



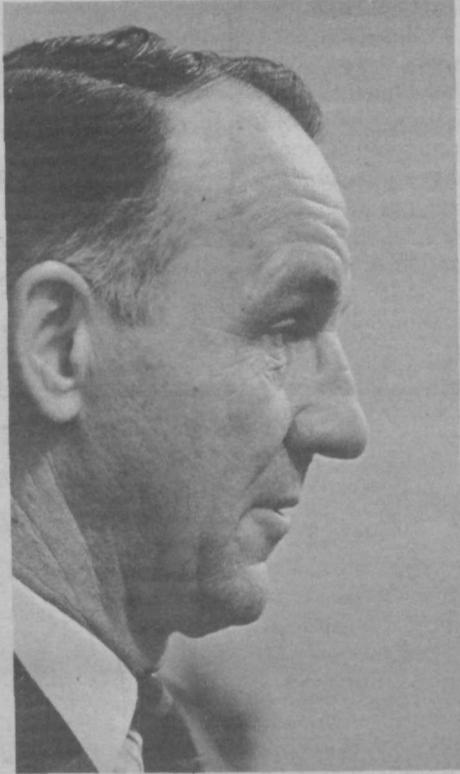
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Affirmative Action Statement Issued

Following is a report issued today by University President Dale R. Corson on the status of the Affirmative Action Program at Cornell:

The start of 1973 marks two important anniversaries for Affirmative Action at Cornell University. Two years ago the first Affirmative Action statement of commitment was announced and a little more than one year ago the Affirmative Action Office was established to direct the implementation of this commitment. At this time, it is appropriate to report on the status of the Affirmative Action Program at the University; what the University is required to do by law, what the University has done and is doing, and what it must do in the future.

Presidential Executive Order 11246 of September 24, 1965, as revised and amended, is the basis for the Affirmative Action obligation of all federal contractors, with a few limited exceptions. Affirmative Action, in general terms, requires colleges and universities holding federal contracts to create equal employment opportunity for all persons, with particular emphasis on insuring employment of minority persons and females throughout the



Dale R. Corson

institution's job structure. In working to achieve equal employment opportunity, the federal contractor, in this case a college or university, is required to take certain positive steps, and is encouraged to adopt other measures which experience has shown hastens attainment of equal employment opportunity. The institution is required to develop, disseminate and implement a comprehensive policy on non-discrimination with regard to race, color, religion, national origin or sex; analyze the institution's work force to determine jobs or departments where females and minorities are under-utilized; establish goals and timetables for hiring and promoting females and minorities to correct the deficiencies; and develop a program which can, through a good-faith effort, meet the goals and timetables. Child-care programs, training programs open to all segments of the campus, part-time employment, sound grievance procedures and the posting of jobs to assure the opening of Cornell job opportunities to all are examples of institutional efforts which can enhance the Affirmative Action Program but which are

not mandated as such.

In addition to Affirmative Action, Cornell University has other equal opportunity obligations, affecting not only employment, but a broad range of activities. Title VI of the Civil Rights Act of 1964 and Title IX of the Education Amendments Act of 1972 require that all programs and activities receiving federal funds be available to all persons without regard to race, color, national origin or sex. Title VII of the Civil Rights Act of 1964, prohibiting unlawful discrimination by employers, was extended to cover employment at colleges and universities by the Equal Employment Opportunity Act of 1972. Various segments of the University, such as Cooperative Extension and the Medical College, must comply with administrative orders of federal departments and agencies, such as the Department of Agriculture and the U.S. Public Health Service. Finally, the New York Human Rights Law and Education Law are rather comprehensive in prohibiting unlawful discrimination and providing appropriate remedies for aggrieved individuals.

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5.5 Per Cent Pay Increase Pool Set Up Senate to Conduct Poll

A 5.5 per cent salary adjustment pool for faculty and employes in the endowed units at Cornell has been established for the 1973-74 fiscal year, Vice Provost Robert F. Risley announced yesterday.

All salary increases will be based on merit, Risley said. This continues the merit increase policy established for the 1972-73 fiscal year.

The salary increase pool, 5.5 per cent of the total endowed payroll, comes to more than \$1.5 million, Risley said. Of this amount, 90 per cent will be distributed to the schools, colleges and other units for individual merit salary adjustments with 10 per cent reserved for "special salary adjustments" and "to correct salary inequities which may now exist."

"Since the salary adjustments will be made on the basis of merit, the individual adjustments may vary significantly," Risley said.

Risley also pointed out that accompanying adjustments in fringe benefits for 1973-74 total some \$500,000 and are some 1.7 per cent of the total endowed payroll. Those fringe benefit increases which are tied to salaries include Social Security, health, group and unemployment insurance, and TIAA/CREF benefits.

Salary and fringe benefit adjustments are consistent with the voluntary wage guidelines of the federal Phase III program.

Risley has sent the University guidelines for establishing the salary increases to executive officers, deans, directors and department heads. The Dean's Council discussed the guidelines at its meeting Monday.

Speaking yesterday of the academic salary pool, Acting University Provost David C. Knapp said, "From the information now available on what is happening to

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After two full hours of lengthy and sometimes angry debate Tuesday night in Kaufmann Auditorium, the University Senate approved for inclusion in the Senate's Feb. 20-21 elections, an opinion referendum to determine whether the Cornell community would like the Senate "continued" or "discontinued." The senators voted 53 to 24 with one abstention. (The senators' votes are recorded on Page 11 of this issue of Cornell Chronicle.)

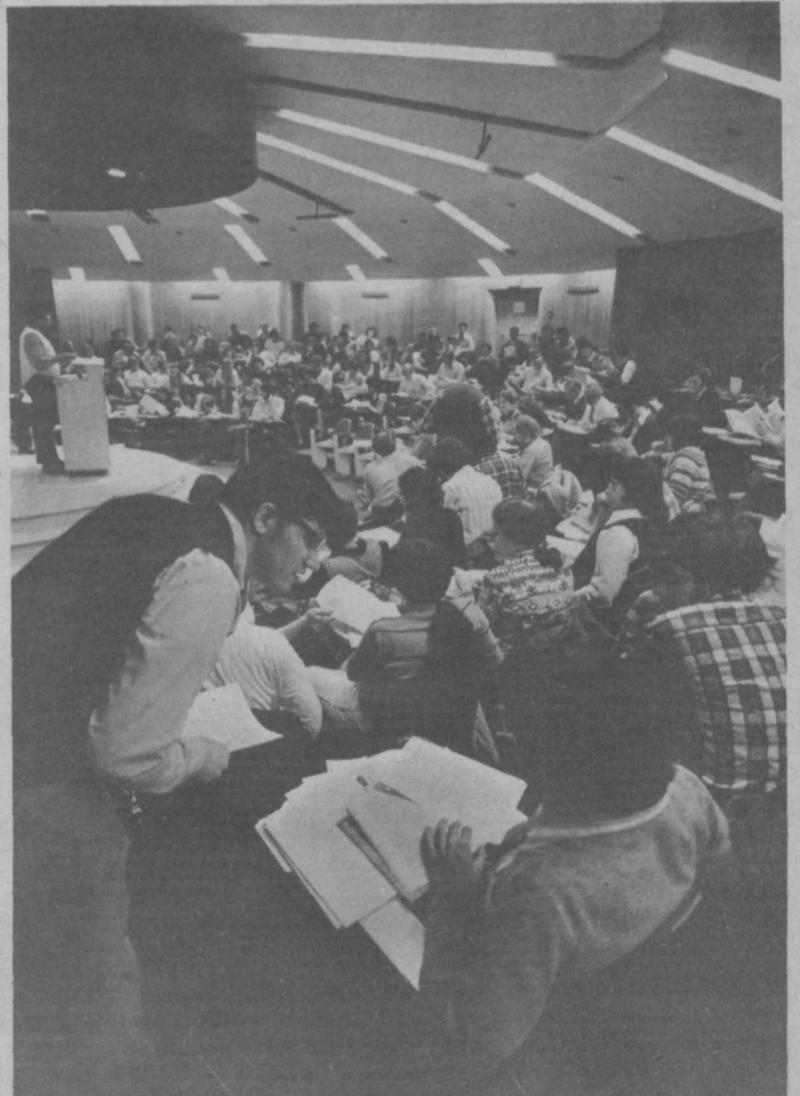
The referendum constitutes an opinion poll and is not binding on the Senate.

In other business, James L. Gibbs Jr., dean of undergraduate studies at Stanford University, was elected to a four-year term as University Trustee-at-Large in a closed session following the referendum decision. Defeated nominees were Gail Thane Parker, president of Bennington College, and E. Travis York Jr., vice president for agricultural affairs at the University of Florida.

Debate on the referendum bill ranged from discussion on the bill and its numerous proposed amendments to debate on the value of the Senate and the relation between the bill and a petition circulated by two undergraduates, Roger D. London and Daniel P. Malone, calling for a Senate referendum.

The bill's rationale was based on the fact that "members of the Cornell community had signed the petition requesting a public referendum on the continuation or the discontinuation of the Cornell University Senate," according to its sponsor, Richard Meyer, a graduate student.

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CONSULTATION — Student trustee Robert C. Platt '73 (foreground, left), who is an ex officio member of the University Senate, confers with a fellow legislator during the Senate's deliberations Tuesday night over the proposed referendum on the Senate's continued existence.

Ground Broken for Dorm At Cornell Medical Center

A new apartment residence under construction at 430 East 70th St. in New York City will allow increased enrollment at Cornell University's Medical College, Graduate School of Medical Science and N.Y. Hospital-Cornell School of Nursing. Groundbreaking ceremonies were held Jan. 29 for the Jacob S. Lasdon House, named for the philanthropist and patron of the arts whose estate gave \$2 million for the construction of the new living quarters.

"Because of the increased residence space this building will provide," a spokesman for the medical college said, "all three institutions will be able to expand their enrollments during this time of desperate need for medical personnel."

Through their family foundation, Lasdon and his brothers have provided support for medical research, the arts, education and other charitable

activities. Present at the groundbreaking ceremonies were Lasdon's sister, Mrs. Francis Gerrity, and brothers, Milton S., Stanley S. and William S.

William Lasdon had this comment: "The breaking of the ground today marks the beginning of a project which Jack Lasdon had contemplated for a number of years. He often spoke of the urgent need of living facilities for nurses, interns and doctors within the City of New York.

"Jack Lasdon was a generous man without pretense, a man with humor and talent, a man who was close to both art and science, and a man who cared simply and wisely about his fellow man.

"This building will be an expression of Jack Lasdon's responsiveness to the community and also an expression of his own need to participate in that community.

"We, the members of his family, are immeasurably gratified by the opportunity to fulfill — through the Jacob S. Lasdon House — the desire of our brother. And we are hopeful that it will serve as a model for other Medical Communities in the years ahead.

"We shall look forward to the day when this building is completed and occupied by the people for whom it is intended."

It is of particular importance that housing be provided for these students because the New York Hospital-Cornell Medical Center is located on New York's Upper East Side, one of the highest-rent districts in the country. Many students would therefore not be able to attend the school at the Center without this subsidized housing.

The total cost of construction and land will be approximately \$14,510,000 with the value of the land being contributed by the Medical College estimated at \$3,800,000. All costs over and above the Lasdon gift are being financed through a loan from the Dormitory Authority of the State of New York. Lasdon House is to be completed and ready for occupancy by September, 1974.

Sage Notes

Applications for Graduate Summer Fellowships are now available in the Fellowship Office, Sage Graduate Center. The summer awards are for \$400 plus \$100 for each eligible dependent, and are based mainly on financial need. In the past there have been considerably more requests than money, so graduate students would be well advised to continue looking for other summer support. Completed applications are due in the Graduate School by April 1.

All graduate students in Ph.D. programs who expect to complete their third year of residence at the end of this term and who have not tried the Admission to Candidacy Examination should plan to do so before next September. The rules of the Graduate Faculty require that this examination be attempted before the student can register for the start of his fourth year of residence.

Institutional Grants

NSF Funds Down

Although Cornell is consistently among the leading recipients of research support from federal agencies, the dollar amount of Cornell's Institutional Grant Funds from the National Science Foundation (NSF) has been decreasing steadily since 1970, according to W. Donald Cooke, vice president for research.

That year, funds from the program totaled \$109,696; in 1971 they were cut to \$89,698. The most recent grant, received in December, 1972, was \$58,314. The NSF award, based on total research volume at colleges and universities, has been cut back at institutions all over the country during the past two years.

Cornell's institutional grant funds are allocated by Cooke, principally for unbudgeted and non-recurring expenses associated with the University's large and comprehensive research program. The funds are also used to support the needs of new faculty members while they are establishing their research projects at Cornell.

According to Cooke, faculty interest in research remains high at Cornell and the competition for funding for sponsors is increasingly stiff. The number of requests for portions of the institutional grant is rising as a result.

"Unfortunately," Cooke said, "flexible funds to meet these special needs are not commensurate with the demand for them."

Law Professor Participated In Study of State's Courts

W. David Curtiss, professor of law in the Cornell Law School, is a member of the New York Temporary Commission on the State Court System, which has completed a two year study entitled "...And Justice For All."

The 200,000-word report was submitted recently to Governor Nelson A. Rockefeller and the State Legislature.

The Commission proposes a

revised and strengthened administrative structure for the courts, state assumption of all court costs, and a merger into one court of the five existing major trial courts. The Commission's proposals also call for new procedures for selecting and disciplining judges and for releasing, detaining and indicting criminal defendants. The Commission's proposals are set forth in 180 recommendations, supporting text and proposed legislation.

A specialist in the law of local government, Curtiss also teaches in the fields of family law and legislation. He has been a member of the Cornell faculty since 1947. He has served as executive secretary of the Law Revision Commission and as associate dean of the Law School, and is a former faculty trustee of the University.

He was a graduate of the Cornell College of Arts and Sciences and its Law School, where he received his law degree in 1940.

Life Safety Dept. Warns of Fire Hazards



AFTER AND BEFORE?? — A second floor office at Langmuir Laboratory (left) was extensively damaged by a fire on Jan. 3. An electrical short circuit may have caused the fire; paperbound reports and some clothing piled in the corner of the room contributed considerably to the fire's rapid spread in the office, according to Cornell's Department of Life Safety Services and Insurance. The sort of office housekeeping shown in the photo at right is what the University's Life Safety inspectors will be seeking to eliminate in the future.

CORNELL CHRONICLE

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George, Meyer Issue Statements on Drugs

A four-point explanation of what will be the Cornell Safety Division's response to information received concerning drug activities on the Cornell campus has been issued by Lowell T. George, director of the safety division.

In addition, Elmer Meyer Jr., dean of students and assistant vice president for campus affairs, has made public several points of the guidelines for Office of Dean of Students' staff responsibilities in drug related situations.

The explanation issued by George stated:

"1. The Safety Division will give primary emphasis to the investigation of information it receives on drug selling and trafficking that is taking place on the campus. It will also investigate all complaints or information it receives concerning the possession and use of drugs on the campus. This will include dormitories, dining and University Union areas, as well as other places of public assembly.

"2. Due to the serious nature of information concerning the sale or trafficking of drugs, the Safety Division shall

not make a practice of notifying anyone about such investigations until it is felt appropriate by the Director of the Division.

"3. In responding to information or complaints about the use or possession of drugs in University dormitories, an effort shall be made to notify the Area Coordinator or the Assistant Dean of Students. If available, he or she will be asked to accompany the Safety Division officer to the location of the complaint.

"4. In all cases other than those involving the most minor offenses, the Safety Division will exchange information with the Ithaca Police Department, and where appropriate, with the District Attorney's Office."

George reemphasized "that the Safety Division will concentrate its efforts on eliminating those activities involving the sale or exchange of drugs from the University campus. The Safety Division will investigate all information concerning drug activity that comes to its attention, but it will do so with this primary objective in mind."

Meyer, after noting that his staff will continue to try to

educate students about the risks involved in drugs through counseling and advising methods, said that if the staff "learns of students suspected of possession, sale or exchange of drugs (staff members) are obligated to ask them to cease doing so.

"If a student refuses ... if sale, exchange or possession of drugs continues, the staff will be expected to report such information to the Office of the Dean of Students. Under these circumstances, problems not immediately solved after further discussion with the residence staff and the student(s) involved will be referred to the Safety Division."

Meyer said that his staff's "main purpose should be to maintain a proper educational environment in residence halls and on campus ... If there are drug related situations which tend to be disruptive as the policy statement on drugs in the Policy Notebook indicates we will consult with the Safety Division and the Judicial Administrator."

Any investigation conducted by University personnel "should be in accordance with the (University) Senate statement on Student Rights, Article VI, The Right to Private Quarters," Meyer said.

Study Of Day Care Needs Set

Maria Emons has been appointed director of a comprehensive study of the day care needs involving both the Cornell and Ithaca communities.

The one-year research project will be conducted as a joint study by the Day Care and Child Development Council of Tompkins County and the New York State College of Human Ecology on behalf of the University.

The study will provide an evaluation of day care needs for children in the Ithaca community and of University purposes that might be served by Cornell's participation in day care. Study recommendations will be made to the University at the end of the project.

Ms. Emons said the study "will include identifying when and where unmet day care needs exist and how they might be met, involving more University students directly in day care and in the Ithaca community, and in developing proposals for community-University day care programs."

The \$15,000 research study resulted from recommendations made to the University last August by an ad hoc Cornell day care committee composed of members of the Ithaca and Cornell communities and chaired by Randall E. Shew, director of community relations. Shew's committee was established following a University Senate recommendation that Cornell study local day care needs and facilities.

Ms. Emons will develop an interdisciplinary task force from these same constituencies to work with her on the study.

A native of The Hague, The Netherlands, Ms. Emons is working on her master of science degree at Cornell in family and community decision making and developmental sociology

Rediscovered Manuscripts

Papers Pay Tribute to Ezra Cornell



DAY HALL DISCOVERY — Archivist C. Herbert Finch (photo above) examines a set of letters discovered recently in a vault in Day Hall. The papers, wrapped in a bundle (photo below) almost a century ago and then forgotten, were part of a memorial project in honor of Ezra Cornell, the University's founder.

Ezra Cornell's crowning act was to open colleges and universities to the young from the ranks of labor, according to Rutherford B. Hayes, 19th president of the United States.

Lost for more than 80 years, the never published tribute to the University's founder was discovered late last fall in a long forgotten bundle of manuscripts hidden away in a corner of a Day Hall vault.

The Hayes letter was among 48 tributes to Cornell from friends, statesmen, professors, business leaders and journalists written as part of a memorial project launched in 1887 by Alonzo B. Cornell, Ezra's oldest son and a former governor of New York.

In his letter, Hayes wrote that Cornell's work "was something more than the founding of a great and noble institution of learning. He gave that University a direction, a purpose, a character, which entitles it to the leadership it holds in the vital reform now so happily begun in our American education."

"As I see the great crowning act of his useful and honorable life, its drift is to carry learning and knowledge into the ranks of labor, and to spend among scholars the spirit of labor, the habit of labor and respect for labor."

The bundles of tributes, neatly

wrapped and tied, was sent to the University about 1888 by Alonzo Cornell with his hand written instruction: "To await the order of E.L. Williams," the University's first treasurer.

The order apparently never came. When discovered by a Day Hall administrator, the package appeared to be in the exact condition Alonzo left it nearly a century ago.

The bundle must have rested untouched in several University vaults through the decades.

The tributes resulted from a letter written in 1887 by Alonzo Cornell, some 13 years after the death of his father. Alonzo asked former associates and acquaintances of his father to write him remembrances and appraisals of his father in order to perpetuate the memory of "the unselfish devotion with which the Founder of our great University consecrated the later years of his life to its ample and permanent foundation."

The letters were to have been published in a memorial, a project apparently never completed.

The letters are now in the University Archives. According to Patricia H. Gaffney, manuscript editor, the letters are of value because they are written by famous persons and also by persons of local interest. However, the letters, she said, do not appear to add anything to what is already known.

Included in the letters was a signed manuscript by Cornell's first president Andrew D. White. The tribute is almost identical to one White published in 1890 and again as a chapter in his autobiography.

Also included among the letters were appraisals written by William L. Bostwick, a businessman of Ithaca and San Diego; James D. Reid, author of "The Telegraph in America," Amasa Parker, a member of the New York State Senate at the same time as Cornell, and the Rev. David Torrey, his minister.

Police Search Gorge For Body of Student

Ithaca Police and the Cornell Safety Division are continuing the search for the body of Gary Allen Lapidus, a sophomore in the Agriculture College who reportedly fell from the Triphammer Bridge early Saturday morning.

According to witnesses, Lapidus was attempting a handstand on the west railing of the bridge near the middle of span when he fell 120 feet into the gorge. A jacket identified as belonging to Lapidus was found in Fall Creek behind the P&C Market by searchers on Saturday. No other traces had been discovered as of yesterday, although the entire length of the gorge and Fall Creek out into Cayuga



Lake were searched numerous times. More searches will be conducted regularly, weather permitting, according to local police.

Lapidus lived at Alpha Sigma Phi, 804 Stewart Ave. and was from Bellmore, Long Island.

Chronicle Comment

Chronicle Comment is a forum of opinion for the Cornell community. Comment may be addressed to Kal M. Lindenberg, managing editor, Chronicle, 110 Day Hall.

The Senate: Back to Step One

Editor:

As a new student at Cornell my first reaction of the Senate was one of amazement—the breath of involvement in University operations that were being offered to transients (students); as well as established faculty and administrators. We were still fighting the issue of allowing students votes in very routine affairs of our Academic Council. My second realization was that the powers were seldom being exercised, and when they were their directions were tendency at self-aggrandizement (normal) that were based on little research and distorted knowledge. Having spent the past two weeks traversing the paths to the various halls of power—analyzing the past bills, budgets and activities of the various decision-making groups one thing is clear: The senators have little knowledge of what they are doing. As events will probably discern, the recent athletic budget cuts were a poor exercise in logic at best. It is a

Sidewalk

Superintendent

(Notes from the Department of Buildings and Properties)

The continuation of our program of landscape beautification along East Avenue involves the removal of two large elm tree stumps in front of Day Hall.

Next week, weather permitting, these stumps will be removed. One stump was covered over with blacktop several years ago and the resulting slope has caused a safety hazard for pedestrian traffic during slippery weather. The other stump is located in the adjacent green area and utility locations dictate the placement of a new oak tree in the same location.

The bus stop will be temporarily relocated to the cross walk south of Day Hall.

Thanks for the Help

Editor:

I want to thank everyone who participated in the second Arts and Sciences Grand Course Exchange in Barton Hall on Jan. 20. To the Student Advisers—I could not have done it without you. To Mr. Thoren's baseball team—thank you for once again arising at 7 a.m. to set up the tables and chairs. To the Arts and

The Basic Issues Should Be Resolved

weakness in a series that makes the priority "seven easy steps to a) law school, b) graduate school, c) . . . (circle one)," as opposed to a clear insight as to the Senate's purpose.

It would seem that as students go to the polls or fill out their ballots this time round, their



considerations should not be whether to abolish the Senate, which has such great potential for new direction in a well constructed design (remember the judicial structure?) A more appropriate action would be to abolish the current senators. This includes a careful judgment of those who will run for trustee.

Once this has been accomplished, the people who are actively petitioning for the Senate's demise should force, by sit-in and massive attendance if necessary, a discussion of the Senate's direction in the first few meetings. Step One might be to resolve the most basic issue facing a legislative body . . . who is it going to represent and in what attitude. It would seem an appropriate direction for Senate members to be serving the needs of the Cornell community first, while considering how the

Cornell community affects the larger community. Connected inseparably with this thought is the concept of Cornell as Ivory Tower or as a community-within-a-community with responsibilities to the larger community. I chose the latter. For too long a period of time "she looks down on the little town" has been Cornell. The concept is not lettuce as mandate but what do the constituents need? Students, for example, need better living

facilities and not to be caught in a 2,500 person overrun. Students can use a legal aid structure that answers daily mundane needs as well as issues of import. The facilities are available for a living experience that will rival the new higher bills; much of this however, starts at step one, back in the Senate.

*J. Andrew Ditzhazy Jr.
MPA Candidate,
School of Business
and Public Administration*

Vet College Alumni Hold 1973 Meeting

Nearly 150 Veterinary College alumni held their annual meeting at the Statler Ballroom Jan. 17, in conjunction with the 65th Annual Conference for Veterinarians (Jan. 16-17). The Class of 1973 attended the luncheon meeting as the guests of the Alumni Association.

The following officers were elected for next year: President, Dr. Edgar W. Tucker, Concord, Massachusetts; Vice President, Dr. Stanley Aldrich, West Babylon, New York; Secretary and Treasurer, Dr. Lincoln E. Field, Ithaca, New York; Members of the Executive Board,

Job Opportunities At Cornell University

The following are regular continuing full-time positions unless otherwise specified. For information about these positions, contact the Personnel Department B-12 Ives Hall, N.W. Please do not inquire at individual departments until you have contacted personnel. An equal opportunity employer.

POSITION	DEPARTMENT
Department Secretary, A-13	Ornithology
Department Secretary, A-13	A & S
Department Secretary, A-13	Personnel
Department Secretary, A-13	Civil and Environmental Engineering
Department Secretary, A-13	LASSP
Administrative Secretary, A-15	Law School
Administrative Secretary, A-15 (10 mos.)	Africana Studies
Administrative Secretary, NP-8	Dean of Faculty
Senior Administrative Secretary, A-17	Physiology, Biochemistry and Pharmacology
Account Clerk, A-13	University Counsel
Account Clerk, A-11	University Unions
Administrative Clerk, A-16	Bursar
	Management Systems & Analysis
Clerk III, NP-7	Neurobiology & Behavior
Steno A-11	Personnel
Steno A-11	Management Systems & Analysis
Steno II, NP-6	Agriculture Economics
Steno II, NP-6	Planning & Development
Steno II, NP-6	Communication Arts
Steno II, NP-6	Rural Sociology
Steno II, NP-6	Vet College
Steno II, NP-6	Natural Resources
Steno II, NP-6	Animal Science
Steno III, NP-9 (2)	ILR
Searcher I, A-13	Olin Library
Library Assistant II, A-12	Olin Library
Research Specialist I	ILR
Counselor	ILR
Administrative Officer, A-29	Center for Environmental Quality Management
	University Counsel
Assistant Counsel	Auditor's Office
Senior Auditor	Personnel
Employee Relations Manager	Vice President - Campus Life
Business Manager	Controller
	Alumni Affairs
Statutory Facilities Engineer	Dining
Assistant Director	B & P
Dining Manager	Animal Science
Boilerman, A-18	Animal Science
Experimentalist II, NP-15	Vet Virus
Lab Technician II, NP-11	Pomology
Lab Technician II, NP-11	Veg Crops
Research Technician III, NP-12	Vet College
Research Technician III, NP-12	MSC & LASSP
Research Technician IV, NP-14	B & P
Research Engineer I, A-26	C.R.S.R.
Electrical Engineer, A-28	
Electronic Technician, A-19	Chemistry
Senior Experimental Technician, A-21	LNS
Synchotron Operator, A-19	MSA
Systems Analyst, A-26	Graphic Arts
Plant Foreman, A-22	

PART-TIME POSITIONS

Typist	Olin Library
Study coder and Researcher	Graduate School
Custodian (night, weekends)	University Unions
Cook (evenings), A-15	Dining

Dr. William Stack, Fayetteville, New York and Dr. Rudolph Steffen, Horseheads, New York.

The two-day conference covered a variety of topics, including human health problems with an explanation of how animal research can shed light on some of mankind's worst enemies such as cancer and heart disease.

Guest speakers included veterinarians from New York, Georgia, Ohio, Maryland, Michigan, Kansas and Canada.

Eighteen members of the Veterinary College faculty were listed among the speakers. In addition to conferences and seminars, 41 commercial exhibits were displayed in the College's anatomy laboratory.

Uba to Present 'Blackness Is a Rainbow'



Juanita Corney, Patricia Hicks, Janis McManus and Cheryl Galiena (from left) rehearse a dance scene.



C. Bethany Jenkins



Fay Williams

Cornell's Africana Studies and Research Center will present the United Black Artists (Uba) in concert in the original theatrical production "Blackness is a Rainbow" in Alice Statler Auditorium on Friday, Feb. 16, 8:15 p.m.

The production was conceived by Chestyn Everett, Langston Hughes Professor of Black Theater Arts, and will be under his direction. C. Bethany Jenkins, instructor in black theater arts, is associate director.

The directors explained that the production is a chromatic interpretation of the black experience according to the colors of the rainbow: "red: the struggle, the passion and the freedom; orange: the earth, the work and the harvest; yellow: the sunshine, the high-life and the laughter; purple: the dignity, the grief and the faith; blue: the strength, the love and the survival; white: the dream/reality, the dualism and the retribution, and green: the life, the hope and the vision."

Everett and Jenkins stressed the fact that this will be a "total theater" production wherein "all the arts exist in complement." They added that "black theater is about the business of entertainment and also the aims of humanizing, liberation and informing the judgment of men."



Chestyn Everett



Shirley Harrison

Twenty members of Ithaca's Calvary Baptist Church will sing with the Uba's. Other added attractions will be guest Uba dancers Dianne McIntyre, Dorian Williams and William Donald of New York City, and guest Uba actors Gwen Nelson of Newark, N.J., who played "mama" in last year's production, "Who's Got His Own," and Carlos Baeza of Hampton Institute, Virginia.

Curtis B. Taylor, a graduate student in music at Cornell from Charleston, S.C., and Phoebe Hamilton, a junior music major at Ithaca College from Rochester, will serve as music directors for the production.

Taylor, accompanied by the Uba music ensemble, "Black Magic," will be making his formal Cornell debut as a performer, playing his piano composition, "The Black Expression Suite," as the prologue. The suite was composed and arranged by Taylor with the collaboration and supervision of Everett as an independent study project in black music.

Cornell students John Peak, a senior from Miami, and Clarence Hundley, a sophomore from New York City, will be stage directors. Juanity Corney, a senior from Wyandanch, and Lisa Henry, a freshman from Detroit, will direct the dance.

This will be Uba's third production at Cornell. "To All Things Black and Beautiful" was performed in 1971 and "Who's Got His Own" last year.

Tickets are on sale at the Africana Center, Ujamaa Residential College, Southside Community Center and Calvary Baptist Church.



Linda Hart



Vicki Chatnam



Delridge Hunter plays the bongo drums.



Patricia Hicks

Affirmative Action Report Issued

Continued from Page 1

At Cornell, the development of an Affirmative Action Program began in early 1970. On March 25, 1970, a presidential statement of the University's Affirmative Action position at that stage in its development was released. This statement included a letter from me to the Director of the U.S. Department of Health, Education and Welfare (HEW) Regional Office in New York City which reviewed the University's history of non-discrimination and equal opportunity in employment and admissions, and a copy of the University's Affirmative Action plan as of March, 1970. (These documents are printed in full in Cornell Chronicle Vol. 1, No. 23, for Wednesday, March 25, 1970.) Later, on January 12, 1971, in a memorandum to Deans, Directors and Department Chairmen, I asked for the cooperation of these individuals "in assisting the University to meet its Affirmative Action obligations." I went on to say that the obligations "arise both from law and from our own desire. Affirmative Action is a program to which many of us already have made strong personal commitments. It is up to the University as a whole to follow through." In order to increase public awareness of the Affirmative Action Program, the text of the memorandum was also released (Cornell Chronicle Vol. 2, No. 19, for February 4, 1971).

After affirming the commitment in 1970, steps were taken to implement the Affirmative Action program by vesting responsibilities in particular University officials. Subsequently, an Affirmative Action Office was established in October, 1971 to consolidate these responsibilities in one office, and an Affirmative Action Officer reporting to Vice Provost Robert F. Risley was appointed. The Affirmative Action Office is part of the University, and not the federal government. Its powers, functions and implementation are determined by the University.

There were initial misgivings and misunderstandings among a large segment of Cornell employees of the intent and meaning of the University's equal opportunity programming. A significant first task facing the Affirmative Action Office was to inform the Cornell community, as well as the communities contiguous to the University, of the nature of the Affirmative Action Program and the role of the Affirmative Action Office in implementing the program. In addition, the Office has made efforts to convey the need for a moral and legally binding commitment to the goal of equal employment opportunity. Through participation in workshops and conferences, and by speaking to various groups, the staff of the Affirmative Action Office has attempted to develop an understanding of Affirmative Action as a program, and to demonstrate the need for giving such a program high priority in University budgeting and planning.

As a result of its broad charge to implement the Affirmative Action Program, the Office has dealt with a wide range of equal opportunity problems. The Office has accepted and reviewed complaints by members of the University community of alleged acts of discrimination. It has coordinated the handling of complaints filed with the New York State Division of Human Rights and with HEW. It has participated in the investigation of University problems with racial implications, such as the relationship between coach and players on last year's basketball team. At the

same time, because of a lack of staff and inadequate resources, involvement in specific problems and activities has impeded a systematic approach to the development and implementation of a program.

From October, 1971 to July, 1972, the Affirmative Action staff consisted of one full-time professional, one full-time clerical/administrative staff person and a part-time staff member who was available to work on the development of a statistical data base. Since July, 1972, the Affirmative Action staff numbers three; the Affirmative Action Officer, an assistant and a senior administrative secretary.

For a period of five months, starting in January, 1972, the Affirmative Action staff worked to produce an elementary set of statistical data which, with additional hand computations, formed the basis for statistical reports which the University was required to forward to HEW in 1972. This statistical data base is critical to successful Affirmative Action programming since the data provide information needed to analyze problem areas and assess progress made by the University in achieving stated goals in hiring and promotion.

Goals were established by college and school deans and their department chairmen in the latter part of 1970. Although the approach to goal-setting was not standardized, and timetables were not precisely stated, the Affirmative Action Office has worked with these goals.

Another major effort of the Affirmative Action staff has been to develop effective lines of communication with female and minority organizations and various individuals to promote broad based recruiting of female and minority persons for Cornell employment. As an example, a national listing of sources of candidates has been established.

Preliminary discussions have been held with Cornell Alumni Office staff members regarding the use of alumni clubs for dissemination of employment opportunity information which would result in a wider network of recruiting resources and in the development of a larger list of individuals interested in working at Cornell.

A system is being established to monitor position vacancies and recruiting efforts which will be phased into operation as it is developed. This system will monitor openings as they become available, determine the extent to which hiring departments have developed recruiting plans, require information on the final action taken on applicants and monitor the progress of departments in reaching their Affirmative Action goals.

The Affirmative Action Office intends to produce a monthly newsletter in the near future, which will be distributed to a national list of contacts. It will contain information on positions available at Cornell, including concise job descriptions and qualifications, plus salary ranges. The newsletter will also contain information on Affirmative Action programming at Cornell.

Presently, the Affirmative Action Office, while it has achieved certain objectives, has a variety of unmet needs. First, there must be a University commitment to increase resources and a re-emphasis of University commitment to equal opportunity which will serve as a guide for the entire University community. Training programs must be developed to increase skill levels of female and minority persons so they can take advantage of promotional opportunities. The need for such training should provide a measure for the scope

and extent of training programs, but the cost of such training will necessarily impose certain limitations. More comprehensive employe information contained in a computerized data file is needed.

The development of reliable data for Affirmative Action purposes is difficult because of traditional University personnel procedures. Decentralized academic hiring at the college and department level, in particular, makes more difficult the gathering of information on recruitment and selection. For non-academic hiring, the centralization of the recruitment and screening processes in the Office of University Personnel Services has provided more opportunity for the Affirmative Action Office to become involved in recruiting and hiring than in the academic area. However, this centralized process can be short-circuited by both academic and administrative departments which fail to list openings with the Office of Personnel Services and which recruit and hire independently. To the extent this occurs, effective monitoring is made more difficult. Furthermore, the Office of Personnel Services has presently neither the staff nor the resources needed to broaden recruitment of female and minority applicants.

With a re-emphasis of University commitment as a cornerstone, Cornell can proceed to accomplish my mandate that "it is up to the University as a whole to follow through on Affirmative Action." Policy must be fully translated into an ongoing Affirmative Action Program.

Affirmative Action at Cornell, as well as other universities, will be substantially shaped by a set of guidelines issued October 1, 1972 by the Director of the Office of Civil Rights, HEW, J. Stanley Pottinger. Since these guidelines are more detailed than earlier HEW guidelines on compliance, much of the confusion on the part of colleges and universities as to what the federal law regarding non-discrimination requires them to do has been cleared up.

The guidelines detail the federal legal provisions and discuss how an educational institution can comply. The institution must develop and implement an Affirmative Action Program and must ensure non-discrimination through employment policies and practices which are fair in form and effect.

With the University commitment and the HEW guidelines in mind, the next step in the further development of Cornell's Affirmative Action Program is updating goals and timetables for hiring and promoting minority persons and females. Goals are projected levels of employment based on an analysis of any present deficiencies and reasonable steps which can be taken to remedy the deficiencies, after considering the availability of qualified persons and the expected turnover in the University work force. The required timetable is the estimation of a reasonable time-frame within which the established goals may be reached by a good-faith effort. Setting goals and timetables is a complex and time-consuming task, but it is fundamental to the development of an Affirmative Action Program.

Fourteen data elements must be determined for each employe prior to setting goals. The data must be organized by University unit and job classification, and the required workforce analysis is made from this information. Additionally, demographic data are needed to determine an applicant availability index

both for minority persons and females. Demographic information must relate not only to the local recruiting area, but nationally as well. Recruiting sources include employer associations, local chambers of commerce, labor unions, community organizations, women's groups, advocacy groups and so forth.

Several analyses must be made from the data collected. An analysis is necessary to determine jobs where minority persons and females are not fully utilized. Underutilization is determined largely from the availability of qualified persons in the labor market, and will take into consideration much of the demographic data mentioned above.

A salary analysis must be developed to determine whether or not minority and female employees are paid at the same rate for the same work as white male employees. Differences in wage rates, salaries or job titles may not be based on sex or race alone, and "equal pay for equal work" is required by both federal and state law. Criteria for determining wage or salary for each job title should be detailed and made available to both present and potential employees.

An analysis of the departmental location of employees would be useful in determining if concentrations of employe of one sex or race occur in organizational units or by job titles. If concentrations are revealed, corrective action may be necessary.

A promotion analysis would indicate the extent to which minority and female employees are being upgraded and granted tenure. If significant variances are found to exist because of sex or minority status, the deficiencies must be corrected.

In addition to strengthening the Affirmative Action Program, the employment policies and practices of the University must be reviewed to ensure that they do not operate to the detriment of a person's right to equal opportunity employment.

Employe recruiting must be conducted on a broader basis to include more female and minority applicants. To ensure a continuing staff of high quality, recruiting efforts should be maintained through traditional channels and, in addition, new recruiting channels must be developed to increase the flow of qualified minority and female applicants. One such channel will be to seek applicants at predominantly black colleges and women's colleges. Not recruiting on those campuses may indicate a restrictive practice.

Hiring decisions are closely allied to recruiting. An acceptable applicant pool must be developed. Differential hiring treatment may not be accorded female or minority applicants. Hiring standards and criteria must be stated in writing, made available to employees and applicants, and uniformly applied.

Remedial job training may be necessary to assure equal opportunity for promotion of minority and female employees. Job-training at the University must be coordinated with career development to enhance vertical and lateral personnel movement. Career counseling and a greater variety of training programs will increase the capability of the University to offer equal promotional opportunity to all employees.



Temp. Workers' Status Is Further Clarified

An expansion and clarification of several questions and answers regarding the status of temporary employes at Cornell has been issued by the Office of Personnel Services. The original queries had been directed to University Ombudsman Byron Yaffe, who asked Personnel Services for responses to issues raised.

"The Personnel Office advised us that University employes fall into the following categories," Yaffe said:

"Regular Full Time Employes" are those hired with the intention of employment for six months or more scheduled to work more than 39 hours per week.

"Regular Part Time Employes" are those hired with the intention of employment for six months or more scheduled to work at least 20 hours per week, or an average of 1,040 hours per year or more.

"Temporary Employes" are those whose term of employment is stated to be less than six months but more than 30 days. Those who work for six months or more but for less than 20 hours per week or less than an average of 1,040 hours per year are also considered temporary employes.

"Casual Employes" are those engaged to work by the day.

Regular full time and regular part-time employes are entitled to University fringe benefits. In the case of regular part-time employes, credit toward the following benefits is retroactive to the time of regular consecutive employment: Cornell Children's Tuition Scholarship, non-contributory retirement, contributory retirement, extramural course work and group life insurance. Some benefits became effective July 1, 1972 when benefits for part-time employes were instituted. These are health insurance, vacation, sick leave and holidays.

Temporary and casual employes are entitled to New York State Disability Benefits and Workman's Compensation coverage.

The one group excepted from this policy is the temporary craftsman group which is covered by the collective bargaining agreement with the Building Trades Union.

Employes can and frequently do move from one category of University employment to another. It is the responsibility of each supervisor — academic and non-academic — to notify the Office of Personnel Services immediately of any change in an employe's status, enrolled in all the fringe benefits to which he or she is entitled upon receipt of notice of the employe's change in status. If the Office of Personnel Services is not kept informed, it cannot make the appropriate arrangements and the employe may suffer.

If any employe or supervisor has any questions concerning status, benefits or personnel policy, the Office of Personnel Services stands ready to provide information and assistance at all times.

But Does She Have a U-Permit?



New State of Matter

Physicists Investigate Helium-3

Cornell physicists have observed a new state of matter in a rare form of helium. The new state may also exist in neutron stars, mysterious newly discovered bodies that emit pulsating signals from outer space.

J. Robert Schrieffer, a joint winner of the 1972 Nobel Prize for Physics, described the discovery as "one of the truly significant new developments in the field of matter physics and

should provide the stimulus for an enormous amount of new research, both theoretical and experimental in the years to come."

The state of matter has been anticipated since the mid-1950s based on some of Schrieffer's own work. While never actually observed until now, its possibility has been used by astronomers in speculating about the nature of neutron stars, sometimes called pulsars.

The physicists at Cornell, according to David M. Lee, professor of physics and one of the principal investigators, have discovered that when liquid helium-3, the rare form of the element helium, is cooled to within a fraction of a degree of absolute zero the atoms pair off in a special way, without canceling their magnetic properties. In the only other example of such low temperature pairing among magnetic particles (electrons in metals) the pairing results in a cancellation of magnetic effects.

The initial discovery of the new behavior of helium-3 was made early last year and since then has been described in several scientific journals. Lee and his colleagues discussed recent developments in the work at the recent annual meeting of the American Physical Society (APS) in New York City.

Also taking part in the initial discovery were Robert C. Richardson, associate professor of physics, and Douglas D. Osheroff, then a graduate student and now a member of the technical staff at Bell Telephone Laboratories, Murray Hill, N.J. Later these investigators were joined by graduate students Wilfred Gully, William Halperin and Steven Goldstein, and by Dewey Lawson, a postdoctoral research scientist. These researchers also took part in the more detailed

experiments at Cornell that followed. Vinay Ambegaokar and N. David Mermin, professors of theoretical physics at Cornell, have been involved in trying to explain the newly discovered phenomena.

The speculation about neutron stars is that they are in a low-energy state, similar to that of the cold helium-3, with their neutrons paired in the same way as has been observed in the Cornell experiments. While the pairing of the neutrons in these stars has not actually been observed, the Cornell discovery now demonstrates that this type of pairing is possible.

An important point of interest to physicists in the relation between neutron stars and helium observations is that this strange new phenomenon seems to occur under such apparently diverse conditions. The neutron pairing in stars occurs at extremely high temperatures and densities while helium-3 pairing occurs at extremely low temperatures and densities.

A great deal of the excitement created in the scientific world over the Cornell discovery is based on the possibility that when the helium-3 pairing takes place an effect called superfluidity may result.

For about 40 years superfluidity has been observed only in helium-4, the most common form of the element. It occurs when helium-4 is cooled in liquid form to within a few degrees of absolute zero. The helium suddenly takes on a number of surprising characteristics. For example, stirring a cup full of helium in what scientists call the superfluid state would result in the liquid swirling around in the cup forever.

Absolute zero is the coldest temperature possible, minus 459 degrees Fahrenheit.

Of National Book Comm. Board

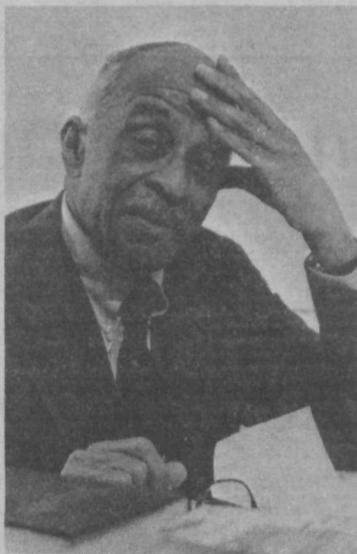
Redding Is Elected Life Member

Saunders Redding, the Ernest I. White Professor of American Studies and Humane Letters at Cornell, has been unanimously elected a life member of the Board of the National Book Committee. Established in 1954, the committee, which has offices in New York City, annually sponsors the National Book Awards.

According to the official announcement, election to the National Board "is a form of recognition and citation for signal efforts on behalf of books and ideas, libraries and authorship, and intellectual endeavor generally." There are never more than 225 members of the board at one time and since its membership is for life only a few members are elected each year.

Redding joined the Department of English in Cornell's College of Arts and Sciences in July, 1970. Before coming to Cornell he was special consultant to the National Endowment for the Humanities in Washington, D.C. and professor of American studies at George Washington University.

At Cornell, Redding teaches courses in Shakespeare, English



Saunders Redding

literature, and a course listed as "The Negro in American Literature." He continues his research and writing. A revised edition of his book, "They Came in Chains," will be published by Lippincott in the spring at about the same time Doubleday will bring out the 10th printing of "The Lonesome Road." Another book, "Cavalcade," published by Houghton Mifflin in 1971 and co-edited by Redding, is an anthology of black writing.

One of his earlier books, "No

Day of Triumph," a narrative interpretation of the Negro experience in America from 1900 to World War II, was hailed by author Richard Wright "as another hallmark in the coming-of-age of the modern Negro; it is yet another signal in the turn of the tide from sloppy faith and cheap cynicism to fruitful seeking and passionate questioning."

Redding has served on the selection panel for fiction of the National Book Award and, in 1972, on the selection panel of the Associated Chapters of Phi Beta Kappa for the Ralph Waldo Emerson Award. A Rockefeller Foundation Fellow (1940-41) and twice a Guggenheim Fellow (1945-46, 1959-60), Redding is a member of the editorial board of "The American Scholar," of the Board of Fellows of Brown University, where he received both undergraduate and graduate degrees, and of the Campaign Committee for the Schomburg Collection of Negro History, Literature & Art of the New York City Library. Chosen the first director of the Division of Research and Publications of the National Endowment for the Humanities in 1966, he still serves as a special consultant.

Bulletin of the Faculty

(Publication of this Bulletin is supervised by the Secretary of the University Faculty Robert M. Cotts, 315 Day Hall, 256-4843).

Report of the Meeting of the Faculty Council of Representatives February 7, 1973

FCR Response to Cranch Report Passed

In a meeting that contained surprisingly little controversy, the FCR passed, with some amendments, all 13 recommendations presented by the Executive Committee, as the Faculty response to the Cranch Report. The recommendations which appeared in the Feb. 1 Chronicle were based upon reports prepared by the standing committees of the FCR.

Most of the discussion centered on establishing clarification of the meaning of certain words and phrases in several specific recommendations. Some dissatisfaction was expressed from both FCR and non-FCR members that the FCR response did not appear to address certain portions of the Cranch Report specifically enough. Dean of the Faculty Norman Penney responded by noting that President Corson, his staff, and Vice President Donald Cooke had all received the individual reports from the standing committees of the FCR. The action of the FCR on the 13 recommendations, a synthesis of the committee reports, would in no way reflect upon those committee reports, he noted.

The recommendations as passed, with amendments noted, appear below.

In other business, Dean Penney announced his appointment of a

special committee to consider the present financial status of the University. The committee consists of Professors David Ratner, Law, chairman; Harold Bierman, Business and Public Administration; Tom E. Davis, Economics, and Paul Olum, Mathematics.

Dean Penney also called the attention of the Faculty to the new Class Timetable proposed for Fall, 1973, which appeared in the Feb. 1 Chronicle. Faculty reaction to the proposed timetable should be received by the Dean of the Faculty, 315 Day Hall, by Friday, Feb. 9.

Dean Penney expressed appreciation to the Committees of the FCR for their reports on the Cranch Report and to the Executive Committee's drafting committee, which consisted of Professors W. Tucker Dean, Law; Robert H. Elias, English, and David B. Wilson, Biochemistry and Molecular Biology.

The recommendations passed appear below. Words in parentheses were deleted and words in italics were added to the original recommendations.

RECOMMENDATIONS

I. FACULTY AND ADMINISTRATION

A. We recommend that the University administration consistently *formally consult* (make use of) the standing committees of the FCR to secure Faculty participation in

Announcement

The Mid-Year University Faculty Meeting will be held 4:30 p.m. Wednesday, Feb. 14, 1973, in 110 Ives Hall.

Agenda: Report on action of Faculty Council of Representatives on recommendations made in response to Cranch Report.

decisions affecting educational policy, and that in order to assure effective participation of the Faculty, it supply all information needed to appraise problems of educational policy.

B. We recommend that the FCR establish a *standing* committee, composed of Faculty members qualified through professional expertise, to undertake with the cooperation of the administration a continuing economic analysis of the financial strengths and weaknesses of the University.

II. PLANNING

A. We recommend that planning be instituted at the smallest academic-budgetary level.

B. We recommend that high priority in the coming planning and decision-making processes be accorded to the proposed numbers and composition of the student body and of the Cornell Faculty.

C. We recommend that the administration work closely and cooperatively with the Faculty in developing and implementing a response to the imperatives set forth in the President's Statement of Minority Education and that the administration assist the Faculty in making the necessary decisions by supplying (1), detailed estimates of the costs of implementations and (2), an indication of how those costs can be met.

III. FACULTY TENURE AND REWARDS

A. We recommend that the quality of an individual's teaching, research, and public service educational efforts, and the relation of his interests to his department's commitments, continue to be the primary bases for recommending promotion.

B. We recommend that the present tenure system be continued but that the selection procedures be strengthened (and made more uniform) throughout the University and that Faculty consideration be given to questions raised about post-tenure Faculty performance. *No new procedures or post-tenure scrutiny of individual Faculty members should be instituted without further consideration.*

C. We recommend that Faculty salaries be kept competitive, that merit increases be a part of the reward structure, that salary increases be based in part on the cost of living, and that the fringe benefit system be re-evaluated.

IV. GRADUATE EDUCATION

We recommend that the General Committee of the Graduate School continue its assessment of the strengths and weaknesses of existing programs and their relationship to undergraduate education and public service.

V. NEW CENTERS

We recommend that a new Center be created only if it fulfills a clear academic need and that procedures be established to involve the University Faculty in a systematic way so that such a Center can be integrated into the University function without inhibiting program innovation and execution.

VI. CALENDAR

We recommend that a committee of Faculty and administration personnel be appointed by the President and provided with clerical support and reduction in normal responsibilities to collect pertinent information from other institutions presently or previously on full-year operation.

VII. STUDENT FINANCIAL AID

We recommend that there be a number of different kinds of loan programs and work programs supplementing existing scholarships.

VIII. THE NON-ACADEMIC SUPPORT STAFF AND FACILITIES

We recommend that the administration report on possible economies in the non-academic programs of the University.

Rule Violators Given Community Service Option

The option of performing volunteer service in the Cornell University or local communities rather than pay a fine was given to all 22 convicted violators of the University's judicial system last semester.

The new option, given occasionally last spring, was made a standard option for campus violators this academic year by Alan L. Sapakie, judicial administrator. Sapakie's office handles student, employe and faculty violations of the University's Campus Code of Conduct in conjunction with the University Hearing Board (UHB), the University Review Board (URB) and the judicial advisor.

"Of the 22, Sapakie said, "six have completed their community service, eight have either begun volunteer work or have indicated they will do so, and six have paid their fines." The remaining two persons have not yet notified Sapakie of their decisions.

With one exception, each of

the 22 persons was convicted for shoplifting, an offense representing two-thirds of all campus judicial convictions. Forgery and falsification or misuse of official University permits constitute the only other broad category of violations, Sapakie said.

"The most common penalty I assessed for shoplifting was a choice of a \$75 fine or 40 hours of community service," he said.

Penalties, set either by the UHB following a hearing or through a summary decision mutually determined by Sapakie and the violator, range from a high of these figures to a low of a \$25 fine or 20 hours of service.

"I do not intend there to be a monetary equivalent," said Sapakie. "A 40-hour penalty is usually to be completed within 12-15 weeks, although it varies with the circumstances. If a student accepts the community service option, but fails to comply, he is assumed to owe

the fine."

Completed or current community service work includes flood relief assistance in Elmira, tutoring in the local school system, service with student-oriented counseling organizations, and work with teen-agers at the YMCA, Sapakie said. Four persons found guilty of stealing Sage Chapel choir robes for Halloween costumes are making restitution by polishing the chapel's tarnished brass.

"Based on the input so far, the community service alternative has been successful. I've heard from the supervisors of the six people who have completed their community service. Each was enthusiastic about the performance of his volunteer. Several of the students also indicated that the community service was a growth experience for them."

Each person who chooses community service selects a project from a list of more than

50 groups that need volunteers. Sapakie then approves it, and notifies the group to expect the person. "I hope that volunteers can find something sufficiently close to their own interests in a list that large that they can be better volunteers because of that interest. Some of them have started their own projects. One student has the approval of a professor to organize a tutorial session in the dormitories to supplement that offered by the course.

"We are trying to develop more projects within the Cornell community because the violations were committed against the University community," Sapakie said. He asked that Cornell groups or organizations needing volunteers as well as persons with ideas for utilizing volunteers contact him with their requests.

Two of the six volunteers who completed their service obligation last semester continue

to work in the projects as regular volunteers, according to Sapakie.

"Some groups have objected that Cornell offers a double standard: community service to those members of the Cornell community guilty of an on-campus offense such as shoplifting and referral downtown for disposition by the courts to outsiders caught for the same offense," Sapakie said.

"We do treat members of the Cornell community specially and probably favorably; whether this is justified is up to the University Senate to determine."

The Senate, as empowered by the University's Board of Trustees, is responsible for establishing and maintaining Cornell's judicial system.

Sapakie stated he will continue to offer the offender a choice of either community service or a fine, but not a combination of both, although the UHB offered a combination penalty to one shoplifter.

Library Assembly Responds to Cranch Report

The following statement concerning the Cranch Committee Report on long range financial planning at Cornell has been unanimously approved by the Cornell University Libraries Academic Assembly and submitted to Austin Kiplinger, chairman of the University Board of Trustees Ad Hoc Committee on Long Range Financial Planning. The committee that drafted this statement consisted of Philip Dankert; Henry Murphy, Chairman; Robert L. Oakley; Ryburn M. Ross; and Anna K. Stuligłowa.

I. INTRODUCTION

Of all the academic units at Cornell University, the library system is among the largest. Over 115 librarians and 250 support staff work together in a centralized system of libraries whose mission is "to provide bibliographical, physical, and intellectual access to recorded knowledge and information consistent with the present and anticipated teaching and research responsibilities and social concerns of Cornell University" (Cornell University Library, Report of the Director of the University Library, 1971/1972, p. 1.) The scope and depth of activities of the Cornell University Libraries are reflected in its annual expenditures which in 1971/1972 totaled over five-and-one-half million dollars.

Given the integral role played by the Libraries in research and teaching, and given the amount it must spend each year if the necessary resources and services are to be maintained, it is essential that the activities of the Libraries be considered in any discussions relating to the future financial needs of the University.

Short-range planning generally relates to the internal operations of a department or division and may be effectively pursued by those within that department or division. Long-range planning, on the other hand, involves the entire University and therefore should include a consideration of the fiscal needs and academic goals of each department or division as they relate to and affect all others within the University. This distinction between short-range and long-range planning does not appear to have been made by the President's Advisory Committee on Long Range Financial Planning (Cranch Committee) when it decided to exclude the Libraries from its considerations. While short-range library planning is presently being conducted by librarians, long-range library planning cannot be systematically pursued by librarians alone; it requires dialogue with students, faculty, and University administration.

By excluding the Libraries from its report, the Cranch Committee missed an opportunity to provide the University community with information relevant to one of its largest academic units and as a result did not provide the University with a complete view of itself. The statement that follows presents certain important facts concerning the Libraries' financial position and responds to those recommendations in the Cranch Report which have implications for the Libraries. It is submitted in the hope that the information included will provide an added perspective and will be helpful in the deliberations that are now taking place concerning the future of the University.

II. PRESENT FINANCIAL POSITION OF THE LIBRARY

A. Information included in the Cranch Report

Although the Cranch Report does not systematically discuss the Libraries, it does include a few tables which contain information relating to the library system. These tables have been included without comment; this unexplained use of raw data may be deceptive, leading some to believe that the Libraries are presently without financial problems. For example, Tables 6 and 9 indicate that the library has received a continuously increasing share of the University budget, reaching 4.8 per cent in 1971, and that the library budget has increased 336 per cent since 1960. The 4.8 per cent figure is accurate if one looks only at the endowed colleges, but the library system as a whole received only 4.2 per cent of the University budget in 1971 and this has dropped to 3.9 per cent for the current fiscal year. The distinction between the endowed and state colleges which is made throughout the Cranch Report, though valid for purposes of the Report generally, may result in a misleading view of the Libraries which are administered as a single unit.

The Report also does not reflect the fact that for the Libraries especially, the 1960s was an atypical decade. After the financial difficulties of the 1930s and 1940s, rebuilding of the book collections, physical facilities, and public services was imperative. This rebuilding took place during the last decade. If it were not for the active growth of the Libraries during these years, Olin, Physical

Sciences, Business and Public Administration, Martin P. Catherwood, and the renovated Uris Library would not exist.

B. Effect of recent budget reductions

A review of the effects of budget reductions already sustained by the Libraries is necessary to understand the full implications of the Cranch Report for the future of library service at Cornell.

Because such a substantial portion of its budget is for library materials, the Libraries are more severely affected by across the board reductions than other academic units. Budget cuts result in a reduction in the acquisition of scholarly research material, as well as a reduction in all library services. This affects all academic departments of the University.

In addition to the severe cutback in acquisitions, the Libraries have also sustained cuts in personnel at all levels. This has resulted in less service in all libraries. The most visible impact is the reduced number of hours the libraries are open and the reduced number of hours that public service personnel is available. Less visible to the public is the increased backlog of books to be shelved, the decreased ratio of reserve books to students, the increased number of "missing books" which are merely misshelved, and the increased pressure on reference personnel to answer more questions in less time, and therefore neither answer them as completely nor give the individualized attention that was previously provided.

III. IMPLICATIONS OF THE RECOMMENDATIONS OF THE CRANCH REPORT

A. The need for planning

The library enthusiastically supports the Cranch Report's first recommendation which states that "Planning must be recognized and organized as a high level function, involving a coordinated approach to a whole series of substantive topics..." (Cornell Chronicle, Thursday, October 5, 1972, "Report of the Advisory Committee on Long Range Financial Planning," p. 9.) Implications of this recommendation for the Libraries and thus for the community it serves can only be of a positive nature. If, for example, librarians are involved in discussions of long range plans concerning the size and composition of the student body, then adequate collections, staffing, space and services can be developed in time to meet the additional demands of an increased student population. Similarly when librarians are consulted in the development of new academic programs, there is a greater likelihood that the necessary resources will be available when needed. The importance of involving librarians in academic planning cannot be overemphasized.

B. Increase in student enrollment

1. Research collection

Because of the reduction in buying power due to inflation, devaluation of the dollar, and reductions in the budget, it is not at present possible for the Libraries to maintain the traditional excellence which, in the opinion of the Cranch Report, the University should continue to seek. In the light of this situation, the immediate library response to the suggestion that the number of students be increased can hardly be sympathetic. With greater numbers of graduate students and upper classmen using the collection, it may not be possible to meet all requests for purchase of library materials.

2. Reserve collections

For high enrollment courses, the reserve collections presently provide one copy per twenty students. The ratio maintained up until two years ago was one copy per fifteen students. Increase in undergraduate enrollment would require additional funds to meet the need for additional copies.

3. Circulation of books

Experience at Cornell has shown that an average of 85 books circulate annually for each full-time registered student. Two thousand more students would increase circulation by an estimated 170,000 annually. The Libraries' manual circulation system is now functioning at near capacity and could not absorb such an increase. An automated circulation system would enable the libraries to absorb the increased load; however, this would require considerable capital investment. The higher rate of circulation would also require more frequent replacement of heavily used titles.

4. Space

Some libraries at Cornell are already functioning at full seating capacity. Others, such as the Uris Undergraduate Library, are overcrowded with no room for expansion. Given the additional enrollment recommended, the

Libraries would be required to increase their overall seating capacity by 660 seats.

5. Staffing

Under present fiscal constraints the circulation and reference departments are providing minimal service. To meet the demands of 2,000 additional students, an increase of 11 per cent in personnel would be required in these departments. Even with this staff increase, however, the Libraries would still be providing only minimal service.

C. Academic year

Whatever the changes in the academic year, they will have an effect on library space, staffing, and hours. Whether these effects will be positive or negative will depend on the way in which the academic year is changed, if at all. For example, if the University changes to a full calendar year and encourages the increased student body to enroll continuously each term, then library study space will be heavily taxed. On the other hand, if students are encouraged to take off one term out of three (or four) during a full calendar year, then present space problems could be greatly alleviated.

There is no doubt that an academic year which would run the full calendar year would allow for greater use of already existing library facilities, but it would increase staffing costs.

D. Innovations

If because of fiscal and spatial limitations the Libraries are barely keeping up with traditional library services, then it is clear that there is little or no room left for creative or innovative services that the Cranch Report encourages. Indeed, two such projects have been terminated: the Video Center and the Cornell Program in Oral History. There are also numerous machine based data information services like the SUNY Biomedical Terminal which the library should acquire and provide free as part of its service to the community. If the Libraries do not do this, someone else will, much as the Water Resources Center using the computerized information system GIPSY (Generalized Information Processing System) has been established in Hollister Hall. Such dispersal of information resources, if continued, will not only tend to make the Libraries obsolescent, it will also cause inconvenience to the user. It must be recognized, however, that the incorporation of these new information services into the Libraries requires a significant expenditure of money.

IV. CONCLUSION

It is important to realize that cuts in the Libraries' budget will not affect Cornell for just one year or even one generation of Cornellians. Gaps are now being created in the libraries' collections which will be difficult or impossible to fill in the future. If this continues it will have serious effects on the quality of research and scholarship, and hence, the quality of education at Cornell for many years.

Sports Scoreboard and Schedules

BASKETBALL — Record to date: 3-15. Last week's results: Harvard 78, Cornell 72; Dartmouth 75, Cornell 73. This week's schedule: Feb. 9, at Princeton; Feb. 10, at Pennsylvania.

HOCKEY — Record to date: 12-4. Last week's results: Dartmouth 3, Cornell 2; Cornell 4, Yale 0. This week's schedule: Feb. 9, Princeton; Feb. 10, Waterloo; Feb. 14, Yale.

WRESTLING — Record to date: 8-5. Last week's results: Cornell 21, Pennsylvania 20; Cornell 20, F&M 13. This week's schedule: Feb. 10, at Brown; Feb. 14 Syracuse.

SWIMMING — Record to date: 4-3. Last week's results: Cornell 70, Army 43. This week's schedule: Feb. 10, at Villanova; Feb. 14, at Syracuse.

TRACK — Record to date: 1-3. Last week's results: Army 57, Cornell 37; Princeton 54, Cornell 37. This week's schedule: Feb. 10, at Yale.

GYMNASTICS — Record to date: 5-5. Last week's results: Cornell 149.45, Boston State 143.65. This week's schedule: Feb. 10, at Massachusetts.

SQUASH — Record to date: 3-3. Last week's results: Army 8, Cornell 1. This week's schedule: Feb. 9, at Hobart.

FENCING — Record to date: 4-2. No meets last week. This week's schedule: Feb. 14, Syracuse.

Senate Approves Bill To Hold Referendum

Continued from Page 1

The petitions, containing signatures of some 1,250 alumni, faculty, students and employees, according to London, were presented to the Senate secretariat last week. London said there were 1,802 signatures at the time of Tuesday's meeting.

Meyer's bill, subsequently submitted to the Senate, was referred to the Executive Committee, which voted against discharging it from committee. A discharge petition, signed by 30 per cent of the voting senators, or 37 persons, was submitted to the secretariat Monday afternoon, forcing the bill out of the Executive Committee.

Meeting in its agenda-setting capacity immediately prior to the Senate's Tuesday night meeting, the Executive Committee voted to place the bill as the first item of Senate business.

In debating the bill, senators defeated all proposed amendments. Major

defeated amendments to the bill's original "continue" or "discontinue" choice would have allowed voters to select among various student-oriented alternatives to the present Senate. Other amendments called for the establishment of an ad hoc committee to decide whether a referendum should be held later in the spring, if at all, and on the possibility of such a committee to develop any alternatives to the Senate if referendum called for the Senate's abolition.

An amendment to place a record of Senate actions since its inception at all polling places and in all department offices was also defeated.

In speaking in favor of his bill, Meyer cited lack of participation and interest in the Senate as evidenced by Senate attendance, committee vacancies, and postponement of last year's election because of insufficient numbers of candidates.

W. Donald Cooke, vice president for research, opposed the bill, stating he thought a decision to abolish the Senate would be "irreversible," and would leave "no mechanism for student input in the operation of the University." He felt the Senate "served a purpose" in the Cornell community, particularly through student Trustees. "Faculty authority," he said, "is not at stake" in the event the Senate is abolished.

William D. Gurowitz, vice president for campus affairs, including the Division of Campus Life for which the Senate presently holds policy-making

For Seminar Series

Cornell Given Sea Grant

The New York State Sea Grant Program has awarded Cornell's Institute of Food Science and Marketing a \$7,500 sea grant to support a public seminar series. Funds for the state program are provided by the National Oceanic and Atmospheric Administration (NOAA).

Robert C. Baker, director of the institute, explained that speakers at the Sea Grant Seminar Series will be nationally recognized experts in areas of fish technology which relate to food science, such as fish farming and the nutrition of fish. All lectures will be open to the public. Details will be announced prior to each seminar.

Baker also said that a portion of the grant money will be used to discover additional ways for food scientists to cooperate with the New York State Sea Grant Program — a comprehensive, long-term study, involving the State University of New York and Cornell — to determine how the state can best utilize its 2,400 miles of coastline along the Atlantic Ocean, Lake Erie and Lake Ontario.

Upcoming lecture topics include the New York State Sea Grant Program, fish farming, lobster and shrimp culture, nutrition of fish, diseases of fish, processing and preservation of fish and new products from the sea. All topics and speakers were suggested by a campus-wide committee. Robert F. Holland, professor of food science, made the actual arrangements for the series.

In addition to conducting the noon seminars, some of the guest speakers will be called upon to address the class in Food Facts and Fads and the weekly Food Science Seminar, both sponsored by the Department of Food Science in the New York State College of Agriculture and Life Sciences.

Petitions Due

Nominating petitions for all candidates running for election to the fourth Cornell University Senate must be turned in at the office of the Senate secretariat by 5 p.m. today. The office is in 133 Day Hall.

A total of 136 seats for voting Senators will be open in the election contest to be held during the latter half of February.

responsibility, shared Cooke's concerns but said the Senate should have popular community support. "I do not believe they (the community) will understand a vote not to have a referendum."

The referendum's outcome, however, is not binding on the Senate. In response to a question from the floor on this point, Paul Olum, professor of mathematics, who served as one of two parliamentarians, stated the "end of the Senate could come about only by amendment of the constitution, which

requires a vote of the campus community, the faculty, Senate and Board of Trustees."

The Senate's election of Gibbs as Trustee-at-Large conforms to its constitution, which states the Senate may elect up to four Trustees from outside the University for terms of four years each.

In addition to Gibbs, the Trustees are Desdemona P. Jacobs, a counselor at Boynton Junior High School, and Glenn W. Ferguson, president of Clark University.

List of Recent Cornell Promotions, Retirements

Promotions

Diana Crawford, Finance and Business, Statistical Typist - Administrative Secretary.

Donald R. Knettles, LASSP, Electronics Technician - Research Technician.

Arthur Peterson, University Development, Associate Director - Director.

Bromleigh Burton, Campus Store, Account Clerk - Administrative Clerk Trainee.

Mary Peltz, Cooperative Extension, Clerk III - Administrative Secretary.

Jocelyn Hart, Office of the Ombudsman, Administrative Assistant II - Assistant Ombudsman.

Bruce Fleury, University Libraries, Reference/Circulation Assistant - Library Superintendent.

Barbara Allen, Finance and Business, Stenographer II - Statistical Typist.

Lynn Colvin, Science, Technology and Society, Department Secretary - Administrative Secretary.

Mary Kay Uloth, Education (transfer from Science, Technology and Society), Administrative Secretary - Teaching Specialist.

Donald Potter, Animal Science, Records Clerk II - Computer Operator B.

Malka Weinstein, Office of the Dean A and S, Senior Clerk -

Administrative Clerk.
Eugondia Peele, Cooperative Extension, Nutrition Aide I - Nutrition Aide II.

Robert Payne, Campus Store, Material Handler - Stockkeeper II.

Joseph Mazza, Campus Store, Head Account Clerk - Department Manager, Supplies.

Karen Allen, Communication Arts (transfer from Architecture), Principal Clerk - Administrative Secretary.

Julia Wszolek, Admissions, Senior Clerk - Principal Clerk.

Dallas Thurley, Geneva, Janitor - Head Custodian.

Margaret Long, Computer Services, Senior Account Clerk - Head Account Clerk.

Lorraine Sharpe, Human Development (transfer from Sociology), Department Secretary - Stenographer III.

Patricia Adamski, Admissions, Clerk - Senior Clerk.

William Arehart, Geneva, Temporary Service, Labor - Laboratory Assistant 3.

Bruce Meyer, Chemistry (transfer from Agricultural Economics), Programmer C - Programmer II.

Russell Paradis, Chemistry, Assistant Stockroom Supervisor - Stockroom Supervisor.

Leon Henry, Chemistry, Stockkeeper II - Reagent Attendant.

William Travis, Chemistry, Reagent Technician - Reagent Attendant.

Susan Bucci, Laboratory of Cell Physiology and Growth, Junior Technician Aide - Research Technician II.

Glenn Beardsley, Payroll, Administrative Assistant I - Administrative Officer I.

Jane Rutledge, Payroll, Administrative Aide II - Assistant Manager III.

Lois Williams, Payroll, Administrative Aide I - Administrative Aide II.

Mary Kochansky, Geneva, Temporary Service, Labor - Laboratory Assistant I.

Lura Boda, Traffic, Records Clerk - Senior Clerk.

Marguerite Parshall, Genetics, Development, Physiology, Stenographer II - Secretary.

Susan Bangs, Genetics, Development, Physiology, Stenographer I - Stenographer II.

Robert Mack, Accounting, Systems Analyst II - Systems Analyst III.

Caroline Hicks, Industrial and Labor Relations, Statistical Typist - Technical Aide.

Dorothy Capogrossi, Dining, Cashier - Supervisor of Housekeeping.

Abby Kirshenbaum, White Art Museum, Department Secretary - Membership Secretary.

Genevieve Lewis, Veterinary Medicine, Administrative Aide I - Administrative Assistant I.

William Welch, Student Housing, Custodian Trainee - Custodian.

Starry Sherwood, Student

Housing, Custodian Trainee - Custodian.

Diane McClure, Health Services, Nurses Aide - Dialysis Technician.

John Histed, Hotel Administration, Cook II - Front Office Manager.

Ludmila Sak, University Libraries, Library Assistant I - Library Assistant III.

Buena Iglesias, Housing, Handyman - Mechanician I.

Carol Williams, Housing, Custodian - Department Secretary.

Mary Ann Robinson, Registrar, Principal Clerk - Senior Data Clerk.

Judith Gibbard, University Libraries, Searcher I - Library Assistant III.

Alexandra Keast, University Libraries, Library Assistant III - Library Assistant IV.

Correction: Kay Hanna, University Senate, Administrative Assistant to Manager - change in title only - no promotion.

Retirements

Donald F. Cornelius, Buildings and Properties, Employed May 1, 1941 - Retiring November 9, 1972.

Thaddeus Marshall, Buildings and Properties, Employed June 1, 1959 - Retiring November 30, 1972.

Betty Pfann, Admissions, Employed March 5, 1952 - Retiring November 30, 1972.

Essma Davis, Chemistry,

Employed September 1935 - Retiring November 30, 1972.

Florence McGuigan, Geneva, Employed August 18, 1952 - Retiring December 31, 1972.

Agnes Clarey, Alumni Affairs, Employed December 22, 1922 - Retiring December 29, 1972.

Robert McLallen, Material Science Center, Employed February 6, 1956 - Retiring January 31, 1973.

Teresa Leone, Dining, Employed September 23, 1955 - Retiring December 13, 1972.

Herbert Kappenberg, Vegetable Crops, Employed April 1, 1967 - Retiring December 6, 1972.

Charles Gutenberger, Campus Store, Employed July 13, 1954 - Retiring November 13, 1972.

Bessie Williams, Housing, Employed September 6, 1960 - Retiring December 8, 1972.

Elsie Pond, Registrar's Office, Employed May 25, 1966 - Retiring December 20, 1972.

William Veasey, Housing, Employed September 16, 1962 - Retiring December 29, 1972.

Alice Apgar, Housing, Employed September 4, 1956 - Retiring December 22, 1972.

Robert Gleason, Buildings and Properties, Employed February 25, 1957 - Retiring January 2, 1973.

Christine Alexander, Dining, Employed July 30, 1958 - Retiring December 21, 1972.

Edward Hungerford, Dining, Employed December 6, 1942 - Retiring December 28, 1972.

The Senate Page

The Senate Page is the official bulletin of the Cornell University Senate. Publication is supervised by Robert E. Gardner, secretary of Senate, 133 Day Hall, 256-3715.

Roll Call Vote on Referendum Bill

The following Senators voted for C-141, "Referendum on the Continuation of the Cornell University Senate": on Tuesday, Feb. 6, 1973: Lynn Allinger, Richard Arena, Richard Austic, Roberta Axelrod, Steven Beer, C. Morton Bishop, C.A. Bratton, Robert Chamberlain, Michael Ciaraldi, Alice M. Colby, Elaine

Dalrymple, Louise D'Amico, Morris Damont, Kenneth Dinnar, Frank Esposito, Tatnall Warner, James Fenner, R.B. Furry, Barbara Greenbaum, Eliot Greenwald, Steve Hanzlik, John Harding, Claudia Hebel, Alice Henry, Howard Hiller, Stephen Hitchner, William H. Kaven, William C. Kelly, Alois Kertz, Samuel Lawrence, Richard Levao, Harold Levy, Robert Levy, William Lewek, Charles MacKay, Gary Markoff, John Massa, Richard Meyer, George Miller, Raymond Minella, Jerry Neuwirth, Teoman Pekoz, George Peter, Christopher Pottle, Bruce Preston, Sybren Reitsma, Theresa Rinkcas, Leon Rafner, Martin Sampson, Fred Scott, Robert York, Karen Youngquist, Frederick Zumsteg.

The following Senators voted against C-141: Ken Ageloff, David Bachman, Keith Bedford, Nancy Conklin, Mark Dudzinski, Elliot Elson, Andrew Ettin, Mike Foster, Henry Goode, Thomas Greweling, Paul L. Hartman, James Houck, Carl Jones, Barbara Kauber, Charles Lee,

Petition Deadline

LAST NOTICE: Petitions for University Senate candidates are due in the Senate Office by 5 p.m. today.

Cliff Mass, Deepak Merchant, William Reeder, Sidney Saltzman, Mike Silver, Richard Smart, Kenneth Strike, Neil Wolf, Miceal Vaughan.

The following Senator abstained on C-141: Robert McGinnis.

The following Senators were absent: Njoku Awa, Leonard Babby, Bruce Bailey, Alfred Baldwin, Stephen Bistner, Linda Boone, Curt Brill, John Clever, Leroy Coggins, Carl Coppock, Otis Curtis, Chestyn Everett, James Farber, Michael Fisher, Barry Glasser, James Hecker, Lawrence Hixon, Geoffrey Jackson, Mary Jane Kelley, Allen Lee, Martha Galor, James Lorbeer, Herbert Mannis, Marilyn Martin, Elizabeth McLellan, Robert Morrow, Arthur Muka, Mary Beth Norton, Margaret Oaksford, Morris Peck, Peter Pierik, David Robinson, Frank Martin, Bonnie Meyer, Frank Scruggs, Jason Seley, Robert Shallenberger, Alan Shiro, Andrew Sorensen, Mack Walker, Herbert Warren, William Wasmuth, Winthrop Wetherbee, D. Hywel White.

Senate Calendar

Thursday, Feb. 8 — *Planning Review Committee*, noon, Senate Office; *Minority and Disadvantaged Interests Subcommittee on International Students*, North Campus Union, IAG Office.

Monday, Feb. 12 — *Housing Subcommittee*, Balch, 7:30 p.m.; *Minority and Disadvantaged Interests Committee Public Hearing*, 7:30 p.m., North Room, WSH; *Religious Affairs Open Hearing*, 4:30 p.m., Edwards Room, Anabel Taylor.

Wednesday, Feb. 14 — *Executive Committee Agenda Meeting*, 5 p.m., Senate Office.

Current Legislative Log

(The full text of any bill introduced in the University Senate is available in the Senate Office, 133 Day Hall)

BILL NUMBER	DATE SUBMITTED	TITLE	SPONSOR	COMMITTEE REFERRED TO
C-146	1/30/73	THE OUR SUBPOENA POLICY IS BETTER THAN YOUR SUBPOENA POLICY ACT [This act would require prompt notification when an individual's university records are subpoenaed and would mandate that the university seek to delay surrendering the subpoenaed records for a minimum of 48 hours. Besides that, it's a good bill.]	Harold Levy and Eliot Greenwald	Codes Committee
C-147	1/30/73	LECTURE NOTES IN LIBRARIES [To require professors of large lecture classes to put their lecture notes on reserve in the library at the end of each week's lecture.]	Jerrold Newman	Ed. Innovation
C-148	2/2/73	CORNELL PLANTATIONS ACT [A recommendation to the Trustees concerning the annexation of Palmer Woods and Old Golf Course Woods to Cornell Plantations.]	Robert Platt	Campus Planning

Recent Judicial Decisions

A male junior in arts and sciences admitted the theft of \$1.98 in merchandise from the Campus Store. This is a violation of Article II, Section 2.h of the Campus Code of Conduct. The summary decision which was proposed and accepted consisted of a written reprimand and an order to either pay a fine of \$75 or perform 40 hours of acceptable community service by May 22, 1973.

A male senior in arts and sciences admitted the theft of \$7.00 in merchandise from the Campus Store and also admitted refusing to stop when apprehended by a store security guard, which is a violation of Article II, Section 2.i of the Campus Code of Conduct. For these two admitted violations a summary decision was proposed and accepted which consisted of a written reprimand and an order to either pay a fine of \$90 or perform 45 hours of acceptable community service by May 22, 1973. The additional penalty over and above the usual \$75/40-hour option imposed for shoplifting resulted from the defendant's flight when apprehended and the subsequent scuffle with the Campus Store security guard.

A male freshman in I&LR admitted the theft of a

fire extinguisher from University Halls which he later discharged outside the building into the social lounge of the building. The summary decision which was proposed and accepted consisted of a written reprimand and an order to either pay a fine of \$40 or perform 20 hours of acceptable community service by May 22, 1973.

The following cases involved violations of Article II, Section 2.h of the Campus Code of Conduct

A male freshman in arts and sciences admitted the theft of an eraser and a package of pencil leads with a total value of 70 cents from the Campus Store.

A male freshman in engineering admitted the theft of three packages of No Doz with a total value of \$2.07 from the Campus Store.

A female sophomore in arts and sciences admitted the theft of a \$1.60 lipstick from the Campus Store.

Each defendant accepted a summary decision consisting of a written reprimand and an order to either pay a fine of \$75 or perform 40 hours of acceptable community service by May 22, 1973.

Bulletin Board

Funds for Interdisciplinary Studies

The Arts College Committee on Interdisciplinary Studies is seeking to encourage the planning and development of new courses. There seems to be a real and unfilled need for courses which cross the fixed, sometimes professionally oriented boundaries of traditional disciplines. Such courses might combine the skills, methods, and knowledge of two or more teachers from different fields within the humanities, or from the humanities and social or natural sciences. The committee has some modest funds at its disposal and stands willing to support a few faculty members who might wish to study, research, and elaborate proposals for new courses. Summer support would be roughly equivalent to a summer school salary or a fraction of such a salary, depending on time devoted to the project. Letters of application and general inquiries should be sent to Douglas Archibald, Department of English, 257 Goldwin Smith. The deadline is March 1.

Free Access Computing Offered

The Office of Computer Services, in cooperation with the Academic Committee on Instructional Computing, is conducting an experiment in free access computing this term. Under the free access method, the University subsidizes a chunk of computer use and students (or staff and faculty) come to the computer center and use that computing.

Students, faculty or staff can turn in an application at B6-A Upson Hall and receive a \$50 computing account. This account can be used to run jobs under the Instant Turnaround (IT) processor, a small job processor that executes jobs as soon as the cards are read in and prints the results soon after. The Office of Computer Services is also offering limited interactive computing at no charge. Subsidized APL (an interactive language) accounts can be obtained from OCS's Interactive Facility in G-26 Uris.

This method of distribution of computing accounts represents a departure in the way computer access has been obtained, especially by students, at Cornell. Previously, accounts were dispensed by instructors teaching computing or by departments. Students who were not in a class involved with computing could buy personal accounts if they could not find funds in their departments.

Two Public Hearings Scheduled

The Minority and Disadvantaged Interests Committee of the University Senate will hold an open hearing at 7:30 p.m. Monday in the North Room, Willard Straight Hall.

Major areas of concern to the committee are COSEP, Africana studies, affirmative action, day care, women's studies, women's athletics, international students and native Americans, according to Neal Haber, committee chairman. Haber is a sophomore in the New York State School of Industrial and Labor Relations.

The Senate's Subcommittee on Religious Affairs will also hold an open hearing Monday at 4:30 p.m. in the Edwards Room, Anabel Taylor Hall.

Principal topic of the hearing will be a discussion of the need for a religious studies program at Cornell, according to subcommittee chairman Alice Colby, an associate professor of French.

Persons may also raise other topics of interest to the committee, she said.

Council on Arts Grants Available

The Office of Academic Funding advises that the deadline for applications to the New York State Council on the Arts is March 12 for the 1973-74 program year. Support is provided for administrative operating expenses, cultural programming, developmental projects, and technical assistance, to orchestras, dance companies, museums, theatre groups, etc. Funds are not available for capital equipment acquisition.

Since only one Cultural Services Agreement (incorporating all projects) may be entered into between the Council and Cornell, it is required that all proposals be received at the Office of Academic Funding by March 5 for a consolidated submission. Further information and application materials will be available from 123 Day Hall.

Research Grants to Be Awarded

The Cornell Research Grants Committee is continuing its program of research support grants during 1972-73 but at a reduced level. Applications should be submitted by March 12 to Thomas R. Rogers, Secretary of the Committee, 123 Day Hall. Awards will be made at the committee's semi-annual meeting to be held in early April. Applications received after March 12 cannot be considered. Information is being mailed this week to all faculty members.

Intramural Notices

All intramural basketball games will be canceled tonight due to the Roller Derby in Barton Hall.

All entries for the team championship in intramural track must be in the Intramural Office, now located in the Grumman Squash Courts building, by 2 p.m. Wednesday, Feb. 14.

Calendar

February 8-18

Thursday, February 8

10 a.m.-5:30 p.m. Bloodmobile. Memorial Room, Willard Straight Hall. Sponsored by Alpha Phi Omega.

12:15 p.m. Sea Grant Seminar Series: "Fish Farming: Commercial and Sport Fish Production." Dr. Keen Buss, vice president, Marine Protein Co. Warren Seminar Room, fourth floor, west end.

2:30-6 p.m. Public hearing on the status of women students and women non-academic employees at Cornell. Conducted by the Trustees. Committee on the Status of Women. North Room, Willard Straight Hall.

4:30 p.m. Food Science Seminar: "Deterioration of Beer Flavor." Kunihide Masuyama, Dept. of Food Science, Cornell. 204 Stocking Hall. Coffee at 4:15 p.m.

4:30 p.m. University Lecture: "The Mare, the Vixen and the Bee: Feminine Excellence in Greek Thought." Helen F. North professor and chairman, Dept. of Classics, Swarthmore College. Ives 215.

5 p.m. Christian Science Organization testimony meeting. Founders Room, Anabel Taylor Hall.

7 p.m.-1 a.m. New York State Council on the Arts Traveling Exhibition of Projected Art (Experimental Film). Five hours of experimental film in Goldwin Smith D. Duchamp, Leger, Rene Clair, Warhol, Mekas and many others.

7 p.m. & 9:45 p.m. Free North Campus Union Film Series: 7 p.m. *Rocco and His Brother*; 9:45 p.m. *Accotone*. Subtitled foreign language films. Multi-purpose Room, North Campus Union.

8 p.m. Colloquium: "Failing the People," a critique of the New York State College of Agriculture and New York State Cooperative Extension Service. Ives 110.

8 p.m. "900 Days: The Siege of Leningrad." A discussion by Harrison Salisbury of The New York Times, author of "900 Days," and Elena Skrabina, eyewitness and author of "Siege and Survival." Uris Auditorium.

8 p.m. Cornell Duplicate Bridge - regular duplicate game. Sage Hall Cafeteria.

8 p.m. *Roller Derby. Barton Hall. Sponsored by University Unions Program Board.

8:15 p.m. *Lecture-demonstration. Dan Wagoner and dancers. Barnes Hall. Sponsored by the Cornell Dance Club.

Friday, February 9

4 p.m. *Freshman Hockey - Princeton. Lynah Rink.

5:15 p.m. Jewish Sabbath Services. Founders Room, Anabel Taylor Hall.

7 & 9:15 p.m. *Cornell Cinema Film: *The Other*. Uris Auditorium.

7 & 9:15 p.m. *Cornell Cinema Film: *The Marx Brothers in At the Circus*. Willard Straight Theatre.

8 p.m. Dr. Thomas H. Leith, professor of natural science at York University, will give a lecture on "The Design of the World From Copernicus to Laplace: Changing Attitudes Towards the Evidence for God in Nature During the First Astronomical Revolution and Their Relevance." Ives 110. Sponsored by the Graduate Christian Forum.

8:15 p.m. *Dan Wagoner and dancers performing in Statler Auditorium. Sponsored by the Cornell Dance Club.

Saturday, February 10

9:30 a.m. Jewish Sabbath Services. Edwards Room, Anabel Taylor Hall.

7 & 9:15 p.m. *Cornell Cinema Film: *The Other*. Uris Auditorium.

7 & 9:15 p.m. *Cornell Cinema Film: *The Marx Brother in At the Circus*. Willard Straight Theatre.

7:30 p.m. *Cornell India Film: *World of Apu*. Goldwin Smith D.

8 p.m. *Varsity Hockey - Waterloo. Lynah Rink.

8:15 p.m. *Cornell Polo - Harvard. Cornell Riding Hall.

8:30 p.m. *Concert: The Byrds and Sea Train and Orphan. Barton Hall. Sponsored by Cornell Concert Commission.

Sunday, February 11

9:30 a.m. Yoga. Loft II, Willard Straight Hall.

9:30 a.m. Episcopal Church at Cornell. Worship, Anabel Taylor Chapel. Church school and nursery care provided. All are welcome.

10 a.m. Friends (Quaker) Meeting for worship. Anabel Taylor Hall Blue Room.

11 a.m. Sage Chapel Convocation: Prof. Isma'il al-Faruqi, Dept. of Religion, Temple University, Phila., Pa.

4 p.m. Music Dept. Concert: Jerryl Davis, oboe; Ann Sitsbee, piano, harpsichord; Gottfried Schatz, viola. Program: Works of Bach, Schumann, Dutilleul and Hanus. Barnes Hall.

5 p.m. Deli Supper - Discussion "Religion and State in Israel." One World Room, Anabel Taylor Hall.

7 & 9:45 p.m. *Cornell Cinema Film: *Hello Dolly* starring Barbra Streisand. Directed by Gene Kelly. Statler Auditorium.

Monday, February 12

8 p.m. Biology and Society Lecture Series: "Food Poisoning."

Academic and Financial Dateline

Friday, Feb. 9 — Deadline for S/U option for Engineering students.

Deadline for turning in acceleration petitions for Arts students who wish to accelerate and graduate May 1973.

Last day for Arts students to add/drop without a fee.

Deadline for Arts students to turn in S/U forms.

Deadline for S/U option for Agricultural students.

Thursday, Feb. 15 — Deadline for filing applications for Graduate Lehman fellowships. (Sage Hall).

Deadline for filing applications for JFK award. (105 Day).

Friday, Feb. 16 — Deadline for Spring registration for Extramural students. No new registration of any kind will be permitted after this date. (B-20 Ives).

Monday, Feb. 19 — Deadline for filing return to residence cards. Cards will not be pre-printed. Please complete information.

Tuesday, March 28 — Number drawing for individual room selection, grad and undergrad. 8 a.m.-4 p.m. (223 Day).

Wednesday, March 29 — Number drawing for individual room selection, grad and undergrad. 8 a.m.-4 p.m. (223 Day).

Friday, March 30 — Room selection. Graduate students only. Time and place to be announced.

J. White. Statler Auditorium.

8 p.m. *Cornell Cinema Film: *Bringing Up Baby*. Willard Straight Theatre. Film Club members only.

Tuesday, February 13

3:30 p.m. Lecture: "Economic Development and Social Change in South India: Dalena and Wangala Revisited 15 Years Later." T. Scarlett Epstein, Institute of Development Studies, Sussex University. Ives 110. Sponsored by the Rural Development of Comm. of Center for International Studies.

4:30 p.m. Dept. of Geological Sciences Seminar: "Folds and Axial Plane Foliations in Experimentally Deformed Rocks." W.D. Means, Dept. of Geological Sciences, State Univ. of New York at Albany. 212 Kimball Hall. Coffee at 4 p.m.

7:30 p.m. Food Facts and Fads: "Foods from Plant Sources." Prof. D.G. Sisler, Agricultural Economics, Cornell. Uris Auditorium.

7:30 p.m. Cornell Outing Club meeting. Ives 110.

7:30 p.m. University Senate meeting. Kaufmann Auditorium.

8 p.m. Landscape Architecture Program at Cornell - Film Series. Room 404, Plant Science Building.

8 p.m. *Cornell Cinema Film: Charles Dickens' *Great Expectations*, directed by David Lean. Willard Straight Theatre.

Wednesday, February 14

4:30 p.m. University Faculty meeting. Ives 120.

4:30 p.m. *Varsity Fencing - Syracuse. Teagle Hall.

4:30 p.m. *Varsity Wrestling - Syracuse. Barton Hall.

8 p.m. *Varsity Hockey - Yale. Lynah Rink.

8 p.m. Woman Is My Name. "Gypsy Rainbow Theater." Noyes Center Third Floor Lounge.

8 p.m. *Cornell Cinema Film: Greta Garbo in *Ninotchka*. Uris Auditorium. Attendance limited to Cornell Community.

Thursday, February 15

Noon: Administrators Anonymous Luncheon. Speaker, Prof. Tom Cade, Ecology and Systematics research director, Ornithology, Cornell. "Birds Of Prey." North Room, Statler Inn.

12:15 p.m. Sea Grant Seminar Series: "The Nutrition of Fish." Dr. John E. Halver, director of the Western Fish Nutrition Laboratory and professor, University of Washington. Warren Seminar Room - fourth floor.

4:15 p.m. Society for the Humanities Lecture: "Coleridge and the Romantic Vision of the World," memorial lecture for S.T. Coleridge (1772-1972). M.H. Abrams, Frederic J. Whiton Professor of English, Cornell. Kaufmann Auditorium.

4:30 p.m. Food Science Seminar: "The Body Composition of Goats." Joseph Ladipo, Dept. of Animal Science, Cornell. 204 Stocking Hall. Coffee at 4:15.

5 p.m. Christian Science Organization testimony meeting. Founders Room, Anabel Taylor Hall.

7:30 p.m. North Campus Union Free Film Series: *One-Eyed Jacks* starring Marlon Brando. Multi-purpose Room, North Campus Union.

8 p.m. Cornell Duplicate Bridge - regular duplicate game. Sage Hall Cafeteria.

8:15 p.m. *University Theatre Production: Anton Chekhov's *Storm Weather and The Boor*. Drummond Studio.

Friday, February 16

1:30 p.m. Lecture by Truman Madsen. Memorial Room, Willard Straight Hall. Sponsored by the Cornell Latter-day Saint Institute of Religion.

6 p.m. *Freshman Basketball - Hartwick. Barton Hall.

7 & 9:15 p.m. *Cornell Cinema Film: Benton and Newman's *Bad Company* with Jeff Bridges. Uris Auditorium.

7 & 9:15 p.m. *Cornell Cinema Film: *The Marx Brothers in A Day at the Races*. Willard Straight Theatre.

8 p.m. *Varsity Basketball - Pennsylvania. Barton Hall.

8 p.m. Varsity Squash - Franklin and Marshall. Grumman Squash Court.

8 p.m. *Africana Studies and Research Center presents *Blackness Is a Rainbow*. Statler Auditorium.

8 p.m. *Concert: Doris Abrahams, a wild woman and wild music. Also Angel Band. Anabel Taylor Auditorium. Sponsored by the Folksong Club, United Sisters and Woman Is My Name.

8:15 p.m. *Bailey Hall Series: Canadian Opera Company presents *Così fan Tutte*, in English. Bailey Hall.

8:15 p.m. *University Theatre Production: Chekhov's *Storm Weather and The Boor*. Drummond Studio.

Saturday, February 17

2 p.m. *Varsity Wrestling - Princeton. Barton Hall.

2 p.m. *Varsity Hockey - Harvard. Lynah Rink.

6 p.m. Freshman Basketball - Colgate. Barton Hall.

7 & 9:15 p.m. *Cornell Cinema Film: Benton and Newman's *Bad Company* with Jeff Bridges. Uris Auditorium.

7 & 9:15 p.m. *Cornell Cinema Film: *The Marx Brothers in A Day at the Races*. Willard Straight Theatre.

8:15 p.m. *University Theatre Production: Chekhov's *Storm Weather and The Boor*. Drummond Studio.

Sunday, February 18

9:30 a.m. Yoga. Loft II, Willard Straight Hall.

9:30 a.m. Episcopal Church at Cornell. Worship, Anabel Taylor Chapel. Church school and nursery care provided. All are welcome.

10 a.m. Friends (Quaker) Meeting for worship. Blue Room, Anabel Taylor Hall.

11 a.m. Sage Chapel Convocation. Speaker: Robert Rankin, vice president, the Danforth Foundation, St. Louis, Mo.

7 p.m. *Cornell Cinema Film: *Shaft* at 7 p.m. and *Shaft's Big Score* at 9 p.m. Directed by Gordon Parks. Statler Auditorium.

8 p.m. *University Theatre Production: Chekhov's *Storm Weather and The Boor*. Drummond Studio.

8 p.m. *Jazz Projections, Yr. III No. 2. Cornell Jazz Society Concert with the "Big Note." Memorial Room, Willard Straight Hall.

Exhibits

*Andrew Dickson White Museum will be closed to prepare for the move to the Herbert F. Johnson Museum.

History of Science Collections, 215 Olin Library - Recent Acquisitions.

Olin Library: "American Institute of Graphic Arts, Fifty Books of the Year 1972." Open to Feb. 19. "1-Cent Life: A Portfolio of Poetry and Original Graphics by Modern Artists." Open until Feb. 22.

ANNOUNCEMENTS

Writing Workshop - The English Dept. is sponsoring a tutorial service for the improvement of writing skills. Further information is available at Goldwin Smith 355.

Cornell University Press

The following books have been published by Cornell University Press.

Sagan, Carl and Thornton Page: *UFO's - A SCIENTIFIC DEBATE*. Publication date is Feb. 2, 1973. \$12.50. A baffling and controversial issue that has intrigued the public for over twenty years is discussed in this book by experts representing the entire range of responsible opinion. Carl Sagan is professor of astronomy and director of the Laboratory for Planetary Studies at Cornell University. Thornton Page is astrophysicist at the Naval Research Laboratory.

* Admission charged.

Attendance at all events is limited to the approved seating capacity of the hall in which they are presented.

All items for the Cornell Chronicle Calendar must be submitted to the Office of Central Reservations, Willard Straight Hall (either through the mails or by leaving them at the Straight desk) at least 10 days prior to publication of the Chronicle. The Calendar is prepared for the Chronicle by the Office of Central Reservations.

Pay Adjustments

Continued from Page 1

academic salaries at other institutions, the salary adjustment pool established for academic salaries at Cornell should at least maintain our current position in the academic marketplace."

All recommended increases for endowed units must be submitted for University review by March 1, Risley said. The schedule calls for notification to colleges of approved adjustments by April 2. The adjustments would be reflected in paychecks for the period beginning July 5, Risley said.