x36 table and 4 chairs; size 8 wedding dress; china cabinet; 2 Bent chairs. 257-0854 or 5-6347.

Commodore 64 complete, new keyboard-disk drive, daisy wheel printer, lots of discs included, games, three word processing programs and geos, \$300. Liz Paul 257-7330.

Gem Spinnet organ (Model 110, cost \$850, yours for \$500 OBO; stereo with speakers and stand, nice for a young teen, \$50 OBO. Cheryl 5-4606, 8-4 and 315-497-1850 after 5:30pm.

Peruvian ponchos, tapestries and some craft. 257-4497 after 5:30 p.m.

Full size student Cello, exc cond with bow case, music, etc. \$375. 3-3084 or 564-7988 Lu.

Wooden enclosure (64"x67"x98" high), constructed of good quality birch veneer plywood with hinges that open vertically on two sides, supported on wheels. Chris Heila, 5-3342.

Airplane ticket, Newark to Puerto Rico and return, January 2-10, 1990, \$250 per round trip ticket or \$450 for two round trip tickets. 257-3913.

Philly-Ithaca round trip airline ticket, Phillia to Ithaca 12-23, Ithaca to Philly 12-26, \$165. Mike 5-1573 or 273-8905 after 6:30pm.

Couch, take it and it's yours. 564-3484 eves.

Opera News 1967-1987, complete. 273-9074 eves.

Wanted
Artificial Christmas tree, in any cond, also a Hav-a-Hart live animaltrap. 844-8792 or 5-4962.

For Rent
Room in farmhouse, \$150 month plus shared utils, Newfield, 12 miles from campus. 3-3084 or 564-7988 Lu.

Two bdrm apt in private home, near CU, great view, parking and heat provided. 5-3214 days or 272-6086 eves.

LOST Arts Center, Snee Hall, Finnish men's silver wedding ring. 5-2307.

Homeless! Could It Happen to You?

By Theresa Vander Horn

The short answer is YES, it probably could. The homeless come from all backgrounds, all regions of the country. Families as a whole are increasingly facing homelessness, families who used to just get by. If you are a woman with young children, you are particularly vulnerable.

Homelessness is usually not the result of a single event, but rather a number of events or conditions that come together to create a hopelessly deep hole out of which you are expected to climb. Physical and emotional health, spousal support, extended family, and where you live, are all important factors that contribute to the need for public assistance; combined with employment and housing factors, they determine who is likely to fall even deeper into the world of homelessness.

Homelessness, or living on the edge of it, is a different experience in different parts of the country. One man I knew who was homeless in Ithaca pitched a tent and lived on some vacant land (with the owner's permission). From there he went to work, saving for rent security and utility expenses. But he was a healthy man with no children to support, no children to demand time away from work. And, more important, there was land to be had. No such luxury exists in places like New York City. There, a parent who can't afford the rent (competing with yuppies, Bohemian artists and students for a rent below \$800 or so) has no place to pitch a tent. The only choice parent and child may have is living in an abandoned building (the only "land" available in the city) and confronting drugs, violence and racial tensions, perhaps for the first time. Where in the country a person lives determines in part the consequences of homelessness.

One young woman I know who is on public assistance became a single mother when her husband of several years unexpectedly ran off shortly before their baby turned one year. The courts proved little more than a paper tiger; lawyers were beyond her means, and a risky investment. Extended family could offer no help, for she was their shining star, the one who had risen above their meager

means. Friends were struggling hard themselves and could guarantee nothing to count on for long. For her, a major illness without medical insurance proved the critical blow. From that point on, expenses that are hard for any of us to meet, such as car repairs, threatened to put her over the edge. Without adequate spousal support, and no extended family on whom you can rely, the loss of your health or a job can be a critical blow from which you may take years to recover.

Poverty has a psychology all its own. The emotional resources you or I could muster now to face a problem slowly disappear as stress, depression, hopelessness and utter exhaustion confuse and defeat. The result is a slow spiraling downward -- unless someone reaches out to share her strength and resources.

The "feminization of poverty" about which we hear so much means the factors contributing to poverty are factors often found in the lives of women. Women don't get pregnant alone and they don't fall into poverty alone -- but they are more easily caught. A woman's decision to stay with her children, and not run off as many men do, is a choice in favor of responsibility. But that responsibility also means a limitation of resources, and an expansion of demands. Society often takes a punitive view toward the woman making that choice. Without taking the time to listen, society bitterly chastises her for not predicting the future, for putting herself in a vulnerable position. Ironically, it is the delinquent parent, free and single again, who will escape poverty.

We are not all blessed with a family on whom we can rely. Marriages can suffer devastating stresses, and people can change before our eyes. Jobs, once considered stable, can disappear. Events can twist and turn in unpredictable ways that leave us reeling in pain and confusion. It takes time to heal our wounds and plan a recovery. Rather than feel anger and blame, without understanding the very complex events that lead one to poverty, we should all recognize our vulnerability. It's happening to people we know, families like our own, and women just like us.

Co-Alcoholics: The Partner Paradox

Unless you have experienced it yourself, it is almost impossible to imagine the exquisite pain suffered by those who are married to alcoholics. Their lives are filled with guilt, loneliness, anxiety, resentment, fear and depression. Their ineffectual attempts to come to grips with their partner's drinking may even result in their own physical and emotional illness. This is one reason that alcoholism is called the family disease. Ask anyone who is married to a drinking alcoholic and that person will tell you they would do anything to make their partners change. As often as not, they are lying or confused. The sad truth is that husband or wife (or friend or lover) of an alcoholic cannot make an alcoholic change. They cannot control out-of-control behavior or drinking. The only thing they can change is themselves.

Alcoholism is now recognized as a treatable disease. That does not mean it is something you catch. It is a disease you develop, like diabetes or high-blood pressure. Still, many people attach a shameful stigma to the alcoholic and his or her family.

This stigma is based on the stereotyped notion of the drunken lout, a weak-willed, irresponsible character who is both selfish and hopeless. The truth is that of an estimated 15 million American alcoholics, less than 5 percent fit the description of the hopeless drunk.

Most are responsible, hard-working, intelligent people - when they are sober.

The ranks of recovering alcoholics include successful athletes, entertainers, and business people, even members of Congress and wives of Presidents.

Nevertheless, due to shame and embarrassment, co-alcoholics will deny to family, friend, and themselves that their spouses' drinking is abnormal, even if he or she is displaying a number of the signs of blatant alcoholism. These signs include:

- Drinking too much, too often;
- Drinking rapidly or gulping drinks;
- Black-outs or memory loss after drinking;
- Hiding bottles or sneaking drinks;
- Belligerence or abusiveness while drinking;
- Drinking alone;
- Impaired sexual performance;
- Arrests for drunk-driving or other alcohol-related offenses;

- Drinking to cure a hangover;
- Tardiness or absence from work because of drinking or hangovers.

Once a co-alcoholic recognizes his or her spouse's alcoholism, he or she often makes the mistake of trying to control the amount the alcoholic drinks while fighting desperately to keep the bottom from falling out from under the family.

They may count drinks or water whiskey. When that does not work, they may empty the liquor cabinet and pour the booze down the drain.

This usually succeeds only in driving the alcoholic's drinking underground. The alcoholic spouse then hides bottles and sneaks drinks. And lies about it.

Because the alcoholic's behavior is less predictable and more unreliable every day, co-alcoholics become the main attraction in an act few circus performers would want to attempt.

They walk a tightrope of fear while juggling their spouse's-lover's moods and their children's insecurities in one hand, and balancing an overdrawn checkbook, bewildered friends and angry family, and their own anxiety and depression in the other.

Perhaps the worst feeling of all is the gnawing guilty feeling that maybe the alcoholic would not drink so much if he or she were a better partner, better lover, better person.

Like the alcoholic partner, the co-alcoholics guilt accuses, confuses and blames.

Next issue will cover "Are You a Co-Alcoholic? Love and Recovery: Steps to take and Avoid and the Partner Paradox."

Recipes, Etc. Easy Pie Crust

By Linda M. Brind

Two-third cup of oil
One-third cup of cold water
Two and one-fourth cup of flour
In a medium mixing bowl add oil and water together. Stir with fork vigorously until liquid becomes white. Gradually add flour. Mixture should be pliable (a little softer than play dough). Separate dough in half, place one half between two sheets of waxed paper and roll out. Follow directions for your own pie recipe. This recipe makes a two crust pie.

CLEAR'S Unique Poster of Finger Lakes Region Available

By popular demand, once again CLEAR'S is offering copies of the unique poster "A View of Central New York" for

Employee Calendar

Friday, December 8. CRC Community Bell Ringing for the Salvation Army. CRC will be ringing the bells for Salvation Army from 3-7pm at Woolworths, and near McDonalds on the Commons. Please volunteer to help by calling Janet Beebe at 255-7565.

Saturday, December 9. Holiday Dinner Dance, tickets on sale at CRC Office, 165 Day Hall. Call Janet to reserve your space.

Saturday, December 16. Children's Christmas Party, food, games, entertainment and gifts, Helen Newman Lounge. You must sign up with Janet at the CRC Office.

Saturday, December 30. Ice Skating at Lynah Rink, keep watching for more information on this event.

Saturday, December 30. Rose Bowl and Hawaii, this once in a lifetime trip will end the 80's for CRC on a high note.

Think of Others This Holiday Season

Here are some agencies in Ithaca where gifts and food may be donated:

- Southside Community Center
301 S. Plain Street
273-4190
Audrey Cooper, Director
Friendship Center
138 W. State Street
273-4417
Terry Pasco, Director
Red Cross Emergency Shelter
201 W. Clinton Street
273-1900
Richard Dean or Cathy Richardson
Task Force for Battered Women
277-3203
Joanne Farbman, Director

holiday gift giving. This unique poster measures 18x24 and shows the heart of the Finger Lakes Region in Central New York as photographed by astronauts on NASA's Skylab satellite on September 10, 1973 from an altitude of 250 miles.

Recognizable are water bodies, farm fields, roads and an occasional cloud. Cornell's CLEAR'S promotes the value and applications of remote sensing through formal academic classes, short courses, workshops, newsletters, fact sheets and brochures. The poster is available through CLEAR'S at 464 Hollister Hall for \$6. For mail order, add an additional \$2.50 to cover shipping and handling; checks should be made payable to Cornell University. Inquiries can be directed to Eugenia Barnaba, (607) 255-0800.

Religious Seasonal Services at Cornell

December 17 - Sage Chapel Service at 11:00 a.m. Lessons and Carols with special music by Cayuga Brass Quintet and Korean Choir.

December 24 - (No service at Sage Chapel - university recess)
Roman Catholic Mass, 10:00 a.m., Anabel Taylor Hall Chapel; 11:40 p.m., Anabel Taylor Hall Chapel.
Episcopal Worship, 5:00 p.m., Anabel Taylor Hall Chapel.

Lutheran Church (Oak Avenue), 10:45 a.m., morning worship.
7:30 p.m., early service
11:00 p.m., Holy Communion
December 25 - Roman Catholic Mass, 10:00 a.m., Anabel Taylor Hall Chapel.
Chanukah services will not be held on campus since Chanukah begins on December 23, during the university recess. Check with Temple Beth-El for schedule, 273-5775.

CORNELL EMPLOYMENT NEWS

December 7, 1989

Including Job Opportunities

Volume 1, Number 47

Updated Campus Guide

The revised brochure, *Campus Guide for Persons with Disabilities*, contains information on resources for persons with disabilities, transportation, parking, and an index of buildings indicating accessible entrances, rest rooms, and elevators. Also included are campus maps with access routes and building entrances marked. To obtain a copy of the revised brochure, call the Office of Equal Opportunity, 255-3976.



Check Your Select Benefits Account Balance Now

As a reminder to individuals with either medical or dependent care reimbursement accounts, unused balances are forfeited at the end of the calendar year. Please be sure to check the remaining balance in your account so that you can avoid having large amounts left in the account at the end of the year. Check the balance in your account by looking at your most recent statement or, if you have not submitted claims in a while, by calling the Benefits Office (Statutory 5-4455, Endowed 5-3936). You have until the end of March in 1990 to submit claims for expenses incurred in 1989.

Hiring and Reclassification Freezes

The annual university hiring freeze will be in effect November 30 through January 1, 1990. In addition, a freeze has been placed on the reclassification of all nonacademic, exempt positions and all academic extension and research associate positions effective November 30.

The freeze is due to the university-wide Classification Review Study now under way. Requests for exceptions to the hiring or reclassification freezes must be submitted in writing to Anita Harris, manager of Compensation, 111 Day Hall.

Employees Invited to Submit Cost Reduction Ideas Before January 3; Cash Prizes Available

Best University Ideas will be Sent to National Competition

You are invited to send your cost-reduction ideas to Allan Lentini at 317 Day Hall before January 3, 1990 for evaluation in Cornell's annual cost-reduction program. The best of the campus entries will be forwarded to the NACUBO national cost-reduction awards program.

Winners Will Share in Cash Prizes

Ten Cornell awards ranging from \$100 to \$500 will be given directly to your department and, while use of the money will be left to the discretion of department managers, they will be asked to share the award with the originator(s). Awards in the past have usually been awarded to the employee(s).

In addition, employees who submit winning innovations to the campus program will be invited to an appreciation luncheon hosted by Senior Vice President Jay Morley.

Last Year's Winners Noted

Last year, the program generated nine on-campus winners, including one idea by Roxanna Bahar which went on to become a national winner. Her idea was a soap distribution process for athletics and recreation. Last year's on-campus winners include:

- **Cornell Recycles** by Rob Osborn of Buildings Care and Terri Hargett of Maintenance and Service Operations.
- **Secondary Market Purchase of Telecommunications Equipment** by Doug Hoover of Telecommunications.
- **Cleaning Up - Soap Distribution for Athletics and Recreation** by Roxanna Bahar of Athletics and Physical Education.
- **Scrap Metal Recovery** by Terri Hargett.
- **Athletic Travel "Cheaper by the Dozen"** by Roxanna Bahar.
- **Raster Image Process Installation at Electronic Composition Services** by Cynthia Frost of Electronic Composition Services and Dorothy Pasternak of Publications Services.

- **Microfilm Management System** by Charles Porter of Facilities Engineering and Ron Parks of Information.

- **In-House Signage Program** by Jane VanDerzee of Facilities Engineering.

- **Conversion of Existing Boiler-induced Draft Fan to Variable Speed Operation** by Henry Doney of Engineering and Facilities.

A National Program of Cost Reduction

Over the past fourteen years the National Cost Reduction Incentive Awards Program sponsored by NACUBO has awarded 634 cash prizes and has prompted savings of over \$270 million at colleges and universities across the country.

In addition, all of the entries submitted are available for public dissemination to help other institutions achieve cost savings.

What benefits do national winners receive?

Winners of the national program receive a cash award ranging from \$100 to \$10,000 and recognition at the annual NACUBO meeting. Also, their winning idea(s) are included in the annual slide shows used throughout the U.S.

What are the goals of the program?

Both the Cornell and the national NACUBO programs are designed to:

- stimulate awareness of the use of financial, human, and natural resources on campus;
- foster the development of cost-effective areas;
- promote the sharing of these ideas on the campus and with other higher education institutions; and
- encourage participation of the entire campus in reducing costs.

Continued on page 4

Pregnancy Issues in the Workplace

Do You Know the Laws?

- Can you ask about an applicant's children in an interview?
- Can you inquire about an applicant's plans to have children or advocate any form of birth control or family planning?
- Can you refuse to hire a woman because she is pregnant?

If you answered no to the above questions, you are correct. All are unlawful.

New York State Human Rights Law prohibits pre-employment inquiries as to an applicant's marital status, children, capacity to reproduce, family planning or use of birth control. Interview questions should focus on the applicant's education, skills, work experience, and ability to do the job. There must be a bonafide business reason for all questions asked of an applicant and the same questions should be asked of male and female applicants.

Hiring decisions must be based on the applicant's skills and ability to do the job. Pregnancy is not a valid reason to disqualify a woman from consideration for a job. According to the Equal Employment Opportunity Commission (EEOC) *Guidelines on Discrimination Because of Sex*, an employer may not have a written or unwritten policy of excluding women from employment because of pregnancy, childbirth, or related medical conditions. (Section 1064.10)

Pregnancy: Treated as Any Other Temporary Disability

The Pregnancy Discrimination Act of 1978 (PDA) requires that a pregnancy be treated the same as any other temporary disability. An *Appendix of Questions and Answers on the PDA*, added to the EEOC Guidelines on Sex Discrimination in 1979, contains the following summary of the PDA:

The basic principle of the Act is that women affected by pregnancy and re-

lated conditions must be treated the same as other applicants and employees on the basis of their ability or inability to work. A woman is therefore protected against such adverse practices or decisions as being fired, or refused a job or promotion, merely because she is pregnant. She usually cannot be forced to go on leave as long as she can still work. If other employees who take disability leave are entitled to get their jobs back when they are able to work again, so are women who have been unable to work because of pregnancy.

In the area of fringe benefits, such as disability benefits, sick leave, and health insurance, the same principle applies. A woman unable to work for pregnancy-related reasons is entitled to disability benefits or sick leave on the same basis as employees unable to work for other medical reasons. Also, any health insurance provided must cover expenses for pregnancy-related conditions on the same basis as expenses for other medical conditions [but not for abortion, unless the mother's life is threatened or there are complications].

A woman does not have to tolerate jokes and comments about her pregnancy if she finds them offensive. According to Title VII of the Civil Rights Act of 1964, as amended, unwelcome comments and jokes about gender-specific traits, such as pregnancy, can create a hostile and offensive working environment and can be considered sex discrimination.

If you have questions about pregnancy discrimination or if you believe you have been discriminated against because of pregnancy, contact the Office of Equal Opportunity at 255-3976.

Courses Scheduled for Technicians

A series of courses aimed at upgrading the career skills of electronics technicians will be offered by the Office of Human Resources beginning in mid-January. Basic Electronics, Advanced Electronics, Digital Electronics, Advanced Digital Electronics, Microprocessors, Basic Mechanical Design, and Basic Mechanics Training will be available depending upon the number who register for the various courses.

Advancement and Networking

This program has been conducted in the past with excellent results. Many electronics technicians who participated in the program have advanced to design engineers and administrative positions. In addition, a network of common interests and acquaintances has developed through the program which has served as a basis for sharing of ideas and information.

Departments will be charged for the cost of the program and every effort is being made to keep the cost to a minimum. The cost of each course will depend to some extent on the number of participants who register; a rough estimate of cost per course is approximately \$100. Certain courses require a higher cost than others, e.g. the course **Microprocessors** is the most expensive.

Supervisors are encouraged to support the interest of their personnel in this opportunity. Interested employees should discuss their interest with their supervisors and call Joe Lomax at Training and Development, 5-6880 for enrollment forms and information.

Courses to be Offered this January

Basic Electronics

This course will cover the structure of matter, voltage, current and resistance, series DC circuits, parallel DC circuits, and network analysis. The second phase will cover alternating current, inductance, capacitance, series circuits and resonance, parallel circuits and resonance, AC network analysis and measuring devices.

Basic Electronics will consist of a combination of theory and laboratory experiments. The course may take longer than one semester depending upon the background of the participants and, if needed, basic math will be included in the course.

Advanced Electronics

Material to be covered will include power supplies and amplifiers, electron devices, designing with operational amplifiers and receiver circuits.

Advanced Electronics will consist of a combination of theory and laboratory experiments and may take longer than one semester depending on the background and the depth of interest of the participants. Students should have an understanding of the material covered in the **Basic Electronics** course.

Digital Electronics

Digital Electronics will cover the binary number system, binary codes, semiconductor devices for digital circuits, logic circuits, digital integrated circuits, flip-flops, and registers.

The course will include a combination of theory and laboratory experiments. It would be helpful if students had a general knowledge of the material covered in the **Basic Electronics** course. One semester.

Advanced Digital Electronics

This course picks up where the **Digital Electronics** course ends and will cover sequential logic circuits (e.g. counters, shift registers and clocks). Also covered will be combination logic circuits, digital design, digital applications, digital test equipment, and digital computers.

Advanced Digital Electronics will include a combination of theory and laboratory experiments. The prerequisite is the **Digital Electronics** course as described above or equivalent knowledge.

Continued on page 4

JOB OPPORTUNITIES

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

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

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an Affirmative Action/Equal Opportunity Employer.
- Job Opportunities can be found on CUI/NO

-WINTER HOLIDAY SCHEDULE: Due to the Winter Holiday, there will be no 'Job Opportunities' list on Dec. 21, 28 or Jan. 4. Therefore, requisitions received after noon on Thur Dec. 7 through noon on Thur Jan. 4 will be posted on Jan. 11.

The hiring freeze, which affects the hiring of external candidates for regular positions, will be from November 30-Jan. 1. However, interviewing may continue during this period of time and offers, effective Jan. 1, can be made. Hiring employee candidates and temporary employees is not affected by the hiring freeze.

Professional

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

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

Associate Director, Cornell Fund (PA9606) HRII University Development-Endowed

Work with the Director in the planning and implementation of the University's annual campaign for alumni support. Responsible for the ongoing operational aspects of annual campaigns: phonathons, direct mail, volunteer recruitment, staff and volunteer training, and certain management functions.

Requirements: Bachelor's or equiv.. At least 5 years successful fund raising experience in alumni campaigning; management skills and refined organizational skills; ability to motivate people and work creatively with volunteers; moderate travel and some weekend assignments are involved. Send cover ltr & resume to Cynthia Smithbower.

Director of Volunteer Development (PA9609) HRII University Development-Endowed

Senior fundraising position providing leadership and guidance in the implementation and execution of a national volunteer identification and development program. Works closely with senior fundraising staff, University Trustees, Presidential Councilors, campaign volunteer leaders, and the President's Office. Define and lead overall volunteer development program in support of the University's capital campaign and on-going fundraising programs. Assess campaign needs for various volunteer involvement—University-wide and college/unit specific. Design appropriate training & development programs in coordination with sources existing on & off-campus. Assist in the formulation of policies & procedures related to public affairs volunteers. **Requirements:** Bachelor's or equiv.. Master's preferred. Extensive experience in development, including working with Cornell volunteers; high level of awareness of issues facing the University in the next decade. Excellent teaching skills. Demonstrated written and oral communications skills. Ability to relate positively with volunteers, staff and faculty and to supervise others. Counseling experience helpful. Strong institutional knowledge of Cornell and of higher education. Send cover letter and resume to Cynthia Smithbower by Dec. 22.

Senior Civil Engineer, Section Leader (PA9607) HRII Facilities Engineering-Endowed

Provide the engineering support for the physical plant operations of a major research university campus. Supervise a staff of 6 engineers, technicians, and landscape architects in the design, specification, and construction of new or renovated campus infrastructure.

Requirements: Bachelor's in civil or structural engineering. Minimum of 7 years relevant experience. Must be registered or eligible for registration as a professional engineer in the State of New York. Must be able to communicate effectively, both verbally and in writing. Management experience desired. Send cover letter and resume to Cynthia Smithbower by Jan. 19.

Research Support Specialist III (PT9614) HRII Center for Environmental Research-Endowed

Implement and monitor Solid Waste Combustion Institute's \$1.7 Million Research Awards Program. Develop corporate fund raising effort and pursue foundation and additional governmental support. Provide general administrative support to program including writing technical and program reports, and monitor budgets.

Requirements: Bachelor's minimum. Master's engineering or MBA preferred. Considerable related experience including 2 years of administrative or business experience with an educational program. Ability to understand and communicate technical and scientific issues essential. Send cover letter and resume to Judy Stewart.

Director of Corporate Relations (PA9604) HRII Engineering Dean's Office (Corporate Relations)-Endowed

Work with the Assistant Dean and Directors and Chairmen in college to organize, develop and direct programs to obtain broad industry support for the educational and research activities of the college. Serve as Co-Program Director of Southern Tier Industrial Innovation Extension Service. Perform other duties as assigned by the Dean and Assistant Dean. Mon-Fri, 8-5 plus some evening and weekend hours.

Requirements: Bachelor's required. An earned graduate degree is preferred. Minimum 3-5 years related development experience. Industrial experience is strongly preferred. Ability to communicate effectively is essential; experience in proposal writing and oral presentations is essential. Send cover letter and resume to Cynthia Smithbower by Dec. 15.

Trust Officer (PA9610) HRII Office of Trusts and Estates-Endowed

Administer the University's fiduciary responsibilities in estates, trusts, unitrusts, annuity trusts, and other separately invested funds. Works closely with donors in developing and executing various gift commitments often involving complex financial arrangements.

Requirements: A law degree or the equiv. combination of education, training and experience which provides the required knowledge, ability and skills. Considerable experience in trust administration, tax accounting, and interpretation of tax regulations. Send cover letter and resume to Cynthia Smithbower by Dec. 22.

Senior Graphics Designer/Art Director (PA9503) HRII University Development-Endowed

Create and carry out effective visual themes and concepts for major, university-wide fund-raising communications, including Communique and other newsletters, case statements, brochures, logos, letterhead, annual reports, event invitations and programs, and posters. Use graphic techniques, illustrations, photographs and typography to enhance effectiveness of written messages and to increase constituents' awareness and understanding of Cornell priorities, needs and programs.

Requirements: Bachelor's or equiv. in commercial art, fine art or advertising design. 3-5 years experience as an art director, either in a university or advertising agency.

Creativity and imagination. Superior ability as a designer and illustrator, with particular understanding of the role of design in motivation. Expert command of all graphic tools. Thorough knowledge of state-of-the-art techniques in printing and their cost effective application. Willingness to develop and maintain familiarity with University and Public Affairs structure and priorities. Strong interpersonal skills, including flexibility and sensitivity to needs of diverse clients. Demonstrated ability to meet job requirements. Ability to adjust output to heavy demand as it occurs.

Project Leader II (PT9603) Level 36 CIT/IR-Endowed

Responsible for maintenance, changes and enhancements of Student Information System. Assist in definition and implementation of interfaces with SIS.

Requirements: Bachelor's or equiv. required. 3-5 years of experience in programming, analysis, design and project management required. Considerable experience with large interactive application systems required. Proven ability to deal effectively with users, programmers, peers and management required. Knowledge of IBM MVS operating system and JCL required. Experience with student records system or other student-related systems desirable. Experience with microcomputers as user workstations desirable. Knowledge of CMS, PL/1 and ADABAS/Natural desirable. Send cov ltr & resume to Judy Stewart.

Technical Specialist I (PT8109) Level 36 CIT/Network Resources-Endowed

Provide high level problem diagnosis support to the Network Operation Center and it's clients. Install and maintain network router software, tables, files and monitoring tools. Consult with network clients on software interface issues. Act as liaison to national networks for operational software issues.

Requirements: Bachelor's or equiv. with appropriate coursework in related field. 3-5 years experience with network software with emphasis on TCP/IP and UNIX. Knowledge of several of the following areas is highly desirable: DECNET, synchronous and asynchronous data streams, token ring, ethernet and Appletalk. Send cover letter and resume to Judith Stewart.

Project Leader I (PT9602) Level 35 CIT/IR-Endowed

Oversee the user area and insure that the system is performing to specifications agreed to by the user department. Organize, schedule and supervise workflow of subordinate programmers working on user area applications. Maintain close communication with personnel from various user offices so that more efficient solutions to problems can be developed. Investigate and evaluate outside software systems.

Requirements: Bachelor's or equiv. combination of education and 3-5 years experience. Extensive computer and systems experience, including considerable experience in the design of major systems is necessary. A thorough technical knowledge of COBOL, PL/1, IMS, ADABAS, NATURAL and Cornell operating systems is required. Send cover letter and resume to Judy Stewart.

Systems Analyst III (PT9401) Level 34 HRII DL-Quality Milk Promotion Services-Statutory

Analyze, design, develop, implement and document computer applications for Quality Milk in a network and micro environment having interaction with other hardware and software systems. Work with staff to analyze project data.

Requirements: Bachelor's or equiv. with 3-5 years experience required. Statistical experience desirable. 1-2 years experience in analytical/problem solving with micros. Strong background and knowledge of DBASE III+ as well as experience in editing existing DBASE program required. Knowledge of word processors, utility programs, MS-DOS operating system, and IBM compatibles required. Strong interpersonal and communication skills. Send cover letter and resume to Judith Stewart.

New Technologies Specialist (PT9105) Level 34 CIT-MOS Consumer Services-Endowed

Coordinate the definition, development & implementation of new information technologies progs, such as facsimiles, high performance workstations and local area networks.

Requirements: Bachelor's or equiv.; experience in area supervision preferred. Experience with complex applications and platforms of a wide range of integrated information technologies critical. Ability to work with public and determine priorities. Excellent communication and writing skills desirable. Send cover ltr & resume to Judith Stewart.

Systems Programmer/Analyst III (PT7101) Level 34 Information Technologies-Endowed

Design, develop, modify, implement and document fairly complex software programs and applications packages for major operating systems on small and large-scale computer systems. Provide user support in identifying technical problems.

Requirements: Bachelor's or equiv. with computer related courses required. 3-4 years programming and machine architecture experience; knowledge of system utility and control languages (e.g., DCL and shell scripts). Sound knowledge of several operating systems (e.g., UNIX, VMS). Assembler language and at least 2 major programming languages (e.g., FORTRAN and C). Knowledge of UNIX and other workstation operating systems. Send cover letter and resume to Judith Stewart.

Applications Programmer/Analyst III (PT7302) Lvl 34 Lab of Nuclear Studies-Endowed

Diagnose and fix accelerator problems related to control systems software. Coordinate general accelerator-related application program d/vmpt by physicist and engineers.

Requirements: Bachelor's in Physics or equiv. experience with computer courses. Strong physics background necessary. 3-5 years related experience. Experience in lab and research-oriented equipment. Send cover letter and resume to Judith Stewart.

Instructional Support Coordinator (PT9604) Level 33 Information Technologies-Endowed

Support faculty in the use of information technologies to improve instruction. Seek, evaluate and disseminate courseware; coordinate instructional accounts in mainframe environments; support technologies such as computer projections.

Requirements: Bachelor's or equiv. experience. 2-3 years experience preferably in an educational setting or with instructional software. IBM and MAC microcomputer experience. Excellent organizational and communication skills (oral and written). Ability to work effectively with faculty. Creative, resourceful problem solver. Send cover letter and resume to Judy Stewart.

Applications Programmer/Analyst II (PT9605) Level 33 CIT/IR-Endowed

Under direct supervision, design, develop, modify, maintain and document straight forward applications software in support of a major administrative system.

Requirements: Bachelor's or equiv. with computer related courses. 2-3 years related experience. Knowledge of applications for interactive and batch administrative systems, data base management systems, machine architecture, system utility programs, VM/CMS. Knowledge of

at least 2 languages-PL/1, Natural and COBOL. Send cover letter and resume to Judy Stewart.

Systems Programmer/Analyst II (PT9507) Level 33 CRSR-Endowed

Maintain the Space Sciences Sun Microsystems server and network and a Vax 750 computer operational. Develop and maintain necessary software to fulfill the operational requirements of Astronomy/Space Science users. Be responsible for the trouble shooting of hardware problems. Provide software consulting.

Requirements: Bachelor's or equiv.. 2-3 years experience in computer operation and programming. Knowledge of the Unix operating system and/or Fortran Program is essential. Send cover letter and resume to Judith Stewart.

Systems Programmer/Analyst II (PT9508) Level 33 Materials Science Center-Endowed

Support the Materials Science Center's computing facility. The duties will include system administration of a UNIX-based Convex minisuper computer, maintenance of peripherals and local area networks, and assistance with the computing needs of the MSC researchers.

Requirements: Undergraduate degree in computer science, engineering or physical science. Ability to design, develop and maintain complex software. Ability to install and maintain complex hardware systems. Must have programming experience in C and FORTRAN. Assembly language experience helpful. Must be able to communicate and interact well with faculty and graduate students. Familiarity with IBM PC or Apple Macintosh or UNIX. Send cover letter and resume to Judith Stewart.

Systems Training Specialist (PT8801, PT8802) Lvl 33 University Development-Endowed

Provide training for division staff in the use of the Public Affairs Computer System (PACS) and supporting equipment. Analyze user needs for computer and general office systems with the goal of optimum information sharing capability.

Requirements: Bachelor's or equiv.. 1-2 years related experience in personal computers (IBM or Mac) and mainframe computing. Network/LAN experience helpful, as is familiarity with Development and the CU PACS. Excellent written, oral communication, and teaching skills with ability to communicate computer applications in non-technical terms. Send cover letter and resume to Judith Stewart.

Systems Programmer/Analyst II (PT9608) Level 33 Engineering College Educ. Computing-Endowed

Provide system management for a network of UNIX-based graphics workstations; install and maintain system software and utilities, keep hardware operational and assist and consult with staff and users.

Requirements: Bachelor's in computer science or equiv.. 2-3 years programming; 2 years system management, familiarity with UNIX (prefer several versions), C, HOOPS and interactive graphics; excellent communications and interpersonal skills. Send cov ltr & resume to Judy Stewart.

Applications Programmer/Analyst II (PT5133) Level 33 Finance and Business Office-Statutory

Develop, install, maintain, document, and modify administrative systems software. Under general supervision, provide administrative system's applications programming/analysis support for various areas. Assist in insuring efficient and effective use of computer resources.

Requirements: Bachelor's with computer-related courses or the equiv. combination of experience is required. Knowledge of Cornell mainframes, JCL, MVS, CMS, COBOL, Natural and ADABAS. Knowledge of IBM System 36 and its functions. 2-3 years experience with machine architecture, programming languages, production procedures and system utility programs desirable. Send cover letter and resume to Judith Stewart.

Technical Consultant I (PT9303) Level 32 School of Hotel Administration-Endowed

Under the supervision of the area manager, provide assistance in the installation and maintenance of application software and hardware enhancements. Provide consultation with students, faculty and staff on computer problems; trouble shoot micro/minicomputer problems. Assist users with technical problems; assist area mgr when requested.

Requirements: Bachelor's or equiv. in computer technology. At least 2 years experience in programming in 2 or more high level languages. Experience in computer technology covering DOS, Apple, Macintosh, VMS and Unix operating systems. Excellent communication skills and service-oriented attitude extremely important. Willingness to learn new skills and adapt to rapidly advancing changes in hotel and computer technology necessary. Send cover letter and resume to Judith Stewart.

Applications Programmer/Analyst I (PT9301) Level 32 Financial Systems Development-Endowed

Develop, maintain, and document administrative systems software. Provide user support for various computing environments (micro/mainframe). Assist in insuring efficient and effective use of computer resources.

Requirements: Bachelor's or equiv. with computer related courses required, or a minimum of 1-2 years related experience with hardware/software, programming languages, production procedures and system utility programs. Mainframe JCL, MVS operating environment, CMS, DOS, and ADABAS with some IBM system 36 experience. Send cover letter & resume to Judith Stewart.

Applications Programmer I (PT9007) Level 32 Cooperative Extension-Statutory

Develop, modify, implement, maintain and document software applications on University mainframes and micro-computer system in support of Cornell Cooperative Extension's use of electronic technology.

Requirements: Bachelor's or equiv. in Computer Science, Engineering or Mathematics preferred. 1-2 years of experience in computer programming. Previous experience with C or Pascal languages, and with UNIX and VMS preferred. Experience with SAS and MACSYMA desirable. Send cover letter and resume to Judith Stewart.

Applications Programmer/Analyst I (PT6908) Level 32 School of Hotel Administration-Endowed

Provide computer, database and research support to faculty and students in developing and maintaining large databases and in the preparation and dissemination of research reports. Design and create files and programs to maintain the computerized database center. Provide on going support in areas of statistics and user system design.

Requirements: Bachelor's or equiv. with background in computer, statistics or related areas required. Minimum 1-2 years previous experience. Knowledge of Macintosh, IBM PC, Mainframe database manipulation, statistics and statistical packages. Must have excellent oral and written communication skills. Ability to work independently, generate ideas and professionally represent the school in the computer/database areas. Ability to handle pressure and meet deadlines. Good interpersonal skills. Send cover letter and resume to Judith Stewart.

Budget Analyst (PC9624) HRII Finance and Business Services-Statutory

Provide budget and financial analysis in the development

and execution of the Statutory Colleges and Departmental budgets. Produce reports; generate financial analyses; provide leadership on assigned projects; develop & maintain effective working relationships, understanding the State system and complying with regulatory requirements.

Requirements: Bachelor's or equiv. in business administration or related field preferred; MBA or Master's in related field desirable. 2 years related experience in university accounting, budgeting, and/or administration is preferred. Good communication (oral and written) skills essential. Must be able to work accurately and effectively with a multiplicity of financial data; computer systems skills are necessary. Must be able to demonstrate ability to work as part of a "team." Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Budget Analyst II (PC9625) HRII CALS Dean's Office (Administrative Svcs)-Statutory

Assist in the development, execution and financial management of the College of Agriculture and Life Sciences budget. Assist the Director in planning overall budget of college income funds and state appropriated funds.

Requirements: Bachelor's or equiv. in accounting or business administration. 2-3 years progressively related experience in budgeting. Good communication (oral and written) skills. Working knowledge of microcomputers necessary. Experience in Lotus 1-2-3, DBASE III, FOXBASE, mainframe to microcomputer applications, and familiarity with Cornell budget process desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Program Manager (PA9601) HRII Hotel Administration-Endowed

Under general direction of the Assistant Dean, Executive Education (ADEE), plan, develop, publicize, market and sell, and oversee delivery of Advanced Management Program, and customized programs for companies, associations, and other organizations in the United States. Responsible for organizational and financial success of programs. Supervise and direct work of Program Coordinator.

Requirements: Bachelor's required, hotel preferred, MPS or MBA advantageous. Requires minimum of 3 years hotel, or human resource development-related experience. Knowledge of executive education principles and programs beneficial. Public speaking, marketing, selling, and good interpersonal skills essential. Send cover letter and resume to Cynthia Smithbower by Dec. 22.

Project Coordinator (PA9602) HRII Veterinary Administration/Facilities & Svcs-Statutory

Plan and manage college renovation projects, prepare budget estimates for proposed projects, assist in overseeing building repair and maintenance, responsible for coordinating elimination of safety hazards and security compromises and special projects as assigned.

Requirements: Minimum of an Associate's or equiv. combination of education and experience. Bachelor's desired. 3-4 years in building maintenance and construction. Ability to interpret and understand construction drawings. Estimating experience preferred. Send cover letter and resume to Cynthia Smithbower by Dec. 22.

Night Manager (PA8104) HRII Campus Store-Endowed

Functional supervision of all night time operations including store and vault security, coordination of closing procedure and computerized processing. Will act as General Manager when the store is open at night. Responsible for interviewing, hiring, training, scheduling, supervising, and evaluating student employees, and coordinating efforts of entire night crew. Hours are 3 pm- 9 pm.

Requirements: Bachelor's or equiv.. 2 years retail and supervisory experience required. Written and verbal communication skills essential. Send cover letter and resume to Cynthia Smithbower.

Teaching Support Specialist II (PA9605) HRII Plant Breeding and Biometry-Statutory

Provide support for instruction of various statistic courses, statistical consulting, assist in teaching large courses in Biometrics Unit, primarily in statistics and biometry (601 and 602).

Requirements: Master's in statistics, coursework in computer science. Some teaching and research experience necessary. Send cover letter and resume to Cynthia Smithbower by Dec. 22.

Development Assistant, Real Estate (PA9608) HRII University Development-Endowed

Provide programmatic assistance to the Real Estate and Property Gifts Program. Assist Director with marketing efforts for the program. Develop prospecting system and closer working relationship with college, unit and regional public affair/development staff. Assist in the preparation and research associated with gift proposals. Insure prompt communication with development staff and follow-up among the various offices that are involved with gifts of property, i.e., Trust Office, Real Estate Department, Counsel's Office, Insurance Department and appraisers and advisors to the donor.

Requirements: Bachelor's or equiv. with computer related courses required, or a minimum of 1-2 years related experience with hardware/software, programming languages, production procedures and system utility programs. Mainframe JCL, MVS operating environment, CMS, DOS, and ADABAS with some IBM system 36 experience. Send cover letter & resume to Judith Stewart.

Requirements: Bachelor's or equiv.. 1 year related experience. Excellent written and oral skills. Strong organizational and interpersonal skills. Experience in fundraising, planned giving, marketing, public relations and real estate would be desired. Send cover letter and resume to Cynthia Smithbower by Dec. 22.

Research Support Specialist II (PT9616) HRII Agricultural and Biological Engineering-Statutory

Maintain large database on microcomputer for Small Business Energy Efficiency Program. Design computer programs to analyze data and create statistical reports. Communicate with state officials, technicians in the field, and country Extension agents. Provide overall computer support and training to the statewide program. Some overnight travel a few times a year.

Requirements: Bachelor's in mathematics or computer science. Master's desired. Minimum 2 years experience in database management or computer support position. Proficient knowledge of dBase III Plus, Lotus 1-2-3 and Wordperfect 5.0 on IBM PCs. Experience with electronic communications required. Ability to prioritize and work under minimal supervision. Good organizational and interpersonal skills. Send cover ltr & resume to Judy Stewart.

Financial Analyst I (PC9413) HRII Veterinary Administration-Statutory

Provide support to the Director of Financial Services and Veterinary College Administration with financial and other data analysis and reporting. Develop and maintain College database resources and procedures.

Requirements: Bachelor's or equiv. in accounting or business administration. Associate's or equiv. combina-

tion of education and experience required. 2-3 years related experience. Very strong analytical ability. Able to manage long-term goals within a context of busy day-to-day deadlines. Good working knowledge of PC/MS-DOS and spreadsheet and/or database programs. Strong interpersonal and communication (written) skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Senior Writer II/Editor (PC9504) HRI University Development-Endowed
Take ultimate responsibility for producing 4 to 6 annual issues of *Communicate*—University Development's chief communication to 12,000+ donors and volunteers—either delegating or taking direct responsibility for all stages from conception through publication. Write proposals, biographies, and draft presidential correspondence. Manage department in director's absence, provide guidance to staff members on fund-raising and communications issues, and represent department at occasional meetings.
Requirements: Bachelor's or equiv., 2-3 years related writing/editing experience. Experience in publications management. Sophisticated knowledge of fund-raising and communications strategies. Superior writing and editing ability. Ability to sustain high work quality and meet deadlines during peak work-load periods. Familiarity with Cornell's academic and administrative departments helpful. Send cover letter, resume and writing sample to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Development Assistant (PA9501, PA9502) HRI University Development-Endowed
Assist the Associate Director of the Cornell Fund in the planning and implementation of the University's annual campaign and provide assistance with major reunion campaigns. Design and implement fund raising programs within the Cornell Fund. Enlist and work with alumni and student volunteer leaders. Coordinate Cornell Fund special events and meetings.
Requirements: Bachelor's or equiv., 1 year of related experience preferred. Excellent communication and interpersonal skills. Some prior knowledge of fund raising through professional or volunteer experience. Ability to communicate with a diverse alumni and student body. Knowledge of Cornell desirable. Send cover letter and resume to Cynthia Smithbower by Dec. 8.

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

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

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

Professional Part-time

Sr. Technical Consultant (PT9615) Level 35 CIT-Endowed
Present current CIT services and programs to Cornell departments and groups; plan and execute informational events; document CIT services and products to meet specific user needs; help evaluate current CIT services and define new services.
Requirements: Bachelor's or equiv. experience. In-depth knowledge of mainframe computing, operating systems, systems design and analysis; exceptional communication skills. 5-7 years experience assisting individuals to use information technologies in a university environment. Send cover letter and resume to Judy Stewart.

Research Support Specialist I (PT9204) HRI Division of Nutritional Sciences-Statutory
Provide support in the planning, administration and evaluation of the New York State Surveillance Program. Travel within New York State collecting state-wide data from existing information management systems. Manipulate data sets and provide descriptive data analysis. Prepare oral and written reports, including those for state agencies and various journal articles. Mon-Fri, 20-30 hrs pr wk until 3/31/91; continuation contingent upon funding.
Requirements: Master's or equiv. in nutrition, health or human services preferred. 1-2 years experience working with nutrition, health or social science data on micro and mainframe computers. Good organizational and interpersonal skills. Send cover letter & resume to Judith Stewart.

Technical

As a prominent research institution, Cornell University has a diverse need for lab. electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical lab techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand.
Submit a resume and cover letter for each position, specifying the job title, department and job number, to Judith Stewart, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or lab related positions.

Research Aide, GR18 (T9609) Entomology-Statutory Minimum Biweekly Salary: \$513.94
Assist in lab and field research on management of biting and non-biting flies, including chemical, biological, and cultural control. Maintain insect colonies and rearing facility. Field research with external parasites of livestock.
Requirements: HS diploma or equiv. experience; eligibility for NYS certified commercial pesticide applicator's license; valid driver's license. 1 year experience with insect rearing and identification necessary. Experience with dairy cattle or other large animals desirable. Send cover letter and resume to Judy Stewart.

Technician, GR18 (T9611) Plant Breeding and Biometry-Statutory Minimum Biweekly Salary: \$513.94
Analyze potato tubers; perform sampling, greenhouse culture, inoculation, evaluation of plant reactions; grow plants in greenhouse, extract seeds, inoculate and transplant seeds. Plant, harvest and maintain seed plots & trials.
Requirements: Associate's degree, courses in plant breeding or related discipline desired, pesticide applicator's license. Class 3 NYS driver's license which can be obtained on the job. 1 year experience in agriculture research

operation; experience driving a tractor. Able to lift 60 lbs. Send cover letter and resume to Judy Stewart.

Receiving Technician Floater, GR20 (T9613) Diagnostic Lab-Statutory Minimum Biweekly Salary: \$558.78
This position backs-up all specialized functions in the Receiving Section as well as provides primary interface with clients, faculty and other staff in the Veterinary College on problem submissions. Review submission forms for completeness and appropriateness, label and prepare specimen submissions for testing. Perform preliminary data input to lab computer. Assist the Medical Records section with the result data input. Resolve special submission problems. Assist in development and distribution of information regarding correct specimen collection and mailing procedures to assure clients receive useful test results. Back-up to Serum Splitter. Back-up for Export Technician and Referral Technician. Open, sort and distribute mail.
Requirements: Associate's or Bachelor's in animal science or related animal health field. Licensed Animal Health technician preferred. 1-2 years related experience in veterinary practice or in large animal health facility helpful. Excellent interpersonal and communication skills. Send cover letter and resume to Judy Stewart.

Technician, GR20 (T9610) Poultry and Avian Sciences-Statutory Minimum Biweekly Salary: \$558.78
To organize and perform research in avian reproductive endocrinology. Experimental approaches require the ability to work independently and to provide technical expertise in a variety of methodologies including molecular endocrinology techniques, RIA, some animal work & data analysis.
Requirements: Bachelor's in biology or biochemistry. 1 year experience in lab procedures. Send cover letter and resume to Judy Stewart.

Technician, GR20 (T9610) Poultry and Avian Sciences-Statutory Minimum Biweekly Salary: \$558.78
To organize and perform research in avian reproductive endocrinology. Experimental approaches require the ability to work independently and to provide technical expertise in a variety of methodologies including molecular endocrinology techniques, RIA, some animal work & data analysis.
Requirements: Bachelor's in biology or biochemistry. 1 year experience in lab procedures. Send cover letter and resume to Judy Stewart.

Electronics Technician, GR20 (T9501) Theory Center-Endowed Minimum Biweekly Salary: \$558.78
Responsible for installing and maintaining computer-related equipment and other Theory Center equipment.
Requirements: Bachelor's or equiv. in electronics. 1 year experience wiring various networks helpful; computer experience helpful but not required; ability to work independently essential; good communication skills.

Technician, GR20 (T9505) Floriculture and Ornamental Horticulture-Statutory Minimum Biweekly Salary: \$558.78
Assist the faculty supervisor in conducting a research and extension program in turfgrass science. May be responsible for supervising 1-2 workstudy students. 2 yr position.
Requirements: Bachelor's or equiv. in plant science or related field. Minimum 1-2 years experience in a turf related position. Must be willing to travel to distant areas in the State. Must be able to work independently and must be willing to work with chemicals, fertilizers and pesticides. Must have and maintain a valid New York State driver's license. Must obtain Pesticide Certificate within 3 months.

Technician, GR20 (T9402) Plant Breeding and Biometry-Statutory Minimum Biweekly Salary: \$558.78
Assist in genetic mapping of RFLP markers in tomato. Extract DNA; run and blot gels; isolate and screen plasma clones; radiolabel probes; manage computer data file; analyze genetic data on computer; assist in overall maintenance of lab; prepare solutions; order supplies; monitor safety. Possible supervision of graduate students.
Requirements: Bachelor's in biology, genetics, biochemistry, or related field. 1 year lab experience preferred.

Computer Operator, GR21-24 (T9506) Informa. Technologies/Computer Resources-Endowed Minimum Biweekly Salary: \$582.29
Operate large scale computer systems and associated peripheral equipment; monitor data communication networks; consult with vendor customer engineers and department support staff; shift work including weekends.
Requirements: Associate's or equiv. combination of education and experience in large system environment. Minimum 3 years computer operating experience; related data communications experience helpful. Knowledge of computer hardware, software, operating systems, and programming languages. Valid NYS driver's license. Able to lift 50 lbs.

Technician, GR21 (T8613) Veterinary Medical Teaching Hospital-Statutory Minimum Biweekly Salary: \$582.29
Perform diagnostic tests in hematology, cytology, coprology, urinalysis, chemistry and immunology. Operate and maintain equipment; use computer for specimen accession, data entry and information retrieval. Full-time, Tues-Sat, with rotating "on call" for off hours and holidays.
Requirements: Associate's or equiv. in medical technology required; Bachelor's preferred. ASCP certification preferred. 1-2 years related experience preferred. Supervisory ability desired.

Computer Operator, GR22 (T9607) Animal Science-Statutory Minimum Biweekly Salary: \$607.04
Responsible for computer night shift, putting out daily run, distribute output and listings, run tests and jobs submitted by programmers and keep shelves supplied with forms. Mon-Wed, 11:30 pm-8 am; Thur & Fri, 11:30 pm-7:30 am
Requirements: Associate's or equiv. in data processing. 3 years experience desirable particularly with IBM mainframe. Send cover letter and resume to Judy Stewart.

Technical-Boyce Thompson Institute

Research Assistant or Research Specialist Boyce Thompson Institute Minimum Annual Salary: \$15,000-18,200 depending on qualifications
Assist in data collection, analysis and write up of results for field oriented study of air pollution effects on trees. Will use gas exchange technology for measurement of photosynthesis, respiration, and transpiration, will manage part-time personnel and will work closely with other technical staff. Working knowledge of computers required.
Requirements: Master's or Bachelor's in plant biology, knowledge of plant physiology, coursework in tree physiology preferred. Contact Robert G. Amundson, Environmental Biology Program, 607-254-1214.

Technical Part-time

Animal Health Technician, GR20 (T9504) Veterinary Medical Teaching Hospital-Statutory Minimum full-time equiv.: \$558.78
Take radiographs, process films of animal patients and research materials as required. Mon-Fri, 5:30 pm-9 pm; Sat 8 am-4 pm
Requirements: NYS Licensed Animal Health Technician and/or Licensed Radiologic Technician. Minimum 1-2 years experience handling animals preferred.

Technician, GR20 (T9202) Biochemistry-Statutory Minimum full-time equiv.: \$558.78
Assist with culturing bacteria; perform enzyme purification and assay. Perform general lab duties. 30 hrs pr wk.
Requirements: Bachelor's or equiv. required; coursework in biochemistry & microbiology desired. 1 year practical lab experience in a biochemical/microbiological lab including chromatography, spectrophotometry, & gel electrophoresis.

Technician, GR21 (T9612) Avian and Aquatic Animal Medicine-Statutory Minimum full-time equiv.: \$582.29
Provide technical assistance in ultrastructural studies of fish pathology. Assist in all phases of transmission and scanning electron microscopy sample preparation, examination of specimens, photography, ultramicrotomy, preparation of prints of electron micrographs. Develop histochemical assays for ID of cell types in fish histo sections. 30

hrs pr wk between 8 am-5 pm
Requirements: Bachelor's required in 1 of the biochemical sciences. 1-2 years related experience in all phases of scanning and transmission electron microscopy. Experience in immunoperoxidase techniques desired. Send cover letter and resume to Judy Stewart.

Technical Part-time-Boyce Thompson Institute

Research Assistant Boyce Thompson Institute Annual Salary: Commensurate with training and experience

Supporting work in a plant molecular biology/plant virology lab, including limited solution preparation and general lab maintenance. Experimental techniques include the construction, amplification, and analysis of plasmid clones; isolation and analysis of plant viruses from plant tissue; isolation and analysis of proteins and nucleic acids. Experience with nucleic acids and/or proteins, & familiarity with recombinant DNA techniques is preferred. 20 hrs pr wk.
Requirements: Bachelor's in biology, biochemistry, related field or equiv. lab experience. Contact Mary Westlake or Betty Panz, Boyce Thompson Institute, 607-254-1234.

Technical Temporary

Clinical Lab Technician (T9502) University Health Services
Temporary full or part-time days, rotating Sat half-day. Perform diagnostic tests in Hematology, Chemistry, Urinalysis and Serology. Phlebotomy experience necessary.
Requirements: Medical technology training required, ASCP certification preferred. Hospital experience preferred. Appointment for 3-4 months. Send cover letter and resume to Tami Hastings.

Technical Temporary-Boyce Thompson Institute

Research Assistant Boyce Thompson Institute Annual Salary: Commensurate with experience
Supporting work, on host-pathogen interaction, in a plant biochemistry/molecular biology lab, including general lab maintenance. Experience with chromatography, electrophoresis and recombinant DNA techniques is preferred. 6 month position.
Requirements: Bachelor's in biology, biochemistry or a related field and lab skills. Contact Dr. V. Macko, Boyce Thompson Institute, 607-254-1319.

Office Professionals

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

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

Office Assistant, GR17 (C9601) Center for Environmental Research-Endowed Minimum Biweekly Salary: \$495.36
Responsible for mail distribution and telephone coverage (take messages, track schedules) for busy office of 50 staff people; develop and maintain mailing/database list; provide word processing, photocopying, and scheduling support; assist in general accounting operations.
Requirements: HS diploma or equiv., 1 year related experience. Able to understand and operate System 85, deal with public and work under some degree of pressure. Macintosh experience preferred. Medium typing.

Office Assistant, GR17 (C9501) Office of Trusts and Estates-Endowed Minimum Biweekly Salary: \$495.36
Distribute materials; make distribution and file copies; assist with mailings; put together information for meetings; maintain complex filing system; act as office switchboard operator; prepare and type correspondence and business forms.
Requirements: HS diploma or equiv., 6 months-1 year experience preferred. Familiar with word processing equipment and IBM-PC (Wordperfect). Maintain confidentiality and pay attention to details. Flexibility to work under often changing deadlines and pressure. Medium typing.

Office Assistant, GR18 (C9610) Financial Aid/Student Employment-Endowed Minimum Biweekly Salary: \$513.94
Assist in the processing of on-campus and off-campus employment programs to include College Work Study, Non-college Work Study, Summer Job Network, Short-Shot Program. Provide communication to the public (especially employers) in reference to these programs and back-up when necessary at the telephones and front desk area. Assist the administrative staff for these programs as needed.
Requirements: HS diploma or equiv.; some college coursework preferred. Good organizational and typing skills. Able to interact with public and a large staff. Work accurately during high stressful, peak times. Medium typing.

Secretary, GR18 (C9605) Division of Nutritional Sciences-Statutory Minimum Biweekly Salary: \$513.94
Provide secretarial support to 3 faculty and staff for Extension programs. Perform wordprocessing for forms, correspondence, reports, brochures, etc.; data entry using dBase III; produce dBase reports; coordinate and organize conferences and meetings; respond to requests for resources and information; direct phone calls; requisition supplies; monitor accounts; keep calendars. Mon-Fri, hours flexible. Continuation contingent upon funding.
Requirements: HS diploma or equiv. plus secretarial training. 1-2 years equiv. experience. Wordprocessing experience (Wordperfect). Good organizational, interpersonal and communication skills. Requires use of IBM compatible PC and laser printer. Familiar with dBase preferred. Heavy typing.

Office Assistant, GR18 (C9609) Lab of Ornithology-Endowed Minimum Biweekly Salary: \$513.94
Provide general administrative, office and secretarial support for the Library of Natural Sounds. Oversee purchases; answer telephone; type and file correspondence; maintain inventory. Other duties as assigned.
Requirements: HS diploma or equiv., Some college coursework preferred. 1 year related experience. Word processing required, database management and spreadsheets helpful. Strong interpersonal skills essential. Good telephone skills necessary as well as the ability to work independently and in a hectic environment. Must be accurate and pay attention to details. Medium typing.

Accounts Assistant, GR18 (C9603) Controller's/Accounting-Endowed Minimum Biweekly Salary: \$513.94
Provide assistance in maintaining account records and generating payments. Responsible for financial data entry into the accounting system and accurate inputting of large, continuous volume of data from a variety of input forms.
Requirements: HS diploma or equiv. Some college coursework preferred. Data entry certificate highly desirable. 1-2 years data entry experience. Experience with CU accounting procedures preferred. Able to work well with a variety of individuals. Pay attention to detail, work accurately while meeting a variety of deadlines. Heavy typing.

Senior Evening Circulation Assistant, GR18 (C9611) NYSSILR-Catherwood Library-Statutory Minimum Biweekly Salary: \$513.94
Share in the responsibilities, under the direction of the evening supervisor, for keeping the library open. Regular circulation desk and monitoring activities; security; lock-up; reserve processing; collection maintenance. Evening/weekend hours to be arranged.
Requirements: HS graduate with some college or business school education or equiv. related experience. 1 year library experience is desirable but comparable work involving serving the public and dealing with a variety of users, and handling detail may be substituted. IBM PC experience is desirable. Excellent organizational and interpersonal skills essential. Light typing.

Secretary, GR18 (C9617) Pharmacology-Statutory Minimum Biweekly Salary: \$513.94
Provide support to Administrative Manager. Type complex technical manuscripts, abstracts, correspondence, etc.; operate word processor, minicomputer; answer and screen calls; arrange meetings and travel; handle mail; maintain files; perform library reference tasks. Other duties as assigned.
Requirements: HS diploma or equiv., Some college coursework preferred. 1 year experience. Excellent interpersonal and communication skills. Knowledge of medical terminology, word processing and minicomputers desirable. Heavy typing.

Office Assistant, GR18 (C9616) Neurobiology and Behavior-Statutory Minimum Biweekly Salary: \$513.94
Serve as the Bio. Sci. 101-104 contact person for both student and other members of the Cornell community with course related business and all staff members requesting assistance. Prioritize and complete office tasks. Oversee part-time secretary's duties; desk-top publish course-related material and correspondence.
Requirements: HS diploma or equiv., Some college coursework preferred. Minimum 1 year related experience. Familiarity with word processing and office ordering procedures. Medium typing.

Secretary, GR18 (C9614) Civil and Environmental Engineering-Endowed Minimum Biweekly Salary: \$513.94
Provide varied secretarial/administrative support to an Endowed Chair faculty member; provide secretarial/administrative support to 3 faculty involved in American Society for Civil Engineers (ASCE) Committee, Journal editing and Headquarter support. Assist in service-oriented main office duties as assigned.
Requirements: HS diploma or equiv., Some college coursework preferred. Minimum 1 year related word processing/secretarial and computer experience. Excellent organizational, interpersonal and communication (oral/written) skills essential. Independent judgment, attention to detail and ability to work under pressure. Computer knowledge desirable (IBM compatible and Macintosh). Heavy typing.

Office Assistant, GR18 (C9506) School of Hotel Administration-Endowed Minimum Biweekly Salary: \$513.94
Responsible for assisting the administrative assistant in carrying out policies and procedures for the Master of Professional Studies program, including admissions and registrations. Type, file, answer inquiries regarding the MPS programs; heavy student contact.
Requirements: HS diploma or equiv., Some college coursework preferred. 1 yr related experience. Wordprocessor skills required. Good administrative and organizational skills. Strong interpersonal skills. Medium typing.

Administrative Aide, GR19 (C9608) Theory Center-Endowed Minimum Biweekly Salary: \$535.78
Provide administrative support accounts coordinator and personnel mgr. Requires a high degree of confidentiality.
Requirements: HS diploma or equiv., Associate's preferred. 1-2 years related experience. Experience with IBM PC and/or Macintosh, dBase III, Lotus, and Wordperfect desirable. Familiarity with university resources (i.e., accounting, payroll, etc.) helpful. Strong interpersonal, organizational, and communication skills. Able to work independently. Medium typing.

Office Assistant, GR19 (C9622) Finance and Business Services-Statutory Minimum Biweekly Salary: \$535.78
Provide accounting, clerical and administrative support for accounts receivable and transactions section of the Business Services unit.
Requirements: HS diploma or equiv., Some college coursework preferred. 2 years accounting experience; preferably statutory accounting system. Excellent communication and organizational skills. Computer/terminal experience helpful. Light typing.

Secretary, GR19 (C9615) JGSM-Endowed Minimum Biweekly Salary: \$535.78
Provide word processing and administrative support to faculty members and faculty support sides using Mass 11 and the Macintosh. Entails a broad set of responsibilities: execute & complete administrative work; coordinate faculty recruiting with Chairpersons; assist JGSM Affirmative Action Officer on affirmative action & faculty searches, etc.
Requirements: Associate's or equiv. preferred. Minimum 2 years secretarial/office experience. Familiarity with computers, word processing and the Macintosh. Good organizational skills. Heavy typing.

Accounts Assistant, GR19 (C9621) HDFS/Family Life Development Center-Statutory Minimum Biweekly Salary: \$535.78
Maintain accounting system for the Family Life Development Center. Responsibilities include 10-20 active college, state and restricted fund accounts representing a \$2M budget.

Requirements: HS diploma or equiv., Some college coursework in accounting preferred. 2 years related office experience. Experience with statutory accounting system preferred. Familiar with Macintosh. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Administrative Aide, GR19 (C9623) CISER-Endowed Minimum Biweekly Salary: \$535.78
Provide administrative and clerical support for the Director and Institute personnel. Process payroll; appoint personnel and maintain personnel records; prepare monthly financial reports for several CISER grants; make travel arrangements; help coordinate the submission of research proposals with Administrative Manager; maintain CISER databases.

Requirements: HS diploma or equiv., Some college coursework preferred. 2 years related experience. Computer proficiency (IBM PC) in Wordperfect 5.0 required. Knowledge of dBase III+ and Lotus 1-2-3 desirable. Excellent interpersonal and organizational skills. Able to work independently and set priorities. Mainframe experience preferred. Medium typing. Internal applicants only. Submit employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Advertising and Promotion Assistant, GR19 (C9503) C.U. Press-Endowed Minimum Biweekly Salary: \$535.78
Provide assistance to the department in all aspects of advertising and promotion. Type letters, reports, etc.; handle mail; answer inquiries (telephone and letter). Other duties as assigned.
Requirements: Associate's or equiv., Knowledge of wordprocessing. Good writing skills. Close attention to detail. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Administrative Aide, GR19 (C9512) University Development-Endowed Minimum Biweekly Salary: \$535.78

Technicians' Courses

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Microprocessors

Material to be covered is number systems and codes, microcomputer basics, computer arithmetic, introduction to programming, a microprocessor and interfacing.

The prerequisite is to have a working knowledge of the information covered in the Digital and Advanced Digital Electronics courses described above. This will be a hands-on course coupled with the necessary theory.

Basic Mechanical Design

Topics to be covered will be sheet metal techniques, machine use tool use, basic welding and brazing, motors: commonly used types, wiring and breaker ratings; common materials used in building laboratory equipment construction: capacity; compatibility with different environments.

Jobs

Continued from page 3

Perform administrative and secretarial duties for Office of Special Gifts. Schedule appointments; answer telephone; distribute mail, etc.; assist in preparing and coordinating all correspondence for presidential letters; help in coordinating arrangements for Campus Visits Program; maintain reference materials.

Requirements: HS diploma or equiv.. Some college coursework preferred. 1 year related experience. Excellent secretarial, organizational and interpersonal skills. Experience with PC's. Able to work with computer inquiry programs. Knowledge of word processing equipment (Olivetti), displaywriter or equiv., and dictation equipment. Good telephone techniques. Familiar with University Travel Office helpful. Medium typing.

Administrative Aide, GR19 (C9507)

Natural Resources-Statutory

Minimum Biweekly Salary: \$535.78

Provide administrative support for activities of campus and field Extension staff, and other publics. Organize, maintain and distribute large volume of publications; arrange meetings and travel; prepare correspondence, reports, newsletters, news releases, articles for publication, grant proposals, and transcribe dictation.

Requirements: HS diploma or equiv.. Some college coursework preferred. 2 years business/administrative secretarial experience. Computer proficiency (IBM PC and Mac) in WordPerfect 5.0 required. Dictaphone transcription required. Knowledge of CENET electronic mail preferred. Excellent communication skills essential. Database management experience highly desirable. Able to work independently, under pressure and set priorities. Heavy typing.

Accounts Assistant, GR19 (C9509)

Clinical Sciences-Statutory

Minimum Biweekly Salary: \$535.78

Responsible for interdepartmental charges, C.U. Stores billing, weekly deposits, petty cash; will post daily to MUMPS Financial Management Systems and reconcile MUMPS to SF & BS statements monthly; using Lotus 1-2-3, prepare and analyze monthly account reports.

Requirements: HS diploma or equiv.. Some college coursework preferred. 2 years related experience in Cornell accounting preferred. Competency in Lotus 1-2-3 required. Ability to use word perfect preferred. Good communication (oral/written) skills essential. Light typing.

Accounts Assistant, GR20 (C8613)

Finance and Business Services-Statutory

Minimum Biweekly Salary: \$558.78

Perform reporting and accounting functions associated with Federal Retirement, Federal Life Insurance and Trift Savings Plan Programs; process NYSERS documentation; assist in reconciliation of accounts.

Requirements: Associate's in accounting, or equiv.. Working knowledge of IBM PC. Good organizational and communication skills required. Knowledge in personnel and benefits counseling desirable. Able to work independently and set priorities. Light typing.

Circulation/Reserve Supervisor, GR20 (C9511)

Music Library/CUL-Endowed

Minimum Biweekly Salary: \$558.78

Facilitate access to and circulation of the collections of the Music Library. Supervise student assistants and night supervisors. Provide reference service to patrons; assist patrons in use of audio, video and computer equipment; participate in the maintenance of bibliographic information. Be responsible for reserve operation and overdues, fines and billings for lost and late materials; maintain student budget; oversee library in the absence of the librarians.

Requirements: Bachelor's in music or equiv. with emphasis in music history preferred. Library experience desirable. Outgoing, service oriented person able to work effectively with faculty, students and staff. Supervisory skills. Reading knowledge of 1 foreign language (prefer German). Light typing.

Sales Assistant, GR20 (C9409)

Campus Store-Endowed

Minimum Biweekly Salary: \$558.78

Provide technical information to customers in the area of photography and general customer service in the Campus Living Shop. Assist the Assistant Director of General Merchandise with buying technical photography products; act as liaison with vendors and provide functional supervision to student staff. Mon-Fri, 8:30-5, some nights & wknds

Requirements: Associate's or equiv. combination of experience. Strong interpersonal, communication and organizational skills. 2-3 years retail experience. Technical knowledge of photography. Previous buying experience including supervision. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Administrative Aide, GR21 (C9604)

Diagnostic Lab-Statutory

Minimum Biweekly Salary: \$582.29

Coordinate and administer 4 major disease control program. Maintain 3 databases; develop test schedule; process and distribute results; coordinate official documents; generate several statistical reports; bill clients; assist in accounts receivable problems; client contact; process travel, orders and standard vouchers for another academic unit. Perform various secretarial duties.

Requirements: Associate's or equiv. experience. 2-3 years working with computerized systems. Excellent organizational and communication skills. Cornell accounting experience preferred. Background in animal health highly desirable. Medium typing.

Accounts Coordinator, GR21 (C9619)

Finance and Business-Statutory

Minimum Biweekly Salary: \$582.29

Responsible for maintenance of the Cornell Statutory equipment inventory master file. Audit equipment vouchers; input information into Property Control System in

Cost Reduction

Continued from page 1

What criteria are used for judging?

- Potential applicability and continued use of the technique at other institutions;
- Originality and uniqueness of the idea as it is applied to higher education. Proposals should not duplicate those that were recognized in previous years.
- The amount of cost reduction without loss of program effectiveness.
- The amount of involvement by staff, faculty and students.

How do I submit ideas?

Contact Allan Lentini at 317 Day Hall (5-3759) for application forms or more information. A Cornell group chaired by Sr. Vice President Jay Morley will judge the entries and forward the top entries to the NACUBO national program by the February 1 deadline. Copies of some recent NACUBO cost-reduction ideas are available at 317 Day Hall for your review. Also, winners of this year's on-campus awards program will be announced in February.

Office Assistant (S9301)

Material Science Engineering

Assist Administrative Aide in daily operations of office. Medium typing, utilizing Macintosh skills on a daily basis. Errands to campus libraries and some photocopying. Part-time, 20 hours a week. Send cover letter and resume to Karen Raponi, Staffing Services, EHP, Ithaca, NY 14850.

Ticket Deliverer (S9601)

Travel Office

Hourly Rate: \$4.25

Deliver airline tickets to various campus locations. Casual position, 10-15 hours a week. Please contact Karen Raponi, Staffing Services, EHP, Ithaca, 255-2192.

Casual Office Assistant (S9502)

Master of Engineering

6-10 hours, preferably afternoons. Utilizing Macintosh skills to enter data on the database. Open mail, file, prepare mailings. Confidentiality a must. Contact Karen Raponi, Staffing Services, EHP, at 255-2192.

Temporary Office Assistant (S9403)

Johnson Museum-Endowed

Hourly Rate: \$6.12

Act as receptionist. Provide information to visitors; sell cards, catalogs, and posters; answer telephone switchboard. Provide security for museum lobby. Casual appointment, approximately 12-13 hrs pr wk. Every other weekend, plus special events. Sat and Sunday, 9:45 am-5:15 pm

Requirements: HS diploma or equiv.. Previous receptionist experience necessary. Interest and involvement in art or related areas preferred, as well as familiarity with the Ithaca community. Send cover letter and resume to Karen Raponi, Staffing Services, EHP, Ithaca, NY 14850.

General Service

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

Bartender, SO02 (G9605)

Statler Hotel-Endowed

Hiring Rate: \$6.00

Under general supervision, mixes and/or dispenses alcoholic beverages to hotel guests. Hours flexible; nights and weekends.

Requirements: HS diploma or equiv.. 1 year bartending experience. Familiarity with electronic cash registers helpful. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Custodian, SO02 (G9602)

Residence Life-Endowed

Hiring Rate: \$6.00

Provide general custodial care of buildings and grounds in assigned area. Mon-Thur, 7:30 am-4 pm; Fri 7:30 am-3 pm

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb an 8 foot ladder. Daily contact with students.

Custodian, SO02 (G9601)

Buildings Care-Endowed

Hiring Rate: \$6.00

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thur, 6 am-2:30 pm; Fri 6 am-1:30 pm

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb an 8 foot ladder.

Bell Captain, SO03 (G9403)

Statler Hotel-Endowed

Hiring Rate: \$6.28

Provide pickup and delivery service; offer information to help guests; work closely with the sales department and front desk. Some nights and weekends.

Requirements: HS diploma or equiv.. Basic reading and writing skills. Valid driver's license with no infractions. Able to work easily with public.

Baker, SO06 (G9402)

Dining-Endowed

Hiring Rate: \$7.20

Prepare full variety of baked goods including rolls, breads, cakes, cookies and pastries. Decorate baked goods. Shift subject to change.

Requirements: HS diploma or equiv.. 1 year related experience. Working knowledge of choppers, dough sheeters, ovens, mixers, proffing cabinet and various hand tools. Good interpersonal, communication and organizational skills.

Assistant Cook, SO06 (G5816, G9301)

Dining-Endowed

Hiring Rate: \$7.20

Under general supervision, prepare and present a full variety of foods, as assigned, through own efforts and through supervision of staff. Shift subject to change.

Requirements: HS diploma or equiv.. 1-2 years experience in food preparation; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Skilled in presenting and garnishing food. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Cook, SO08 (G8905, G5820)

Dining-Endowed

Hiring Rate: \$7.91

Prepare and present a full variety of foods including soups, sauces, casseroles, meats and vegetables through own efforts and through supervision of staff. Shift subject to change.

Requirements: HS diploma or equiv.. 3-5 years experience in preparing full range of entrees; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools. Supervisory skills desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

General Service Part-time

Dish Machine Operator, SO02 (G9604)

Dining-Endowed

Hiring Rate: \$6.00

Wash dishes, utensils, pots and pans. Stock assigned areas. 30 hrs pr wk.

Requirements: HS diploma or equiv.. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 lbs.

Custodian, SO02 (G9603)

Residence Life-Endowed

Hiring Rate: \$6.00

Provide general custodial care of buildings and grounds in assigned area. 20 hrs pr wk. Hours neg. Until 6/30/90.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb an 8 foot ladder. Daily contact with students.

General Service Temporary

In addition to posted positions, temporary opportunities frequently occur in custodial, food service, dish machine operation, material handling and other service areas. All individuals are encouraged to apply. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Custodian

Building Care-Endowed/Statutory

Temporary Rate: \$5.00

Continuous recruitment will be done in the department of Building Care for temporary custodians. Providing general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thur 6:00am-2:30pm, Fri 6am-1:30pm. Periodically 2nd & 3rd shift hours available.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 lbs and climb a 6 foot ladder. Contact Karen Raponi, Staffing Services, EHP, 255-2192 for an interview.

Academic

Faculty Position: Radiology

NYS College of Veterinary Medicine

Requirements: DVM degree or equiv., plus postgraduate clinical and research training and experience. Board certification in the American College of Veterinary Radiology is highly desirable. Rank and salary will be commensurate with professional and academic credentials and experience. Interested individuals should send a letter of application, curriculum vitae and names and addresses of 3 suitable referees to Dr. Donald F. Smith, Chairman, Department of Clinical Sciences, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401.

Faculty Position: Large Animal Internal Medicine

NYS College of Veterinary Medicine

Requirements: DVM degree, or equiv. plus postgraduate clinical and research training and experience. Board certification in the American College of Veterinary Internal Medicine is highly desirable. Rank and salary will be commensurate with professional and academic credentials and experience. Interested individuals should send a letter of application, curriculum vitae and names and addresses of 3 suitable referees to Dr. Donald F. Smith, Chairman, Department of Clinical Sciences, College of Vet Medicine, Cornell University, Ithaca, NY 14853-6401.

Faculty Position: Small Animal Orthopedic Surgery

NYS College of Veterinary Medicine

Requirements: DVM degree or equiv. plus postgraduate clinical and research training and experience. Board certification in the American College of Veterinary Surgery is highly desirable. Rank and salary will be commensurate with professional and academic credentials and experience. Interested individuals should send a letter of application, curriculum vitae and names and addresses of 3 suitable referees to Dr. Donald F. Smith, Chairman, Department of Clinical Sciences, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401.

Research Associate in Electron Microscopy

Neuromuscular Diseases Lab, Department of Pathology, NYS College of Veterinary Medicine

Study the pathogenesis of muscular dystrophy. Experience in transmission and scanning electron microscopy, preferably including freeze fracture techniques, is required. Send cover letter, CV and names of 2 referees to Dr. Barry Cooper, Department of Pathology, NYS College of Veterinary Medicine, Cornell University, Ithaca, NY 14853 by Jan. 1, 1990. 607-253-3350

Extension Associate II

Fish Pathology Lab

Avian and Aquatic Animal Medicine

Assist in ongoing field and lab investigations regarding the health of feral and stocked fish in natural waters throughout New York State. Division of responsibilities will be approximately 70% diagnostic work, 20% extension and 10% collaborative research.

Requirements: DVM with fish disease experience or MS in fish diseases and 2 years of experience in fish diagnostic work. Apply to Dr. Bruce W. Calnek, Chairman, Avian and Aquatic Animal Medicine, E113 Schurman Hall, Cornell University, Ithaca, NY 14853.

Senior Extension Associate I, Director, Latino Leadership Studies Program ILLR/Cornell, Division of Extension and Public Service, New York City

Direct Program for Spanish Speaking workers and trade unionists (union members and officials).

Requirements: Master's or equiv. in education and experience plus labor experience in the Latino community; fluency in Spanish and English. Salary based on experience and qualifications. Submit resume and 3 references by Jan. 15, 1990 to Ken Margolies, Search Committee Chair, ILLR/Cornell, 15 E. 26th Street, New York, NY 10010.

Program Manager/Extension Associate IV

Human Development and Family Studies

This position will be part of the Family Life Development Center's Child Protective Svcs Training Institute located in Ithaca. The Institute trains new & experienced child protection and child care personnel throughout New York State.

Requirements: Master's in Social Work or related field and six years experience in residential child care field. Experience and skill in training and curriculum development necessary. Perspective on minority child welfare issues necessary. Ability to travel extensively is essential. Resumes should be sent to Michael A. Nunno, Family Life Development Center, E-200 MVR Hall, Cornell University, Ithaca, NY 14853-4401. Closing date for applications: Dec. 20, 1989.

Office Professionals Temporary

In addition to posted positions, temporary opportunities occur in many occupational areas, including secretarial, word processing, accounting, and office administration. All individuals are encouraged to apply; experienced applicants with a typing speed of 45-60 wpm, knowledge of IBM-PC Word Perfect software and Macintosh word processing are in particular demand. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.