

'In Principle'

Trustees Accept New Minority Plan

The Board of Trustees has adopted in principle a \$400,000 three-year plan to improve the future of minority undergraduate and graduate education at Cornell and to step up the University's affirmative action effort for minority academic and non-academic employees.

The board's action came last weekend during its meeting in New York City.

The plan calls for maintaining the Committee on Special Educational Projects (COSEP) and for the COSEP office to have a leadership role in the education of minority students. The minority educational assistance functions will remain an integral part of the COSEP office under an associate director, with a major emphasis on pre-freshman summer programs.

The plan also calls for the colleges and schools to assume similar leadership roles in the education of minority students. The plan specifically calls for the appointment of assistant deans in each of the colleges and schools, who will be responsible for coordinating

minority efforts in those units.

A major objective of the plan, Knapp said, is "to reduce attrition among undergraduate minority students by strengthening college and school responsibility for minority education, and developing a more effective network of support services which draws upon the full resources of the University."

Another objective of the plan, he said, is "to expand Cornell's role in the graduate education of minority students." Specifically the plan calls for the dean of the Graduate School and the Graduate School General Committee to work with graduate field representatives from the colleges to increase minority student graduate recruitment. In addition, the plan calls for an increase in the graduate minority fellowship program by \$50,000 in each of two years beginning with the 1977-78 school year.

Knapp's plan calls for decentralizing the University's responsibility for both minority education and affirmative
Continued on Page 7

'76-'77 Budget Tight One; Still Tops Quarter Million

A \$261.5-million budget featuring expense reductions, tuition increases and uncertainties about funding from New York State was adopted for Cornell University operations in 1976-77 by the Board of Trustees, meeting last weekend in New York City.

In presenting the budget, President Dale R. Corson told trustees "It is a restrictive budget, and it has been prepared in a period of substantial uncertainty for higher education. In preparing the budget we have had before us the primary goals of maintaining the basic character of Cornell as a university with excellent undergraduate and graduate academic programs, as a university with a faculty of the highest quality and as a university which is accessible to able students regardless of their circumstances."

For the endowed colleges at Ithaca, which comprise the largest part of the budget, total expenditures for the coming year are estimated at about \$137 million, up \$7 million

from the estimate for the current year. This reflects principally the impact of inflation.

Revenues at the endowed colleges total \$136.6 million, also up \$7 million from 1975-76. Of the increase, \$3.5 million comes from an increase in tuition of 8.9 per cent (see separate story). Tuition income makes up more than 60 per cent of general purpose revenues. The budget includes a planned use of capital from the University's Capital Fund in excess of earnings of \$2.4 million, and there is a deficit of \$523

thousand in addition, which will have to be covered by use of capital.

The budget is a two-step process again this year, Corson said, primarily because of uncertainties about funding from New York State which affect all units of the University. The budget adopted by the trustees contains an "undistributed" contingency fund of about \$4 million for salary increases, plant maintenance, financial aid and costs of special programs. Decisions on these
Continued on Page 6

For Endowed Colleges

Tuition Will Rise By 8.9 Per Cent

The Board of Trustees has voted to increase tuition by 8.9 per cent for undergraduates in the endowed colleges at Ithaca.

The increase will bring tuition to \$4,110 for students in

the Colleges of Architecture, Art and Planning; Arts and Sciences; Engineering; and Hotel Administration. The increase will also apply to students in endowed divisions of the Graduate School.

Action on tuition was taken over the weekend at the trustees' annual budget meeting in New York City. Setting tuition rates is one part of a number of actions taken by the trustees in adopting the 1976-77 Cornell budget.

Tuition for incoming students in the School of Business and Public Administration will increase by \$300, bringing the yearly charge for new matriculants to \$4,400. The same rate will be guaranteed for the second year of study for these students. Tuition for students currently enrolled in the business school will remain at the 1975-76 level of \$4,100.

Law School tuition in 1976-77 will be \$4,050, an increase of \$350 for all students.

Tuition for students at Cornell's Medical College in New York City will increase 18.8 per cent, up \$750 from this year's level. The new tuition will be \$4,750. The School of Nursing, also in New York City, will have a smaller increase of \$200, making tuition \$2,600 per year.

The trustees also voted increases in tuition for Cornell's statutory units. For the Colleges of Agriculture and Life Sciences, Human Ecology and Industrial and Labor Relations tuition will increase \$150 for New York State resident undergraduates and \$350 for non-resident undergraduates. This will make next year's tuition \$1,800 for residents and \$2,800 for non-residents.

Graduate students, both resi-
Continued on Page 7

Gifts to University: \$23.75 Million

The Cornell Campaign, the five-year effort to raise \$230 million in total gifts to the colleges at Ithaca, has netted some \$23,750,000 in its first three months, according to Jansen Noyes Jr. '39, campaign chairman.

Reporting to the University Board of Trustees at its weekend meeting in New York City, Noyes said, "The Cornell Campaign represents our commitment to securing Cornell's quality and independence. I am particularly pleased to note the enthusiasm with which Cornell's alumni have committed themselves to this effort, as evidenced by the tremendous increase over last year in pledges to the Cornell Fund."

More than \$2,815,000 has been pledged to the Cornell Fund since the annual drive for unrestricted gifts from alumni and friends began in October. This represents a 26 per cent increase in pledges over the same time last year.

"What is remarkable about this increase," noted Cornell Fund Chairman Austin H. Kiplinger '39, "is that the number of persons making pledges to the Fund is only slightly above last year—it's the size of the gift that has increased. Cornellians are responding to the University's needs by giving more than ever before."

Kiplinger cited the \$50,000 challenge grant from Spencer T. Olin '21 to alumni who have
Continued from Page 16

Other Trustee Stories

New Athletic Policy will make budget appropriated instead of enterprise...Page 12.

Sponsored Research report shows good record...Page 15.

Current budget year shows gain over projections...Page 4.

Funding plan for heating plant approved...Page 4.

Master plan for University submitted to state...Page 11.

Name New Vice President

William G. Herbster, a 43-year-old New York City banking executive, has been named to the new position of senior vice president at Cornell.

The election of Herbster, who is senior vice president for urban affairs at the First National City Bank, to the University's third ranking administrative position behind the president and the provost was approved over the weekend by the University Board of Trustees at their annual midwinter meetings in New York City. Herbster's name was recommended to the trustees by President Dale R. Corson.

Herbster, who assumes the Cornell position in early spring, will serve as the University's chief administrative officer in charge of the day-to-day direction of non-academic areas and support services. Reporting to him will be campus affairs, public affairs, financial affairs, legal counsel, non-academic personnel and affirmative action.

In announcing Herbster's selection, Corson said, "William Herbster brings to the new position of senior vice president at Cornell sound administrative experience in a variety of areas vital to the University's progress. He understands educational matters and he deals effectively with people. Further, he has that 'certain tough-mindedness' which has been deemed essential to the Cornell senior vice presidency."

Herbster, speaking of his Cornell appointment, said: "I'm excited about coming to Cornell and to Ithaca. Cornell is a leader in higher education. In spite of the financial pressures bearing down upon it, I find the University has a solid base of people and programs which will sustain it. My single ambition is to work toward assuring that sustenance and maintaining that educational leadership. My wife and I look forward to living in the Ithaca and Cornell communities. We are certain it will be gratifying for both ourselves and for our children."

The position of senior vice president at Cornell was established in June 1975 by the Board of Trustees to permit the president and the provost to devote more time to the direction and support of academic affairs, to external relationships, and to careful University planning. At that time Corson, who recommended to the trustees that such a post be created, said "the need for such a position has been long recognized." The creation of the new position was also recommended by a task force which studied the central administration of Cornell as part of a study of University priorities.

As part of the search process, Corson established a committee to consult on the selection of the senior vice president. The purpose was expressed to its membership by Corson in early December when he told them:

"My purpose in asking you



William G. Herbster

to serve on this committee is two-fold:

"1. The position we are seeking to fill is one of the greatest importance to the University and it must be filled by someone who has ability in business matters and who has ability to work successfully in an academic community. Your judgments concerning both these points will be important to me.

"2. Whoever is selected for the position will be making a major career change in coming here. He must see and talk with as many people in as many constituencies as possible so that he can assess his own chances of working successfully in this atmosphere. You can provide substantial help by discussing with him the problems you see and the problems he sees."

Serving on the consultation committee were: Byron W. Saunders, dean of the University faculty; Peter C. Stein, professor of physics; Ruth W. Darling, associate dean of students; Malden C. Nesheim, director of the Division of Nutritional Sciences; Bernard F. Stanton, chairman of the Department of Agricultural Economics; Wallace B. Rogers, director of general services; John W. Rudan, director of computer services; Ramon E. Rivera, the University's affirmative action officer; Mary Beth Norton, associate professor of American history; Robert S. Harrison, a student trustee; J. Robert Cooke, associate professor of agricultural engineering; Edmund T. Cranch, dean of the College of Engineering; Lucinda A. Noble, associate director of Cooperative Extension; J. Congress Mbata, associate professor of African studies; and Benjamin Nichols, professor of electrical engineering and speaker of the University Senate. Nichols withdrew from the committee soon after it was constituted.

Herbster has been senior vice president for urban affairs at First National City Bank since February 1971. In this capacity he oversees the direction and growth of Citibank's "Corporate Responsibility" program which includes diverse activities including housing finance, special hiring programs, and consumer

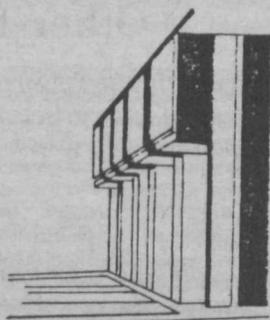
education. From July 1969 to February 1971 he was Citibank's senior vice president in charge of the Corporate Services Division in the Corporate Banking Group.

Herbster joined First National City Bank in 1958 as a trainee in the Metropolitan Division. He became an account manager in that division two years later and then was named, at the age of 32, a division vice president responsible for branch supervision. He moved to the Corporate Banking Group in September 1968 as vice president in charge of the management support unit.

Before joining Citibank, Herbster served from 1955 to 1958 as a supply and embarkation officer in the U.S. Marine Corps. Prior to his Marine Corps service he was a management trainee in Charleston, W. Va. for the Chesapeake and Potomac Bell Telephone Co.

A 1955 graduate of Hamilton College with a bachelor of arts degree, Herbster has done graduate work at the University of Hawaii and the New York University Graduate School of Business Administration.

He is a member of the Board of Trustees of the Bank Street College of Education in New York City and also of Kirkland College in Clinton. He was an alumni trustee of Hamilton College. He is vice chairman of PACT/NADAP (Provide Addict Care Today/National Association for Drug Abuse Problems) and Executive Committee chairman and treasurer of the New York City Community Preservation Corporation. He is a member of the Special Allocations Committee of the United Fund of Greater New York and of the American Bankers Association's Urban and Community Affairs Committee. He is a member of advisory groups of the Filer Commission study on philanthropy, the Twentieth Century Fund, and the National Council for Community Economic Development. A native of Poughkeepsie, he was married in 1957 to the former Mary Lee Talley. The Herbsters live in Bronxville with their three children, David 17, Michael 14, and Talley 10. Mrs. Herbster is active in Bronxville community activities. She is an artist and recently illustrated two books published by Chatham Press — "First Spring," by Phyllis Meras; and "All Nature is My Bride," a reworking in poetic form of Thoreau's "Walden," by William White.



Job Opportunities

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

Individuals in lay-off status will be given preference in referrals.

POSITION (DEPARTMENT)

- Administrative Asst. I, A-22 (Geological Sciences)
- Sr. Administrative Secretary, A-17 (Provost (sh))
- Administrative Clerk, A-16 (Hotel Administration (sh))
- Corresponding Secretary I, A-13 (Personnel)
- Principal Clerk, A-14 (Graduate School)
- Sr. Clerk, A-12 (University Health Services)
- Clinical Psychologist, CP06 or Psychiatric Social Worker, CP05 (Health Services)
- Advertising Manager (University Press)
- Manager, Personnel Operations, CP06 (Personnel)
- Sr. Systems Programmer, CP06 (Office of Computer Services)
- Sr. Systems Programmer III, CP05 (Office of Computer Services)
- Computer Staff Specialist, CP05 (Office of Computer Services)
- Application Programmer III, CP05 (Ofc of Computer Services)
- Assistant Director, CP07 (Ofc of Computer Services)
- Staff Writer I, CP02 (Office of Computer Services)
- Development Officer II, CP06 (2) (University Development)
- Development Officer I, CP04 (University Development)
- Budget Analyst II, CP03 (Nat'l Astronomy & Ionosphere Cntr)
- Executive Staff Asst. II, CP04 (Nat'l Astronomy & Ionosphere Cntr)
- Associate Admin. (Area Manager), CP06 (Dining Services)
- Dining Supervisor (Chef), CP02 (Dining Services)
- Curatorial Assistant, CP02 (Museum)
- Admin. Supv., CP01 (Public Affairs - Council)
- Payroll Supervisor, CP05 (Endowed Payroll)
- Coop. Ext. Specialist (Community Resource Development) (Coop. Extension Admin.)
- Extension Associate I, CP03 (Coop. Extension-Fredonia)
- Extension Support Aide, CP02 (Coop. Extension-New York City)
- Research Support Specialist, Type IV (Veterinary Pathology)
- Head Coach of Soccer (Physical Education & Athletics)
- Director of Phys. Ed. & Athletics (Physical Education & Athletics)
- Traffic Controller, A-15 (Traffic Bureau)
- Technical Aid II, A-17 (Chemical Engineering (1 year))
- Sr. Lab Technician, A-18 (Biochemistry)
- Technical Aide Jr., NP-7 (Media Services)
- Field Veterinarian (LAMOS - Mastitis Control)
- Physical Therapist (University Health Services)
- Lab Technician I, NP-8 (Vet Pathology)
- Custodian, A-13 (University Unions)

ACADEMIC AND FACULTY POSITIONS (Contact Department Chairperson)

- Director, Manpower Certificate Program, Extension Associate II (ILR)
- Professor in Post-1500 Literature (Dept. of German Literature (July 1, 1977))
- Assistant Professor in the General Area of Petrology/Geochemistry/Economic Geology (Geo. Sciences, College of Eng'g)
- Asst. Professor of English (2) (Dept. of English)
- Asst. Professor of Theoretical & Applied Mechanics (Theoretical & Applied Mechanics)
- Asst. Professor of Theatre Arts (Dept. of Theatre Arts)
- Asst. Professor of Chemical Eng'g (School of Chemical Eng'g)
- Lecturer (Nutritional Sciences)
- Director-Women Studies (Woman Studies Program)
- Research Associate (2) (Vet Physical Biology)
- Research Associate (Nuclear Studies)
- Research Associate (Design & Environmental Analysis)

These are all regular full-time positions unless otherwise specified.

PART-TIME AND TEMPORARY POSITIONS

(All Temporary and Part-time positions are also listed with Student Employment)

- Steno II, NP-6 (Education (temp f/t))
- Steno II, NP-5 (Plant Breeding (temp p/t))
- Department Secretary, A-13 (Physics (temp f/t))
- Department Secretary, A-13 (Biological Science (p/t))
- Administrative Secretary, A-15 (Dining Services (temp f/t))
- Administrative Secretary, A-15 (Biochemistry (perm p/t))
- Temporary - Secretary (Cntr of Urban Dev. Research (temp p/t))
- Temporary Service Clerk (COSEP (temp p/t))
- Cashier, A-11 (Cornell Campus Store (perm p/t))
- Electronics Technician, A-15 (Materials Science Cntr (perm p/t))
- Lab Technician, NP-8 (Diagnostic Lab (temp f/t) (Monticello) (April))
- Sr. Lab. Technician (Biochemistry (perm p/t))
- Lab Assistant (Entomology (temp p/t) (Geneva))
- Searcher I, A-13 (Univ. Libraries/Acquisition (Dutch) (perm p/t))
- Res. Technician III, NP-12 (Diagnostic Lab (temp f/t) (Monticello) (April))
- Res. Technician II, NP-10 (Food Science (temp f/t))
- Applications Programmer I, CP03 (MSA (temp f/t))
- Programmer C, NP-13 (Plant Breeding & Biometry (temp f/t))
- Programmer II, A-21 (2) (MSA (temp f/t))
- Personnel Associate I, NS (Extension Administration (perm p/t))
- Research Specialist (Agricultural Economics (temp f/t))

Senate Action

Group to Examine Self-Governance

The University Senate passed a bill Thursday calling for the establishment of university-wide commission "to examine the range of organization and authority that self-governance might take at Cornell."

President Dale R. Corson commended the action in a statement (full text on page 13) to the University Board of Trustees last Friday. Upon his recommendation, trustees authorized the president to seek a report from the study commission by late August in order that possible subsequent actions by the Cornell community and trustees could be taken by the end of October.

In other action the Senate adopted a "Policy against obtaining a 'fast food' franchise for Cornell" and rejected a bill that "establishes procedures for the termination of Senators who miss three consecutive regularly scheduled Senate meetings."

The Senate also passed a modification in the wording of its constitution making it explicit that the student-elected faculty trustee and the employe trustee be considered for service on the Executive Committee of the Board of Trustees.

The adopted bill on self-governance was a shortened version of the original proposal which also called for a community-wide referendum on whether a study commission on self-governance should be established.

The text of the bill as it was finally passed follows:

"It is important that self governing bodies periodically subject themselves to scrutiny and evaluation. The present self-governing bodies at Cornell, the Senate and Faculty Council of Representatives, were created six and five years ago, respectively. It is therefore appropriate that at this time a mechanism be constructed so that they can both be carefully evaluated and if necessary proposals for improvements made. Indeed, probing questions have been raised about the health of self-governance at Cornell, about the wane of

community concern and participation, the preemption of substantive issues by matters of internal organization and form, and about the apparent lack of fruitful cooperation between the two self-governing bodies.

"While the Senate's primary concern must be for its own effective operation, this cannot be evaluated responsibly without simultaneously taking into account the existence of and relationships to the faculty, the administration and the Board of Trustees. For these reasons, the University Senate hereby agrees to conduct an inquiry to assess whether the community is satisfied with its present form of self-governance. The Senate invites the dean of the faculty and the president to participate with the Senate in the establishment of a Commission on Self-Governance.

"It is recommended that the commission should consist of 12-15 persons, including students, employes, faculty and trustees. The commission's single charge would be to examine the range of organization and authority that self-governance might take at Cornell, including our present mode: to select the most responsive, comprehensive and viable option(s); and to present the option(s) for appropriate action by the Senate, faculty, Board of Trustees and community by no later than the end of the fall semester 1976.

"The Senate shall continue to function, subject to amendments of its present constitution according to established procedures, until a successor structure (if any) has been approved. The triennial Senate reapportionment study shall also be continued to its conclusion.

"The exact size, composition, method of appointment and operating procedures of the commission and its charge shall be proposed to the Senate, faculty and Board of Trustees for their approval by a six-member conference committee. That committee shall consist of two members named by the Senate Executive Committee, two by the dean of the faculty, and two by the president."

Profile

Golub, A Lot of Firsts

Janet Golub, a junior majoring in agricultural education, is the first woman in New York State and from New York City to receive the National American Farmer Degree, the highest award given by the Future Farmers of America.

It is also unusual since she is a native of New York City and the youngest person in the state to receive the award. She was nominated, also, for an office in the national association, an honor given only to those who have received the National American Farmer Degree.

The award recognizes outstanding achievements in the Future Farmers of America (FFA) and is given annually by the national organization to members in the United States.

So how does a life-long resident of New York City get experience in an organization for high-school students interested in agriculture?

Janet grew up with a love for animals and at an early age became the neighborhood adviser and consultant on problems occurring among the four-footed population. To pursue this interest she sought out and graduated from John Bowne High School, the only school in the city with a course in production agriculture.

In addition to basic instruction in farm production and management, John Bowne students find summer jobs on farms and Janet worked on dairy farms in Kinderhook and Wallkill. While in high school she joined the school's FFA chapter and in her senior year was elected president. She received her chapter's Achievement Award which gave her a trip to the state convention, placed third in a statewide public speaking contest, and was made Star Farmer of her district.

The summer after graduating she got a taste of teaching by teaching certain units of the basic course in agriculture at John Bowne. To pursue her interest she entered the New York State College of Agriculture and Life Sciences at Cornell.

Upon arrival, she discovered the Collegiate chapter of the FFA was inactive. However, by 1973, through her efforts and those of College FFA members, the chapter was re-established with a new charter, and has sponsored two successful officer training schools at Cornell for high school students. Janet has been vice-president and reporter of the collegiate chapter.

While in college, Janet has continued her



Janet Golub prepares a slide set

agricultural training, working on a dairy farm in Lewis County during the summer following her freshman year and this past summer, serving as farm manager at a summer camp where she taught city youngsters about farming.

In recalling some of her experiences on these farms of 50 to 120 milking cows, working 8 to 17 hour days with one day off each week, she says she was able to teach one of her host-farmers how to use electric de-horners.

The farmer had owned a set to remove the horns from his cattle for a long time, but had never used it because he didn't know how. So Janet put her training to use and taught him.

While a Cornell student, Janet has worked in the Department of Education, assisting with the mailing of instructional materials to agriculture teachers. She helps in preparation of newsletters and slide sets and was adviser on a slide set about the FFA camp. Next fall, she will spend the semester as a student teacher of agriculture in one of the schools in the state.

Kay Barnes

Scholarship Created

President Dale R. Corson has announced the establishment of a scholarship fund honoring Morton Adams of Sodus, a Cornell trustee and president of Curtice-Burns, Inc. of Rochester.

The \$50,000 Fund was given by the Curtice-Burns Charitable

Foundation in recognition of Adams, who is retiring from the company after 13 years as president. Scholarships will first be available to students in the New York State College of Agriculture and Life Sciences at Cornell in the Fall of 1976.

Adams, a graduate of the col-

lege in 1933, has been a member of the Cornell University Board of Trustees for 10 years and is chairman of its Committee on State Relationships. He has served on its executive committee since 1972.

Memorial Service for Dean Myers

Memorial services were conducted yesterday at the First Presbyterian Church for William I. Myers, Dean of the New York State College of Agriculture from 1943 to 1959.

Myers, who was instrumental in developing the Federal Farm Credit Administration (FCA) during the Depression, died Friday (Jan. 30) at his home on East Shore Drive, after a long illness. He was 84.

President Dale R. Corson said last Friday, "The Cornell community mourns the death of Dean Myers. It feels a deep sense of loss but it feels also a deep sense of pride in having

had within it a man whose contributions to solving the problems of national and international agriculture were extensive and substantial. Dean Myers was a man of personal strength, a man of ability and perseverance, a man of compassion. As a person and as an educator he made a profound contribution to Cornell, to agriculture and to the Land Grant philosophy."

An authority on farm management and finance, he was a top adviser to President Franklin D. Roosevelt and was governor of the FCA from 1933 to 1938 while on leave of

absence from Cornell at the request of President Roosevelt. He returned in 1938, becoming chairman of the Department of Agricultural Economics, a post he held until being named dean in 1943. He was named Dean Emeritus upon his retirement from the faculty in 1959.

Following World War II he devoted much of his energy to solving problems on international agriculture. He served on the Advisory Committee for Voluntary Foreign Aid, was director and chairman of the National Agriculture Advisory Commission and was a member of the International

Development Advisory Board and the Agricultural Development Council. In these posts and as a trustee of the Rockefeller Foundation his efforts were directed toward programs for the worldwide education of farmers, the development of scientific farm methods, and the increase of food supplies in the world.

He was graduated from Cornell in 1914, when he joined its faculty as an instructor. Myers was named assistant professor in 1918 and professor in 1920.



Published weekly and distributed free of charge to Cornell University faculty, students, staff and employes by the Office of Public Information. Mail subscriptions: \$12 per year. Make checks payable to Cornell Chronicle Editorial Office, 110 Day Hall, Ithaca, N.Y. 14853. Telephone 256-4206. Editor, Randall E. Shew. Managing Editor, Elizabeth Helmer.



Chronicle Comment

(Chronicle Comment is a forum of opinion for the Cornell community. Address comments to Elizabeth Helmer, managing editor, Chronicle, 110 Day Hall.)

'Ky Situation Arguments Irrelevant'

Editor:

Really, the arguments advanced by the anti-Ky group to justify their support of the disruption caused (as everyone admits) at his appearance in December are becoming more and more far-fetched and irrelevant. Ky's allegedly scoundrelly character, Ky's admiration for Hitler, the situation with regard to freedom of speech in South Vietnam, David Burak's having been arrested for illegal trespass on

the Cornell campus, and now (Cornell Chronicle, January 29, p. 4) Ky's having been paid for his speech — none of these are germane to the only real point at issue: whether a man who is legally in this country and on this campus, and has committed no offense against the United States' or Cornell's laws, has a right to speak (paid or unpaid) and present his version of history; and whether those who wish to hear him have a right to listen without being hindered or prevented

from doing so. All these other considerations that are being introduced are beside the point. They are simply red herrings, dragged across the trail to confuse discussion. One hopes, at least, that the Cornell community is intelligent enough to recognise them for what they are, and therefore to disregard them.

Robert A. Hall, Jr.
Department of Modern
Languages
and Linguistics

Chicken-Little Syndrome Seen

Editor:

Periodically this campus develops an acute attack of the Chicken-Little syndrome whereby a relatively simple event becomes so misinterpreted that it achieves total irrelevance. If one examines the logorrhea over the Ky incident a substantial proportion of the verbiage seems to be spilled in developing a position wherein it becomes a proper exercise of freedom of speech to scream insults at a visiting lecturer but a violation of freedom of speech to condemn such activity. On May 18, 1971, the University Senate passed a recommendatory resolution on Freedom of Inquiry which stated the following in part:

(1) That the leaders of our University community be more prompt and outspoken in condemning such disruptions and in seeing to it that the disrupters are properly held accountable through the established

machinery for violations of the community's freedom. The resolution was "wholeheartedly" endorsed by the FCR without opposition. Now, when the community leaders do precisely this, they are suddenly accused of producing a condition of "double jeopardy." This is certainly the silliest idea generated by the Sun and the Senate in some time.

Of especial interest to the faculty is an inquiry into the failure of the administration to enlist the "participation of faculty at public events as a responsible presence for the maintenance of such freedom of speech and inquiry" according to an FCR resolution in the matter. Faculty presence was apparently useful in preventing at least one disturbance in the past.

Of course, the University Faculty has the clear right to discipline its members for con-

duct outside of the faculty, but the method which is detailed in Roberts is so cumbersome (it involves a trial) that the procedure needs to be known if only to avoid blundering into a trial by mistake. The resolution passed by the University Faculty is clearly not a trial resolution, and Professor Parenti was prevented from talking about his individual participation in the Ky incident in order to keep the faculty from starting a trial. I have always been opposed to allowing outsiders to watch the deliberations of the faculty. Outsiders do not understand what is going on; they make no effort to consult knowledgeable people in the matter; all they do is generate misinformation. The Sun editorials in the Ky matter are a classic demonstration.

John H. Whitlock
Professor, Vet Pathology

Research Stipend Use Clarified

Editor:

In responding last Thursday to Michael Fisher's comments about postdoctoral stipends in Chemistry, Edgar Durbin adopts a personally abusive tone that does little to clarify the arguments or, in our view, to further the cause of improving the economic status of postdoctoral fellows.

I believe that a careful reading of Michael Fisher's letter will reveal that every point Edgar Durbin raised was faced, though not every reader need agree with the opinions expressed. One matter, however, may be worth exploring in more detail since Senator Durbin is evidently misinformed and others may, likewise, be unfamiliar with the true situation. This concerns the degree to which postdoctoral stipends, graduate student summer and academic year support, secretarial, computing, publication and general experimental costs are coupled together. To make the point briefly, suppose Dr. X submits a research proposal to an agency like NSF for \$103,000 for several years. The sum requested represents a total of

various categories including postdoctoral and student stipends at definite levels. If, in the face of stiff competition, the research proposal is found to be "Very Good," or "Excellent," it may be funded; but this is *almost never* at the full rate requested. Instead, the agency may say, "Submit a revised budget for \$68,000 and you will probably be funded." As a general rule, no indication whatsoever is given as to which budget categories should be cut. At this point, Dr.

X must decide whether to forego one or more postdocs or students, to cut back on new equipment, supplies, computing time, etc. In short, all budget categories are in competition for a fixed sum substantially smaller than the optimal figure requested.

Roald Hoffmann
John A. Newman Professor
of Physical Science

Ben Widom
Professor of Chemistry

Spectroscopy Award Given

George H. Morrison, professor of chemistry at Cornell, has been awarded the 1975 Medal of the Society for Applied Spectroscopy, New York Section, for outstanding achievements in spectroscopy.

Morrison, an international authority in the field of trace analysis and materials characterization, was cited by the society for his contributions to gamma spectrometry, spark source mass spectrometry and atomic spectrometry.

Of particular significance, the society felt, was his recent development of a "vidicon flame spectrometer" for simultaneous multi-element analysis. Using television camera tubes as detectors, the system can simultaneously monitor 500 electronic channels of atomic spectral data, greatly extending the applicability of flame emission analysis to clinical, environmental, metallurgical and other problems.

'Current Budget Looks Improved': Peterson

Cornell University's budget for the current year now looks improved from estimates made in October, University Treasurer Arthur H. Peterson told the Board of Trustees meeting last weekend in New York City.

The deficit for the endowed colleges at Ithaca is estimated to be \$700,000, an improvement of \$500,000 from October's estimated deficit of \$1.2 million.

At the Medical College in New York City, the deficit will be greater than estimated in October by about \$16,000. The January estimate is for a year-end deficit of \$535,000.

The total improvement for the endowed colleges at Ithaca is due largely to improvements in general purpose fund accounts. While activities funded from "designated" and "related activities" accounts show changes that have a small net decline since the October estimates, general purpose

fund activities show a net improvement of \$580,000.

On the income side, an increase in recoveries from government research contracts of \$600,000 is the largest factor. There is also an increase of \$130,000 in tuition revenues, reflecting a higher-than-anticipated fall term enrollment. These are partially offset by a lower current estimate for gift income of \$150,000. Peterson said the downward estimate in gift income is a correction of estimates made last January and does not reflect any lowering of Development Office objectives.

On the expense side, savings of \$401,700 in general purpose funds have been achieved to date from lapses—leaving unfilled positions vacated during the course of the year. This leaves \$438,300 still to be lapsed if the University is to meet its original lapse estimate of \$840,000 for the current year, Peterson said.

Board Approves Plant Funding

The Board of Trustees has approved investment of the Endowment Fund principal to finance the rehabilitation of the Central Heating Plant on the Ithaca campus.

The \$5.135-million project was approved by the board at its October meeting, but a determination as to its financing was deferred pending further study concerning possible sources of funding for the project. President Dale R. Corson recommended the trustees take the special financing steps at their meeting in New York City last weekend.

All interest and principal payments will be made from the service charges levied by the

Central Heating Plant for use of steam in the endowed and statutory units of the University.

At the end of the construction period external sources of funding will be sought. Meanwhile interest will be paid on the advances at the rate of 8.5 per cent.

In this way, the Endowment Fund will retain approximately the same earning power it would have had if it had been invested in conventional ways. The plan to invest Endowment Fund principal was developed because of the difficulties in borrowing externally to finance the project due to current problems in the bond market.

Athletics Council Restructure Ok'd

The Board of Trustees approved several revisions in the structure of the Council on Physical Education and Athletics at its meeting Friday and Saturday (Jan. 30-31) in New York City.

The changes are in keeping with recommendations made in the report of the Trustee Ad Hoc Committee on Athletics in September 1975.

The council now conforms to the Trustee Guidelines for College Advisory Councils, which permit such bodies to advise and counsel departmental leadership on broad matters of policy and planning, but not to engage in administrative affairs.

The chairman of the council will be appointed by the President of the University. Membership on the council is unchanged, with three faculty members elected by the faculty, nine alumni elected by the board, and two students elected by the Sports Advisory

Board and the Women's Athletic Association.

Ex officio members will continue to be the chairman of the University Senate Campus Life Committee, the chairman of the Senate Committee on Physical Education and Athletics, the director of athletics and the directors of men's and women's physical education.

The two Senate representatives are voting members.

The council is required to meet in Ithaca at least once a year; no mandate for meetings existed previously. Also, there will be a written annual report and oral reports to the board will be presented from time to time.



Japanese Film Series

'Ceremony' to Be Shown

"Ceremony," a family film saga that explores the latent violence in Japanese society, will be shown tonight at 8 p.m. in Uris Auditorium. The film, under the direction of Oshima, is the first in a series of free films by Japanese producers sponsored by Cornell's China-

Japan Program.

Other offerings in the series will be:

—"Face of Another," called "a brilliant allegory of the powerlessness of modern life by Japan's foremost avant-garde director (Teshigahara)," to be shown at 8 p.m. Thurs-

day, Feb. 19 in Uris Auditorium;

—"Page of Madness," a recently rediscovered essay in expressionism under the direction of Kinugasa, to be shown with "The Cabinet of Dr. Caligari" at 7:30 p.m. Friday, Feb. 20 in Uris Auditorium;

—"Journey into Solitude," a widely praised exploration of the complex depths of interpersonal relationships under the direction of Saito, to be shown at 8 p.m. Thursday, March 4, in Uris Auditorium;

—"High and Low," both a detective story and a morality play under the direction of Kurosawa, to be shown at 8 p.m., Thursday, March 18, in Uris Auditorium;

—"Double Suicide," based on an 18th century Chikamatsu play and under the direction of Shinoda, to be shown at 8 p.m. Thursday, April 15 in Uris Auditorium;

—"Twilight in Tokyo," one of director Ozu's most melodramatic films, to be shown at 7:30 p.m. Friday, May 21 in Uris Auditorium.

"Page of Madness" and "Twilight in Tokyo" are co-sponsored by the Pentangle Film Series.

Career Center Calendar

Feb. 5-2:30 p.m. and 4 (repeat) p.m. "Anatomy and Physiology of a Career." Sign up in advance at the Career Center.

Feb. 5-Late Registration closes for the Feb. 21 National Teachers' Exam.

Feb. 7-Test date for the Law School Admission Test.

Feb. 7-Summer Camp Employment Day. Interviewing for summer staff and counseling positions. Ithaca College Terrace Dining Hall. 10 a.m.-3 p.m. Open to Cornell students.

Feb. 9-2:30-3:30 p.m. Resume Critique. Please bring prepared, typed draft. Please sign up in advance.

Feb. 9 & 10-2:30 p.m. and 4 (repeat) p.m. Interviewing, Job Hunting, Resume and Letter Writing Session I. Sign up in advance at the Career Center.

Feb. 11-9-10 a.m. Resume Critique. Please bring prepared, typed draft. Sign up in advance at the Career Center.

Feb. 11-4:30-5:30 p.m. Discussion session about Law School and financial aids with Dan Kimball, dean of Admissions of Cornell Law School. Interested students should call 256-4151. Attendance will be limited.

Feb. 14-Brown University MAT Program will be interviewing at the Career Center. Please sign up in advance.

Feb. 15-"Job Opportunities in Environmental Fields." David Challinor, assistant director of the Smithsonian Institution, will speak at 7:30 p.m. in the Memorial Room of Willard Straight Hall. Challinor will also be spending the weekend at Ecology House for those who would like to speak with him personally. Call 256-0611 for an appointment.

Rare Book Acquisition Inspires Hsu Concert

A major rare book acquisition by the Music Department of eight volumes of the "Pieces de Viole" by the 17th and 18th century French composer Marin Marais has contributed to a unique combination of scholarship and performance for John Hsu, professor of music, Cornell.

Hsu will give a recital of Marais' work at 8 p.m. Saturday, Feb. 7 and at 4 p.m. Sunday, Feb. 8 in Barnes Hall Auditorium. The public is invited to attend. Accompanying Hsu will be James Weaver, a harpsichordist and visiting lecturer from the Smithsonian Institution. Hsu said the works to be performed "were chosen to demonstrate Marais' breadth of productivity and his progress as a composer throughout his career."

In addition to the use of the Marais manuscripts for performance, Hsu has recently completed a five-record series for The Musical Heritage Society, Inc. of the composer's solo work for the viola da gamba.

Hsu is also preparing the first modern edition of the complete instrumental works of Marais for Broude Brothers, Ltd., music publishers.

The eight volumes of the "Pieces de Viole" were purchased by the Cornell University Libraries in fall 1975 through the Otto Kinkeldey Endowment, according to Michael Keller, music librarian. Kinkeldey, a Cornell music faculty member and University librarian until his retirement in 1946, was the first professor of musicology in the United



John Hsu, professor of music, (left) and Michael Keller, music librarian (right) of Cornell University, study a rare manuscript of viol works by Marin Marais which was recently acquired by the University. The viola da gamba in front of Hsu is by Barak Norman, London, 1702. The instrument is from the Verne Swan '14 Collection.

States, Keller said. As a result of the Marais acquisition, Cornell now owns the most complete set of Marais' "Pieces de Viole" in the United States.

Of the composer, Hsu said, "Marais is the most prolific composer of solo music for the viola da gamba. In his lifetime, he was the leading virtuoso player. Marais' works deserve attention not only because of musical merits alone, but also as an indispensable document in our efforts to reconstruct the style of viol playing practiced

in 17th and 18th century France."

Marais (1656-1728) was a French court musician for the viol for nearly half a century, from 1679 to 1725. His works for the viol comprised five books totaling more than 600 pieces. With few exceptions, the works, which constitute the most significant collection of works for viol players today, were written for solo viol with basso continuo. Hsu's instrument is the bass member of the viola da gamba family, which consists of three sizes, treble, tenor and bass.



Brancusi's 'The Kiss'

Annual Sexuality Conference Begins

"Intimacy and Relationships: You, Me and Our Friends" is the topic of the third annual human sexuality conference to be held at Cornell University Thursday, Feb. 5, through Saturday, Feb. 7. The free three-day conference is open to the Cornell community.

"This year's theme was chosen because people seemed to be talking about intimacy in relationships," according to James Palcic, chairperson of the Sex Education Committee responsible for organizing the conference, and assistant dean of students. "The conference is planned to deal with new as well as continuing heterosexual, bisexual and homosexual relationships."

The conference program will open Thursday, Feb. 5 with a 7:30 p.m. showing of the film "Carnal Knowledge" in Alice Statler Auditorium. Discussion groups will be announced following the film for persons interested in attending.

Eleanor D. Macklin, formerly a Cornell lecturer in the New York State College of Human Ecology, will deliver the main address titled "Becoming Intimate" at 7:30 p.m. Friday, Feb. 6, in Alice Statler Auditorium. Macklin is currently an assistant professor in the Department of Psychology at the State University of New York at Oswego.

Palcic said Macklin has done extensive research on college students and their sexual relationships, including a study of cohabitation at Cornell. A question-and-answer period will follow Macklin's lecture.

Saturday, Feb. 7, will be de-

voted to morning and afternoon workshops exploring issues of sexuality from a variety of perspectives, according to Palcic. "The workshops will be discussion groups, rather than lectures, for people who want more personal involvement," he said. "The character of the workshops will be influenced by the participants."

Because attendance at the workshops is limited, persons wishing to attend should register for the workshops with the Office of the Dean of Students, 103 Barnes Hall.

Saturday morning workshops, from 9:30 a.m. to noon are: How Early Decisions and Life Scripts Make Intimacy Difficult; Childhood Concepts and Their Effect on Our Sexuality; Male Issues in Relationships; Intimacy and Power; Loneliness; and Jealousy Among Lovers and Friends.

Saturday afternoon workshops, from 1:30 to 4 p.m. are: Female Issues in Relationships; Sexuality Issues Among Cornell Students; Listening to Each Other; Same Sex Relationships—Where Do YOU Draw the Line; Leaving Home; and Preserving the "I" in "We": Beyond Jealousy and Possessiveness.

The Cornell Sex Education Committee is composed of undergraduate and graduate students, administrators, faculty and University counselors. Its major concern, according to Palcic, is to better acquaint Cornell students with available resource people for information and discussions of all aspects of sexuality.

'76-'77 Budget Tops Quarter Million

Continued from Page 1

items are expected to be made by the board at its March meeting.

Corson told trustees that the 1976-77 budget was a step towards regaining equilibrium—a balance between expenses and revenues—but that “we still have several years of tight budgets ahead before we reach a new equilibrium level.” He said during the current year the endowed colleges at Ithaca progressed “somewhat more rapidly than anticipated” toward a balanced budget goal, which accounted for the “substantial reduction” in the amount of the anticipated deficit from the budget adopted last year.

The cost-reduction program, new charges to users of facilities, and absorption of inflation are expected to save about \$2.5 million in the endowed college operations. In addition to college budgets, the endowed budget supports library and research, student aid, administrative support costs and expenses for plant maintenance and debt service.

Concerning the cuts, Corson said, as he had reported earlier, that Cornell could not reduce operating costs sufficiently to regain equilibrium by 1978

without reducing the size of the faculty at an undesirable rate. The budget, therefore, anticipates reductions in faculty positions over a four-year period, instead of two years, so that “our ability to appoint new young faculty members and to promote them to tenured positions” will be not jeopardized, he said.

Cuts in expenses and staffing have been made selectively, based on analyses by task forces under the direction of Professor Ian Macneil, the college and intercollege program studies, the Senate summer study group, the work of the faculty budget committee, and discussions in the Council of Deans, Corson said.

In support areas, reductions have been concentrated in data processing, the Registrar's office, Public Information, Safety Division, and student counseling services, while other offices, such as Development, Personnel and Admissions, have been maintained and even strengthened.

Comments from endowed college deans and the Director of University Libraries made as part of the budget presentation appeared to indicate that cuts were being made without serious immediate impact, but

that without new revenues there would be a serious impact over the long run. Harry Levin, dean of the College of Arts and Sciences, said “The reductions thus far have not seriously influenced the teaching, advising or research programs of the college. The reduction in personnel has been based on attrition.”

According to H. Justin Davidson, dean of the Graduate School of Business and Public Administration, that school “will eliminate no major programs. Selective cuts will be made in administrative and academic staffing.” He added that the school is placing increasing emphasis on fund-raising.

“The impact of the reductions on academic programs does not appear to be serious in the short run,” said Kermit C. Parsons, dean of the College of Architecture, Art and Planning. “But there are potentially serious negative impacts in the longer run.”

Edmund T. Cranch, dean of the College of Engineering, saw budget reductions as “sharply attenuating our ability to develop new or modified approaches to some important areas.” He added, “Engineering is a dynamic field in which there is very little middle ground between continuing advancement and stagnation.”

The Director of University Libraries, J. Gormly Miller, said the budget situation “has made us more clearly aware that the future costs of library support must be an integral part of the decision-making with respect to changes in academic programs.” He said, “We have tried to avoid major reductions in library student services or in the number of service points being manned throughout the library system.”

In addition to increased tuition revenues, the endowed budget forecasts an increase in gifts applicable to general purpose funds, those funds which can be used for operating activities at the administration's discretion. The increase is estimated to be \$1.3 million more than gifts received in 1974-75. This increase reflects the expanded gift campaign announced last fall, and a change in policy for use of unrestricted bequests.

Funds from public sources should increase \$420,000 due mainly to higher recovery of overhead costs from government sponsored research. Funds from New York State's Bundy plan, which provides financial aid for students at private colleges, are estimated at \$2.5 million, but these are contingent upon the state's continued support at current levels. This support now seems unlikely, since the Governor's budget proposal would reduce Bundy aid to Cornell by some \$250,000.

Finally, general purpose investment income is estimated to decrease slightly. Although dividend and interest income is expected to yield \$178,670 more than last year, due largely to the improving economy,

this is offset by a reduction of \$185,000 in distribution from the Capital Fund. Following a recommendation of the Trustee Ad Hoc Committee on Capital Financing, trustees are gradually reducing the amount of the “formula distribution” from the Capital Fund, so as to slow the gradual depletion of that fund. Trustees voted to distribute 13 cents per share for 1976-77, a decrease of 1.5 cents from last year.

According to Vice President for Investments Robert T. Horn, the reduction process—from 8 per cent of the five-year average value of the Capital Fund to 5 or 6 per cent—will probably take three years, “possibly more depending to a large extent on the performance of the Capital Fund itself.”

The budget recognizes intentions to strengthen University programs for minority students, affirmative action, athletics, alumni giving, state relations and building maintenance. “A plan of action is being developed in each area, but specific funding allocations are in some cases being deferred until March,” Corson stated in his budget message.

The Medical College budget, which totals about \$44 million, is up about \$4 million from 1975-76. Tuition will increase by \$750, an increase of 18.8 per cent, which Medical College Dean J. Robert Buchanan termed in line with similar institutions. A deficit of \$500

thousand is expected and the college will have a direct impact on our academic and research programs.” He said there was a need for the Medical College to increase its income to avoid reducing programs.

For the statutory units, trustees set tuition rates, approved over-all revenue and expense totals and discussed cost reduction plans. But because these budgets must be acted upon by the State Legislature, the trustees deferred decisions on allocation of these funds.

Instead of the individual statutory college budgets the state has maintained in the past, Cornell has been given a single lump-sum statutory budget for 1976-77. This puts the determination of how the funds are to be distributed among the colleges in Cornell's hands and provides more flexibility. The University had recommended this action to the state for several years.

Corson told trustees that the outlook for statutory college budgets was “dismal,” and that it was “not one of increasing resources, but instead absorbing the impact of the decreases.” He said “it can be safely said that the statutory units face their greatest challenge since the depression of the 1930s.”

Corson said Cornell lost 139 positions in the statutory colleges through reductions in the

Continued from Page 7

CORNELL UNIVERSITY PROPOSED OVERALL BUDGET PLAN FOR 76-77						
	ENDOWED ITHACA 1)	STATUTORY UNITS 1)	MEDICAL COLLEGE	SCHOOL OF NURSING	TOTAL	% OF TOTAL
FUNDS PROVIDED FOR OPERATIONS						
Tuition & Fees	53,137,350	3,945,000	2,429,000	556,400	60,067,750	23.0
Investments—	10,254,846	400,000	2,124,937	13,154	12,792,937	4.9
Gifts	6,724,535	3,433,000	5,226,500		15,384,035	5.9
Public Funds	37,040,000	62,268,000	15,248,000	56,101	114,612,101	43.9
Other Sources	3,926,411	8,974,000	14,910,525	791,250	28,602,186	11.0
Related Activities	23,156,990		3,157,212		26,314,202	10.1
TOTAL INCOME	134,240,132	79,020,000	43,096,174	1,416,905	257,773,211	98.8
Capital Fund distribution in excess of income	2,400,000		670,082		3,070,082	1.2
TOTAL FUNDS PROVIDED	136,640,132	79,020,000	43,766,256	1,416,905	260,843,293	100.0
FUNDS APPLIED TO OPERATIONS						
General Purpose	72,650,000	59,215,000	11,344,019	1,416,905	144,625,924	55.3
Designated	30,272,299	7,277,000	14,290,902		51,840,201	19.8
Restricted	34,240,929	12,528,000	18,273,525		65,042,454	24.9
TOTAL FUNDS APPLIED	137,163,228	79,020,000	43,908,446	1,416,905	261,508,579	100.0
NET CHANGE IN FUND BALANCES	(523,096)	0	(142,190)	0	(665,286)	

1) Includes an estimated \$2.8 million of internal charges for purchase of accessory instruction, which has not been eliminated in the totals.

The overall budget for the University embraces a great variety of programs dependent on many different fund sources for which planning is at quite different stages of development. Thus, the budgets for the statutory units, although already accepted by Cornell's trustees, will over the next several months in all likelihood be substantially modified by responsible state bodies. Budgets for federally sponsored programs and student aid will probably not receive final approval until still later—in many cases not until well into the year to which the budget is applicable. These factors enormously complicate the University's planning and cause the summary totals which describe the University's overall budget plan to provide a rough representation indeed of the program which can in fact be implemented.

On this overall basis, the proposed budget at \$262 million, anticipates a 8.1 percent expenditure increase over the budget presented one year ago for the current fiscal year but only 4.5 percent over the current estimate of 75-76 expenditures. Most of this proposed increase basically reflects simply the impact of inflation. The remainder reflects in part the University's requests for additional state support, which may in fact fail to materialize, and anticipated growth in federal research funding, which also is subject to future governmental action.

GENERAL PURPOSE FUNDS REVENUES, PROPOSED PROGRAM, & LAPSES			
	75-76 CURRENT ESTIMATES	76-77 PROPOSED BUDGET	CHANGE 75-76 TO 76-77
REVENUES			
Tuition	44,900,000	48,400,000	3,500,000
Investment Income	6,741,330	6,920,000	178,670
Gifts	4,340,000	4,750,000	410,000
Public Funds	8,480,000	8,900,000	420,000
Other	1,757,477	1,900,000	142,523
TOTAL INCOME	66,218,807	70,870,000	4,651,193
Capital Fund Distribution	1,065,000	880,000	(185,000)
TOTAL REVENUES	67,283,807	71,750,000	4,466,193
PROPOSED PROGRAM			
(Before Salary Increases)			
1. Endowed College Programs:			
College of Arts & Sciences	14,651,791	14,404,446	(247,345)
College of Engineering	6,668,557	6,587,014	(81,543)
College of Architecture	1,766,277	1,755,180	(11,097)
College of Law	1,443,760	1,473,374	29,614
College of B&PA	1,427,964	1,388,964	(39,000)
SUB-TOTAL	25,958,349	25,608,978	(349,371)
Other Instructional	2,123,805	1,968,114	(155,691)
TOTAL INSTRUCTION	28,082,154	27,577,092	(505,062)
Library	4,691,349	4,700,000	8,651
Museum & Ornithology	399,002	390,747	(8,255)
Organized Research	1,243,474	1,196,312	(47,162)
	34,415,979	33,864,151	(551,828)
2. Support Costs—relating to all Ithaca operations:			
Administrative & Student Services	12,178,379	12,142,146	(36,233)
Health, Unions & Athletics Support	3,049,551	2,874,551	(175,000)
Debt Service	1,194,415	1,025,700	(168,715)
3. Plant Operations:			
B&P Maintenance—Endowed	3,007,401	2,730,601	(276,800)
Academic Utilities—Endowed	3,360,000	4,152,000	792,000
Other campus-wide services	1,769,313	1,671,277	(98,036)
4. Student Aid—Endowed, Statutory, and Loan Fund	9,200,640	10,200,640	1,000,000
5. Undistributed:			
Known Commitments	—	1,145,000	1,145,000
Reserved for later determination	466,429	3,893,934	3,427,505
TOTAL AUTHORIZED PROGRAM	68,642,107	73,700,000	5,057,893
LAPSES			
Salaries	(200,000)	(550,000)	(350,000)
Student Aid Recovery	(238,300)	(500,000)	(261,700)
TOTAL ESTIMATED EXPENDITURES	68,203,807	72,650,000	4,446,193
INCREASE OR (DECREASE) IN FUND BALANCE	(920,000)	(900,000)	20,000

This Table presents the summary of general purpose funds revenues, the proposed program and method of financing through the application of program savings and lapses, and use of capital.

The expenditure detail in this table is organized to show the programs for which funds will be used and the span of activity to which funds apply. To the extent that general purpose funds are used to finance activities on behalf of statutory colleges, related activities and sponsored research, costs are recovered through tuition retention, overhead and service charges. Amounts recovered in this manner are taken into general purpose income.

\$400,000 Plan Adopted in Principle

Continued from Page 1

action. The plan, according to Knapp, is intended to allow the University to move "by steps toward the philosophical goals of the Ad Hoc Committee on the Status of Minorities," whose report was presented to the board in October 1975.

The issue of centralized versus decentralized responsibility for minority student education and minority affirmative action has been raised in numerous reports within the past year, including those of the ad hoc trustee committee, the Coalition of Minority Students, the President's Affirmative Action Advisory Board and the COSEP Advisory Committee, which was charged this fall with reviewing both the coalition's and the trustees' reports.

On-campus controversy over decentralization of COSEP arose in February 1975 when COSEP students began a series of protests against Knapp's proposal to decentralize several COSEP functions, such as admissions and financial aid, and include these functions within the central

University office responsible for the particular function. In addition, Knapp proposed placing other COSEP functions, such as responsibility for academic tutoring and advising, within the appropriate college or subject-matter department. Tutoring in the College of Arts and Sciences' freshmen core courses has been made the joint responsibility of the college's subject-matter departments and COSEP's Learning Skills Center, which previously was solely responsible for this service.

In his report Jan. 26 to the board, Knapp stated his belief that "If the full potential for minority students of a Cornell education is to be realized, the primary responsibility for achieving this realization must rest with the colleges . . . the education of minority students is not now and can never be the sole responsibility of any single organization or group within Cornell. . . . Minority education must be an integral aspect of academic life at Cornell."

Similarly, in rejecting various recommendations, including

that of the ad hoc trustee committee, for more centralized University responsibility for affirmative action in the hiring and promotion of academic and non-academic employees, Knapp told the board that Cornell's practice of decentralized responsibility for affirmative action is not "an adequate explanation for not making progress" in affirmative action.

"The problem," he said, "is one of attitude, of finding the will to make affirmative action work within Cornell traditions and organizations." Knapp defined this tradition and organization as "one of decentralized responsibility with freedom." However, he told the board that "Cornell has made some, but by no means impressive, progress in the past decade in the employment of minority and female faculty and staff."

Knapp drew upon an 1874 quotation by Ezra Cornell to support his contention that affirmative action is part of the University's tradition. Cornell said, "We must have the best professors we can obtain without reference to sex, religious belief, politics (sic), nationality, or color."

Knapp said the plan's affirmative action program in his report to the board "follows the general outline recommended to President (Dale R.) Corson by the Affirmative Action Advisory Board."

Key among Knapp's proposals for minority education at Cornell are, within the overall context of decentralization:

- the establishment of a Minority Education Council effective July 1, 1976, to "serve as a forum for the review of University policies affecting the education of minority students" and which will replace the 12-year-old COSEP Advisory Committee;

- the maintenance of the COSEP office, which will be reorganized July 1, 1976;

- \$50,000 in funding to the colleges, which "must move aggressively to assume responsibility for the academic life of minority students;" and

- closer coordination between the Division of Campus Life and the COSEP office.

The plan's major affirmative action proposals, centering upon decentralization of minority concerns throughout the University, call for

- continuation of a \$50,000 per year Affirmative Action In-

centive Fund over the next three years "with emphasis on the employment of minority and female faculty members;"

- stepping up University training efforts; and

- placing responsibility for implementing affirmative action policy with every officer of Cornell who has the authority to search for candidates and make recommendations on or approve appointments.

Knapp also stated that the University's Affirmative Action Plan, developed in 1972 but never revised, "is clearly out of date." Consequently, he expects "a revision of the Affirmative Action Plan to be completed no later than July 1, 1976."

Knapp's plan rejects a major proposal of the ad hoc trustee committee report which recommended the creation of several central administrative minority affairs positions as not feasible. Instead, "the Provost is designated as the University officer responsible for the development of overall University affirmative action policies and administration," assisted by a small central University affirmative action staff, and the Affirmative Action Advisory Board.

'76-'77 Budget

Continued from Page 7

Governor's budget last year, through further reductions by the Legislature, and through spending ceilings imposed by the Governor in the spring. "A further spending ceiling imposed in January will cost another 20 positions," he said, "with the prospect of still another 40 positions to be lost for next year."

"These losses already total some 10 per cent of the statutory college work force, and when these reductions are added to inflationary impacts, reduction in the programs of the statutory colleges is severe," he said.

In other budget actions, trustees authorized Corson to adjust room rates, apartment rates, food prices, and other fees and prices "as necessary to implement 1976-77 related activity and other budgets." These actions remain to be taken.

The trustees voted to continue through June 30, 1977, the procedures adopted in January 1975, whereby up to \$750,000 of unrestricted bequests are assigned to current income, available for general operating purposes. Bequests larger than \$750,000 are invested in the Capital Fund. This was a recommendation of the Ad Hoc Committee on Capital Financing.

Corson reported to the trustees that deferred maintenance continues to be a problem. Whereas there are "urgent maintenance projects" totaling \$1.3 million beyond the \$650,000 being spent this year, the 1976-77 budget anticipates funding only about \$500,000 worth of such projects.

Corson also reported that the budget continues to treat the

Athletic Department as an enterprise activity, with expenses balanced by income. However, he said, "experience of the last decade has shown this to be an unrealistic budgeting practice, and I expect to be recommending the transfer of athletics to an appropriated basis."

Corson told trustees that the budget for 1976-77 was prepared in "a more positive general atmosphere than that which prevailed a year ago," because of a moderation in the rate of inflation and a resumption of real GNP growth. However, he said, New York State's financial problems "have hurt us seriously, both in the statutory colleges and the endowed colleges."

Any move by the Governor or Legislature to reduce appropriations for state support for private colleges (the Bundy Plan), student financial aid programs, or capitation support in the Medical College would have a direct impact on the budget adopted by the trustees, he said.

Corson said although the budget emphasized retrenchment, there were also areas of selective growth, chiefly financed through special grants and research contracts. "The University remains a lively and stimulating environment. Any future growth, however, must inevitably be accompanied by curtailment somewhere else. The era of unlimited frontiers has ended."

In concluding his budget message to the trustees, Corson said, "The total budget being placed before you for approval now exceeds a quarter of a billion dollars. We are a major enterprise, whose operation requires all the skill, wisdom, sympathy and support the entire Cornell community can provide."

Continued from Page 1

dents and those from out-of-state, will pay \$150 more in tuition in these colleges for a total of \$2,000 per year.

At the College of Veterinary Medicine, tuition will increase \$300 for resident undergraduates and all graduate students. The new tuition rate will be \$2,600. For non-resident undergraduates now enrolled in the college tuition will be \$3,400 in 1976-77, an increase of \$350. The increase for new out-of-state students was not specified. The trustees authorized President Dale R. Corson to set a specific figure, expected to be between \$4,200 and \$4,500.

Corson told trustees that financial aid will continue to be budgeted in direct proportion to tuition revenues. For 1976-77 scholarships funded from general purpose appropriations and endowment income are projected at 23.5 per cent of tuition income. The comparable figure for 1975-76 is 22.3 per cent.

Corson said there are still some uncertainties about financial aid appropriations because Cornell and similar institutions do not yet know exactly how a new federally-mandated uniform method of assessing needs will affect the cost of financial aid. The subject is being studied, but the results are not yet known.

Corson told trustees that tuition must be at least as high as the inflationary rate for the cost of goods and services in the general economy "with the present system of financing the private sector of higher education."

"Our own tuition increases over the last decade have

followed closely the per capita income for the country," he said. "We cannot assess, however, the psychological problem arising from the willingness or unwillingness of students and their families to bear tuition and room and board costs, the total of which may be double those charged by a public institution."

"Financial aid equalizes the costs for those meeting the needs test, but it also places a heavy burden on tuition re-

venues. Nor does a needs-based aid program reach the more affluent family faced with the choice of sending its children to public institutions as opposed to sending them to private institutions at much higher costs.

"I see this problem as one of growing concern to everyone interested in higher education in this country," Corson concluded.

(See tuition schedule for 1976-77 below).

Endowed Tuition to Rise

Endowed Divisions	1975-76	Proposed 1976-77	Increase
Architecture	3,775	4,110	335
Arts & Sciences	3,775	4,110	335
Engineering	3,775	4,110	335
Unclassified	3,775	4,110	335
Hotel Administration	3,775	4,110	335
Business & Public Administration			
2nd year student	3,700	4,100	
1st year student	4,100	4,400	300
Law School	3,700	4,050	350
Graduate School	3,775	4,110	335
Medical College	4,000	4,750	750
School of Nursing	2,400	2,600	200
Statutory Divisions			
Agriculture & Life Sciences			
Resident	1,650	1,800	150
Non-Resident	2,450	2,800	350
Human Ecology			
Resident	1,650	1,800	150
Non-Resident	2,450	2,800	350
I&LR			
Resident	1,650	1,800	150
Non-Resident	2,450	2,800	350
Veterinary			
Resident	2,300	2,600	300
Non-Resident, now enrolled	3,050	3,400	350
Non-Resident, new students		4,200 to 4,500	
Graduate School (except Veterinary)			
Resident	1,850	2,000	150
Non-Resident	1,850	2,000	150
Graduate School			
Veterinary-Resident	2,300	2,600	300
Non-Resident	2,300	2,600	300

At Board of Trustees Meeting

Knapp on Minority Education

Statement on Minority Education and Affirmative Action presented by David C. Knapp, provost, to the Cornell University Board of Trustees on Jan. 30, 1976.

The Trustee Ad Hoc Committee on the Status of Minorities has challenged the University to make equality of educational opportunity a reality at Cornell. The committee has also challenged the University to pursue this end within the context of Cornell's characteristics as a university. Few on the campus would differ with the goals and directions specified by the Committee; many differ on the means and timing for achieving them.

Since the October meeting of the Board of Trustees, the report of the ad hoc committee has been reviewed extensively throughout the University. Comment, analyses and recommendations on the report have been received from the Faculty Council of Representatives, the University Senate, the schools and colleges, and appropriate administrative officers. The COSEP Advisory Committee has reviewed the Trustee report as well as the report of the Coalition of Minority Students. The Affirmative Action Advisory Board has developed recommendations on the organization of affirmative action programs. Each of these groups has contributed substantially to the plan presented here.

In this statement I focus on two aspects of the trustee report: the education of minority students, and the employment of minority faculty and staff. The plan draws upon the recommendations of the ad hoc committee and upon the recommendations of the various groups which have reviewed the report. The plan is incremental and seeks in the next three years, through clearer definitions of responsibility and increased funding, to move by steps toward the philosophical goals of the ad hoc committee. The cost of carrying out the plan in the first year would be \$126,000, with additional increments of \$125,000 and \$160,000 in the succeeding two years.

The plan seeks to fulfill the following basic objectives:

1. To reduce attrition among undergraduate minority students by strengthening college and school responsibility for minority education, and developing a more effective network of support services which draws upon the full resources of the University;

2. To expand Cornell's role in the graduate education of minority students;

3. To increase the number of minority faculty and staff throughout the University.

Before setting forth the particulars of this program for minority education and affirmative action, let me make three general observations about Cornell as a university.

First, Cornell places a premium on academic excellence. It is selective in the admission

of its students and in the appointment of faculty and staff. It expects scholarly performance in both its students and its faculty.

Second, a tradition of individual freedom coupled with responsibility pervades Cornell. This tradition is responsible in large part for an emphasis on college and school autonomy, an autonomy which places academic responsibility with the college faculties in setting standards for teaching and advising, for curricular requirements, and for the appointment of faculty and staff.

Third, in education, research and public service, Cornell as a land-grant university and a leader in higher education, continues to be responsive to the needs and directions of society.

1. The Education of Undergraduate Minority Students

The implications of Cornell's characteristics for minority education, set forth above, might be summarized as follows:

If the full potential for minority students of a Cornell education is to be realized, the primary responsibility for achieving this realization must rest with the colleges. University administrative arrangements and resources can facilitate equal opportunity in academic life, but the decisions on academic content and means must rest with the college and school faculties. The colleges' traditional responsiveness to the changing needs of society must extend today to the special needs of minorities and the differing needs of individuals within minority groups. Finally, the same spirit of academic excellence and achievement that marks Cornell as a whole must apply equally to minority education.

Within this context, the education of minority students is not now and can never be the sole responsibility of any single organization or group within Cornell, simply because the end to be achieved — equality of opportunity for minority students — is the responsibility of many parts of the University. Minority education must be an integral aspect of academic life at Cornell.

I use the term "minority" here as it is used in common parlance, to refer to students of racial or ethnic origins who have heretofore been underrepresented in higher education. In New York State, this means mainly Black, Hispanic, Asian and Native American students. Under the COSEP Program, primary emphasis has been placed on minority students as defined here, as well as some non-minority students assisted by New York State Opportunity Programs. The program will continue this emphasis, recognizing that State Opportunity Programs provide supplemental assistance to both minority and non-minority students who are educationally and economical-

ly disadvantaged.

In the next three years, Cornell's overall goal will be to maintain financial aid funding at a level which will support the same number of entering minority students as those admitted in 1975-76, a year which witnessed an all-time high in minority undergraduate admissions at Cornell; and, simultaneously, develop admissions standards and support services which improve academic performance and decrease attrition. Three years from now, when a more effective academic support system and learning environment has been developed, we can and will reexamine our capacity to attract and provide increased financial aid for minority students.

The plan entails the following sets of responsibilities:

1. To actively seek out and admit minority students who have the highest potential for success, given the assistance projected here. This objective is the responsibility of the several schools and colleges, as coordinated by the University Office of Admissions and Financial Aid.

2. To provide financial assistance to those students who, because of limited financial resources, could not otherwise accept admission. This is also the responsibility of the Office of Admissions and Financial Aid, which administers both University and public financial aid programs, including those federal and state programs whose thrust is toward low income students regardless of minority status.

3. To provide educational support services to students who, because of their educational background, require special assistance in order to take full advantage of academic opportunities at Cornell. Many of the academic support services required by minority students are often needed by non-minority students, especially those admitted under the State Education Opportunity Programs. The basic responsibility for these academic support services, including advising, tutoring, and special subject matter course work, is that of the schools and colleges, supplemented by specialized University-wide services.

4. To provide an academic experience for minority students who seek an understanding of their own heritage, to make this understanding available to all students, and to provide minority students with knowledge which they may apply to the needs and special circumstances of their own groups. This objective goes to the heart of the University — its academic function — and is principally a responsibility of the colleges and schools. As suggested by the trustee ad hoc committee, the colleges will need to reexamine their course work with these needs in mind.

5. To provide minority students with an opportunity to

maintain group identity, if they so choose, and to provide a University environment which is respectful of cultural differences while making possible minority participation in all phases of University life. As indicated below, the Division of Campus Life, as well as the schools and colleges, has responsibility in this area.

The following organizational and program changes are planned for the immediate future.

Minority Education Council

A Minority Education Council will be established effective July 1, 1976. The council will serve as a forum for the review of University policies affecting the education of minority students. The council will continuously evaluate the progress made toward achieving the goals of this plan for minority education as set forth here.

The council will be chaired by the provost, or a member of his staff, and will be composed of four faculty members to be nominated by the dean of the faculty (at least two of whom are to be minority faculty members), the dean of one endowed college and the dean of one statutory college, three undergraduate students to be nominated by the director of the COSEP office, and two graduate students to be nominated by the dean of the graduate school.

The council will meet at least once a month during the academic year.

The council will replace the COSEP Advisory Committee, whose functions will be absorbed in part by the council and in part by the COSEP Coordinating Committee described below.

The COSEP Office

During the past twelve years, the COSEP Program has been the central focus for minority education at Cornell and is seen by many as the most tangible evidence of Cornell's commitment to minority education. I believe that the COSEP Office must be maintained while other parts of the University develop their capacity to meet the needs of minority students.

The functions and emphases of the office will be redefined and redirected in the three-year period that lies ahead. The COSEP Office will be reorganized by July 1, 1976 along the lines set forth below, and existing staff will be evaluated in terms of their capacity to carry out the redefined functions.

The basic function of the COSEP Office will be to assess continuously the needs of minority students and present these needs to the colleges, schools, Division of Campus Life, and other University offices in the development of academic and non-academic programs. The office will work actively with units to develop a University environment which supports the academic and social needs of all minority students, with the objective of in-

creasing the number of minority students who will graduate after having taken full advantage of Cornell's resources.

The director of the COSEP Office will report to the provost and will be expected to play an active leadership role in minority educational affairs in all sectors of the University community. The director will also have overall responsibility for the administration of the following direct services to students:

- a. Educational assistance;
- b. Non-academic services;
- c. The State Educational Opportunity Programs (HEOP and EOP).

The director will chair a COSEP Coordinating Committee, to be composed of the assistant deans of the undergraduate colleges, the associate dean of Admissions and Financial Aid, and representatives of the Division of Campus Life. The committee will be advisory to the director on COSEP Office operations and will be responsible for developing a fully coordinated University-wide operation in minority education. The committee will report annually to the provost on the effectiveness of the administration and implementation of policies affecting minority students.

An associate director of the COSEP Office will be responsible to the director for carrying out academic support programs, such as those now in the Learning Skills Center. These functions will become an integral, rather than separate, part of the COSEP Office. In conjunction with the schools and colleges, the office will plan and develop both pre-freshman summer programs concerned with basic study and academic skills and orientation to University academic life; and, with the appropriate departments of the College of Arts and Sciences, special freshman year subject matter courses, sections, and tutorial assistance in basic disciplines which meet the needs of academically disadvantaged students. The COSEP Office will give special emphasis to strengthening the pre-freshman summer program which will be closely coordinated with admissions and first-year advising and instructional efforts. Additional funding has been set aside in 1976-77 for this purpose.

The associate director will coordinate his or her own, and staff, efforts with those of the other educational assistance services on the campus (such as the University Guidance and Testing Center, the Reading-Study Center, and the Division of Unclassified Students), and will maintain close working relationships with assistant deans in the colleges.

The COSEP Office will have additional staff to work with groups of minority students in developing programs based upon special interests, but which support their academic program and objectives. The

Continued on Page 9

...Discusses Affirmative Action Also

Continued from Page 8

staff will also work with the Division of Campus Life on special social and extracurricular programs and activities for minority students.

By this combination of functions, I expect the COSEP Office to provide a focus for minority student interests and to serve as an important center for minority students who wish to pursue their cultural heritage within the University's academic life.

Two functions of the COSEP Office will be altered to ensure closer coordination with other University units. These are admissions and counseling/advising.

1. *Admissions.* In order to strengthen admissions and financial aid for minority education and to coordinate better the activities of the colleges in minority recruitment and admissions, the Dean of Admissions and Financial Aid will establish in 1976-77 a position of Associate Dean of Admissions and Financial Aid with primary responsibility for coordination of minority recruitment, admissions, and financial aid activities on the campus. The Associate Dean will be responsible to and receive direction from the Dean of Admissions and Financial Aid. In order to ensure responsiveness to the needs of minority students and the colleges in admissions and financial aid policy, he or she will also serve as an ex officio member of the staff of the COSEP Office and the COSEP Coordinating Committee.

2. *Counseling/Advising.* In order to strengthen counseling/advising for minority students, the delivery of COSEP counseling/advising will be re-focused so that students are serviced by faculty and staff advising in the colleges, the Dean of Students Office, and the Gannett Clinic. The colleges, the staff of the Dean of Students Office, and the staff of the COSEP Office will work together toward this objective.

The Colleges and Schools

The colleges must move aggressively to assume responsibility for the academic life of minority students. I recognize that there are a number of minority faculty, staff and students who believe that the colleges and schools have failed to demonstrate in the past either an interest in or capacity to work with minority students. To the extent that this is so, the colleges must move now to overcome past weaknesses. To this end, I have set aside approximately \$50,000 to fund positions for college-based minority activities where needed and am taking the following steps to strengthen college activities in support of minority students immediately.

1. Each undergraduate college will establish in 1976-77 an assistant deanship, or equivalent position, for focusing responsibility for the coordination of minority admissions, counseling, advising, tutorial and other support services within the college or

school. The assistant dean will be responsible to the dean, but will also work closely with the Office of Admissions and Financial Aid and the COSEP Office to recruit and provide support for students who have a reasonable chance of succeeding in the highly competitive academic atmosphere which characterizes Cornell.

Some of the colleges already have a staff member with some or all of the responsibilities for these activities. Each will determine whether existing positions and staff are appropriate for the broadened responsibilities and leadership envisaged in making the transition to strengthened college programs.

2. Each dean of the undergraduate colleges and schools will prepare a plan for advising and tutorial service for minority students which will be submitted to the Provost's Office by June 1, 1976. The plan will be an integral, but specialized, part of the general program for faculty advising now being developed in the schools and colleges. It will take into account the need of many minority students for advisors who have knowledge and understanding of their cultural and educational backgrounds.

3. The dean of the College of Arts and Sciences, the director of the Division of Biological Sciences, and the chairmen of the Departments of Chemistry, English, Mathematics and Physics will continue to develop, in cooperation with the director of the COSEP Office, a program of foundation, supplemental and tutorial course work which will meet special learning needs in the basic disciplines of minority students and those admitted under the provisions of the New York State Educational Opportunity Programs.

4. The deans of the colleges will prepare new goals for the employment of minority faculty and professional staff over the next three years. The fulfillment of these goals will be monitored closely in accordance with the Affirmative Action Plan set forth below.

5. Each college will evaluate on an on-going basis its recruitment, admissions, advising, and educational programs for minority students. Particular attention will be given studies on student attrition, with a view to identifying those factors which contribute to success and those that inhibit academic progress.

Division of Campus Life

The Trustee Ad Hoc Committee quite rightly stressed the importance of out-of-class activities in the education of minority students, especially those which offer students an opportunity to maintain group identity on the campus. Most such activities are within the province of the Division of Campus Life. Some functions of the division, such as those of educational assistance units and student activities, need to be more closely coordinated with those of the COSEP Office.

1. With the shift of counseling and advising functions

from the COSEP Office, I am instructing the vice president for Campus Affairs to ensure that positions are staffed in the Dean of Students Office and Gannett Clinic to serve the needs of minority students.

I believe that the ad hoc committee was not fully aware of the gains which have been made in recent years in providing, through the University Unions, a focus for minority student activities. Staffing, programming, and student participation on boards have all emphasized minority interests on a multi-racial basis during the past five years. I believe that this pattern should be continued and, within the resources of the Unions, stepped up. If this approach continues to meet with success, it should not be necessary to establish an Ethnic Social Center.

2. University housing policy provides for full freedom of choice. I believe that this policy should not only be continued, but is mandated by federal and state requirements.

Ujamaa is often, and erroneously, cited as an exception to the policy. Ujamaa is a special project unit, open to any applicant without racial restriction, and is governed by the same policies which apply to all such projects. In the current year, it has a multi-ethnic population, constituting of 85 per cent Black and 15 per cent other students, including Oriental, Hispanic-American and international students.

II. The Graduate and Professional Education of Minority Students

The education of minority graduate and professional students should be among the highest priorities for Cornell. There is a clear and evident need for larger numbers of well-educated and well-trained minority academic and professional persons. Indeed, if the obstacles to minority affirmative action described below are to be overcome, it is incumbent upon universities like Cornell to seek out increasing numbers of well-qualified graduate and professional students and to offer them the educational opportunity needed for the assumption of intellectual and societal leadership.

The most pressing need in this area is increased federal and state financial support for graduate education generally, and for minority students in particular. I, and my colleagues in the University, will continue our past efforts in this direction.

As in other areas, the Cornell context of academic excellence and decentralized responsibility adhere. I am asking the dean and General Committee of the Graduate School to work with graduate field representatives to step up the active recruitment of qualified minority graduate students, especially in those fields in which little progress has been made nationally in the past decade. As part of this effort, the provost and the dean of the Graduate School will continue to explore

joint relationships with other universities and colleges which might expedite the flow of students to Cornell.

Finally, I recommend that the minority graduate fellowship fund be increased by \$50,000 in 1977-78 and again in 1978-79 to provide support for increased numbers of minority graduate students.

III. The Employment of Minority Faculty and Staff and Affirmative Action

Equal opportunity in employment is now, and has been, a basic University policy. We are in fact under mandate from the federal government to seek out and improve the employment potential of members of the minority population, women and handicapped persons. As important as federal regulations may be, equality of opportunity is fundamental to the role of societal leadership which has accrued to American universities during the past century. Universities have become the seat of knowledge and ideas which make American society function — technologically, economically, culturally and socially — and they are the source of educated manpower. If all sectors within American society are to share in this role, universities, and especially those at the forefront of higher education like Cornell, must actively seek out the best minds, regardless of race, sex, or ethnic origin, for responsibilities of intellectual and organizational leadership.

The Cornell characteristics which I cited earlier with respect to minority education apply equally to affirmative action in the employment of faculty and staff. Our University standards are those of academic merit and scholarly achievement and our organizational form for achieving excellence is one of decentralized responsibility with freedom.

Cornell has made some, but by no means impressive, progress in the past decade in the employment of minority and female faculty and staff. We must improve our record of performance, and we must do so during a period of substantial and serious reduction in all phases of University employment. The policies and procedures set forth here on affirmative action apply to minorities and women alike, although particular emphasis in this report is placed on affirmative action for minorities.

It is of major importance that we demonstrate in the next three years that we can and will increase the number of minority members on the Cornell faculty who can meet the University's standards for tenure appointments. I recognize that the pool of minority candidates in many academic fields is small, and the number of those who have had an opportunity to establish outstanding records of academic and professional achievement is even smaller. We must, as I have suggested earlier, seek, through graduate programs, to increase the size of the pool. In the interim, as

vacancies occur, department chairmen and deans must actively identify, seek out, and make strong efforts to attract to Cornell outstanding young and mature minority scholars and professional persons.

The Affirmative Action Program set forth here follows the general outline recommended to President Corson by the Affirmative Action Advisory Board. Some members of the board believe that progress in affirmative action cannot be made unless we deviate from past traditions of decentralized decision-making and impose constraints and employment quotas on academic and non-academic units throughout the University. I reject this approach, just as I reject the premise that decentralized responsibility is an adequate explanation for not making progress. The problem is one of attitude, of finding the will to make affirmative action work within Cornell traditions and organizations. Affirmative action is, in fact, part of that tradition, for as Ezra Cornell stated in 1874, "We must have the best professors we can obtain without reference to sex, religious belief, politics, (sic), nationality, or color."

A. *University Policy.* It is the policy of the University to act as an equal opportunity employer in all levels of employment and to act affirmatively

1. In seeking minority and female candidates for vacant positions; and

2. In improving the employment potential of individuals from these groups who are employees of the University.

B. *Affirmative Action Incentive Fund.* The Affirmative Action Incentive Fund has served an important function in the past several years. Hence, I recommend that we continue a fund of \$50,000 per year for the next three years, with emphasis on the employment of minority and female faculty members pending the availability of identified regular line vacancies; and on providing supplemental salary and special expense support, if needed, for new minority and female faculty members recommended for appointment by departments and colleges.

C. *Training.* The minority population in the geographic area surrounding Ithaca, on which we draw for most of our non-academic employment, is small. This limits our affirmative action base, but it also places a substantial responsibility on us for stepping up our training efforts, to improve the employment potential of both minority and female employees.

For this reason, I recommend an additional allocation of \$10,000 for the affirmative action training program conducted by the Office of Personnel Services.

D. *Responsibility for Implementing Policy.* The responsibility for implementing affirmative action policy rests with every officer of Cornell who has the authority

Continued on Page 10

Minority Education at Cornell

Continued from Page 9

to search for candidates for vacant positions and make recommendations on appointment, and with those who approve such appointments. Affirmative action is an integral — not a separate — part of the University employment process at all levels and in all categories of positions.

All groups, including the ad hoc committee, which have looked at our internal organization and procedures for affirmative action have concluded that they are not effective. In general it is their conclusion that

1. Affirmative action has not been clearly defined as the responsibility of appointing officers throughout the University; and

2. Monitoring the system for affirmative action generally comes too late in the appointment and employment process.

Four steps will be taken to correct this situation:

1. *Affirmative Action Goals.* The University Affirmative Action Plan was prepared in 1972 and has not been revised. It is clearly out of date and reflects neither current data nor the reduction which has occurred in faculty and staff positions throughout the University.

The initial analyses required for updating the Affirmative Action Plan have been under way since fall. When completed, they will be submitted to executive officers and deans for the development of goals and timetables.

I expect the revision of the Affirmative Action Plan to be completed no later than July 1, 1976. Once completed, the plan will be incorporated actively into University personnel processes and referred to regularly by executive officers and deans as faculty and staff vacancies are filled. The plan is not, in other words, a document that is to be completed, filed away and forgotten during the next three years.

I should like to say a word about the concept of "goals" versus "quotas." There are a number of individuals on campus who believe that true progress in the employment of minorities will not take place without the establishment of minority employment quotas. Goals, they believe, represent a passive, non-enforceable approach to affirmative action.

I believe that employment quotas by race, ethnic status or sex clearly violate federal and state regulations. In a December 1974 memorandum to college and university presidents, the director of the Office of Civil Rights stated that to designate that a position would be filled "on the basis of race or sex to meet an employment goal.... would be in violation of the nondiscrimination provisions" of Executive Order 11246 on affirmative action. "Goals" then, provide the only legitimate approach to affirmative action. They can be an effective instrument when those with authority for employment actively exercise their responsibility and are

held accountable.

2. *Monitoring Progress Toward Achieving Goals.* Each executive officer and dean will be responsible for implementing goals set forth in the Affirmative Action Plan. Each will be responsible for reporting to the provost semi-annually, in April and October, on cumulative progress toward the achievement of goals. The October reports will be submitted with the annual budget presentation and will be reviewed as a regular part of the budget process. Each executive officer or dean will designate in writing, if the size of the unit so warrants, a member of his or her staff or of the faculty to assist in monitoring appointments for affirmative action.

In the revision of the Affirmative Action Plan, emphasis will be placed upon monitoring for affirmative action at two points:

a. Authorization to fill a position and search for candidates; and

b. Recommendation for appointment.

It is at the former point (authorization and search) that our current system is weak, and it is here that deans and executive officers will be expected to take an active role in ensuring progress toward meeting goals.

3. *Organization for Affirmative Action.*

a. *Administrative Responsibility.* The Provost is designated as the University officer responsible for the development of overall University affirmative action policies and administration.

b. *Organization.*

(1) *University Affirmative Action Office.* A small central University affirmative action staff will be responsible to the provost for (a) the statistical analyses upon which goals and timetables are based; (b) the compilation of the University Affirmative Action Plan; (c) the review of semi-annual reports on progress toward meeting goals; (d) the updating of University policies and procedures to meet federal requirements; and (e) the dissemination of affirmative action information to appropriate officers of the University.

(2) *Affirmative Action Advisory Board.* The Advisory Board appointed last August will serve on a continuing basis to advise the provost, to evaluate the effectiveness of the affirmative action policies, and to maintain a continuing audit of policy implementation by the colleges, schools, and administrative units. As part of this responsibility, the Advisory Board will review proposed changes in the Affirmative Action Plan with respect to policies, goals, timetables, and procedures as currently being developed.

c. *Accountability.* The line of accountability for academic appointments will run from the deans to the provost and his designee for academic personnel matters; for non-academic appointments, the line will run from the deans and executive

officers to the senior vice president, who may designate the Office of Personnel Services to act for him in monitoring affirmative action compliance.

Within the Office of Personnel Services, an Affirmative Action unit will be established with responsibility for actively monitoring all employment, promotion, and training procedures which relate to affirmative action requirements.

In summary, I believe that the policies, procedures and organization outlined here can move us toward a more effective affirmative action system. Quite clearly, they do not move in the direction of the centralized control which some would prefer. Cornell is, however, an academic, not a business or government enterprise, and the functioning of affirmative action must be in accord with the University's basic mode of operation. We can and will expand opportunities for minorities and females, but we can do so only if department chairmen and heads, deans, and executive officers actively pursue the University policy which provides for equality of opportunity in education and employment. By this message, they

are directed to do so.

IV. *The Central Administration of Minority Affairs*

The ad hoc committee recommended that central University responsibility for both minority affairs and affirmative action be placed in a vice provost for minority affairs. I believe that this combination is not feasible. First, because affirmative action is a process that extends to groups other than minorities and, second, because we need now to make affirmative action an active, regular part of on-going personnel processes.

I have two further reservations with respect to the proposed vice provost position for minority affairs. First, with the appointment of a senior vice president, the University administrative organization will undergo a number of fundamental changes and designation of responsibilities. These will necessarily include a change in the staffing of the Provost's Office which has not yet been determined. Until new arrangements are made, I cannot in good conscience recommend the addition of another administrative position. Second, in filling any further vacancies, experience at other

universities suggests that the caliber of university leadership in minority education envisaged by the ad hoc committee is best obtained when administrative responsibility in this area is combined with other academic administrative responsibilities.

As University administrative functions are realigned and vacancies in executive positions occur in the next 18 months, we will seek minority and female candidates for all such vacancies, including any which develop in the Provost's Office. We clearly need minority representation within the executive staff to bring perspective not only to minority education affairs, but to the full range of decisions which affect University life.

V. *Conclusion*

This statement seeks to focus on the central directions and issues addressed by the ad hoc committee. Many subsidiary recommendations are under consideration throughout the University. I hope that we can move forward rapidly and expeditiously in improving the status of minorities on the Cornell campus.

Trustees Approve Faculty Grievances Procedures

Cornell University guidelines specifying procedures for reviewing decisions on the reappointment, promotion and/or election to tenure of faculty and academic professional staff, and for filing grievances concerning those decisions were approved by the University's Board of Trustees at its meeting in New York City last weekend.

The newly adopted procedures complement guidelines for college level academic grievance procedures approved by the board's Executive Committee in March 1975.

Included within the ranks of faculty and academic professional staff members are those men and women holding appointments as professor, associate professor, assistant professor, instructor, senior lecturer, lecturer, senior research associate, research associate, senior extension associate, extension associate, professional librarian, or postdoctoral associate. Not included are degree candidates having appointments such as teaching assistant, research assistant, or graduate research assistant.

The following are the minimal requirements to be followed by the various colleges and schools in making such decisions:

"1. *Notification.* Faculty and academic professional staff members will be informed in writing if an adverse decision is made with respect to their future status. If the faculty or academic professional staff member so desires an explanation

of the principal reasons for the decision it will be provided in writing.

"2. *Informal Review.* A faculty or academic professional staff member shall be afforded an opportunity to discuss an adverse decision and the explanation for it with his or her department chairman or dean, as appropriate.

"3. *Request for Reconsideration.* If, after informal discussion, a faculty or academic professional staff member so desires he or she may request formal reconsideration as follows:

"(a) When a decision has been communicated by a department or division chairman in a school or college, a request for reconsideration should be directed to the dean of the school or college within 30 days of notification.

"(b) When the adverse decision has been communicated by a dean initially or after review of a departmental decision or by a director of an independent center or unit, a request for reconsideration should be directed to the President of the University within 30 days of notification.

"(c) In requesting reconsideration, a faculty or academic professional staff member should set forth in detail the reasons why reconsideration is believed appropriate and why the initial decision is deemed inappropriate or unfair.

"4. *Review Procedures:*

"(a) The President or dean shall review the decision to determine whether appropriate procedures have been

followed and/or whether the initial decision or the concurrence with or denial of reconsideration was arbitrary or capricious.

"(b) The President or dean shall respond to the request for reconsideration in writing within a reasonable period of time, not to exceed 60 days.

"(c) The decision of the President is final in all cases. In accordance with University Bylaws, significant weight will be accorded the initial decision of the appropriate academic body or officer. The President may seek the advice of the Committee on Academic Freedom and Responsibility in his review.

"5. *Confidentiality:* All records, communications, reports, and correspondence shall be held in confidence throughout the initial decision and review process."

All items for publication in Cornell Chronicle must be submitted to the Chronicle office, 110 Day Hall, by noon on the Monday preceding publication. Only typewritten information will be accepted. Please note the separate procedure and deadline for Calendar entries, as explained at the end of the Chronicle Calendar on the back page.



Trustee Board Summary Journal

The summary journal for the meetings of the Executive Committee and the full Board of Trustees of Cornell University held January 29, 30, 31, 1976 in New York City follows.

NOTE: This summary journal, as released for publication, does not include confidential items which came before the meeting.)

1. The minutes of the Executive Committee meetings of Nov. 11 and Dec. 9, 1975 were approved and the minutes of the Sept. 9 and Oct. 9 meetings were ratified and confirmed by the full Board of Trustees. Approval of the full Board minutes for the Oct. 10-11 meetings was also granted. The proceedings of the Joint Administrative Board of the New York Hospital-Cornell Medical Center for Nov. 25, 1975 were presented for information.

2. University Treasurer and Chief Fiscal Officer Arthur H. Peterson reported on the current financial position of the University as it pertains to the endowed colleges at Ithaca, the Medical College, and related activities.

3. University President Dale R. Corson, along with Provost David C. Knapp, Vice President for Administration Samuel A. Lawrence, Vice President for Medical Affairs Dr. E. Hugh Luckey, Vice Provost Mark Barlow Jr. and Medical College Dean J. Robert Buchanan, presented the proposed budgets for the 1976-77 fiscal year as recommended by the President for the endowed colleges at Ithaca, the Medical College, and the School of Nursing.

4. The Trustees approved the President's recommendations concerning allocation of \$95,000 in contingency funds to cover increased expanded gift campaign costs. Also approved were further revisions in the Medical College budget for 1975-76. The revisions indicate a revised Medical College deficit estimate of \$535,000. The October deficit estimate was \$518,000.

5. The Trustees established several memorial and scholarship funds upon the President's recommendation. These include the Frank L. and Alice W. Kemmerer Memorial Fund for general University purposes, the Mary Thropp Hill Scholarship Fund for scholarships and loans to law students, with preference being given to women students; the John G. Alexander Fund for general purposes of the University, the Ellis Dunn Thompson Fund for purchase of books for the College of Engineering, and the S. Helen Johnston Scholarship Fund.

6. The Trustees, upon the President's recommendation, established the Stanton Griffis Distinguished Medical Professorship at the Medical College. The Griffis Professorship honors the late Trustee and University benefactor, Stanton Griffis of

the Cornell Class of 1910.

7. The President recommended certain actions concerning College of Engineering funds which received Trustee approval. These involved consolidation of accumulated income balances in the Endowment or Capital Funds into the existing Engineering College Facilities and Programs Fund and provision for future transfer of such accumulations. Also authorized was the transfer of such accumulations. Also authorized was the transfer of accumulated income balances in certain endowed professorships in the Engineering College into an Engineering College Fund for Graduate Programs.

8. The President recommended that authorization be granted the University to proceed with construction of a Laboratory of Ornithology storage facility, the costs to be met through a special gift received for this purpose. Authorization was granted. The Administration was authorized also to proceed with alterations to the third floor of the Kips Bay building at the Medical College for the Department of Public Health and the sixth floor of the Harkness Building and the Wood Building to provide laborator and office space for both the Departments of Radiology and Public Health.

9. The chairman of the Buildings and Properties (B&P) Committee, Trustee Bruce Widger, reported. The minutes of the B&P committee meeting of Dec. 9, 1975 were presented for information.

10. Following consideration by the Buildings and Properties and Investment Committees, the Trustees approved investment of principal from the Endowment Fund to finance the rehabilitation of the central heating plant.

11. The Trustees approved other recommendations made by the President concerning the Medical College. Approved were financing of the demolition of the former nurses residence and an agreement between the University and the Russell Sage Institute of Pathology concerning endowment and conduct of Institute activities at the Medical College. The Trustees also considered the report of the Ad Hoc Committee on Capital Financing and Financial Planning at the New York Hospital-Cornell Medical Center. The Trustees voted approval of the report and requested implementation of those recommendations dealing with management of the institutions.

12. The President, along with Vice President for Research W. Donald Cooke, presented the University master plan for 1976. The Trustees approved the plan and will submit it to the New York State Board of Regents through the Commission of Independent Colleges and Universities of the State of New York (CICU).

13. The Trustees elected, upon the President's recommendation, William G. Herbster to the position of Senior Vice

President. The amendment of the University Bylaws to accommodate establishment of the office of Senior Vice President was deferred.

14. The Trustees adopted review and grievance guidelines for academic appointments which the President had recommended.

15. The University's policy of equal educational opportunity was amended further by the Trustees upon the President's recommendation to add "ethnic origin" to the list of proscribed criteria.

16. The Trustees approved a series of personnel actions recommended by the President.

17. The Trustees received a semiannual report of so-called "early warning indicators" developed by the University administration in response to a recommendation from the Ad Hoc Committee on Capital Financing.

18. The Secretary of the Corporation, Neal R. Stamp, reported the death of former Trustee Harold C. Hanover on Dec. 16, 1975. Hanover was president of the New York State AFL-CIO while a Cornell Trustee. The Secretary reported that New York Governor Hugh Carey has appointed John S. Dyson to the position of State Commissioner of Commerce and Roger Barber to succeed him as State Commissioner of Agriculture and Markets. Both appointments are subject to legislative confirmation. Both men would serve as ex officio University Trustees. Also, Charles H. Riley Jr. has been re-elected President of the State Agricultural Society and will continue as an ex officio Trustee.

19. The President reported to the Trustees on the State of the University. He spoke particularly of campus self-governance and athletics. He said the vitality of the academic side of the University was great and that the erosion of the financial base of the University reflects deep-seated and persistent forces which press on the whole concept of education in our society. "If we're thoughtful and if we work hard, we can insure that vitality into the future in spite of persistent forces to the contrary," he told the Board. The Provost reported to the Trustees on minority education and on affirmative action. The Board adopted in principle the proposals put forth by the Provost in the minority education and affirmative action areas.

20. The annual report of the Audit Committee was given by Trustee Richard F. Tucker, committee chairman.

21. The Vice President for Research reported on the status of sponsored research at Cornell.

22. The Trustees, upon the President's recommendation, approved revisions in the Council on Physical Education and Athletics.

23. The Trustees heard from Robert S. Morison, the Richard J. Schwartz Professor of Science and Society, Emeritus, who spoke of his perspective of the University.

24. Trustee Nelson Schaenen Jr., chairman of the Investment Committee, gave the annual report of that committee. He said that 1975 turned out to be a much better year for the economy, in general, and the University's endowment funds, in particular, than either of the previous two years. He pointed out in his report that the level of distribution from Cornell endowment received support from a Twentieth Century Fund study on college and university endowment policy which was released in the last few months and in which it stated "if spending from endowment consistently exceeds 5 percent of the total market value of the endowment, too little of total return is being reinvested for the future and the value of the endowment will not keep pace with the nation's rate of inflation." Applying this guideline of 5 percent to Cornell's total endowment funds of approximately \$288,000,000 at December 31, 1975, Schaenen said, would have produced an annual distribution of \$14,400,000. The University operating budget has received actual distributions from the endowment funds as follows: \$17,200,000 in 1972-73, \$19,200,000 in 1973-74, \$18,800,000 in 1974-75 and anticipated \$18,000,000 in 1975-76. The Endowment, Capital and Current Funds have each increased their dividend and interest income payable to the budget over the last several years. The reduction in total distribution during that period comes simply from reducing the principal withdrawal from the Capital Fund, a prudent action in the opinion of the Investment Committee, Schaenen said.

25. The Board of Trustees passed a resolution commend-

ing the University administration for its handling of the financial affairs of the University in difficult economic times.

26. Trustee Howard Molisani, acting chairman of the Committee on State Relationships, reported on recent activities of that committee. He discussed the problems for the University arising out of the New York State budget. He also stressed the necessity for the University to maintain a concentrated effort toward keeping Albany informed of the University's needs and goals. He particularly advised that the Governor, Senate President, and Assembly Speaker be apprised of the particular budget situation at Cornell and urged working closely with agriculture and labor interests to achieve support for Cornell in Albany.

27. The full Board heard reports and recommendations from the Executive Committee for the Nov. 11, Dec. 9, and Jan. 29 meetings as presented by Charles T. Stewart, Executive Committee chairman.

28. Trustee Jansen Noyes Jr., chairman of the Trustee Development Advisory Committee, reported on the expanded gift campaign. There also was a report on total giving and on the progress of the Cornell Fund.

29. The President sought formal authority to confer degrees in January, May and August 1976. The Trustees granted this authority.

30. The President reported to the Trustees on the deaths of tenured and emeritus faculty and reported on faculty resignations.

31. The Board heard valedictions from three Trustees whose terms are expiring — Robert C. Platt, Gordon G. Chang and Glenn W. Ferguson.

Board Approves N. Y. Master Plan

The Board of Trustees has approved the University's 1976 New York State Master Plan.

The 10-year plan is required by law of every postsecondary institution in New York State every four years. A condensation of Cornell's plan, together with the condensed plans of other private postsecondary institutions in the state, is submitted to the Board of Regents through the Commission of Independent Colleges and Universities of the State of New York.

The document, according to its principal author, W. Donald Cooke, vice president for research, is prepared in response to specific questions posed by the Board of Regents. It contains current information on students, faculty, academic and research programs, facilities and other aspects of the University; a discussion of the mission and institutional goals of the University; and projections about construction plans, enrollments, and budget

categories several years into the future.

The master plan emphasizes Cornell's unique role as New York's Land Grant University. A private university with responsibility for administering large, publicly-supported colleges, it has a mandate from both federal and state governments to provide instruction in "agriculture and the mechanic arts" and in "liberal arts and sciences." It must also perform research and scholarship for the advancement of knowledge and apply the products of the research and scholarship to the problems of society.

Although, like most postsecondary institutions, Cornell is currently seeking to stabilize growth and clarify its priorities, the master plan reaffirms the University's commitment to maintaining the quality of academic programs and especially of research and scholarly work.

The master plan outlines six

Continued on Page 12

Corson Statement on Athletics

Statement by Dale R. Corson to the University Board of Trustees and the University Community on Athletics at Cornell University, delivered at the January meeting of the University Board of Trustees Jan. 30, 1976 in New York City.

The question of the future of athletics at Cornell has been an issue for debate on the campus in recent months. The discussion was surfaced by the Trustee Ad Hoc Committee on Athletics and focused recently as concern for the athletic future intensified on the particular issues involved and to which I would like to speak.

Cornell traditionally has maintained a high quality program in athletics and physical education. Athletics has been an integral part of Cornell and life at Cornell for generations. This University tradition of an athletic program marked by quality in achievement and expansiveness of offerings will continue.

The rhetoric of speaking to a strong and substantial athletic program in the future flows easily. Transforming the rhetoric into reality is the difficult, but possible task.

Cornell now has 42 intercollegiate teams—25 men's teams and 17 women's. In 1968-69, there were 42 men's teams and ten women's for a total of 52. The decrease in the number of men's teams has been due mainly to fewer freshmen and junior varsity squads.

In an attempt to maintain a strong athletic program, and faced with the inability to operate within specified expense budgets, in the three years from 1968 to 1971 subsidy from general purpose funds for athletics increased by

more than 50 per cent. In the period from 1971 to 1973, the subsidy fell by 14 per cent after I issued an edict that the program had to be brought under financial control.

In 1974-75, the last complete fiscal year, intercollegiate athletic income totalled about \$700,000 while expenses were almost \$1.6 million. The difference between income and expense was under \$900,000 of which some \$700,000 was subsidized by budgeted general purpose funds. The unbudgeted deficit of \$163,000 was carried forward as a so-called "negative reserve." In 1973-74 the athletic negative reserve was about \$85,000 and it was just over \$60,000 the year before.

Athletics at Cornell has been budgeted as an enterprise unit. An enterprise unit is required to produce income which will meet its expenses; it must be a break-even operation. The Department of Physical Education and Athletics is a unit of the Campus Life Division and like other entities within that division such as the Campus Store, Housing, and Dining, must strive to break-even, given that substantial subsidy is included as assured revenue.

It is a maxim that athletic expenses are susceptible to control while income is not. Four rainy football afternoons in a row during an Ithaca fall, or a losing team, or a combination of those, make income production uncontrollable.

I have worked hard in recent years at keeping athletic expenses under control. Experienced individuals with sound financial knowledge and a business sense have been placed on the Athletic Depart-

ment staff to oversee budgeting, accounting, and expense control activities. Now, at long last, we are bringing the expenses under control. I want to give special mention to Vice President William Gurowitz who was charged with the responsibility of achieving control over expenses.

We will never get income under control, however.

I have decided, therefore, that with the 1976-77 budget year and henceforth, the Athletic Department budget will no longer be an enterprise budget but an appropriated budget. This action is in line with a recommendation of the Trustee Committee on Athletics.

To accomplish this transition from an enterprise to an appropriated budget, it must first be determined at what appropriate level athletics should be funded. Proceeding from there, one comes to a series of technical steps necessary to a smooth transition.

Among these are the removal of the four athletic strictly enterprise operations—golf, bowling, equitation, and the ice rink—from the Athletic Department budget. These enterprises will be budgeted as a separate entity under the management of the Athletic Department. Payments for use of these facilities by intramurals and physical education will have to be made. The utility costs involved in keeping Lynah Rink open, for example, are costs which should be shared by rink users.

Further, utilities, repairs, and maintenance expenses (not associated with the enterprises) will be removed from the athletics budget and transferred to Physical Plant

Operations. Also, all income other than restricted and endowment income will be removed from the athletics budget. These are just a few of the technical aspects of transitioning from an enterprise to appropriated budget for intercollegiate athletics.

Earlier I cited the historical fact of subsidies to, and negative reserves in Athletics and spoke of an attempt to control Athletic finances. In spite of these attempts at control, the income-expense gap continued to grow. As a result funding was removed from four sports—sailing, squash, rifle, and skiing—this year. Even with the withdrawal of funding for those four sports, the University is faced with an excess of expense over income for 1975-76 of perhaps as much as \$75,000. For the 1976-77 fiscal year we've forecasted a \$90,000 gap between income and expense. This forecast for a foreseen gap led some coaches to draw the conclusion that more sports would be dropped. Two of these coaches—two of our best coaches—announced their resignations from the University's athletic staff.

The income-expense gap can be closed. It can be closed either by cutting expenses or enhancing income. The alternatives are to enhance income by appropriation of further general purpose funds or through gifts to the University for athletics. I do not see the infusion of more general purpose funds as a rational alternative. The subsidies are already too large.

As I have said repeatedly, like all segments of the University, athletics will have to bear its share of budget adjustments. I have set a figure of \$90,000 as the further adjustment for Athletics for 1976-77. To preclude any further cuts in sports, however, I have chosen to proceed toward raising \$65,000 of that adjustment amount through gifts to Athletics. The remaining \$25,000 must be achieved via expense reductions within Athletics. This \$65,000 gift total is over and above the \$60,000 in gifts already built into 1976-77 fund-raising goals. Also the additional \$65,000 is to be raised through means which will not diminish the regular alumni annual giving or other fund-raising programs. Vice President for Public Affairs Ramin believes this is a do-able program.

The future of Athletics, as the Trustee Committee said, depends heavily on support from alumni and friends. There are those among these alumni and these friends who are willing to support the Cornell athletic program if it is a good program, but who will not give to other portions of the University.

So the future is dependent on support.

The enabling legislation which established the University Senate placed the determination of athletic policy within the province of the Senate. The Senate has been

supportive of athletics and Senate actions for the most part have not damaged the University's athletic program. There has been extensive anti-athletic discussion in the Senate, however, and much of this has received public recognition. The rhetoric here, regretfully, has overshadowed the true Senate relationship with the athletic program.

As for myself, I propose to enter the normal athletic administrative reporting chain more actively than I have in the past. The Director of Athletics is responsible to me. I propose regular meetings with the director.

The Athletic Director Search Committee chaired by Professor M.H. Abrams and the Ad Hoc Trustee Committee chaired by Robert Engel are both advisory to me. I will work with both committees in selecting an athletic director nominee. Election of the new athletic director will be in the normal manner, by the Board of Trustees upon my recommendation. The athletic director search committees have received the applications of many candidates and are seeking more. They're working together well. I hope to bring a recommendation to the board on this matter at one of the meetings this spring.

I also intend to schedule regular meetings with the Physical Education and Athletic Subcommittee of the University Senate. This is an excellent committee with an understanding of athletic problems. I look forward to working closely with it. Obviously the role of any future campus self-governance organization in the athletic policy area will be a subject for careful consideration in the governance study over the next few months.

There is action which will come before the board at these meetings aimed at making the Council on Physical Education and Athletics subject to the Trustee Guidelines for College Advisory Councils adopted a year ago. Under the revisions, I will appoint the chairman of this council and it will be the council's purpose to advise and counsel the director of athletics on broad policy and planning matters. This action also is responsive to the report of the Trustee Committee on Athletics.

The prospects for success in the future of Cornell athletics are good, but they will not be achieved without effort, cooperation, and support from all sectors. There must be responsibility on the part of the Athletic Department and a responsible attitude in all sectors of the University toward the relationship of athletics to the administration and the administration's responsibility to direct the course of athletics at Cornell.

We need understanding and we need cooperation and we need money, both ongoing operating money and money for endowment. Without these the future of athletics at Cornell cannot be assured. With them, it can be.

10-Year Master Plan Set

Continued from Page 11
institutional goals for the University:

1. To maintain the position of Cornell as a leading national and international institution of higher learning;
2. To advance knowledge in the arts, sciences and technology through the research and scholarly effort of the faculty and students;
3. To make available the highest quality education possible through effective teaching;
4. To enhance the diversity of the Cornell community by providing opportunities to minority groups and women as faculty members, students and employes;
5. To bring the intellectual resources of the University to bear on societal problems;
6. To be responsive as a university to the special obligations to the State of New York and particularly to its obligations as the Land Grant University of New York.

Cooke emphasized that the master plan contains no new directions, only concepts and philosophies which have been expressed previously by the University. He pointed out that

much of the current statistical information contained in the plan is already on file in Albany and that many of the financial and construction projections required in the plan are little more than guesswork.

"I worry about some of the questions we must answer in the master planning process. Questions about future budgets, construction plans and tuition rates are unanswerable with any amount of certainty over long periods. Even the 1976-77 budget depends on decisions not yet made in Washington, D.C. and in Albany," Cooke said.

Some 121 persons, not including proofreaders, printers and typists, were involved in the 1976 Cornell Master Plan. Last summer, Cooke said, 45 pounds of documents (seven copies, 770 pages each) were sent to Albany to fulfill the requirements of this planning exercise.

"I do not believe that any significant proportion of these 5,400 pages will ever be read, but they will be filed," he added.

The need for streamlining the master planning process while still enabling the Regents

to fulfill its legislative responsibility was one of the major recommendations put forth in the plan's recommendation section.

Other recommendations included:

—that private institutions remain a viable part of the postsecondary educational system in New York State. This strategy, the report states, will help decrease the financial burden on the state's allocation for higher education posed by students enrolled in public institutions;

—that, as the number of college-age people in the population decreases over the next decade, students be given subsidies to attend private institutions. This can be done at lower cost to the state than educating them in public institutions;

—that the role of public service in the educational system, through extension programs and other activities, be recognized;

—that quality post-M.D. programs be instituted in the state to attract good physicians and

Continued on Page 13

Special Seminars, Colloquia

Agriculture and Life Sciences

BIOCHEMISTRY: "Calorimetric Measurements of Phospholipids and Calcium ATPase," Rodney Biltonen, University of Virginia, 12:20 p.m., Thursday, Feb. 5, Wing Library.

JUGATAE: "The Pheromone Language of the Honey Bee," Roger A. Morse, 4:10 p.m., Monday, Feb. 9, Caldwell 100.

NEUROBIOLOGY AND BEHAVIOR: "On-Line Systems Analysis of Information Processing in the Semi-Circular Canal," Dennis O'Leary, University of Pittsburgh, 12:30 p.m., Wednesday, Feb. 11, Langmuir Penthouse.

PLANT PHYSIOLOGY: "Embryonal Dormancy in Apple Seed," S. Lewak, University of Warsaw, Poland, 11:15 a.m., Friday, Feb. 6, Plant Science 404.

VEGETABLE CROPS: "Potassium Nutrition of Tomato Plants as Related to Internal White Tissue," Mark Turnipseed, Cornell, 4:30 p.m., Thursday, Feb. 5, Plant Science 404.

Arts and Sciences

ASTRONOMY AND SPACE SCIENCES: "The Interaction of Microphysics and Dynamics and Its Influence on the Structure of the Venus Cloud," William B. Rossow, Princeton University, 4:30 p.m., Thursday, Feb. 5, Space Sciences 105.

BIOPHYSICS: "NMR Studies of Some Interesting Motional Properties of Lecithin Bylayers," J. Feigenson, Cornell, 4:30 p.m., Wednesday, Feb. 11, Clark 700.

COMPUTER SCIENCE: "The Implication of Symmetry on Laws of Scientific Productivity," Abraham Bookstein, 4:30 p.m., Thursday, Feb. 5, Upson 111.

GENERAL CHEMISTRY: "Ligand Gymnastics: Bending and Migration of Coordinated Nitric Oxide," K. Caulton, University of Indiana, 4:40 p.m., Thursday, Feb. 5, Baker Laboratory 119.

GENERAL PHYSICS: "Solar Energy," A.J. Sievers, Cornell, 4:30 p.m., Monday, Feb. 9, Clark 700.

ORGANIC-INORGANIC CHEMISTRY: "The Homogeneous Catalytic Activation of C-H Bonds," G.W. Parshall, E.I. duPont de Nemours & Co., 8:15 p.m., Monday, Feb. 9, Baker Laboratory 119.

PHYSICS: "Kinetics and Instability of Non-Equilibrium Interfaces: Some Classical Physics Problems in a Metallurgical Context," J.S. Langer, Carnegie-Mellon University, 1:25 p.m., Thursday, Feb. 5, Clark 701-702.

Centers

APPLIED MATHEMATICS: "On Modifying Singular Values to Solve Possibly Singular Systems of Nonlinear Equations," David M. Gay, 4:30 p.m., Friday Feb. 6, Olin Hall 165.

Engineering

CHEMICAL ENGINEERING: "Mass Transfer in Multicomponent Liquid-Liquid Systems," Harry T. Cullinan, SUNY Buffalo, 11:15 a.m., Tuesday, Feb. 10, Olin Hall 145.

GEOLOGICAL SCIENCES: "Mantle Xenoliths in Basalt and Kimberlite, and Uncertainties in Pyroxene Geotherms," Anthony J. Irving, MIT, 4:30 p.m., Tuesday, Feb. 10, Kimball B-11.

MATERIALS SCIENCE AND ENGINEERING: "Rocks from the Interior of the Earth? The Need for a Sophisticated Materials Science Approach," John Bird, Cornell, 4:30 p.m., Thursday, Feb. 5, Bard 140.

MECHANICAL AND AEROSPACE ENGINEERING: "Predictive Machinability Systems and Computer-Aided Manufacturing," Rogers S. Pressman, University of Connecticut, 4:30 p.m., Tuesday, Feb. 10, Grumman 202.

Human Ecology

DEA TEXTILE: "The Use of duPont's Thermo-Man for Evaluating the Burn Injury Potential of Common Apparel Fabrics," Arthur Moss, E.I. duPont de Nemours & Co., 4:30 p.m. Tuesday, Feb. 10, Martha Van Rensselaer 317.

Ornithology to Have New Storage Facility

The Executive Committee of the Board of Trustees has approved the construction of a storage facility for the Laboratory of Ornithology, using funds donated by the Arcadia Foundation.

The facility is needed because the laboratory has outgrown the limited storage space originally designed into the Stuart Observatory, according to Douglas Lancaster, the laboratory's director.

The new storage facility will provide space for the storage

of ornithological collections, laboratory-produced publications, equipment and operating supplies, leaving more space within the observatory to expand the laboratory's membership and public service activities, Lancaster said.

The facility, which will be constructed adjacent to the laboratory's maintenance shop on Sapsucker Woods Road, is budgeted to cost \$32,000. The Arcadia Foundation gift is restricted for the sole purpose of this project.

Campus 'Corridors' Security Worked On

Increased security lighting for selected "corridors" on campus which are heavily traveled by students through previously dimly lit areas is expected to be completed this spring.

The increased lighting has been planned for years but deferred because of restricted budgets, according to Robert M. Matyas, vice president for planning and facilities.

The decision to proceed with the \$75,000 project came after campus concern over the alleged rape of a black woman undergraduate near the suspension bridge over Fall Creek Gorge on Nov. 8.

In addition to the lighting, a special night-time bus is being tried, primarily for library users, and a trial installation of emergency telephones is being connected directly to the Safety Division in Barton Hall.

Corson Statement

Self-Governance Reviewed

Statement to the University Board of Trustees and the University Community on Self-Governance at Cornell, by Dale R. Corson delivered at the January meeting of the Board of Trustees Jan. 30, 1976 in New York City.

The present system of campus self-governance at Cornell as embodied in the University Senate has been in place for six years, since the special meeting of the Board of Trustees on March 17, 1970.

The Senate has been an important body in the maintenance of campus stability and in the determination of policy in the Campus Life areas. Among the Senate's various accomplishments, I would like to single out for special mention the establishment of the Campus Judicial System, the dedicated and effective work of the Campus Life subcommittees which has resulted in well-functioning student education programs, effective housing and dining policy, and many others. I include the Parking and Traffic Subcommittee here also, although the campus has never been and will never be pleased with any body which determines parking policy. I include also the Subcommittee on Physical Education and Athletics which has been a hard-working, informed and supportive body. The Campus Planning Committee, which is a joint Senate-Presidential Committee, has been especially effective.

The dedication of some of the ablest people on the whole campus has been remarkable. The time invested by senior members of the faculty, by dedicated employees, and by loyal students has been extraordinary.

It is time, however, to give serious consideration to modified or alternative mechanisms of campus self-governance. Over the past year there have been growing danger signals which now have reached the point where attention is required. Flagging interest, particularly by the faculty, is one of the major concerns.

The decline in interest has been evident in the unfilled Senate seats, the uncontested seats, the small voter participation in Senate elections including the election of University Trustees by campus consti-

tuencies, declining attendance at Senate meetings, and the growing problem, particularly the past semester, of quorum failures. I also have the impression of higher turnover in Senate membership in each subsequent election with growing concern about continuity in operation of the Senate and in continuity of Senate policies.

At the same time that these danger signals have intensified, the specification of policy areas properly belonging within Senate jurisdiction is being increasingly questioned. Athletics is an obvious trouble spot and I will be saying more about that later. Calendar determination is another. There is no good way to determine an academic calendar but the present way is probably not the best. There are areas of responsibility where I feel that I need authority if the University overall is to have uniformly administered policies. I have in mind particularly my limited role in fixing user charges for the campus bus system.

Finally, the high cost of the Senate operation, both in direct dollar costs and in the much larger indirect costs of the time committed by Senate participants, requires review.

Professor Ian Macneil, director of the study of University priorities, last spring recommended that the Senate be abolished. I have taken that recommendation seriously but I am not prepared to make such a recommendation to the board at this time. In the first place there are many smoothly working and important bodies on the campus which are instrumentalities of the Senate in one way or another. These include the campus judicial system — the Judicial Administrator, the Judicial Advisor, and the Hearing Boards — the University Ombudsman, the various student activities and organizations, the Parking and Traffic subcommittee, and a variety of other Boards and committees. Any change in the campus governance system must provide for continuity in these functions.

In the second place, there is the statement of policy adopted by the trustees in its Senate enabling legislation. The board said the following:

"A most important element

in the board's Senate resolution is the concept of delegation of power and authority by a governing board. While the board may delegate its power and authority except when specifically restrained by law, it must bear full responsibility for the actions of all to whom authority has been given. For this reason, its delegations of authority cannot be irrevocable. While the trustees may revoke any delegated powers at any time such action would be taken only in an extreme situation, and then only after all efforts to reconcile divergent views had failed."

Over the last several months a group of former Senate leaders has proposed a campus referendum to decide if the campus constituency would support a restudy of campus governance. This group includes Professors Robert McGinnis, Geoffrey Chester, Michael Fisher, and Andrew Ertin together with Messrs. Robert Harrison and David Stromberg, all former Senate officers or major committee chairmen. The Senate leadership has embraced this proposal and it was to have been voted on by the Senate at last Tuesday (Jan. 27) night's meeting but there was no quorum. The Senate voted on the referendum last night (Jan. 29) at a special meeting. There was a quorum. Thirty-nine people attended. The Senate voted to establish a study commission directly without conducting a community referendum.

The commission proposal specifies a study steering committee of six, two designated by the Senate, two by the faculty, and two by the president. The steering committee would convene a study commission of 12 to 15, including faculty, students, employees and trustees with instructions to propose changes or modifications in the present governance system no later than the end of the fall term in December 1976. The new proposals would then be submitted to the various constituencies for approval early in 1977 presumably.

I commend the Senate for adopting the study procedure. I would like to see it undertaken as soon as possible and with the Jan. 29 Senate action it will be.

I believe it important to deviate from the projected Senate procedure in at least one respect. I think 1977 is too long to wait for action on a new or modified governance system and I would like to require a report by the study commission at the beginning of the fall term in late August 1976 with constituent consideration during the first part of the fall term and with board action at the October meeting.

I will specify, if the board approves, the August 1976 reporting date and try to bring it about.

(Note: It was the sense of the Board of Trustees that the President should do his best to obtain the study commission report as soon as possible.)

Cornell Master Plan

Continued from Page 12

to retain those already practicing here;

—that support for graduate education be increased;

—that simplistic comparisons and budgeting based on enrollments at various universities in the state be re-evaluated. (Calculations based on square feet and dollars expended per student overlook the fact that the missions of institutions of higher learning vary. Such calculations, for example, do not take into account

Cornell's extensive agricultural buildings, its far-ranging extension program, or the fact that it operates two major national research facilities, largely through the support of the federal government.);

—that mandated requests for information be carefully monitored. While many of these requests are necessary, they place a burden on all academic institutions, especially in times of financial stringency, and can divert resources from the basic functions of the institutions.

The Senate Page

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

NEXT SENATE MEETING: Tues., Feb. 10, 7:30 p.m., Bache Aud., Malott Hall

Calendar
THURSDAY, February 5
 Campus Life Committee
 Open Budget Hearing, 7 p.m., 215 Ives Hall
MONDAY, February 9
 Executive Committee, 4:45 p.m., Senate Office
TUESDAY, February 10
 Reapportionment Committee, 12:30 p.m. Senate Office
 Senate Meeting, 7:30 p.m., Bache Aud. Malott Hall
WEDNESDAY, February 11
 Nominations and Elections Committee, 4 p.m., Senate Office
THURSDAY, February 12
 Open Hearing, Title IX,

Physical Education and Athletics, 7:30 p.m., Helen Newman Lounge

Proposed Agenda

- February 10, 1976
 Bache Auditorium
 7:30 p.m.
1. Question Time
 2. Minutes
 3. Announcements
 4. Agenda
 5. F-81-b — THE MANDATORY ATTENDANCE ACT (15,2) - Motion to reconsider, followed by substitute motion
 6. Confirmation of nomination for Campus Life Committee vacancy (5,1)

7. F-48-a — CAUCUS-ELECTED POSITIONS ACT (15,2)
8. F-91 — SEVENTH SENATE SPRING MEETING DATES (5,1)
9. F-92-a — ADMINISTRATIVE BOARD BYLAW REVISION (15,2)
10. F-61-a — "SAVE A LIFE, SLOW DOWN" (20,2)
11. F-14-a — THE VIETNAM-ERA VETERAN ACT OF 1975 (15,2) — Previously distributed
12. F-72-a — A CLOCKLESS CAMPUS (20,2)
13. F-73 — EMPLOYEE OF THE MONTH (10,1)
14. Adjournment

Current Legislative Log

BILL NO. & DATE SUB.	ABSTRACT	SPONSOR	COMMITTEE REFERRED TO
F-91 1-19-76	Proposes Seventh Senate meeting dates for Spring, 1976.	Executive Committee	Executive Committee
F-92 1-26-76	Revises the Bylaws to include provisions for the Senate Administrative Board and Staff Representative.	Administrative Board	Executive Committee

Student Trustee Elected; Senate Candidates Listed

Neil Getnick, Law '78 was elected Student Trustee by the Student Senators at a caucus held Monday evening, Feb. 2.

STUDENTS GRADUATE

- GRADUATE — 8 seats - Vijay Kumar
- BUSINESS AND PUBLIC ADMINISTRATION — 1 seat - Thomas Fletcher
- LAW — 1 seat - Elisabeth S. Harding
- VETERINARY MEDICINE — 1 seat - Brian William Hunt

UNDERGRADUATES
 ARCHITECTURE, ART & PLANNING — 1 seat - No Candidates

- AFRICANA STUDIES — 1 seat - James Bolden
- COSEP — 3 seats - No Candidates
- AGRICULTURE — 6 seats - Christopher M. Cochran, Fred J. DeMaio, Mary Maxon, Chris M. Abbuhl, Thomas G. Hedberg

ARTS & SCIENCES — 8 seats - Irwin Kravetzky, Roland A. Foulkes, V. Scott Zelov, Jeffrey Paul Weiss, Lawrence Savell, Cliff Pearson, Martin D. Robinson, Martin Oppenheimer, Daniel R. Burk, Todd J. Krasnow, Charles B. Howland, Edwin M. Oyarzo III, Jody D. Katz, Hawley Logan Wolfe, Jack Pressman, Judah S. Kraushaar, Judith A. Lomas, Todd Buchwald, Jonathan D. Goldsmith, Mark Petracca, Suzan Hurley, Gordon Alan Terranova, Jay Cohen, Richard

Ohlenberg, Michael H. Wood.
 ENGINEERING — 5 seats - Henry Hernandez, Willie M. Webb, Kevin Lung, Alan Beck, Thomas James Lord, Frederick Francis Martin Jr., Jeffrey V. Haber, Ralph Lewis Sacco, Edwin L. Vopelak Jr., Stephen J. Zizzi.

HOTEL ADMINISTRATION — 1 seat - Susan Leslie Frank, Denis E. Pairault

HUMAN ECOLOGY — 3 seats - Kathleen Skinner
 INDUSTRIAL & LABOR RELATIONS — 1 seat - Douglas Cooper, Timothy Schottman, Elizabeth R. Rakov, Diane Steinberg.

EMPLOYEES ADMINISTRATIVE — 1 seat - W. Jack Lewis

EMPLOYEE — 9 seats - A. Jerry Sherman, John K. Bender, William T. Genter, Ronald J. Wolverton, Carolyn J. McGory, Louise B. D'Amico, Micki Parsons, Joseph P. Talerico.

LIBRARIANS — 1 seat - Janet Draper
 MILITARY SCIENCE — 1 seat - William C. McPeck
 NON-PROFESSORIAL ACADEMICS — 1 seat - Edgar Durbin Jr.

FACULTY
 ARCHITECTURE, ART & PLANNING — 1 seat - No Candidates
 AFRICANA STUDIES — 1 seat - No Candidates
 AGRICULTURE NON-

TENURED — 3 seats - No Candidates

AGRICULTURE TENURED — 7 seats - Shirley A. White

ARTS & SCIENCES NON-TENURED — 4 seats - Barry K. Carpenter

ARTS & SCIENCES TENURED — 7 seats - Richard F. Porter

BUSINESS AND PUBLIC ADMINISTRATION — 1 seat - No Candidates

ENGINEERING NON-TENURED — 1 seat - Robert J. Thomas

ENGINEERING TENURED — 3 seats - W.H. Erickson, Martin W. Sampson

GENEVA — 2 seats - No Candidates

HEALTH SERVICES — 1 seat - Leroy K. Young

HOTEL — 1 seat - Malcolm A. Noden

HUMAN ECOLOGY — 3 seats - Constance C. Adams, John S. Harding, Jennifer L. Gerner

INDUSTRIAL & LABOR RELATIONS — 2 seats - Ronald Donovan

LAW — 1 seat - Kevin M. Clermont

VETERINARY MEDICINE — 2 seats - Ronald David Shultz, Louis Leibovitz

STUDENT TRUSTEES ELECTED AT LARGE — 1 seat - Thomas H. Mulligan, Mark A. Underberg, Stephen J. Zizzi, Lauryn H. Guttenplan, Ronald Robinson, Neil Getnick, Hawley Logan Wolfe, Ross Z. Herman, Jody R. Katz, Robert D. Kyle.

Candidates Selected For Outside Trustee

Members of the Cornell University community are invited to contact their University Senators in regard to their preferred candidate for a four-year term as Outside University Trustee, according to the Outside Trustee Search Committee.

The committee selected two women and two men as candidates for the trusteeship to be filled by the Sixth Senate at the Feb. 24 meeting. The four nominees are: K. Patricia Cross, William E. Gordon, Gloria I. Joseph, and Leon Whittaker.

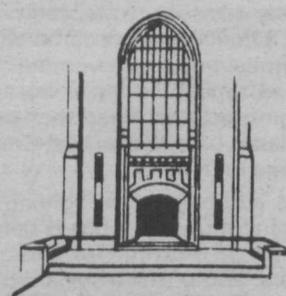
Cross, presently a visiting professor at the University of Nebraska, was president of the American Association of Higher Education in 1974-75. She was a member on the Council for the Progress of Nontraditional Study in 1973-74 and vice-chairman in 1972-74 of Change, Inc. Recent examples of numerous works that have been published include "Accent On Learning: Improving Instruction and Reshaping the Curriculum" (1976). "Beyond the Open Door: New Students to Higher Education" (1971), "Planning Non-traditional Programs: An analysis of Issues for Post Secondary Education" (1974), "Explorations in Non-traditional Study" (1972). From 1966-1975, Cross had a joint appointment as: Senior Research Psychologist at the Educational Testing Service, Berkeley and Research Educator, Center for Research and Development in Higher Education at the University of California, Berkeley. Cross was Dean of Women at Cornell from 1959-1960 and Dean of Students at Cornell from 1960-1963. She received her B.S. in math from the University of Illinois State University, 1948, her A.M. in psychology from the University of Illinois, 1951, and her Ph.D. in Social Psychology from the University of Illinois, 1958.

Gordon is dean of the School of Natural Sciences and professor of Electrical Engineering and Space Physics and Astronomy at Rice University. From 1966-1975 he was dean of Science and Engineering and professor of Electrical Engineering and Space Physics and Astronomy, also at Rice University. Gordon was director of the Arecibo Ionospheric Observatory in Puerto Rico from 1960-1965. The design and construction of Arecibo, the world's largest radar-radio-

telescope, was conceived, planned and directed by Gordon. Currently, he is continuing experimental research at Arecibo with graduate students and colleagues. In 1965-1966 he was the Walter R. Read Professor of Engineering at Cornell. He was associate professor of Electrical Engineering from 1953-1959 at Cornell and from 1959-1965, professor of Electrical Engineering. Gordon is vice president of the International Scientific Radio Union (URSI) and a member or part member of several advisory committees to the National Science Foundation and the National Academy of Sciences. He received his B.A. from Montclair State College, 1939, his M.A. from Montclair State College, 1942, his M.S. from New York University, 1946 and his Ph.D. from Cornell, 1953.

Joseph, as of 1972 has been a professor in the School of Social Science at Hampshire College. She was associate professor in the School of Education at the University of Massachusetts from 1970 to 1972. Joseph was at Cornell in 1969-1970 as an associate professor at the Africana Studies and Research Center. From 1966-1969 she was assistant dean of Students and director of Committee on Special Educational Projects Counseling Services (COSEP) at Cornell. Joseph is author of "The Black Perspective on Watergate" (1973), "Black Studies Consortia: A Proposal" (1971), "The Anatomy of a Riot" and "Ten Blocks from the White House" (1969), "The Black Student on the Predominantly White Campus" (1969). She received her B.S. from New York University, her M.S. from the City College of New York, and her Ph.D. from Cornell University.

Whittaker became Dean of Students and Professor of Education at Grambling State University in 1970. He was placement director and associate professor of Education at Grambling State from 1965 to 1970, placement officer and assistant professor of Education from 1960 to 1964, and counselor and assistant professor of education from 1956 to 1960. Whittaker has been Consultant for college Placement Services, Inc. since 1969. He is an advisory committeeman on the National Association of Student Personnel Administrators and president-elect of the Louisiana Association of Student Personnel Administrators. An example of his research work is titled, "The Effects of Group Counseling on Academic Achievement and Certain Personality Factors of College Students with Academic Deficiencies." Whittaker received his B.S. from Grambling State University, in Elementary Education, his M.A. from Michigan State University in Administrative and Educational Services, his Ed.D. from Washington State University in Guidance and Personnel, and received a Certificate from the Institute for Educational Management at Harvard.





The Teeth of Winter

Steven Siegert braved ice and snow along Fall Creek to get this view of the Hydraulics Laboratory below Triphammer Falls.

Knapp Meets with COSEP

Cornell University Provost David C. Knapp said yesterday that since he presented the statement on minority education to the Board of Trustees, he has met with the COSEP staff, the COSEP Advisory Committee, and the Deans' Council to discuss provisions for implementing the plan. "There is agreement," Knapp said, "that the plan should be put into effect carefully so that important services are maintained."

Knapp has asked Clarence

Reed, acting director of COSEP, W. Donald Dickason, dean of admissions and financial aid, and William D. Gurowitz, vice president for campus affairs, each to make recommendations about how the plan would be developed in areas under their jurisdiction.

The acting COSEP director will take the responsibility for making recommendations on the staffing patterns which are required within the COSEP office. He will also make recommendations on the staffing

needed in the schools and colleges.

The deans will review those sections of the report that relate to their colleges and have been asked to inform the Provost how they plan to implement these recommendations.

The COSEP Advisory Committee will be kept informed regularly, Knapp said.

"We must be careful," Knapp cautioned, "that any services now being provided not be diminished. In developing the plan over a three-year period, all functions now being performed will continue to be performed, and there will be no gaps in service to minority students. In some instances there may be a temporary overlap of responsibilities during the period of transition." These initial steps will be taken by July 1, according to Knapp.



Gift Campaign

Continued from Page 1

not given to the Fund before as another of the key elements in the Fund's growth. Olin will match any gift from a first-time donor of \$10 to \$499, and he will double the amount of any gift of \$500 or more, up to \$50,000.

To date, a total of more than \$27,000 in pledges from first-time donors qualifies for matching from this grant. Two persons who had never given to the Fund before gained admission to The Tower Club by pledging gifts in excess of \$1,000, which will be double-

matched by Olin.

Members of the Class of 1926, who will celebrate their 50th class reunion this June, have already made their class the 13th to give more than \$1 million in unrestricted funds to the University. This year, the Class of 1926 has pledged more than \$79,000 and hopes to exceed \$100,000 by the end of the campaign.

The Class of 1936 has already set a 40th reunion-year record of \$212,000 in pledges and gifts in the current fiscal year and is aiming for a reunion total of \$250,000.

Recent Judicial Decisions

A. Hearings* (University Hearing Board)

Students	Violation	Findings
1	Endangerment (lighting paper in a living unit)	Guilty: 1 term disciplinary probation [d.prob.], \$40/16 hrs.
3	Damage & theft (vending machines)	Guilty: d.prob. for 2 semesters, restitution, & \$100/40 hrs. (joint fine).

B. Appeals* (University Review Board)

1	Work-study fraud	Case dismissed: no jurisdiction
---	------------------	---------------------------------

*Texts of decisions and rationales are on public file in offices of Judicial Advisor, Ombudsman, and Judicial Administrator.

Equal Education Policy Amended

Board of Trustees has amended its Equal Educational Policy Statement to prohibit discrimination on the basis of "ethnic origin." This action was taken by the board in New York City last weekend.

The statement, as amended, reads "It is the policy of Cornell University actively to support equality of educational opportunity. No student shall be denied admission to the University or be discriminated against otherwise because of race, color, creed, religion, national or ethnic origin, or sex."

The policy statement originally adopted in 1965 represents the University's basic response to various statutes and regulations calling for nondiscrimination. Recently enacted Internal Revenue Service (IRS) rulings prohibiting racially discriminatory policies pertaining to students at tax-exempt educational institutions. The IRS definition of racial discrimination specifically includes "national or ethnic origin," according to Neal P. Stamp, University counsel.

Anthropology Series On Non-Academic Use

A series of four lectures on the non-academic uses of anthropology will be given on successive Mondays starting Feb. 9.

Sponsored by the Department of Anthropology in the College of Arts and Sciences, the series is open to the public but is aimed particularly at graduate and undergraduate students. All four lecturers hold doctorates in anthropology and will discuss career opportunities for anthropologists outside of academia.

Feb. 9, Glen Fisher of the U.S. Department of State will discuss "Anthropology and In-

ternational Relations" at 3:30 p.m. in 165 McGraw Hall.

Feb. 16, George Stuart of the National Geographic Society will discuss "Anthropology and Publishing" at 4 p.m. in Uris Hall Auditorium.

Feb. 23, Joe R. Harding, community planning consultant will discuss "Anthropology and Architectural Planning" at 3:30 p.m. in 165 McGraw Hall.

March 1, Charles C. Cheney, Department of Community

Medicine, Baylor College of Medicine, will discuss "Anthropology and Medicine" at 3:30 p.m. in 165 McGraw Hall.

NSF To Fund Research On Public Regulation

The National Science Foundation intends to provide up to \$1.5 million for applied research on the benefits and costs of public regulation. The objective of this program is to examine the impact on selected commodities and services of federal, state and local regulations as they cumulatively and separately generate benefits and costs, including effects on the price, supply and quality of the commodity or service to the consumer. Proposals must be received at NSF by March 18, 1976.

Further information on this program is available at the Office of Academic Funding, 123 Day Hall.

Sage Notes

Deadline for course registration forms is extended to Friday, Feb. 6. Please get them in to the Graduate School Office to avoid payment of late fees.

Fellowship checks for the spring term are now available at 130 Day Hall. Fellowship applications for 1976-77 for continuing students are available at 116 Sage Graduate Center. Filing deadline is now.

The next deadline for filing all material for a May 28 degree is May 14, 1976.

Honors, Awards

Raymond Albrechtsen, professor of animal science emeritus at the New York State College of Agriculture and Life Sciences, was recently honored by the New York Holstein-Friesian Association, Inc.

At their 56th annual meeting held in Saratoga Springs, Albrechtsen was recognized for his many contributions to the Association and for "his outstanding achievements in the dairy industry."

His portrait will be hung in the offices of the Association in Ithaca. Only five others in the state have received a similar honor.

He was on the college staff in the Department of Animal Science for 31 years. He and his

wife, Louise, developed Ray-Lou farm of 150 registered Holsteins. They now reside near their former farm home on DuBois Road, Trumansburg.

H. J. Carlin, the J. Preston Levis Professor of Engineering in the School of Electrical Engineering, has been awarded a \$188,000, three-year grant by the National Science Foundation (NSF) to conduct research on "Circuit Models for Analysis and Design of Dispersive Transmission Systems."

Using analytical mathematical methods and computer calculations, Carlin will devise simplified circuit models for a type of

transmission line of "waveguide" known as "microstrip." This kind of transmission line, which consists of a non-conducting dielectric sandwiched between conducting strips of metal foil, is used extensively in microwave telephone and television systems and for navigation and radar, but its electromagnetic properties are not completely understood.

Carlin's work should enable engineers to design systems and components utilizing microstrip and similar waveguides more economically and accurately.

An expert in network theory and microwave measurements, techniques and devices,

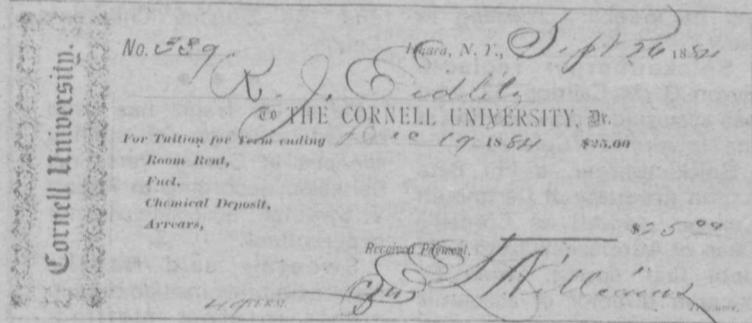
Nostalgia by the Pound



Barbara Shepherd, library assistant, and Gould Colman, archivist, sift through golden memories of Cornell's early days.



Anyone who wants to get in touch with Cornell's past, both figuratively and actually, may examine the collection of some 80 student scrapbooks (known as Stunt Books) on display Feb. 16, 17 and 18 in the reading room of the archives on the first floor of Olin Library. The books dating from 1869 to 1928 provide an intimate look at Cornell's past through the medium of examination papers, party favors, pressed corsages, a marshmallow on a charred stick, a tobacco pouch with matches from a 1906 Junior Smoker, invitations, concert and play programs, lecture announcements and even a lock of Davy Hoy's red hair.



CORNELL UNIVERSITY
MINOR SPORTS ASSOCIATION

THIS TICKET ADMITS

\$5.00 Mr. *A. M. Nelson* **\$5.00**

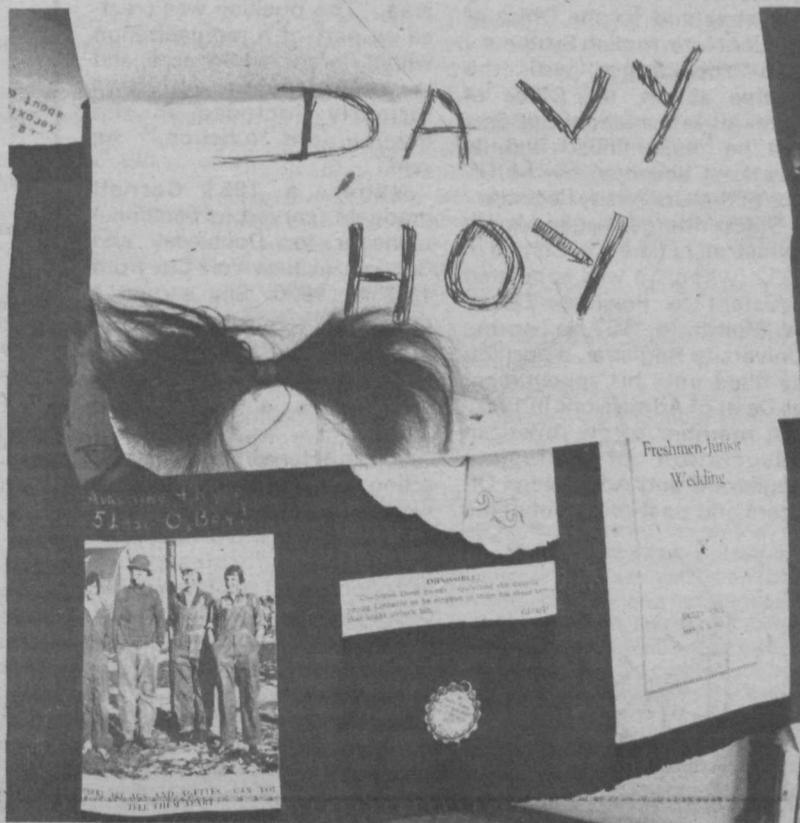
To all events Under the Management of the Minor Sports Athletic Association

BASKET BALL	ASS'N FOOTBALL
WRESTLING	GOLF AND TENNIS
LACROSSE	SWIMMING
HOCKEY	FENCING
SKATING AND TOBOGGAN SLIDE	



No 559

VOID IF TRANSFERRED



Bulletin Board

No Parking at Bailey

Temporary no parking signs will be placed in regular Bailey Hall parking areas 24 hours prior to the performance tomorrow evening (Friday, Feb. 6) of the Cornell Glee Club, according to Samuel Rowe, appeals officer in the Traffic Bureau.

Rowe said the no parking policy is enforced on nights when events of a special nature are being held in Bailey Hall.

Rowe said the temporary no-parking signs "are generally installed 24 hours prior to the events as required by law. Members of the community who find the necessity to use these areas frequently should be aware of the foregoing and confine their parking elsewhere." He said cars found parked there will be ticketed and towed at the owners or operators' expense.

Campus Bus Charter Service

Charter bus service is available to Cornell University departments through the Campus Bus Service, according to Samuel Rowe, appeals officer at the Traffic Bureau.

Rowe said the bus service is prepared to reserve two new vehicles for charter services.

Bookings are handled by C. William Crissey, manager of the Campus Bus Service. Rates are \$16.50 per hour for use inside Tompkins County. Rates outside the county are \$7.50 per hour for the driver charge, plus \$.35 per mile. The minimum charge per rental period is \$33. Further information is available from Crissey by calling 6-3782.

Experimental College

Registration for courses at the University Unions Experimental College will be held Monday, Tuesday and Wednesday, Feb. 9, 10 and 11 in the International Lounge of Willard Straight Hall.

Registration hours are from 11 a.m. to 2 p.m. and from 5 to 7 p.m. on Monday and Wednesday and from 11 a.m. to 2 p.m. and from 5 to 6:30 p.m. on Tuesday.

Some 35 courses ranging from bee keeping to auto mechanics are offered through the experimental college.

Financial Aid Renewal

Renewal applications for financial aid for 1976/77 are available now in 203 Day Hall. Due date is March 1, 1976. Be sure to pick up an application and file it in the Financial Aid Office by March 1.

Appointments

Walter A. Snickenberger has been elected University Registrar, effective immediately, by the Executive Committee of the Board of Trustees, during its weekend meeting in New York City.

Snickenberger replaces Byron G. McCalmon '62, who has assumed a new position at the University of Colorado.

Snickenberger, a Phi Beta Kappa graduate of Dartmouth College, served as Cornell's Dean of Admissions from 1962 until last spring, when he became director of academic records operations, with supervisory responsibility for the Office of the University Registrar and for the Office of Student Information Systems.

In accordance with the trustee action, the Office of Student Information Systems will be discontinued and its functions assumed by the Office of the University Registrar.

Snickenberger began his administrative career at Cornell in 1952, when he was appointed assistant to President Deane W. Malott. In 1957 he became University Registrar, a position he filled until his appointment as Dean of Admissions in 1962.

A member of the American Association of Collegiate Registrars and Admissions Officers and past-president of the

Middle States Association of Registrars and Officers of Admission, Snickenberger has served on the Boards of Directors of the Ithaca Youth Bureau and the Special Children's Center.

• • •

Claire M. Nagel has been named manager of staffing services at Cornell Personnel Services, according to Robert V. Sweetall, associate director of personnel.

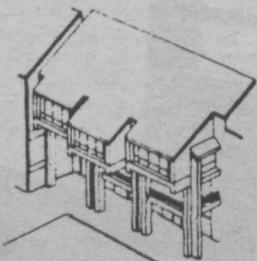
Sweetall said Nagel's responsibilities include recruitment, internal staffing, terminations and affirmative action support in the staffing area. "The position was created as part of a reorganization within Personnel Services, and it consolidates activities formerly included in the employment function," he said.

Nagel, a 1953 Cornell graduate, served as personnel manager for Doubleday and Co., Inc., in New York City from 1959 to 1970. She earned a master of business administration degree from New York University in 1968.

• • •

Martin Harwit was named acting dean of the College of Arts and Sciences Monday Feb. 2 by Provost David C. Knapp.

Harwit, a professor of astronomy and chairman of the Department of Astronomy, will fill the post, Knapp said, until Dean Harry Levin is able to resume his duties. Levin is reported in satisfactory condition at Tompkins County Hospital where he is recovering from a heart attack suffered Jan. 25.



ILR Professor

'Safety Standards by Fines'

A Cornell professor disagrees with the federal government's position that the best way to reduce the number of occupational injuries is through the proliferation of literally thousands of occupational safety standards.

Robert S. Smith, an assistant professor with the New York State School of Industrial and Labor Relations (ILR), proposed encouraging occupational safety through the use of an "injury tax" to be levied on employers if and when an injury occurs rather than through the use of standards.

Federal safety and health standards are currently set by the Occupational Safety and Health Administration (OSHA), which lists some 4,400 safety and health standards. More than 60 per cent of these standards were technologically outdated when they were promulgated in 1971, said Smith.

In addition to their being outdated, Smith objects to a standards approach to safety because of the almost impossible task of enforcing 4,400 rules in more than four million

establishments, and because established standards often overlook a less costly way of preventing injuries.

"An injury tax approach to job safety," Smith said, "does not suffer from the disadvantages of the standards approach. Instead, it focuses attention directly on the goal of greater job safety, but leaves the employer free to select the methods of reducing injuries. It also avoids the problems of enforcing 4,400 rules by reducing, auditing to the number and distribution of actual injuries per plant and it would extend coverage to all sources of injuries, not just to permanent physical hazards," he said.

Is a tax incentive sufficient to encourage employers to develop safer work locations? Smith has found that "employers do respond to financial incentives to improve safety."

"Employers find that injuries are expensive, and there is evidence that, without government regulation, they have pushed safety to the point where only one injury in 10

could be eliminated by yearly expenditures of \$2,000 or less," he said.

Tax rates should not be set to reduced injuries some arbitrary amount but to "help shift all costs of injuries to the employer, a necessary condition for employers to provide the socially desirable amount of safety.

"Estimating the required taxes for cases of death and permanent disability is complicated by the large psychic losses which are difficult to objectively measure. However, for the 95 per cent of working injuries involving only temporary disability," Smith said, "moderate taxes of \$200 to \$900 per injury, on the average, are what is required."

In order to provide the financial incentive necessary to encourage employers to improve safety measures in their own plants, Smith states the injury tax must be levied on the basis of individual firm experience, not by basing the tax on an average of industry-wide experience.

Academic Funding New Awards

The Office of Academic Funding announced the following new grants and contracts for sponsored programs for the Ithaca and Geneva units of the University. This list does not include renewals or continuations.

Project Director	Department	Title	Sponsor	Amount	Period
Baker, R. C.	Poultry Sci	Sea Grant-YR V--Development of Convenience Products from--- Fish	NYS	18,000	12 mos.
Brown, T. L.	Natresources	Sea Grant-YR V--Impact of COHO Salmon Upon NY Fishermen and Comm.	NYS	11,500	12 mos.
Colman, G. P.	Library	Processing of George Hyde Clark Papers	Clark Foundation	1,034	3 mos.
Dworsky, L.B.	Civ & Env Eng	Workshop on Problems Associated with Integrating---and---Planning	INT	52,500	9 mos.
Gillespie, J. H.	Vet	Sea Grant - Year V - Study of Viral Flora as Pathogens	NYS	33,010	12 mos.
Goodrich, D. C.	AGEC	Sea Grant-YR V -- Market Potential for New Processed Fish	NYS	15,044	12 mos.
Harvit, M. O.	CRSR	Procedures for Sealing with Certain Type of --- Optical Systems	NASA	19,961	12 mos.
Heppel, L. A.	Biochem	Binding Proteins and Their Role in Active Transport	NSF	50,000	12 mos.
Hood, L. F.	Food Sci	Sea Grant-Yr V -- Reclamation of Protein and --- Clam Wash Water	NYS	17,270	12 mos.
Houck, J. R.	CRSR	Infrared Satellite Mission Definition Team	NASA	11,137	10 mos.
Kinesella, J. E.	Food Sci	Sea Grant-Yr -- Lipids - Their Composition and ---Fish Products	NYS	18,300	12 mos.
Leibovitz, L.	Vet	Sea Grant-YR V -- Diseases of Shellfish	NYS	18,600	12 mos.
Likens, G. E.	Ecology & Syst	Calibration of Collection Procedures for Determination of Precipita	NOAA	46,393	12 mos.
Ricciuti, H. N.	Hum Ec	Infant Care and Resource Center - Appalachian Regional Commission	NYS	76,441	12 mos.
Semmelhack, M. F.	Chem	Synthesis of Natural Anti-Cancer Agents and Analogs	NIH	51,708	12 mos.
Shallenberger, R. S.	Geneva Sta	Sea Grant - YR - V -- Marine Sources of Industrial Enzymes	NYS	38,861	12 mos.
Vanetten, H. D.	AGEC	Struc. and Bio. Bases Antifungal Activ. of Isoflavonoid Phytoalexin	Research Corp.	4,000	12 mos.
Wang, K. K.	Mechaero	Ultrasonic Detection in Solid State Welds	Welding Research Council	2,250	12 mos.
Wilkins, B. T.	Coopext	Year V Sea Grant Advisory Service - NYS Sea Grant Instit	NYS	292,000	12 mos.

In addition to the interest in the listings above, the University faculty has expressed a desire for access to information on the use of Hatch and Smith/Lever funds, which in 1975/76 amounted to \$2,294,124 and \$6,586,152 respectively. Extension funds are not used for research purposes. See the Annual Reports of the College of Human Ecology, College of Agriculture and Life Sciences, and the New York State Agricultural Experiment Station for information on projects and programs supported by these funds.

Women's Studies Seeks Proposals

Cornell's Women's Studies Program will accept for review proposals for its fall 1976 semester courses, according to Jennie Farley, director, Women's Studies Program.

Deadline for the submission of the proposals to the program's Executive Board is Feb. 16.

Persons whose course proposals are accepted will be offered one-term, part-time, salaried appointments commensurate with their experience and qualifications, Farley said. Any person not currently on the University faculty is eligible to submit a proposal.

Proposals for courses in the social sciences, the arts, the biological sciences and the

humanities will be welcomed, Farley said, as will proposals for interdisciplinary courses.

"The potential of a course to increase knowledge and understanding of women's position, the feasibility of achieving the proposed goals, and the

applicant's teaching qualifications will outweigh considerations of the form of the course," said Farley.

For further information, contact the Women's Studies Program, 431 White Hall.

French Historian To Give Seminar

French historian Louis Bergeron, director of studies in the Ecole Pratique des Hautes Etudes, Paris, is spending the spring semester at Cornell University as a senior fellow at its Society for the Humanities.

Recognized as one of

France's outstanding social historians, his special interest is in the social and economic history of the 19th century, and more particularly in comparative studies in industrialization and capitalism.

Bergeron's massive two volume study entitled "Les Revolutions Europeenes et le Partage du Monde" in the "Le Monde et Son Histoire" series published in the Bordas Collection is considered by many the best of its kind.

At the society, Bergeron will conduct a seminar entitled "French-Economic Elites: 18th and 19th Centuries."

Convocation: Islam In Modern Times

Muhammad Abdul Rauf, director of the Islamic Center at Washington, D.C., will discuss "Islam in the Context of Modern Times" at the Sage Chapel Convocation at 11 a.m. Sunday, Feb. 8.

Rauf was born in Egypt in 1917. By the age of eight he had memorized the entire Koran, the sacred text of Islam. Rauf attended the School of Theology of Al-Azhar University, considered to be the world's leading Islamic seminary, from which he was graduated first in his class.

In 1950, Rauf traveled to England where he learned the English language and later obtained bachelor's and master's degrees at Cambridge University. He obtained his Ph.D. in Muslim philosophy from the University of London.

Rauf founded the Muslim College of Malaya in 1955 and the Department of Islamic Studies at the University of Malaya in 1958. For his distinguished educational and social services, he received

special honors from the King of Malaya in 1963.

From 1965 to 1970 Rauf served as director of the Islamic Cultural Center in New York City.

CIVITAS Seeks Volunteer Tutors

The CIVITAS Office reopened this week in its new location at 125 Anabel Taylor Hall. During this semester it will be open Monday through Friday from 10 a.m. to 2 p.m. Students wishing to volunteer in the Ithaca schools or in human service agencies are urged to stop by to register, obtain information on current volunteer opportunities and find a local placement geared to their interests and talents.

The Ithaca schools need volunteer tutors at all levels, K through 12, to work on a one-to-one basis with individual students. Teachers often welcome classroom helpers and assistance is frequently sought during "activity periods" in the elementary schools when children participate in arts and crafts, music and art projects or informal games and physical education activities.

An orientation meeting for students seeking placements in the Ithaca schools will be held next Sunday afternoon, Feb. 8, from 4-5 p.m., in the alternative library, 122 Anabel Taylor Hall.

Many varied requests for volunteer help are received each week from human services in the community. Day care centers and homes can always use extra hands; youth groups in the Greater Ithaca Activities Center, 4-H Clubs, and the YMCA run daily ac-



Ask CIRCE

CIRCE (Cornell Information and Referral Center) receives dozens of requests for information from faculty, staff and students on a wide range of topics. Perhaps you've been wondering about some of the following, which were subjects of calls received by CIRCE this past week.

Q: Can husbands or wives of University employes use Cornell's gym facilities?

A: Yes, spouses of Cornell employes are welcome to use the gym facilities. They are treated just like employes. The Department of Physical Education and Athletics is the place to call, at 256-4286.

Q: As a post-doctorate researcher employed by the University, I want to sit in on a food science course. Must I register?

A: No, it's not necessary unless you wish to receive credit for it. It is suggested that you obtain the instructor's permission, however.

Q: What classes of employes are eligible for the extramural program?

A: Any full-time non-academic or academic employe may take job-related as well as non-job-related courses. In the case of non-job-related courses, the fee is \$10 per credit hour up to four hours. This applies to employes who have at least one year's service. Job-related courses may be taken for free up to four credits.

The only exception to this rule is academic employes with voting status on a University faculty. Such employes may take courses, but at the regular tuition rate. The booklet, "Training and Development Opportunities at Cornell" can answer more questions. If you're not sure of your employment status pick up "You and Cornell." Both booklets are available in B-12 Ives Hall.

If you're having trouble finding something at Cornell, maybe CIRCE can answer your question, or at least find the person who can. Call 256-6200 or 256-3522. You can also come to the CIRCE desk at the main entrance to Day Hall.

(This column is prepared by CIRCE.)

tivities which depend heavily on volunteer assistance. Ithaca's residential living facility for the elderly, the Senior Citizens and Ithaca's nursing homes seek volunteers in their hobby and interest groups and welcome young people who wish to visit and befriend older citizens.

Students interested in the general area of mental health may find opportunities to help handicapped children in the schools and work with disturbed adults in the community. Those who would like to work in areas such as nutrition, law and health will find the CIVITAS office a helpful local placement agent in their search for volunteer opportunities.

The CIVITAS office maintains a close relationship with Ithaca's Voluntary Action Center (VAC). The CIVITAS Coordinator, Mary McGinnis, 125 Anabel Taylor Hall, and VAC's Coordinator, Jan Zahler, 201 W. Clinton St., will help potential volunteers find where their skills, interests, and experience can be used most effectively. Phone 256-7513 or 256-4214 from 10 a.m. to 2 p.m. Monday through Friday; or 272-9411, 9 a.m. to 1 p.m. Monday through Saturday.

Calendar

Continued from Page 20

5:15 & 11 p.m. Weekend masses at Anabel Taylor. (5:15 p.m. Auditorium; 11 p.m. Experimental Liturgy in the Chapel.)

5:45 p.m. *Cornell Freshman Basketball - Hartwick. Barton Hall.

7 p.m. New China Study Group Lecture: "Yu Li-hua, China Contemporary Literature." Ives 110.

7 & 9:15 p.m. *Cornell Cinema Film: "What's Up Doc?" Attendance limited to Cornell Community. Willard Straight Theatre.

7 & 9:15 p.m. *Cornell Cinema Film: "Badlands," directed by Terence Malick, starring Martin Sheen, Sissy Spacek, Warren Oates. Attendance limited to Cornell Community. Uris Auditorium.

8 p.m. *Cornell Varsity Basketball - Harvard. Barton Hall.

8:15 p.m. Faculty Concert. The Amade Trio. Works of Beethoven, Haydn and Mozart. Barnes Hall.

8:15 p.m. *Cornell Polo - Virginia. Oxley Arena.

8:30 p.m. Hillel Film: "The Fixer." One World Room, Anabel Taylor.

11 p.m. *Cornell Cinema Film: Late Night Special: "Jimi Hendrix." Attendance limited to Cornell Community. Uris Auditorium.

Dance with Slippery Hips. First floor lounge, North Campus Union.

Sunday, February 15

9 a.m. Continental Tiddlywink Tourney, sponsored by Cornell Tiddlywink Team. Straight Memorial Room.

9:30 a.m. Episcopal Church at Cornell. Folk and traditional services: Anabel Taylor Chapel, Church school and nursery.

9:30, 11 a.m. & 5 p.m. Masses. Anabel Taylor Auditorium.

11 a.m. Sage Chapel Convocation. William G. Storey, Department of Theology, University of Notre Dame.

1 p.m. *Cornell Track - Yale.

2 p.m. *Cornell Cinema Film: "World Without Sun," directed by Jacques Yves-Cousteau. Co-sponsored by the Ithaca Youth Bureau.

4 p.m. Faculty Concert. The Amade Trio. Works of Beethoven, Haydn and Mozart. Barnes Hall.

5 p.m. New Life Community Celebration. The Commons, Anabel Taylor.

7 p.m. Cornell Table Tennis Club. Beginners and newcomers welcome. Barton Hall.

8 p.m. *Cornell Cinema Film: "Badlands." Attendance limited to Cornell Community. Uris Auditorium.

8 p.m. *Cornell Cinema Film: Marx Brothers series: "Love Happy," directed by David Miller, starring Marx Brothers, Ilona Massey. Attendance limited to Cornell Community. Statler Auditorium.

Coffee House. Local talent featured, sponsored by North Campus Union Board and Upper North Campus residents. North Campus 1.

EXHIBITS

Exhibit of the Projects of the Centre for Religion, Ethics and Social Policy. The Commons Coffeehouse, Anabel Taylor Hall through Feb. 6.

Uris Library. "One Thousand Faces of Israel." Sponsored by the B'nai-Brith Hillel Foundation of Cornell University. Through February.

Herbert F. Johnson Museum of Art: The Sign of the Leopard: Beaded Art of Cameroon. Through March 14. Hours: Tuesday through Saturday, 10 a.m.-5 p.m.; Wednesday 10 a.m.-9 p.m.; Sunday 11 a.m.-5 p.m. Closed Monday.

"Trabajando," by Phil Niblock. Two film images of people

working the land in Mexico compose this multimedia installation, titled "Trabajando," (working.) It runs continuously, without beginning or end, accompanied by Niblocks' own music. Feb. 10-22.

History of Science Collections, 215 Olin Library. Recent Acquisitions, changed monthly.

Olin Library: The Birth of American Science. Because of the needs of the early settler, American science was more practical than theoretical until mid-19th century. The exhibit concentrates on biology, earth and applied sciences up to 1850. Through February 23.

Sibley Dome Gallery: "Architects in Ancient Cities." Through February 7.

Sibley Dome Gallery: "Work by Students in Advanced Photography." Feb. 9 through 21.

Goldwin Smith Gallery: Watercolors by Liz and Steve Helmer, through Feb. 13. Gallery open Monday-Friday, 8:30 a.m. to 5 p.m.

ANNOUNCEMENTS

Cornell Womens' Caucus meets every Tuesday at 12:15 p.m. in Uris Hall 494. Bring a bag lunch. All are welcome.

Peace Corps and Vista Representatives will be on campus early in February to talk with students and faculty members about opportunities in the peace corps this spring and summer. Feb. 9 through 13, Mann Library, Willard Straight Hall, Career Center. 9 a.m.-5 p.m. Interested students who are graduating this year may stop by the library to talk with a returned volunteer if they are interested in Peace Corps jobs after graduation. Seniors and Graduate students are encouraged to set up an appointment in advance by contacting the placement office. Contact Julie Locke, Peace Corps Representative, 256-1896.

Calendar

February 5—15

**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 by mail or in person to Fran Apgar, the Office of Central Reservation, 32 Willard Straight Hall at least 10 days prior to publication of the Chronicle. The Calendar is prepared for the Chronicle by the Office of Central Reservations.

Thursday, February 5

4:15 p.m. Poultry Biology Seminar (Animal Science 609). "Feathers," Dr. Harris F. Brotman, Department of Poultry Science, Cornell. Coffee at 4 p.m. Rice 201.

4:30 p.m. Renaissance Colloquium presents Dan Marrone, "The Ethical Structure of Petrarchan Lyric Cycles." Goldwin Smith 160.

4:30 p.m. Microbiology Seminar: "Chrysanthemum Chlorotic Mottle Viroid: The Smallest Known Agents of Infectious Disease." R.K. Horst, Department of Plant Pathology, Cornell. Coffee at 4:15 p.m. Stocking 124.

7:30 p.m. West Campus Dark Room general meeting. Sperry Social Lounge.

7:30 p.m. Third Annual Cornell University Sexuality Conference. Film: "Carnal Knowledge," Discussion following. Statler Auditorium.

7:30 p.m. Israeli Folk Dancing. One World Room, Anabel Taylor.

7:30 p.m. The Gay People's Center general meeting, 306 E. State St. The public is welcome.

8 p.m. Japanese Film Series, sponsored by The China-Japan Program. "Ceremony," directed by Oshima. Uris Auditorium.

8 p.m. The Ithaca Friends of Farmworkers meeting. All are welcome to attend. Ives 117.

8 p.m. The Cornell Public Interest Research Group invites students to the first general spring meeting. Anabel Taylor 316.

Friday, February 6

Third Annual Cornell University Sexuality Conference. Lecture: "Becoming Intimate." Speaker, Eleanor Macklin.

12:15 p.m. Women's Studies Friday Seminar, "The History of Biologists' Views of Women's Sexuality." William B. Provine, associate professor, History. I&LR Conference Center 105.

1:15 p.m. SALAAT-AT-JUMA (Friday Prayer for Muslims). Edwards Room, Anabel Taylor.

Sundown Orthodox Shabbat Service. Young Israel.

4-6 p.m. Happy Hour and entertainment. Noyes Center Pub.

5:30 p.m. Shabbat Service. Founders Room, Anabel Taylor.

7 & 9:15 p.m. *Film: "Dream of Red Chamber," sponsored by Chinese Student Association. Goldwin Smith, Lecture Room D.

7:30 p.m. *Cornell JV Hockey - Philadelphia Jr. Flyers. Lynah Rink.

7:30 p.m. "The Garden of Delights" (SAURA, Spain, 1970). Pentangle Two Film Series. Free. Open to Public. Uris Auditorium.

8 p.m. *Cornell Wrestling - Springfield. Barton Hall.

8:15 p.m. *Rochester Philharmonic, Cornell University Glee Club and Chorus. Karel Husa, Conductor. Works of Husa, Kellner, Mozart. Bailey Hall.

8:30 p.m. Greek Coffee Night. The Commons, Anabel Taylor. Sponsored by Hellenic Student Association and The Commons.

9 p.m. Dance, Gandolf. First floor lounge, North Campus Union.

9:15 p.m. *Cornell Cinema Film: "Rancho Delux," directed by Frank Perry, starring Jeff Bridges, Sam Waterson, Slim Pickens. Statler Auditorium.

11 p.m. *Cornell Cinema Film Late Night Special: "Duel," directed by Steven Spielberg, starring Dennis Weaver. Attendance limited to Cornell Community. Uris Auditorium.

Saturday, February 7

Third Annual Cornell University Sexuality Conference. Workshops will be held discussing various aspects of Intimacy and Relationships. Please refer to the posters or brochures distributed around campus or call the Dean of Students Office for details.

9:30 a.m. Orthodox Shabbat Services. Edwards Room, Anabel Taylor.

9:30 a.m. Shabbat Services (Conservative). The Forum, Anabel Taylor.

1 p.m. *Cornell Fencing - Binghamton, R.I.T. Barton Hall.

2 p.m. Martial Art Demonstration by Shorinji-Kempo Club. Straight Memorial Room.

2 p.m. Seminar on "Oil, Religion and the Third World."

Anis Ahmad, Applachian University. Anabel Taylor Auditorium.

2 p.m. *Cornell Swimming - Brown. Teagle Hall.

2 p.m. *Cornell Wrestling - Yale. Barton Hall.

2 p.m. Cornell Women Hockey - Potsdam. Lynah Rink.

5:15 & 11 p.m. Weekend masses at Anabel Taylor (5:15 p.m. Auditorium; 11 p.m. Experimental Liturgy in the Chapel.)

7 & 9:15 p.m. *Cornell Cinema Film: "Distant Thunder," directed by Satyajit Ray, starring Babita, Soumitra Chatterji. Uris Auditorium.

7 & 9:15 p.m. *Cornell Cinema Film: "Rancho Delux." Statler Auditorium.

7:30 p.m. *Cornell Varsity Hockey - Dartmouth. Lynah Rink.

8:15 p.m. Viola da Gamba Recital, John Hsu. Jim Weaver, harpsicord. Works of Marin Marais. Barnes Hall.

8:15 p.m. *Cornell Polo - Harvard. Oxley Arena.

9 p.m. The Polish Cultural Association will present Polish music and most recent films: "President Fords' Visit to Poland," "Polish Trade With Western Countries," "Wroclaw Pantomime." Approximately 20 minutes in length, the color films, with English subtitles, deal with varied aspects of Polish life. An exposition of Polish posters and information folders about Poland will also be available. The Forum, Anabel Taylor Auditorium.

11 p.m. *Cornell Cinema Film Late Night Special. "Dual." Attendance limited to Cornell Community. Uris Auditorium.

Sunday, February 8

9:30 a.m. Episcopal Church at Cornell. Folk and traditional services. Anabel Taylor Chapel. Church school and nursery.

9:30, 11 a.m. & 5 p.m. Masses. Anabel Taylor Auditorium.

11 a.m. Sage Chapel Convocation. Muhammad Abdul Rauf, Imam and director, Islamic Center, Washington, D.C. Sage Chapel, Anabel Taylor.

1:30 p.m. Lecture, sponsored by the Society of Women Engineers and Engineering Admissions. Kaufman Auditorium, Goldwin Smith Hall.

2 p.m. *Cornell Cinema Film: Film Classics for children of all ages: "Phantom Tollbooth." Animation. Attendance limited to Cornell Community. Statler Auditorium.

4 p.m. Viola da Gamba Recital, John Hsu. Jim Weaver, harpsicord. Works of Marin Marais. Barnes Hall.

5 p.m. New Life Community Celebration. The Commons, Anabel Taylor.

6 p.m. The Polish Cultural Association will present Polish music and most recent films. The Forum, Anabel Taylor. See 2/7.

7 p.m. Cornell Table Tennis Club. Beginners and newcomers welcome. Barton Hall.

7 & 9:15 p.m. *Cornell Cinema Film: "Distant Thunder." Uris Auditorium.

8 p.m. Ithaca Computer Group Meeting. All those with an interest in Homebrew computing are invited. 204 Dryden Road. (Above Johnny's Big Red Grill). For information call 272-2339.

8 p.m. *Cornell Cinema Film: Marx Brothers series: "Duck Soup," directed by Leo McCarey, starring Marx Brothers, Margaret Dumont, Edgar Kennedy. Attendance limited to Cornell Community. Statler Auditorium.

9 p.m. Square Dance, sponsored by North Campus Union Board and North Campus Residents. First floor lounge, North Campus Union.

Monday, February 9

11 a.m.-7 p.m. University Unions Experimental College Registration. Straight International Lounge.

12 noon-11 p.m. Registration begins for Ezra Dickson Straight Ultimate Games Tournament. North Campus Game Room, Noyes Center Desk, Straight Game Room.

3:30 p.m. Anthropology Colloquium: "The Anthropology of International Relations." Glen Fisher, U.S. Department of State. McGraw 165.

4:15 p.m. Public lecture: "Alambra and Surface Surveying in Cyprus." Speaker, John E. Coleman, Cornell Department of Classics. Uris Auditorium.

4:30 p.m. Willard Straight Hall Board Meeting. Straight Directors Office.

4:30 p.m. Sefer Tehilim. Young Israel.

7:30 p.m. Fundamentals of Jewish Thought. Anabel Taylor G34.

7:30 p.m. Food Science 150 Spring Lecture Series. D.B. Zilversmit. "Lipids, Lipoproteins and Arteriosclerosis." Uris Hall Auditorium.

9 p.m. *Cornell Cinema Film: "The Lady From Shanghai," directed by Orson Welles, starring Orson Welles, Rita Hayworth. Attendance limited to Film Club Members. Uris Auditorium.

Tuesday, February 10

11 a.m.-2 p.m.; 5 p.m.-6:30 p.m. University Unions Experimental College Registrations. Straight International Lounge.

4 p.m. Cornell Women Bowling - Oswego. Helen Newman.

4:30 p.m. Field of Physiology Seminar: "Satiety Mechanisms: Why Animals Stop Eating." Katherine Houpt, assistant professor, Department Vet Physiology. Vet Research Tower G-3.

4:30 p.m. University Unions Program Board Meeting. Straight Loft II.

7:30 p.m. Senate Meeting. Bache Auditorium.

7:30 p.m. Pirke Avot. Anabel Taylor G34.

8 p.m. *Cornell Cinema Film: "Stage Coach," (1939) directed by John Ford, starring John Wayne, Claire Trevor. Also, "My Darling Clementine," directed by John Ford, starring Henry Fonda, Ward Bond, Linda Darnell. Attendance limited to Cornell Community. Uris Auditorium.

8 p.m. *Cornell Cinema Film: "Fists of Fury," directed by Lo Wei, starring Bruce Lee, Robert Baker, James Tien. Attendance limited to Cornell Community. Statler Auditorium.

8 p.m. Informal discussion featuring Vice Provost Mark Barlow. Multi-purpose Room, North Campus Union.

8:30 p.m. Synagogue Skills. Anabel Taylor G34.

Wednesday, February 11

11 a.m.-2 p.m.; 5 p.m.-7 p.m. University Unions Experimental College Registration. Straight International Lounge.

2 p.m. A special film program in conjunction with Phil Niblocks' show. Artist will be present for discussion. Herbert F. Johnson Museum of Art.

4:30 p.m. History of Zionism. Uris Hall.

5 p.m. North Campus Union Board Meeting. Conference Room 1, North Campus Union.

6 p.m. Noyes Center Program Board Meeting, Noyes Center 304.

7 p.m. Chess Club weekly meeting. Straight Art Lounge.

7:30 p.m. Noyes Center Board Meeting. Noyes Center 304.

7:30 p.m. *Cornell Varsity Hockey - Harvard. Lynah Rink.

7:30 p.m. "The Christian as Lover," a study group on sexuality and the Bible. David E. Durham. The Founders Room, Anabel Taylor.

7:30 p.m. Hebrew Instruction. Anabel Taylor 314.

7:30 p.m. Seminar in Jewish Law. The Forum, Anabel Taylor.

7:30 p.m. Science, Technology, and Society Film Series: "Metropolis," directed by Frety Lang. Ives 120.

8 p.m. Archaeological Institute of America lecture. Frederick A. Winter, SUNY Albany, "Celtic Invaders in the Eastern Mediterranean World. Kaufman Auditorium, Goldwin Smith.

8 p.m. Department of Music Film: "The Beggar's Opera," starring Lawrence Olivier. Goldwin Smith D.

8 p.m. *Cornell Cinema Film: "Fists of Fury." Attendance limited to Cornell Community. Statler Auditorium.

8 p.m. *Cornell Cinema Film: "Tokyo Story," directed by Yasujiro Ozu, starring Chishum Ryo, Setsuko Hara, Chieko Higashiyama. Uris Auditorium.

Thursday, February 12

3 p.m. Lecture: "The Iconography of Cameroon Art." Speaker Tamara Northern, who helped organize the African exhibit. Herbert F. Johnson Museum of Art.

4:15 p.m. Society for the Humanities Lecture. Marcel Gutwirth, professor of French, Haverford College. "Tartuffe and the Mysteres." Kaufman Auditorium, Goldwin Smith.

4:45 p.m. Slide Talk, "Opportunities in 1976 at the Shoals Marine Lab." John M. Kingsbury. All are welcome to attend. Plant Science Building 233.

5 p.m. Cornell Concert Commission general meeting. Willard Straight Theatre.

7:30 p.m. Israeli Folk Dancing. One World Room, Anabel Taylor.

7:30 p.m. The Gay People's Center general meeting, 306 E. State St. The public is welcome.

8:15 p.m. Department of Music Concert. Student Recital: David Neal, bass. Works of Mussorgsky, Poulenc, Purcell, Schumann and Wolf. Barnes Hall.

9 p.m. Noyes Center Free Film Series: "Cactus Flower." Sponsored by The Noyes Center Board. Third floor lounge, Noyes Center.

11 p.m. *Cornell Cinema Film: Late Night Special: "Jimi Hendrix," directed by Joe Boyd, starring Jimi Hendrix, Eric Clapton, Peter Townshend, Mick Jagger. Attendance limited to the Cornell Community. Uris Auditorium.

Friday, February 13

12:15 p.m. Women's Studies Friday Seminar, "Abortion and Husbands' Rights." Laura M. Purdy, research associate, Science, Technology and Society Program. I&LR Conference Center 105.

1:15 p.m. SALAAT-AL-JUMA (Friday Prayer for Muslims). Edwards Room, Anabel Taylor.

4-6 p.m. Happy Hour and entertainment. Noyes Center Pub.

5:45 p.m. *Cornell Freshman Basketball - Mohawk Valley Community College. Barton Hall.

6 p.m. Cornell Women Basketball - Cortland. Helen Newman.

7 & 9:15 p.m. *Cornell Cinema Film: "What's Up Doc?" directed by Peter Bogdanovitch, starring Ryan O'Neal, Barbra Streisand, Madeline Kahn. Attendance limited to the Cornell Community. Willard Straight Theatre.

7:30 p.m. Pentangle II Faculty Free Film Series: "Paris 1900," (Vedres, France 1947) and "Rien Que Les Heures," (Calvacanti, France, 1926.)

7:30 p.m. *Cornell JV Hockey - Ithaca Stars. Lynah Rink.

8 p.m. Addition to Dating Game Information. Cayuga's Waiters performing.

8 p.m. *Cornell Varsity Basketball - Dartmouth. Barton Hall.

8 p.m. West Campus Dating Game, sponsored by the Noyes Center Board. First floor lounge, Noyes Center.

8 p.m. Shabbat Service. Donlon Lounge.

8:15 p.m. Cornell Women Polo - Virginia. Oxley Arena.

8:15 p.m. *Department of Music Concert. Chamber Music Society of Lincoln Center. Works of Bartok, Dohnanyi, Mozart, Schumann. Statler Auditorium.

8:30 p.m. Greek Coffee Night. The Commons, Anabel Taylor. Sponsored by Hellenic Student Association and The Commons.

9 p.m. Disco. First floor lounge, North Campus Union.

Saturday, February 14

9 a.m. Continental Tiddlywink Tourney, sponsored by Cornell Tiddlywink Team. First Floor Lounge and the Multipurpose Room, North Campus Union.

2 p.m. Cornell Women Hockey - Colby. Lynah Rink.

2 p.m. *Cornell Fencing - Harvard. Barton Hall.

2 p.m. *Cornell Swimming - Harvard. Teagle Hall.

3 p.m. Cornell Women Gymnastics - New Paltz. Helen Newman.

Continued on Page 19