

President Greets New Students

President Frank Rhodes greets some of the nearly 500 new students who arrived on campus for the spring term. The scene is at the President's Open House Reception at the Big Red Barn.

Rhodes Greets New Students

With temperatures in the teens and snow swirling outside, President Frank Rhodes brought a warm welcome from Cornell to new University students on Jan. 17 at the President's Convocation in Statler Auditorium.

Rhodes said he congratulated the students for being admitted and "on arriving here at this time of year." He noted that he arrived here in August. "August was different because instead of four inches of snow on the ground, there was four inches of rain," he joked.

Nearly 500 new students, most of them transfers but including some 150 graduate students and 14 freshmen, joined the Cornell community at the start of the second semester. More than half of them found their ways to the Statler, despite the kind of weather that is becoming a registration week tradition in this area.

Brian Levey, a junior in the College of Arts and Sciences and co-chair of the Orientation Steering Committee, offered the first words of welcome to the new

students. Carl Emont, a representative of Grads for Grads, offered his greetings, and Amy Selwyn, a sophomore in the Arts College and co-chair of the committee, introduced Rhodes.

Rhodes observed that "the business of education is so to enrich and expand the existence of each individual that it becomes meaningful."

The students and the University can achieve success in that venture and Rhodes called on the students to "reach out and join us to take advantage of all this great institution has to offer."

He told the new students to view Cornell's "bigness," diversity and rich resources as assets rather than as threats. "We grow living in a community of diversity," he said. "We learn and we grow as we learn to understand and review and evaluate the viewpoints of others."

Talent, diversity and idealism are brought to Cornell by the new students, Rhodes said, and these are assets to the University. He said the newcomers bring "an astonishing array of talent" from varied backgrounds, but he stressed the value of their idealism.

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Equilibrium Is Goal Of Budget Policies Adopted for '79-80

University trustees have authorized budget policies presented by the administration to help the University continue to move toward its goal of obtaining financial equilibrium within three years. A detailed budget will be presented in May.

"The guiding principle underlying the budget policies," President Frank Rhodes said in making the proposal, "is that Cornell must continue to strive for excellence in all that it does."

The approved policies include a tuition increase for 1979-80 of 9 1/2 percent for both endowed and statutory colleges at Ithaca. Cornell's 1978-79 combined tuition, fees, room and board are the lowest of 10 peer institutions. Cornell officials said they do not yet know about increases at the other institutions but, in view of the financial pressures being felt by all schools, expect Cornell's total costs to remain at or near the bottom of the group.

Both the trustees and President Frank Rhodes voiced concern about having to continue to raise tuition. Rhodes pointed out, however, that he has said several

times during the past year that tuition probably would need to be raised "one to two percent above the rate of inflation," in order to overcome deficit operations and to meet certain new, mandated costs.

Trustees agreed with administration expectations that the University, overall, could stay within the federal wage guidelines of 7 percent, but that its economic circumstances justify the exception to price guidelines.

They noted that while price guidelines for non-profit corporations are pegged to operating surpluses, Cornell has been sustaining persistent operating losses in spite of major efforts to cut costs.

While operating results are expected to be improved over the planned deficit of \$2.2 million for endowed Ithaca operations, trustees noted that in setting the guidelines the Council on Wage and Price Stability did provide that exceptions to generally applicable standards may be granted in the event of "extreme situations of hardship," *subsequent on Page 2*

Report Lists Performance In Affirmative Action

A detailed report on the results of the academic affirmative action program and trends in the number of female and minority students was presented to the Board of Trustees at its meeting in New York City last weekend.

The information and data prepared by and discussed with the board by W. Donald Cooke, vice president for research, and Alison Casarett, vice provost and equal opportunity officer at Cornell, were first presented to the board's Executive Committee at its Dec. 12 meeting.

Cooke began his written introduction to the report by stating "The purpose of this document is to present information relative to Cornell's Affirmative Action Program in a format which allows readers to draw their own conclusions as to the program's effectiveness."

Made up primarily of charts

The complete text of the Affirmative Action report is carried on pages 7 through 18 of this issue, and when folded and clipped as marked will become a 24-page, quarterfolded report that can be punched for notebooks if desired.

and graphs, the document includes a comparison of academic female and male salaries at Cornell' a comparison of the per-

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Current Year Deficit Now At \$750,000

The current projection is that the University will end the current fiscal year with a \$750,000 deficit, University trustees were told at their meeting in New York City last weekend.

The figure is an improvement from the estimate of a \$2.2 million deficit for general purpose funds in the endowed colleges at Ithaca, in the budget approved last May, and comes about for a variety of reasons, Provost W. Keith Kennedy reported.

A major factor, he reported, is increased income from the University's investments, particularly in short-term rates and dividends.

Other factors cited were: —Faster recovery of research overhead costs. Such recovery from research sponsors is cost-based, but the University had lagged behind in actual recovery *Continued on Page 2*

'Not in Compliance' Labor Dept. Reports

A U.S. Department of Labor investigator conducting a review this week has found that Cornell is not in compliance with the department's Affirmative Action requirements.

Vice Provost Alison Casarett said the investigator listed five reasons for his finding:

1. Missing sections in the Affirmative Action plan.
2. The need for new job categories for employees.
3. Annual update to the Affirmative Action plan missing.
4. A shortened version of the president's statement on Affirmative Action is not available.
5. A one-page version of the statement is not posted on bulletin boards.

University Counsel Neal Stamp said the ruling is preliminary, interim, and technical.

Trustees Accept South Africa Report

The Board of Trustees, meeting in New York City last weekend, accepted the report of its Ad Hoc Committee on South African Investments and adopted the committee's five recommendations with one amendment (italicized in item 3).

1. We do not recommend total divestment as an appropriate action for Cornell University.

2. We recommend that Cornell's current investment policies as they relate to corporations doing business in South Africa should continue, with the following additions:

(a) Any corporation doing business in South Africa whose shares are owned in its endowment funds should subscribe to

and implement the Sullivan principles or a comparable code of conduct.

(b) If a corporation chooses not to subscribe to a satisfactory code of conduct, does not seem to be acting in South Africa in a socially responsible way, and despite good faith efforts by the University to persuade it to change, is unwilling to do so, the University should consider selling that security as long as there is no breach of fiduciary responsibility or harm to the University's educational mission.

(c) We recommend that Cornell make no investments in a South African company or in a corporation having a majority of its activities in South Africa.

(d) We recommend that Cornell not hold shares in a bank which would make new loans or expand existing loans to the South African government or its agencies.

3. We recommend that the president establish a new advisory committee with broader representation from the Cornell community to replace the Proxy Advisory Subcommittee. This new committee would assume the present responsibilities of the Proxy Advisory Subcommittee and would advise the Investment Committee in carrying out the policies set forth in conclusion 2, with the committee's first report to the Investment Committee regarding Cornell South African-

related investments to be completed within 12 months of the date of acceptance of this report.

4. We recommend that Cornell University through its provost explore ways and encourage interested faculty members, students, employees, and alumni to make contributions toward improving the educational opportunities for blacks at all educational levels in South Africa.

5. We recommend that a trustee abstain from voting on an issue which directly involves his or her corporate association. A trustee should be permitted to participate and vote when such a corporate association is not directly involved.

CORNELL UNIVERSITY
PROPOSED TUITIONS, ANNUAL RATE
1979-80

	1978-79 \$	1979-80 \$	PERCENT CHANGE
ENDOWED ITHACA			
Undergraduate	4,800	5,256	9.5
Graduate	4,800	5,256	9.5
Business & Public Administration			
First year	5,100	5,584	9.5
Second year ¹⁾	4,650	5,100	NA
Law School	4,800	5,256	9.5
ENDOWED NEW YORK			
Medical College	5,500	6,700	21.8
Graduate School	5,500	5,500	
STATUTORY			
Undergraduate:			
Resident	2,025	2,216	9.5
Non-Resident	3,350	3,668	9.5
Graduate (other than Veterinary)	2,300	2,518	9.5
Veterinary Medicine:			
Professional			
Resident	3,500	3,832	9.5
Non-Resident	5,000	5,474	9.5
Non-Resident ²⁾	4,350	4,762	9.5
Graduate	3,500	3,832	9.5

1) Tuition remains fixed as the student progresses through the program. Therefore, the 1978-79 approved first-year rate becomes the 1979-80 second-year rate.

2) Applicable non-resident rate for students enrolled prior to 7/1/77.

Tuition Increase Is 9.5%

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quently defined as "a situation that seriously threatens the financial viability of a company."

The administration still anticipates a deficit of \$750,000 in the general funds budget at the Ithaca campus and \$3.5 million in the Medical College, along with a continuing draw-down of capital during the current fiscal year.

Rhodes pointed out that the tuition increase percentage is the same for both endowed and statutory colleges in Ithaca and that for in-state students statutory tuition continues to be higher than for publicly-supported institutions in the state and in other states. He said this is because Cornell does not receive state funds for administrative and other institutional expenses which are provided exclusively to public institutions.

In setting the tuition increase, trustees took note of Cornell's 1978-79 endowed charges compared with those of other Ivy group institutions. Amounts reported at left in the table below are tuition and fees, and those at right are with room and board costs added:

Stanford \$5130 (\$7299)
Yale \$5130 (\$7550)
Princeton \$5075 (\$7235)
Brown \$5050 (\$7225)
MIT \$4880 (\$7630)
Dartmouth \$4850 (\$7150)
Harvard \$4850 (\$7500)
Cornell \$4800 (\$6935)
Pennsylvania \$4770 (\$7250)
Columbia \$4722 (\$7180)

Among the planning considerations in developing the budget policies is an increase in the self-help portion of student financial aid an average of \$410. Trustees noted that the reported self-help in 1978-79 for the same 10 universities as above show that Cornell's amount is lowest in the group:

MIT \$3700
Princeton \$3110
Yale \$3067
Columbia \$3033

Harvard
Radcliffe \$2750
Brown \$2733
Dartmouth \$2700
Stanford \$2567
Pennsylvania \$2475
Cornell \$2427

Among other planning considerations are:

—An increase of approximately 50 students, primarily through filling some slack capacity during the spring semester.

—Anticipation of \$5 million from annual giving, including \$4.3 million of general purpose funds, up 14 percent over 1978-79.

—Efforts to increase recovery from sponsored research.

—Efforts to increase income from summer and extramural programs.

—An increase in overhead recovery from enterprises.

—A reduction in general-purpose budget allocations, adjusted for inflation, through reduced costs and/or increased income in support services, and selectively in colleges and centers.

"In our planning," Rhodes told the trustees, "we have sought to balance responsibly our obligations to persons associated with Cornell and to maintaining both the quality and the financial integrity of the institution itself." He outlined the following ten goals of Cornell in presenting his recommendations:

—To maintain our standing as a major university with distinguished graduate and professional programs.

—To maintain our high quality undergraduate instruction.

—To pursue our land grant mission.

—To ensure affirmative action.

—To maintain faculty excellence.

—To maintain a student body of quality and diversity.

—To foster a superior learning environment.

—To support academic initiative.

—To encourage a sense of community.

—To achieve financial stability.

Health Care Will Be Subject For Community Symposium

Leading authorities on health care will discuss various aspects of the subject including its cost and quality at Cornell's third annual Community Symposium, Saturday, Feb. 10.

Paul Bogers, former congressman from Florida and former chairman of the House Sub-Committee on Health and the Environment, will lead off the all-day event with a 9 a.m. talk in Bailey Hall titled, "Health Care: When and How."

Responding to Rogers' talk at this general session scheduled until noon will be Theodore Cooper, provost for medical affairs and dean of the Cornell Medical School in New York City, and Richard Berman, director of the New York State Office of Health Systems Management. Roger M. Battistella, professor of medical care organization and head of the Sloan Program in Hospital and Health Services Administration at Cornell will moderate the morning session.

Six panel discussions are scheduled for the afternoon at various locations on campus starting at 1:30 p.m. The program is designed to take a comprehensive look at the subject of health care in the United States and is part of Cornell's efforts to bring issues of significance before all residents of the Ithaca and Finger Lakes area.

Attendees may buy lunch at the Elmhirst Room in Willard Straight Hall on campus at a cost of \$2.45. Tickets will be available at the door.

The locations and themes of the 1:30 to 3 p.m. panels are:

—(1) Better Health Through

Changing Lifestyles, Ives Hall 120;

—(2) Improving Access for Underserved Populations, Ives Hall 110;

—(3) Psychiatric Health Care: Implications for the Future, 215 Ives Hall.

The locations and themes of the 3 to 4:30 panels are:

—(4) Assuring Safety and Efficacy in Medical Services, 215 Ives Hall;

—(5) Imperatives for Medical Cost Containment, 110 Ives Hall;

—(6) Nutrition and Environment: Keys to Better Health, 120 Ives Hall.

There will be an open reception in Ives Hall from 4:30 to 6 p.m.

The membership of each panel will be:

—(1) Moderator, Robin Williams Jr., the Henry Scarborough Professor of Social Science at Cornell; Eric J. Cassell, professor of public health, Cornell Medical School; William W. Lambert, dean of the Graduate School, professor of psychology, sociology, and anthropology at Cornell and Barry Edmonston, assistant professor of sociology at Cornell;

—(2) Moderator, John Ford, assistant professor, community service education, College of Human Ecology at Cornell; Harold Hunter '63, vice president research Group Health Foundation; Bonnie Howell '72, administrator of operations for Tompkins County Hospital and administrator of Family Medicine of Ithaca; James Curtis, associate dean, equal opportunity programs, Cornell Medical School and John Simons '70, program officer,

Robert Wood Johnson Foundation, Princeton, N.J.;

—(3) Moderator, Sander Gilman, chairman and professor of German literature at Cornell; Robert Michels, chairman, psychiatry, Cornell Medical School; John Talbot, professor of psychiatry, Cornell Medical School and Ronald Leifer, psychiatrist, Ithaca;

—(4) Moderator, Allyn Ley, director, Gannet Medical Clinic, professor of Clinical Medicine/Health Service at Cornell; Robert Crane '71, senior staff associate for Sub-Committee on Health and the Environment, U.S. Department of Health, Education and Welfare; Thomas Rundall, assistant professor of medical care organization at Cornell and Hibbard Williams, chairman, Department of Medicine, Cornell Medical School;

—(5) Moderator, David Thompson, director of hospital administration, Cornell Medical School; John Kern '67, professional staff member of the U.S. Senate Committee on Finance; Spencer Johnson '71, executive vice president, Hospital Association of New York State, Inc., and David Calkins, assistant director of domestic policy, executive staff of the White House;

—(6) Moderator, Malden C. Nesheim, director and professor nutritional science at Cornell; Ronald Brickman, assistant professor, Science Technology Society at Cornell; Kathleen Gaffney, Tompkins County Commissioner of Public Health and Sander Kelman, visiting assistant professor of city and regional planning at Cornell.

Aid 'Package' Is Explained

Cornell ranks lowest in a group of 10 comparable universities in tuition, fees, room and board, and in "self-help" — a student's academic year and summer earnings plus loans — in 1978-79 and expects to retain approximately the same position in 1979-80, despite announced University increases in both areas.

Tuition will increase 9.5 percent in 1979-80 at Cornell (see story at left) and self-help will rise some \$450 for most undergraduates in Cornell's endowed units.

The typical 1978-79 self-help "package" of \$2,427 per student — which includes \$700 of summer earnings — is the lowest of the Ivy League institutions plus MIT and Stanford. Next year's typical self-help package of \$2,877 at Cornell should keep the University at or near the bottom of the group.

In computing the \$450 increase, \$60 to \$70 has been added to a student's summer earning expectations, reflecting the increase in the minimum wage, according to Donald G. Dickason, dean of admissions and financial aid.

The minimum wage increase will provide \$80 to \$100 more in academic year earnings for students, thus a loan increase may be as low as \$300 for some students, Dickason said.

Cornell advises students as to the availability of federal and state loans as well as administering its own loan funds for students.

Dickason offered the follow-

ing illustration of how a freshman or sophomore in an endowed unit would balance his or her financial aid budget in 1979-80:

The basic living budget (room and board) would be \$160 more than this year. Books and personal expenses would go up \$54. A tuition increase of \$456 makes the total \$670, which would be met by a combination of increased resources from the student and the University.

That cost increase would be covered by the increase in self-help of \$450, plus additional scholarship resources of \$220.

Cornell students will receive approximately \$10.5 million in total scholarship awards in 1979-80, an increase of some 6.7 percent over this year, Dickason said.

The scholarships include University general purpose funds, income for restricted endowment, and federal Supplemental

Educational Opportunity Grants (SEOG) and Basic Educational Opportunity Grants (GEOG).

Total family resources — the parent's expected contribution plus the students' self help — make up the bulk of a student's financial aid package, Dickason explained.

The average parent's contribution will not increase from this year to next based on a federally approved formula for making that determination. "The increase from 'total family resources' must rely on an increase in self-help," according to Dickason.

This year, he said, the average standard total family resources for endowed students (\$4,681) equals approximately 60 percent of the student's total cost (\$7,795). Next year, the total family resources (\$5,091) will again equal about 60 percent of the total projected cost (\$8,465).

Current Year Budget

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for the past few years and is now catching up.

—Lower financial aid costs charged to general purpose funds. Government-paid financial aid is above estimates and more of the University's contributions are being charged to restricted funds.

—A 4 percent savings program undertaken in all areas of the University which report to Senior Vice President William G. Herbster and a 2 percent savings

assigned to the academic units by the provost.

Kennedy told trustees that the improved picture will not lessen the administration's emphasis on a continuing savings program, pointing out that the projections are still for a deficit and that the long-range target of financial equilibrium is not only for a balanced budget but also for resources to maintain competitive salaries, replace outmoded teaching equipment and upgrade classrooms and laboratories.

Women Will Get New Boathouse

Ellis H. Robison, a 1918 graduate, has agreed to provide the necessary financing to build a women's boathouse.

The boathouse is necessary to provide equal physical facilities for men and women engaged in the sport of rowing as mandated by Title IX of the Education Act Amendments of 1972.

The Cornell Board of Trustees authorized the administration to proceed with the project at its meeting in New York City last weekend.

The facility of approximately 3,150 gross square feet will include a shell room, locker, shower and toilet room, drying room, office space and a mechanical equipment room.

Among Robison's other gifts to the University are the new Robison Room that houses the University's Athletic Hall of Fame at Schoellkopf Hall and the Bobison York State Herb Garden

at Cornell Plantations. He also has provided "Roby vans" for Cornell athletic teams, a shell for women's crew and has shown strong interest in intramural and recreational sports activities at Cornell.

Many of these projects are financed through the Robison Athletic Fund, established by Robison to improve the quality of the University's athletic, physical education and recreation programs. Specific use of the fund is determined by Robison, assisted by the Robison Athletic Committee, made up of business associates and personal friends of Robison at the University and in Robison's hometown of Troy.

Last October Robison augmented the fund with a gift of gold coins valued at \$1 million. The coins will be sold at public auction in early February, and the net proceeds conveyed to the fund shortly thereafter.

Casarett Is Elected Grad School Dean

Alison Casarett was elected last weekend as dean of the Graduate School by the University's Board of Trustees effective, on a half-time basis, as of July 1.

Casarett will succeed William W. Lambert who has held the post since 1973. She has been associate dean of the graduate school the past six years and is an associate professor of radiation biology in the New York State College of Veterinary Medicine at Cornell.

Last September Casarett was also named a part-time vice provost of the University, in which capacity she is the Equal Opportunity Officer for the University. In addition she is responsible for the Office of Admissions and Financial Aid. She will con-



Alison Casarett.

tinue these functions while serving as Dean of the Graduate School.

Casarett received her bachelor's degree from St. Lawrence University and master's and doctoral degrees in radiation biology from the University of Rochester. She was on the Rochester faculty for five years before coming to Cornell in 1963.

GRADUATE MANAGEMENT APTITUDE TEST
Saturday, January 27, 1979
8:30 A.M.

ROOM ASSIGNMENTS
AGRAWAL-GENTSCH
Statler 434-7
GITTO-MAY Upson B17
MCCAULEY-SCHEM
Phillips 101
SCHIFF-YASSON
Hollister B14
All Walk-ins Hollister B14

Profile

Playing Chimes a Workout



Paul Hatcher

While many people can perhaps pick out a few notes on the guitar in the privacy of their own rooms, Paul Hatcher prefers to play the chimes in the McGraw bell tower.

Hatcher, Cornell's head chimesmaster, said the events that led up to his election happened quite by accident. He accompanied a friend to auditions for the position and became so interested in learning how to play the chimes, that he auditioned and was selected.

Hatcher recalled that his first impression of the chimes was that they were "very powerful, very loud and exciting." Up until the audit, Hatcher's only musical experience was with playing the piano and ainging with the Cornell Glee Club.

Each of the six chimesmasters is allowed to choose the music he will play. Hatcher admitted that he is "heavier on the classical side" but that he has "admiration for everything and there's no limit" to what he might play. Once Hatcher played a 1950s medley which included "Teen Angel," "Silhouettes" and some Beach Boys classics.

Hatcher attributes his interest in the bell tower to a huge carillon near his hometown in Ohio and remembers that it always impressed him.

In addition, Hatcher was very active as a

member of the track team in high school and said that another reason he enjoys playing the chimes so much is that it gives him a physical as well as a musical workout.

Hatcher, a junior majoring in biology and chemistry, said that he thinks one need not be a music major to appreciate music and be involved with it. In fact, "non-music majors have the advantage because they can have fun with it without the restraints of having to understand it," he said.

Many people think that the chimes are played by a computer or some mechanical device and they are surprised to learn that there are actually people up there, Hatcher explained. Whenever someone does climb up to the top, they are rewarded by having a song of their choice played.

Hatcher's job responsibilities include managing personnel, caring for the condition of the tower, scheduling chimes concerts and heading alumni relations, but he said that his favorite job is playing the chimes. Plans are under way to make a record album of chimes music and Hatcher will supervise this project as well.

Hatcher said his academic schedule isn't disturbed by his chimesmaster duties, except for a first-term Friday class which met immediately after his afternoon recitals.

"Every week I come in huffing and puffing, but the prof still hasn't figured out why," Hatcher said.

In addition to his chimesmaster obligations, Hatcher is a member of the glee club and a teaching assistant for chemistry 207.

"I feel better and do better if I'm doing a lot of things," Hatcher explained.

Hatcher said that alumni frequently write to him informing him of how much they enjoyed a particular concert during Homecoming or other functions. He said that the "universal" comment from the alumni was that they hated to be awakened by the chimes when they went to school here, but now they love the sound.

At first, Hatcher said that playing the chimes and hearing the echo in the tower was "a scary feeling" but he soon became accustomed to the noise.

"It numbs you to a lot of things — loud commotions don't mean much to me anymore," Hatcher said.

He said he likes the idea that he can go to the audience instead of simply having the audience come to him. Many people hear his 7:45 a.m. concerts first thing every morning and that is often the tune that sticks with them throughout the day.

Hatcher really likes the effect that his music has on fellow Cornellians. "In my 9:05 or 10:10 class, I'll always hear someone humming a song that I've played earlier," he said.

Debbi Kishinsky

The writer is a senior in the State College of Agriculture and Life Sciences.

Reading Skills Center's Problem: Students Won't Admit a Problem

Carl Thum, a graduate instructor in the Reading and Study Skills Center in Olin Hall, freely

admits the center can do little to overcome the greatest problem facing academically troubled Cornell students.

"The problem," he says, "is admitting that they have a problem in the first place. There is an attitude, and a very dangerous one on campus, that if you get into Cornell you know how to study. Nothing could be further from the facts."

Thum and his co-graduate instructor at the center, Maria Ginieri Coccossi, feel they can do little about changing this attitude. They have, however, developed new approaches to helping those students who are able to forget their hometown academic stardom and admit that they do need help.

In addition to giving the regular non-credit, no-cost reading and study skills course available to all Cornell students at the center each term, they are now providing individual counseling for any student having problems. These students, whether they are enlisted in the center's regular course or not, may make appointments with Thum or Coccossi by calling their office at 375 Olin Hall, extension 6-3413.

Both are doctoral students in education, Thum in curriculum

and instruction and Coccossi in educational psychology.

The schedule for the reading and study skills course for the spring term is:

— Week I, Rapid Reading, starting Jan. 29;

— Week II, How to Organize Time for Effective Learning, starting Feb. 5.

— Week III, Taking Lecture Notes and Textbook Mastery, starting Feb. 12;

— Week IV, How to Take Tests, starting Feb. 19;

— Week V, How to Write a Research paper, starting Feb. 26;

— Week VI, Developing Vocabulary and Listening Skills, starting March 5.

One class in the two-class section is repeated four times a day on Monday and Tuesday and the second class is repeated four times a day on Wednesday and Thursday. They are given at 9:05 a.m., 10:10 a.m., 11:15 a.m. and 3 p.m. A special 7 p.m. session is scheduled on Monday and Wednesday. This gives ample opportunity to fit the classes into a student's regular academic schedule.



Icy Going for Returning Students

The footing was difficult throughout the campus over the weekend as another of the winter's freezing rainstorms hit the area.

Chronicle Comment

Chronicle Comment is a forum of opinion for the Cornell community. Address comments to Managing Editor, Chronicle, 110 Day Hall. Letters submitted for publication must be typed, double-spaced, no more than 600 words in length. The Chronicle must adhere to this limit because of space restrictions. The deadline is Monday noon. Letters addressed to someone other than the editor, personal attacks against individuals or unsigned letters will not be printed.

'Should Change CCTS Policy'

Editor:

I have read, with interest, both the article concerning the TAP awards and the Cornell Children's Tuition Scholarship benefit in your Nov. 30, 1978, paper and the letter appearing in the Chronicle of Jan. 17.

Mrs. D'Amico is basically correct in her evaluation of the interpretation of the proposed change in the handling of the CCTS. There is no longer a minimum TAP awards of \$100 given to a student just for applying regardless of parent's income. All TAP awards are now based on income. NYS awards are legislative benefits but eligibility is based on the NYS residency requirements of the student and not the payment of NYS taxes.

For a number of years, I have felt that Cornell should change its CCTS policy providing the scholarship for tuition only to awarding it for general expenses which would include housing, dining, etc. In this way, the student would be entitled to both benefits in full. (Of course, this would mean more money out of Cornell funds, but it is recognition for 10 years of service for the non-exempt employee.) This raises a problem that very few employees are aware of. At the present time, the CCTS benefit is a non-taxable item for the employee but if changed to be based on general expenses, the CCTS would be considered additional income and the employee could be taxed. It is my understanding that legislation has

been proposed to tax the tuition benefit.

As an 11-year employee of Cornell (2 children who attended Cornell but were ineligible for the CCTS benefits) I am against the proposed change of CCTS less TAP suggested in the Nov. 30, 1978 article. Regardless of what method is used to disburse CCTS benefits, it is the employee and student who stand to lose. This applies to both the student with CCTS attending Cornell or going to another school. I do feel that the employee should be better informed by Cornell of the taxable question and have a say (vote) in any change in disbursing this benefit.

Alice B. Lawrence
Chief Account Clerk, Burser's Office

More on 'Dialogue,' Lesbianism

Editor:

We want to thank the staff of Dialogue and its contributors for its provocative articles on a wide range of topics.

The letter (Chronicle, January 18) from Ms. Roeske, et al, reminds us that lesbianism is a highly charged subject, and we disagree with the writers' assertion that it "has nothing to do with job performance." A number of lesbians testify that the kind of hostility evidenced in the Roeske letter makes it very difficult to work. Dialogue, in our

view, is to be congratulated on its effort to promote mutual understanding through discussion of such a difficult issue.

To discuss lesbianism is not to "promote lesbianism". Indeed, if Ms. Roeske and friends would explain how the subject is "immoral and degrading", we might have a real dialogue, but the newsletter can live up to its name only if its readers respond in good faith.

Dialogue has covered so many diverse subjects that one has to wonder why Ms. Roeske

et al have seen only the references to lesbianism. In any case, as the January 18 Chronicle informs us, "Women in the Work World" is sensitive to the letter writers' requests: the January 31 program will deal with "Problems of the Working Mother," which hardly suggests a preoccupation with lesbianism.

Rosalind Kenworthy
Carolyn McGory
Loretta Moseley
Martha Taraszkiewicz
Betsey Windmuller

Sponsored Programs Available

Community Service Education

The Office of Education has announced the 1979 Special Projects program in Community Service and Continuing Education. This program provides grant support for special continuing education projects designed to seek solutions to national and regional problems related to social and technological change and environmental pollution.

The Office of Education anticipates approximately \$900,000 will be available for FY1979. OE expects to fund 12 projects in amounts of \$60,000 to \$80,000. Deadline for proposals is April 6. A limited number of program announcements are available at the Office of Sponsored Programs, 123 Day Hall.

Important Reminder

Abstracts for the NSF Instructional Scientific Equipment Program are due at the Office of Sponsored Programs on Monday, Jan. 29. Final proposals are due at NSF March 2. Call Peter Curtiss for more information at extension 6-5014.

International Studies

The Office of Education is requesting proposals for the Graduate and Undergraduate International Studies Programs. Deadline for submission of proposals is Feb. 20, 1979.

Approximately \$1,325,000 is available for awards to institutions of higher education for the initiation or strengthening of international and global studies in instructional programs. OE expects to make seven grants in the graduate program and 20 grants in the undergraduate program.

Application forms and program information may be obtained by writing to International Studies Branch, U.S. Office of Education, Room 3671, Regional Office Building 3, 400 Maryland Ave., SW, Washington, DC 20202. For further information, contact Dr. Ann Schneider for graduate programs and Mrs. Susanna Easton for undergraduate programs at the above address or call (202) 245-9588.

Public Service Science Residencies

The National Science Foundation has set a deadline of Feb. 15 for applications to its program of Public Service Sciences Residencies. The program allows working scientists and engineers to undertake up to a year's activities in association with organizations of citizens in need of their expertise. In connection with their host organizations, residents must design a specific project or program directed at helping citizens who normally lack access to scientific and technical assistance. Up to 40 residencies will be awarded in May 1979.

Eligible to apply are persons with appropriate qualifications (a Ph.D. or the equivalent final professional degree in their field) in the mathematical, physical, biological, medical, engineering, or social sciences. Tenure may range between 3 and 12 months

on a full or part-time basis. Stipends range from \$18,000 to \$25,000 per year plus a travel and institutional allowance.

A copy of the descriptive NSF brochure can be seen at the Office of Sponsored Programs, 123 Day Hall.

Arts Council Deadline

The New York State Council on the Arts has announced its one yearly deadline of March 1, 1979. The 1979-1980 Program Guidelines and application forms are available in limited quantities at the Office of Sponsored Programs. The Council is conducting a number of application seminars in locations throughout the State. The Office of Sponsored Programs will send a representative to the Syracuse Seminar on January 29. If you intend to apply for funding and have questions about your program please contact Mrs. B. Miller at 6-5014 in order that these may be presented at the Seminar.

Job Opportunities

The following are regular continuing full-time positions unless otherwise specified. Please do not inquire at individual departments. An equal opportunity employer. Individuals on lay-off status will be given preference in referrals.

() indicates new this week.*

CLERICAL POSITIONS

Admin. Aide II, A-22 (Endowed Payroll)
Admin. Aide I, A-18 (Office of the Bursar)
Library Asst. IV, A-17T (Univ. Libraries, Olin)(2)
Admin. Clerk, A-16 (Accounting - Endowed)
Admin. Clerk, A-16 (Office of Financial Aid)
Admin. Secy., A-15 (Dean's Office, Graduate School)
Admin. Secy., A-15 (Chemical Engineering)
Admin. Secy., A-15 (University Investments)
Admin. Secy., A-15 (Hotel Administration)
Admin. Secy., A-15 (University Press)
Admin. Secy., A-15T (Chemical Engineering)
Admin. Secy., A-15 (National Astronomy & Ion. Ctr.)
Prin. Clerk, A-14 (Office of Sponsored Programs)
Prin. Clerk, A-14 (University Development)
* Searcher I, A-13 (U. Libraries, Olin)
* Dept. Secy., A-13 (Admissions)
Key punch Op., A-13 (U. Libraries)
Searcher I, A-13 (U. Libraries, Olin)
Dept. Secy., A-13 (University Development)
* Library Asst. II, A-12 (A.R. Mann Library)
Library Asst. II, A-12 (Mann Library)
Admin. Aide I, NP-11 (NYSSILR, Albany)
Secretary, NP-11 (Education)
Stat. Clerk, NP-9 (Hum. Dev. & Fam. Studies)(2)
Steno III, NP-9 (NYSSILR)
Admin. Secy., NP-8 (Vet Pathology)
Clerk III, NP-7 (Coop. Extension, Field Ops.)
Steno II, NP-6 (Rural Sociology)
Records Clerk II, NP-6 (Media Services)
Steno II, NP-6 (NYSSILR)
* Steno II, NP-6 (Agric. Economics)
* Trans. Clerk I, NP-6 (DCS - Medical Records)
Library Asst. II, NP-5 (Flower Vet Library)
Steno I, NP-5 (Director of Instruction, Ag. & L.S.)

SERVICE & MAINTENANCE POSITIONS

* Electrician (Maint. & Svc. Ops., Union)
Control Mechanic (Maint. & Svc. Ops., Union)
* Sr. Exp. Machinist, A-21 (Nat'l Astronomy & Ion. Ctr.)
Sr. Experimental Mach., A-21 (Chemistry)
* Head Cook, A-20 (Dining Services)
Admin. Aide II, A-20 (Graphic Arts Services)
Maint. Mechanic, A-20 (Maint. & Svc. Ops.)
Asst. Mgr. II, A-20 (Graphic Arts Services)
Asst. Manager I, A-17 (University Press)
* Stockkeeper II, A-14 (General Stores)
Stockkeeper II, A-14 (Dining Services)
Asst. Cook, A-14 (Dining Services)
Custodian, A-13 (Bldgs. & Grounds)(4)
Sr. Key punch Op., A-13 (Endowed - Accounting)
* Custodian, A-13 (Statler Inn)
* Custodian, A-13 (Residence Life, W. Campus)
* Custodian, A-13 (Bldgs. & Grounds)(3)
* Cashier, A-11 (Statler Inn)
Stockkeeper III, NP-12 (Biochem., Molec. & Cell Bio.)
Clerk, A-12 (Post Office 2, Barnes)
* Janitor, NP-6 (Bldgs. & Grounds)(3)

TECHNICAL POSITIONS

Sr. Product Controller, A-21 (Computer Services)
Sr. Product Controller, A-21 (Computer Services)
Radiation Safety Tech., A-20 (Radiation Safety, LSS)
Production Controller, A-19 (Computer Services)
Synch. Op. Tech., A-19 (Lab Nuclear Studies)
Lab Tech. II, NP-11 (Vet Micro., J.A. Baker Inst.)
Res. Tech. III, N-12 (Coop. Ext., Resource Info Lab)
Lab Tech. II, NP-11 (Animal Science)
* Experimentalist I, NP-11 (Vet Physical Biology)
* Lab Tech. II, NP-11 (Diagnostic Laboratory)
* Tech. Aide I, NP-9 (Diagnostic Lab)
Lab Tech., NP-8 (DCS-Mastitis Control, Earlville Lab)
Lab Tech. I, NP-8 (Botany, Genetics & Development)
Lab Tech. I, NP-8 (Botany, Genetics & Development)
Sr. Arch. Engr. II, CPO7 (Design & Project Mgmt.)
Sr. Computer Staff Spec., CPO6 (Computer Services)
Sr. Res. Supp. Spec., CPO6 (Electrical Engineering)
Comp. Tech. Admin. III, CPO6 (Computer Services)
Sr. Computer Staff Spec., CPO6 (Computer Services)
Comp. Tech. Admin. II, CPO5 (Computer Services)
Life Safety Svc. Mgr., CPO5 (Life Safety Svcs. & Ins.)
Res. Supp. Spec. III, CPO5 (Elec. Engineering)
Elec. Engineer II, CPO5 (Design & Project Mgmt.)
Appl. Programmer II, CPO4 (Animal Science)
Appl. Programmer II, CPO4 (Computer Graphics)
Res. Supp. Spec. II, CPO4 (Materials Science & Engr.)
Comp. Tech. Admin. I, CPO4 (Computer Services)
Res. Supp. Spec. I, CPO3 (Seed & Veg. Sciences, Geneva)
Res. Supp. Spec., CPO3 (Geological Sciences)
Appl. Programmer I, CPO3 (Computer Services)
Res. Supp. Spec. I, CPO3 (Applied & Engineering Physics)
Res. Supp. Spec. I, CPO3 (Agronomy)
Res. Supp. Spec. I, CPO3 (Natural Resources)
Res. Supp. Spec. I, CPO3 (Programmer)(Mat'l Science Ctr.)
Appl. Programmer I, CPO3 (Computer Services)(2)
Admin. Spvr., CPO3 (Media Services)
Res. Supp. Spec. I, CPO3 (Food Science & Tech., G.)
Res. Supp. Aide, CPO2 (Chemistry)
Res. Supp. Aide, CPO2 (Nutritional Sciences)

ADMINISTRATIVE POSITIONS

Asst. Football Coach (Athletics)
Assoc. Director (University Relations)
Attending Physician (University Health Services)
Editor (University Press)
Asst. University Counsel (University Counsel)
Director of Utilities (Utilities)
Exec. Staff Asst. IV, CPO8 (V.P., Finance & Planning)
* Asst. Director OCS, CPO7 (Computer Services)
Sr. Administrator I, CPO7 (Media Services)
Develop. Officer II, CPO6 (University Development)
Sr. Personnel Assoc., CPO6 (Personnel Services)

Continued on Page 6



Students study the geology of coral reefs on the tropical island of Barbados.

Geological Sciences 601: Interesting Intersession

It was listed in the description of courses as "Geological Sciences 601: Intersession Field Trip," and it promised a week to 10-day excursion to an area of geologic interest in the lower latitudes.

For the eight students who signed up, it turned out to be 12 days in Barbados, a tropical island of uplifted coral reefs on which more than a million years of reef geology can be studied.

Led by William Travers, associate professor of geological sciences, and Fred Taylor, who

recently obtained his Ph.D. in geological sciences from Cornell, the students spent some time on the coast, snorkling to see the modern reef and reef organisms.

In the island's interior, they examined the uplifted ancient reef to compare organisms and the character the limestone. The one-credit course is open to any student with a genuine interest in geology. No additional tuition is charged, but students are expected to pay transportation costs and living expenses while in Barbados.

Summary Journal

The University Board of Trustees, meeting in New York City Jan. 19 and 20, 1979, took action and heard reports on matters including the following. This list does not include items on which separate articles are carried in this edition.

1. Authorized the administration to negotiate a new arrangement relating to the financing of the IBM 370/68 computer.

2. Heard a report of a contract amendment with the National Science Foundation providing an additional \$7,866 million for the development of the Cornell Electron-Positron Colliding Beam Facility (CESR) at the Wilson Synchrotron Laboratory.

3. Heard a discussion on research in Neurology and the Neurosciences being conducted at Cornell University Medical College. The symposium was moderated by Dr. Theodore Cooper, provost for medical affairs and dean of the Medical College. The panel consisted of six members of the Medical College Faculty.

4. Heard reports of the progress of the Cornell Fund and of the Cornell Campaign.

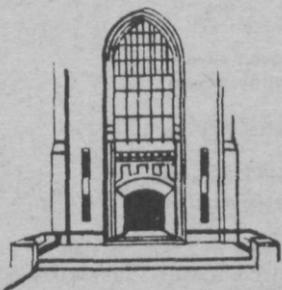
5. Heard a report on the status of sponsored research at Cornell. (Release dated 9-18-75)

6. Approved minutes of the trustees meeting of Oct. 20-21, 1978, confirmed and ratified executive committee action for meetings held Sept. 12 and Oct. 19, 1978.

7. Heard annual reports of the Investment Committee and of the Academic Affairs Committee and a report on state relationships.

8. Authorized the President to confer degrees at the end of appropriate periods - in January, May and August, 1979 - upon candidates who have fulfilled all necessary requirements.

9. Approved minutes, confirmed and ratified actions of the executive committee meeting of January 18, 1979.



Campus Council's First Meeting Of Term Considers Searches

At its first meeting of the spring term today the Campus Council will consider three motions requesting the council's

Committee on Committees select membership to three University search committees seeking an ombudsman, a judicial

administrator and a judicial adviser.

As the result the council's Committee on Committees will be seeking persons to serve on search committees that will recommend nominees for the three positions. The final appointments will be made by President Frank Rhodes with the concurrence of the Campus Council. The positions all carry a two-year term beginning July 1, 1979. Three separate search committees are required, each made up of one student, one faculty member and one employee, together with other members appointed by the president.

Application forms to serve on search committees may be obtained at the Campus Council Office, 133 Day Hall, or by calling 256-3715. Applications must be received in the Campus Council office by noon, Friday, Feb. 2.

Also scheduled for consideration at the council meeting (4:45 p.m. in 701 Clark Hall) is a proposed amendment to the Campus Council Charter. It concerns elections and would eliminate the provision that not more than one graduate or professional student may be elected to the council from any one academic unit and that not more than two undergraduates may be elected to the council from any one unit.

Another motion would ask the Codes and Judicial Committee to evaluate the offices of the judicial administrator and the judicial adviser and ask the council chairman Robert McGinnis, "to confer with the ombudsman and to recommend to the council a means for providing an evaluation of that office and a specific charge."

Also to be considered is a motion which would give the judicial administrator specific subpoena powers.

Women's Seminars Series Scheduled

Various topics in women's studies will be discussed at Friday lunch-hour seminars throughout February, March and April.

Sponsored by the Women's Studies Program at Cornell, the seminars are open to the public and will meet regularly from 12:15 to 1:15 p.m. in Room 105 of the Industrial and Labor Relations Conference Center on the Cornell campus. However, those seminars scheduled for Feb. 16, March 30, April 6 and April 20 will meet instead in Room 117 Ives Hall.

Coffee will be provided at the seminars and participants are invited to bring a bag lunch with them. Childcare is available at the Drop In Center, 318 N. Albany St., weekdays until 1:30 p.m.; the telephone number is 272-6259.

"How Does He Plan to Coordinate Career and Marriage?: Equality Begins at Home" is the topic of the first seminar of the spring semester. It will be presented by Daryl Bem, professor of psychology at Cornell, at 12:15 p.m. Friday, Feb. 2.

The second "A Private Space: Personal Diaries of Women," will be presented by Metta Winter, a writer, teacher and diarist, at 12:15 p.m. Friday, Feb. 9.

—Feb. 16. "Stepmothering: A New Job for Many American Women" by Kitty Campbell Mattes, public programs coordinator, H.F. Johnson Museum of

Art:

—Feb. 23. "The 'Cruel Mother' in Stories Told by Pre-Adolescent Girls" by Elizabeth Tucker, assistant professor of English, SUNY Binghamton.

—March 2. "Recent Developments: Women in the Law" by Beth Willensky, B.A. '76, Women's Studies, Cornell; candidate for the J.D. degree, Harvard Law School; editor-in-chief, "Harvard Women's Law Journal".

—March 9. "Comedy and Performance in Scientific Inquiry" by Naomi Weisstein, professor, psychology, SUNY Buffalo.

—March 30. "Jobs for Women in Government: The Federal Women's Program" by Barbara C. Garcia, Federal Women's Program manager, New Cumberland Army Depot, Pa.

—April 6. "Health Hazards for Working Women in Appalachia" by Meredith Turschen, former research associate, Public Resource Center, Washington, D.C.

—April 13. "Mutilation of Young Girls as Initiation Rite" by Tobe Levin, lecturer, Comparative Literature/Women's Studies Program, Cornell.

—April 20. "The State and the Family: A Discussion of Patriarchy and Capitalism" by Zillah Eisenstein, associate professor, politics, Ithaca College.

—April 27. "Who Gets the Children? The Right of Divorced Fathers and Mothers" by Richard Stumbar, attorney at law, Ithaca, N.Y.

Colloquia Planned

A series of colloquia on topics in women's studies will be held at 12:15 p.m. every other Thursday through April 12 in 494 Uris Hall.

The colloquia, sponsored by the Women's Studies Program at Cornell, are planned to interest faculty and graduate students, but they are open to the general public. The schedule follows:

—Feb. 1. "Cognitive Processes Mediating Sex-Typing and Androgyny" by Sandra L. Bem, associate professor of psychology and women's studies and director of the Women's Studies Program at Cornell;

—Feb. 15. "Textual Criticism: The Feminist Perspective" by Nelly Furman, associate professor of romance studies;

—March 1. "The Effect of Parenthood on Marriage" by Harold Feldman, professor of hu-

man development and family studies;

—March 15. "The Bridge between the Ordinary World and the World Beyond: A Study of Women's Ritual Lament (Song and Performance) as a Communication Process" by Anna Caraveli Chaves, lecturer in women's studies;

—March 29. "The Revolutionary Experience of American Women: 1750 - 1800" by Mary Beth Norton, associate professor of history;

—April 12. "Labor Supply of Non-Married Women" by Olivia Mitchell, assistant professor of labor economics.

—April 26. "Women's Public and Private Roles: Achievement Over the Life Course" by Barbara Richardson, assistant professor, Human Development and Family Studies, will be held at 4 p.m. in 202 Uris Hall.

Blandford-Wilson to Head South

Ardella Blandford-Wilson, manager of Staffing Services in the Office of Personnel Services and an employee member of the University's Board of Trustees, will be leaving these positions at the end of the month.

She will move to Charlotte, N.C., where her husband, Joseph LaMonte Wilson, will assist with the establishment of a new IBM facility.

She has been a Cornell em-

ployee for 17 years, having started as a secretary.

In the past seven years in the Personnel Office, she has interviewed a large percentage of Cornell's 7,000 employees.

After a campaign waged at University parking lots and time clocks she was elected trustee in 1977 over four other candidates. Now in her second year as president of the Cornell Federal Credit Union, she is the first woman elected to that office since the

Senior Wins Kram Award

Cynthia McKeown of Dix Hills, a senior in the College of Arts and Sciences has been selected for the 1978 Judith Ellen Kram Award.

The award is made annually to support research by Cornell undergraduates on topics of concern to women.

McKeown will study rape crisis centers within the context of the communities they serve. She will study the support mechanisms provided by the centers themselves and also community reaction to the centers, the legal and judicial apparatus available to combat rape and the help extended by local agencies in establishing such preventive measures as street lights and bus services.

Union was established in 1953.

While the search process for Ms. Blandford-Wilson's successor is under way, Gerald S. Thomas, director of personnel development, has been named as acting manager of staffing services. Thomas will be located in Staffing Services (6-5226) until a new manager of staffing services is employed.

The Arts

Canadian Opera

The Canadian Opera Company will perform Mozart's "The Marriage of Figaro" in English and fully staged with costumes and orchestra at 8:15 p.m., Thursday, Feb. 8, at Bailey Hall. Tickets for the performance go on sale at the Lincoln Hall Ticket Office (256-5144) starting Jan. 22.

This is the second appearance in Bailey Hall for the company, which in 1974 performed "Cosi fan Tutti," also by Mozart.

The Canadian group, in addition to a regular eight-week Toronto season in the fall of each year, tours Canada and the U.S. from coast to coast to provide opera to areas generally lacking accessibility to live per-

formances.

Not only does the company use these four singers in the Toronto season, but opera houses such as Frankfurt, Germany, and England's Sadler's Wells and Covent Garden have also engaged many of the artists to sing leading roles.

The company numbers approximately 50 singers, musicians and technicians.

The "Marriage of Figaro" was first performed at the Burgtheater in Vienna in 1786.

Free bus service, beginning at 7:30 p.m. the night of the concert, will be provided between parking lot B and Bailey Hall with a stop at the Dairy Bar.

Spring Film Series

The spring film series at the Herbert F. Johnson Museum of Art will begin on Jan. 31 with a film about Eadweard (cq) Muybridge. Made in the 1870s, Muybridge's sequences of still photos were experiments in motion pictures before the technology to make films was available. The stills have been reanimated by director Thom Anderson.

The other five film programs are:

—Feb. 14, "The Fall of the House of Usher" and "La Chute de la Maison Usher," (both 1928);

—Feb. 28, "Computer Generation" by Stan Vanderbeek and "Scape Mates" by Ed Emshwiller

(contemporary experimental);

—March 28, recent films by Cornell students, and

—April 25, "Artist's Proof" (printmaking), "The Sword and the Flute" (Indian miniature painting), and "Kay Sage" (biography).

There will be a children's matinee on Sunday, March 4, with showings at 1 and 3 p.m. Films to be shown will be announced at a later date.

The film series is free and open to the public. Museum hours are Tuesday through Saturday, 10 a.m. to 5 p.m., Sunday 11 a.m. to 5 p.m., Wednesday evenings until 9.

Western Brass Quintet

The Western Brass Quintet will present a concert at 4 p.m., Sunday, Jan. 28 in Barnes Hall. The concert, which is free and open to the public, is part of the year-long Festival of Contemporary Music sponsored by the Music Department.

Featured on the program will be the first Ithaca performance of Cornell composer Karel Husa's "Landscapes for Brass Quintet." It was written for the quintet and premiered by it in 1977. The composer has said about "Landscapes": "The titles of the three movements—'Northern Woods,' 'Northern Lakes,' 'Voyageurs'—are self-explanatory, though not descriptive. The work reflects our time with views of majestic, mysterious nature embellished by travelers such as northern geese and spaceships exploring

the earth."

The ensemble will also play "Laudes" (1971) by Jan Bach, "Commedia IV" (1975) by Richard Rodney Bennett and "Set for Brass Quintet" (c. 1900-20) by Charles Ives.

The Western Brass Quintet specializes in concerts of contemporary and baroque music at colleges and universities. In residence at Western Michigan University, Kalamazoo, the members are trumpeters Donald Bullock and Stephen Jones, hornist Neill Sanders, trombonist Russell Brown and tubist Robert Whaley.

Since its formation in 1966, the quintet has performed extensively throughout the mid-western and north central United States. Its first eastern tour, in 1975, culminated in a successful New York concert.

Anton Kuerti

Canadian pianist Anton Kuerti will perform works of Beethoven, Mendelssohn and Scriabin at 8:15 p.m. Friday, Feb. 16, in Alice Statler Auditorium. Tickets for the performance go on sale at the Lincoln Hall ticket office (256-5144) starting Tuesday, Jan. 30.

Kuerti emigrated from Vienna to the United States at an early age and received his musical education here under the guidance of such eminent teachers as Arthur Loesser, Mieczyslaw Horszowski and Rudolf Serkin. Upon winning the prestigious Leventritt Award, Kuerti rose to prominence, and has since toured more than 20 countries including the Soviet Union, East and West Germany, Poland and Spain, and has performed with many of the world's most famous orchestras including those of New York, Philadelphia, London

and Berlin. Among the conductors he has appeared with are Ormandy, Ozawa and Steinberg.

Kuerti has made about 30 recordings including his recently completed cycle of Beethoven sonatas, which he is currently performing in New York City throughout the 1978-79 season. In June 1978, Donald Henahan of the New York Times wrote of the recording, "He holds his own with the best pianists who have put the 32 on records."

Ornithology Film

The film "Wild America: Who Needs It?" with introductory remarks by David Seymour, New York coordinator for the National Audubon Society, will be shown at 7:45 p.m. Monday, Jan. 29, at the Laboratory of Ornithology, 159 Sapsucker Woods Road.

The presentation, which is free and open to the public, is part of the laboratory's Monday evening seminar series.



Students learn to appreciate a painting through 'feel' as well as sight in a class conducted as part of the Johnson Museum's 'Art Insights: Making Senses.'

'Art Insights' Series Set

"Art Insights: Making Senses," a series of classes for adults, teens and family groups which involves participants in activities that guide the eyes, the hands, and the imagination toward an understanding of how artists communicate, will begin at the Herbert F. Johnson Museum of Art on Feb. 3 and will run for six weeks.

The classes, to be taught by Peg Koetsch, assistant coordinator of education at the museum, are a study of perceptions of colors, lines, shapes, motions, feelings, processes and objects.

Family classes are from 10 to 11:30 a.m. Saturdays; teen classes are from 1:15 to 3:15 p.m. Saturdays, and the adults meet Wednesday evenings from 6:45 to 8:45. The cost is \$15, either for a single person or two members of a family, \$12 for museum members, and \$3.50 for a single session. All classes are limited in size.

Registration forms are available at the museum desk, the Day Hall Information Desk, and the Tompkins County Public Library. Participants may register by mail, in person at the museum reception desk, or by calling the museum at 256-6464.

Pottery Classes

The Willard Straight Hall Pottery Shop is offering classes for beginners in throwing (Jan. 29-March 11) and hand-building (Feb. 19-April 2) as well as in intermediate throwing (Jan. 30-March 8) and bent glass panel lamp making (March 12-April 9). The classes are open for students and non-students. For further information call 256-7170.

CORNELL CHRONICLE

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POSTMASTER: Send address changes to The Cornell Chronicle, Cornell University, 110 Day Hall, Ithaca, N.Y. 14853.

Tom Paxton To Perform

Songwriter Tom Paxton will present a concert at 8:30 p.m., Thursday, Feb. 1, at Cornell University's Statler Auditorium.

Paxton, a graduate of the University of Oklahoma, started performing in Greenwich Village during the fold revival of the early sixties. "The Village coffeehouses were that dearest of blessings to a beginning performer," Paxton said, "a place in which to be terrible and to learn from being terrible."

Tickets for the concert are available at McBooks and the Willard Straight Hall ticket office. Admission is \$3.50. The concert is being sponsored by the Cornell Folk Song Club in cooperation with WVBR.

Job Opportunities

Continued from Page 4

- Visual Coordinator, CPO6 (University Publications)
- Assoc. Administrator, CPO6 (Media Services)
- Regional Director II, CPO6 (Public Affairs, West)
- Student Dev. Spec. IV, CPO5 (Business & Public Admin.)
- Admin. Manager II, CPO5 (Cornell Plantations)
- Admin. Ngr. II, CPO5 (Agric. Economics)
- Budget Analyst III, CPO5 (Finance & Business)
- Staff Writer II, CPO4 (Media Services)
- Staff Writer II, CPO4 (Media Services)
- Purchasing Agent II, CPO4 (Purchasing)
- Regional Director I, CPO4 (Public Affairs, Mid-Atlantic)
- SDS I, CPO3 (COSEP, State Programs)
- Admin. Spvr., CPO3 (Financial Aid)
- Staff Writer I, CPO2 (Computer Services)
- Visual Specialist I, CPO2 (Communications)
- Dining Spvr., CPO2 (Food Science)
- PART-TIME AND-OR TEMPORARY POSITIONS**
- Temp. Svc. Clerical (Mat'l Science & Engr., perm. pt)
- Temp. Svc. Keypunch (Computer Services, pt., shift work)
- * Temp. Svc. Clerical (Coop. Extension, Emis, temp. ft)
- Temp. Svc. Clerical (Comm. Svc. Education, temp. ft)
- Library Asst. IV, A-17 (U. Libraries, NY Historical Research Ctr., temp. ft)
- * Searcher I, A-13 (U. Libraries, Olin, perm. pt)
- * Sr. Clerk, A-12 (Health Services, perm. pt)
- Sr. Clerk, A-12 (Health Services, perm. pt)
- Admin. Secy., NP-8 (Biochem., Mol. & Cell Bio., perm. pt)
- Steno II, NP-6 (NYSSILR, perm. pt)
- Steno II, NP-6 (Education, temp. ft)
- Steno I, NP-5 (Entomology, 1 yr., pt)
- Clerk-Typist, NP-3 (Education, temp. ft)
- Delivery Person (Graphic Arts Services, perm. pt)
- Bus Driver II, A-16 (Campus Bus Service, perm. pt)(2)
- Short Order Cook I, A-14 (Dining Services)
- Stockkeeper I, A-12 (Statler Inn, perm. pt)
- * Temp. Svc. Custodian (Statler Inn, temp. ft)
- Temp. Svc. Svc. (Campus Store, casual)
- Temp. Svc. Bus Driver (Campus Bus, temp. pt)
- Temp. Svc. Cashier (Statler Inn, temp. pt)
- Temp. Svc. Tech. (Nutritional Sciences, temp. pt)
- Temp. Svc. Tech. (Lab of Nuclear Studies, temp. ft)
- Temp. Svc. Tech. (HD & FS, Syracuse, pt)
- * Temp. Svc. Tech. (HD & FS, temp. pt)(3)
- Temp. Svc. Tech. (Coop. Ext. Admin., Brockport)
- Temp. Svc. Tech. (Pomology & Viticulture, temp. pt.G)
- Temp. Svc. Tech. (Entomology, Geneva, temp. ft)
- Temp. Svc. Tech. (Biological Sciences, perm. pt)
- Programmer C, NP-13 (Education, temp. ft)
- Lab Tech. I, NP-8 (DCS - Mastitis Control, perm. pt)
- Electronics Tech., A-19 (Computer Services, 1 yr., pt)
- Systems Programmer III, CPO5 (Computer Svcs., 1 yr)
- * Admin. Mgr. II, CPO5 (Mat'l Science Ctr., 6 mos. ft)
- Systems Programmer II, CPO4 (Computer Svcs., 1 yr)
- Regional Director, CPQ4 (Univ. Development, Cleveland, pt)
- Systems Programmer I, CPO3 (Computer Svcs. 1 year)
- Temp. Svc. Prof. (Communication Arts, temp. pt)
- Res. Supp. Spec. I, CPO3 (Education, temp. ft)
- Res. Supp. Spec. I, CPO3 (Hum. Dev. & Fam. Studies, Syracuse, temp. pt)
- Extension Support Aide, CPO2 (Animal Science, 30 hrs..wk)
- Res. Supp. Aide, CPO2 (Education, temp. pt)
- Ext. Supp. Aide, CPO2 (Design & Env. Analysis, pt)
- ACADEMIC AND FACULTY POSITIONS** To apply or for more information, contact Department Chair.
- * Assoc. Librarian, CPO3 (U. Libraries, Law)
- * Asst. Professor (Microbiology)
- * Asst. Professor-Agriculture & Occupational Educ. (Education)
- * Research Assoc. II, CPO4 (Agric. Microbiology)
- Research Assoc. IV, CPO6 (Preventative Medicine)
- Extension Assoc. IV, CPO6 (NYSSILR)
- Sr. Ext. Assoc. II, CPO8 (NYSSILR)
- Research Assoc. IV, CPO6 (Vet Pathology)
- Research Assoc. I, CPO3 (CRSR)
- Research Assoc. I, CPO3 (CRSR)
- Extension Veterinarian (Vet College, Preventative Med.)
- Faculty Position (Vet College, Section of Medicine)
- Professor (Dept. of Entomology)
- Asst. Prof.-Experimental Condensed Matter Physics (LASSP)
- Extension Assoc., CPO6 (Agronomy)
- Asst.-Assoc. Prof.- Remote Sensing (Civil & Env. Engr.)
- Asst. Prof.-Marine Business Mgmt. (Ag. Economics)
- Research Assoc. III, CPO5 (Entomology)
- COOPERATIVE EXTENSION** To apply, contact 212 Roberts Hall.
- Extension Assoc. (Business Mgmt. & Mkt. Fisheries) (Stonybrook, NY)
- Ext. Assoc. (Coastal Protection)(Stonybrook or Brockport)
- Ext. Assoc. (Coastal Recreation Develop., Tourism)(Potsdam)
- Ext. Assoc. (Marine Education, Youth)(NYC)

Percentage of Female Undergraduates

Fall Term	Ag & Life Sciences	Architecture	Arts & Sciences	Engineering	Hotel	Human Ecology	I&LR	Totals
1970	19%	28%	37%	2%	10%	97%	15%	29%
1972	27%	31%	44%	3%	11%	92%	20%	33%
1974	36%	36%	48%	7%	20%	88%	28%	38%
1976	42%	38%	47%	12%	23%	88%	34%	40%
1978	45%	42%	47%	14%	25%	88%	37%	42%

Percentage of Female Students in the Professional Schools

Fall Term	B & P A	Law	Veterinary Medicine	Totals
1970	3%	7%	4%	5%
1972	8%	12%	10%	11%
1974	18%	21%	20%	20%
1976	19%	25%	34%	26%
1978	25%	24%	46%	30%

Percentage of Female Students Enrolled in the Graduate School
1970-71 to 1977-78

Fall Term	Humanities	Social Sciences	Physical Sciences	Biological Sciences	Totals
1970	37%	34%	6%	22%	22%
1972	39%	34%	6%	28%	24%
1974	40%	34%	7%	28%	25%
1976	41%	37%	7%	29%	26%
1978	46%	40%	10%	35%	31%

Percentage of Minority Undergraduates ⁽¹⁾

Fall Term	American Indian	Asian	Black	Hispanic	Totals
1970	1.9%	1.2%	2.9%	0.5%	6.6%
1974	0.1%	1.6%	2.8%	0.3%	4.8%
1977	0.2%	3.2%	4.0%	1.6%	9.0%
1978	0.2%	4.5%	4.5%	1.6%	10.8%

Percentage of Minority Students Enrolled in the Graduate School ⁽²⁾
1970-71 to 1977-78

Fall Term	Humanities	Social Sciences	Physical Sciences	Biological Sciences	Totals
1970	3%	5%	1%	2%	3%
1972	5%	6%	2%	3%	4%
1974	7%	7%	4%	4%	6%
1976	7%	6%	4%	2%	5%
1978	6%	6%	4%	4%	6%

(1) As self declared by students at registration. Source: Office of Institutional Planning & Analysis
(2) Source: Graduate School

Information on the Results Of the Academic Affirmative Action Program Of Cornell University

Introduction

The purpose of this document is to present information relative to Cornell's Affirmative Action Program in a format which allows readers to draw their own conclusions as to the Program's effectiveness.

In any evaluation of a program of an academic affirmative action the following factors should be considered:

1. The percentage of new appointments of minorities and women to various ranks compared to their availabilities for such positions.
2. Conditions of initial appointments such as salary, length of the term, and the fraction of full time of the appointment.
3. The relative attrition and promotion rates of minorities and women.
4. Trends over time in the percentage of minorities and women holding various academic ranks.
5. Conditions of employment of minorities and women such as salary, teaching and administrative loads, and opportunity for research. (While salary comparisons are available there is no information on other aspects of the conditions of employment).
6. Another criterion for the efficiency of an affirmative action program is comparison with other similar institutions. While such information is not available in detail, some broad comparison can be made.

Some of the information in this document was obtained from the Sourcebook of Academic Information on Minorities and Women at Cornell University. A considerable portion is from new material which has been prepared to update the Sourcebook. Most of this material has been circulated to the colleges and other organizations at Cornell.

While the information in this document may appear voluminous it has been condensed from the total data available (which has more detail) by a factor of about thirty. Further detail on any of the information can be obtained from Vice President Cooke.

FOLD

Actual New Appointments Compared to Established Goals

1976/1977 and 1977/1978 Combined

The following tables compare the actual number of appointments to the goals which had been previously established by the academic units for minorities and women. These goals were based on the availability of minorities and women in various fields.

Female Appointments

	<u>Estimated No. Appts. (1)</u>	<u>Original Goals (2)</u>	<u>Actual No. Appts.</u>	<u>Corrected Goals (2)</u>	<u>No. Females Appointed</u>
Professorial	180	31	183.3	28	30
Instructors	33.5	3	26	1	3.8
Lecturers	90.3	24	61.7	20	33
Research Assoc.	145	14	126.9	11	21.8
Extension Assoc.	45	14	60.5	19	24.4
Librarians	21	16	28.5	21	16.5
	<u>515</u>	<u>102</u>	<u>487</u>	<u>100</u>	<u>129</u>

Minority Appointments

	<u>Estimated No. Appts (1)</u>	<u>Goals</u>	<u>Actual No. Appts.</u>	<u>Corrected Goals</u>	<u>No. Minorities Appointed</u>
Professorial	180	8	183.3	6	15
Instructors	33.5	1	26	0	3.1
Lecturers	90.3	4	61.7	1	10.6
Research Assoc.	145	3	126.9	2	18
Extension Assoc.	45	3	60.5	4	2.5
Librarians	21	2	28.5	2	3
	<u>515</u>	<u>21</u>	<u>487</u>	<u>15</u>	<u>52</u>

(1) All positions and appointments based on Full Time Equivalents on an annual basis. For example, if an individual was appointed on a half-time basis for one term, the appointment would be 0.25 FTE. The use of FTE appointments results in many fractional totals.

(2) Goals were established by deans and directors from an estimate of the number of appointments to be made for the following year. In many cases these numbers were different than the actual number of appointments. The corrected goals were computed by W. D. Cooke based on the goals established by the deans and corrected for the number of appointments which were actually made. Since this was done for each affirmative action unit, the overall corrected goals may differ from the original goal even though there was no change in the overall number of appointments. These differences arise because of large differences in availabilities among the affirmative action units, and the fact that some units made fewer appointments than originally estimated and others made more.

Trends in the Number Of Female And Minority Students

One long range aspect of equal opportunity which is not covered by the regulations is the production of graduates in those groups which have been traditionally underrepresented. This section presents information on trends in degrees granted to women and enrollments of minorities and women. This information shows that the percentage of female students has increased substantially in the past eight years, particularly in the professional schools. While the rate of growth of minority students has been relatively large, the percentages still remain low.

Percentage of Degrees Awarded to Women ⁽¹⁾

	<u>1971-72</u>	<u>1977-78</u>
<u>Undergraduate Degrees</u>		
Endowed	21%	34%
Statutory	40%	48%
<u>First Professional</u>	3.3%	26%
<u>Graduate School</u>	20%	24%

Percentage of Degrees Awarded to Women by College

<u>Undergraduate</u>	<u>1971-72</u>	<u>1977-78</u>	<u>First Professional</u>	<u>1971-72</u>	<u>1977-78</u>
Architecture	9%	21%	B&PA	2%	25%
Arts & Sciences	33	48	Law	5	25
Engineering	0.4	11	Vet. Med.	3	34
Hotel	8	29			
Agriculture	17	39	<u>Graduate School</u>		
Human Ecology	96	88	M Engr.	0%	7%
I&LR	13	25	M (Teaching)	64	45
			All Masters	25	26
			PhD	12	19

(1) Source: Memorandum from the Office of Institutional Planning and Analysis. Basic data from the Office of the Registrar - Ithaca only.

Expected and Actual Number of New Female and Minority Appointments
All Ranks
1976-77 and 1977-78 Combined

behind. Overall, minority faculty are over represented as determined by the 1974-76 availability. Minorities are not over represented at the level of full professor.

The 1975 Report noted the number of nonprofessorial academic minority staff. The table below lists the information from the Report along with information from the 1978 Affirmative Action Report. (Data as of February 1977)

	Total	Caucasian	Black	Asian American	Puerto Rican and Other Spanish Surnames	Native American
Report-1975	345	320	4	21	0	0
Feb.-1977	476	424	18	26	7	1

It is believed that the data in the Report are faulty in that all the numbers are too low. Thus, comparisons between the two sets of figures cannot be made.

The Report did not discuss the expected percentages of nonprofessorial minority academic staff based on availability. Such an analysis, as of February 1977, is noted below. The numbers exclude foreign citizens who are not permanent residents.

Nonprofessorial Academics - February 1977

	Expected Number Based on Availability	Actual Number
Blacks	11.2	18
Asian Americans	7.3	26
Hispanics	4.7	7
Native Americans	2.4	1
Caucasians	450	424

From the information above it can be seen that only Native Americans and Caucasians are under represented determined by availability.

The procedures which have been established by HEW for the establishing of affirmative action goals have a technical flaw which tends to underestimate the number of minorities and women who could be appointed are available. This deficiency becomes particularly important when availabilities are low as in the case for minorities. A far better procedure is a post facto audit comparing the number of statistically expected appointments with the actual number appointed. The difference between the two methods can be large. For example, for minorities, the total corrected goal for 1976-77 and 1977-78 for all units was 15 while the statistically expected number would be 30.

	Number FTE Appointments	Number of Women Appt.FTE	Statistically Expected No.(2) of Women
Professorial (1)	183.3	30	29.7
Instructors	26	3.8	6.4
Lecturers	61.7	33	15.9
Research Associates	126.9	21.8	13.7
Extension Associates	60.5	24.4	15.9
Librarians	<u>28.5</u>	<u>16.5</u>	<u>22.3</u>
	487	129	104

	Number FTE Appointments	Number of Minorities Appt.FTE	Expected Number of Minorities	Number of Blacks	Expected Number of Blacks
Professorial	183.3	15	11.5	5	3.3
Instructors	26	3.1	1.8	2.3	0.7
Lecturers	61.7	10.6	3.7	4.3	1.5
Research Associates	126.9	18	6.3	3.7	1.9
Extension Associates	60.5	2.5	3.8	2	1.6
Librarians	<u>28.5</u>	<u>3</u>	<u>2.6</u>	<u>2</u>	<u>1.5</u>
	487	52	30	19	11

(1) Information on professorial appointments for the period fall 1972 to fall 1978 can be found on page 4. Data on nonprofessorial academic appointments is not available prior to 1976.

(2) The expected number of women is computed by multiplying the number of new appointments by the availability of females.

Expected and Actual Number of Female and Minority Faculty

Fall 1972 to Fall 1978

Female Faculty

	<u>Total No. New Faculty</u>	<u>Actual No. Women</u>	<u>Statistically Expected No. Women (1)</u>
1972-73	108	13	18
1973-74	105	13	15
1974-75	107	12	17
1975-76	83	16	14
1976-77	82	16	13
1977-78	101	14	16
Fall 1978	<u>105</u>	<u>19</u>	<u>21</u>
	690 (2)	103	114

Minority Faculty

	<u>Total No. New Faculty</u>	<u>Actual No. Minorities</u>	<u>Statistically Expected No. Minorities</u>	<u>Actual No. Blacks (3)</u>	<u>Statistically Expected No. Blacks</u>
1972-73	108	5	4.4	3	1.8
1973-74	105	9	5.0	4 [1]	2.0
1974-75	107	4	3.2	0	1.8
1975-76	83	7	3.1	5 [3]	1.2
1976-77	82	7	3.8	3	1.4
1977-78	101	8	7.7	2 [1]	1.9
Fall 1978	<u>105</u>	<u>2</u>	<u>7.7</u>	<u>0</u>	<u>2.3</u>
	690 (2)	42	35	17 [5]	12.4

(1) The statistically expected numbers are derived by multiplying the number of new appointments by the availability.

(2) Column does not add exactly because of rounding.

(3) Numbers in brackets [] refer to appointments in the Africana Studies and Research Center.

The Report notes that in February 1975, the composition of the faculty was as follows:

Caucasian	1433
Black	17
Asian American	32
Puerto Rican and other Spanish surnames	0
Native American	0

Our present records indicate that the zero for Hispanics and Native Americans was incorrect.

In 1978 there are 11 members of the faculty of Hispanic heritage and a number of them were at Cornell in 1975. There are now two of Native American heritage who were also here in 1975. The Report calculates that in order to attain a minority faculty of numbers which approximate the percentage of minority doctorates in 1973, (for an assumed faculty size of 1500) there should be the following number of individuals:

Black	23
Asian American	84
Puerto Rican and other Spanish surnames	12
Native American	6

Such analyses have become more sophisticated since 1975. The above analysis presumes that the Cornell faculty has the same field composition as new doctorates in 1973. This is obviously not the case. For example, of the new doctorates, 25% are in the field of education, while at Cornell the faculty in the Department of Education represents less than 2% of the total faculty.

The Report also used percentages for all doctorates which includes foreign doctorates who studied in the United States. This caused a large difference in the percentage of Asians compared to Asian Americans. A similar analysis, on a field by field basis, using new doctorates in the three year period 1974 to 1976, who were U.S. citizens, yields the expected numbers for minority faculty shown in the second column in the table below. The third column gives the actual number of minority faculty.

	<u>Expected⁽¹⁾ Number in Report</u>	<u>Expected⁽¹⁾ Number Recalculated</u>	<u>Actual No. Feb. 1977</u>
Blacks	23	23	20
Asian Americans	84	22	44
Hispanics	12	13	11
Native Americans	6	7	2
Caucasians	-	1362	1350

As can be seen from the information above, for Black and Hispanic faculty, the actual number is somewhat behind the minimum goal expressed in the Report. Asian Americans are substantially ahead and Native Americans substantially

(1) Based on availability. Non-U.S. Citizens who are not permanent residents are excluded as are faculty in the central administration, Health Services and ROTC.

6. A recommendation that the University establish better contacts with the Ithaca community for the specific purposes of developing and making minority candidates aware of aspects of the community which they would find supportive in order to overcome Cornell's nonurban location.

The University has been at a loss to know how to implement this recommendation.

7. A recommendation that exchange programs for faculty and administrative personnel be developed with minority schools and colleges. Also that greater use be made of visiting professorships and lecturers to establish a minority presence on campus.

A number of such cooperative programs are in place. One is an arrangement between the College of Engineering and Howard University sponsored by Rockwell Corporation and NASA. This program involves Howard University faculty and students visiting Cornell and vice versa. It has resulted in the development of an engineering program at Howard in solid state engineering. Last month there was a progress report on the program at the National Academy of Sciences.

There has been a cooperative program between the College of Agriculture and Life Sciences and Tuskegee Institute. This program involves an exchange of faculty on a visiting basis, generally for periods of a few weeks. Some of the Tuskegee faculty have had adjunct appointments at Cornell.

While there is no formal program, a special relation has existed between the College of Veterinary Medicine and Tuskegee Institute, where both the present and former deans of their veterinary college received their DVM's from Cornell. There have been faculty visits in both directions and the Institute has sent a significant number of students, both at the undergraduate veterinary level and the post-doctoral level.

In addition, there are a number of departments which have special arrangements with departments at predominately minority colleges and universities. There are probably other arrangements at the departmental level which are unknown to the administration.

There have been two other less successful attempts to initiate cooperative programs at the university level. In one case, discussions got as far as a visit to Cornell of the President (who is a Cornell alumnus) and top officers of the institution to meet with the Cornell administration and deans. In the end, because of faculty resistance at the minority institution, the program was never initiated. It is likely that the pride of the faculty in their own institution was a factor in their decision.

One of the major proposals in the Report was that Cornell should strive to attain a minority faculty of a size which would approximate the percentage of new minority doctorates in 1973. This was felt to be a minimum, but attainable goal. In the longer term it would be expected that the percentage of minority faculty would approximate the minority distribution of the present student body and eventually that of the national population.

There is a widely held assumption that the appointments of women are for shorter terms than men, that they have a higher percentage of part time appointments and are less often on the tenure track.

The information below was compiled in order to ascertain the validity of such assumptions.

Professorial Appointments

For the period 1974-75 to the fall 1978, 77 women were appointed to professorial positions. The average term of appointment was 2.3 years. In the case of males, there were 401 appointments for an average term of 2.6 years.

There are very few part time appointments at the professorial level. For the period from the fall of 1972 to the fall 1978 there were only six part time professorial appointments. Three were to men and three were to women.

In the fall term 1978, the first year for which we have complete records for tenure ladder positions, of the 19 women appointed, 16 were on the tenure track (84%). For males, of the 86 appointed, 65 were tenure track positions (75%).

Women appointed to professorial positions have less postdoctoral experience than men or minorities. Sixty percent of the women have no postdoctoral experience compared to 45% of the minorities and 38% of the men.

Lecturers

In 1977-78 the average length of the appointment was 1.3 years for females and 1.25 years for males.

The average percentage of full time effort for females was 79% and for males 82%. Fifty-nine percent of the females compared to 55% of the males had full time appointments. A lower percentage of female lecturers have doctorates (24%) than men (33%).

Research Associates

In 1977-78 the average length of the appointment was 1.3 years for females and 1.1 years for males. The average percentage of full time effort was 0.92% for females and 0.94% for males.

There appears to be no appreciable difference either in the length of the appointment, the percentage of full time effort or the percent on the tenure track between females and males.

The Direct Appointment of Faculty to the Tenure Track

Since the fall of 1972 through the fall of 1978, there were 690 appointments to professorial positions. Of these, 72 were appointments with tenure. Of the 72, 67 were males (of whom three were minorities, two blacks and one asian) and five were females.

Since most appointments with tenure are offered to those who are already professors or associate professors at other institutions, the 7% of the tenure appointments which were made to women can be compared to the percentage of women who hold such positions at other institutions. In a sample of 33 universities in the Association of American Universities, 7.6% of the professors and associate professors are women.

Attrition and Tenure Promotion Rates of Professorial Faculty

Attrition

Information is available for the period 1972-73 to 1977-78 on the attrition of professorial faculty. A summary of this information is presented below.

<u>No. Females⁽¹⁾ Appointed</u>	<u>No. Not Holding Appts. Fall 1978</u>	<u>Percentage Attrition</u>
78	17	22%
<u>No. Males⁽¹⁾ Appointed</u>	<u>No. Not Holding Appts. Fall 1978</u>	<u>Percentage Attrition</u>
469	118	25%
<u>No. Minorities Appointed</u>	<u>No. Not Holding Appts. Fall 1978</u>	<u>Percentage Attrition</u>
40	11	28%

The above data indicate that attrition for females, males and minorities is essentially the same. These attrition rates include both voluntary and non-voluntary terminations.

Tenure Promotion Rates

The following information indicates the number of females and males who were on the tenure track and who were reviewed for tenure and the percentage who received tenure.

	No. Females			No. Males		
	<u>No. Females Reviewed</u>	<u>No. Females Receiving Tenure</u>	<u>%</u>	<u>No. Males Reviewed</u>	<u>No. Males Receiving Tenure</u>	<u>%</u>
Agriculture ⁽²⁾	1	1	100%	74	68	92%
Arts & Sciences ⁽³⁾	18	9	50%	107	60	56%
Human Ecology ⁽²⁾	11	6	55%	15	9	60%

In Arts and Human Ecology the percentage of females who received tenure is smaller than the percentage for males. The small number of cases precludes a conclusion that there is a pattern of discrimination in tenure decisions. These data were supplied by the college offices.

- (1) Caucasians only
 (2) 1972-73 to 1977-78
 (3) 1973-74 to 1977-78

A Report on the Present Status of the Recommendations
 of the Trustees Report on the Status of Minorities
 which was Issued in October 1975

December 1978

The Trustee's Report on the Status of Women in 1974 was followed by a similar report on the status of minorities in 1975. This report made seven recommendations relative to faculty and nonacademic professorial appointments.

Since the texts of these recommendations are lengthy, and in order to keep this document to a reasonable size, only the essential features of the recommendations are shown below.

1. A recommendation that the University undertake the task of development of a long range plan for recruiting minority faculty in the form of an affirmative action plan. It also notes that a system for developing minority goals based on availabilities should be established.

An affirmative action plan was developed during 1976 and 1977 and has now gone through one cycle of updating. As part of the plan a procedure for establishing goals has been developed and is in use.

2. A recommendation that effective methods for searching for minority faculty be developed which would be similar to those in the Princeton University Affirmative Action Plan, 1975.

The suggestions in the Princeton Plan are very similar to those in the Cornell Affirmative Action Plan.

3. A recommendation that each academic unit file a report on the search for every academic opening.

It is now required that an Affirmative Action Statement accompany every appointment form.

4. A recommendation that the Provost continue to review academic openings but with greater emphasis on their implication for minority hiring. A procedure should be arranged whereby the Affirmative Action Office is brought into the search early.

A Search Plan is now required for all new appointments. This plan describes the efforts which will be made to increase the number of female and minority candidates. This Plan is submitted to the dean and the college affirmative action representative for approval before the search can be initiated. The post of affirmative action representative was not in existence at the time the Report was written. The Provost has never reviewed all academic appointments. To review even the 100 professorial appointments would involve a major commitment of the Provost's time.

5. A recommendation that the University continue its policy of providing a special affirmative action fund to be used on a temporary basis to take advantage of special opportunities in recruiting minorities and women.

This fund still exists at an annual level of \$50,000.

The slow growth in the number of female faculty must be considered against a background of a declining number of positions. For example, from 1971 to 1978 the number of female assistant professors only increased from 40 to 57. However, in the same period, the number of male assistant professors declined by 92 - from 355 to 263.

Nonprofessorial Academics

The Status of Women Report noted that in 1973 Cornell academic women were concentrated in nonprofessorial positions. As of February 1978, this was still true with women holding 31% of the instructorships, 57% of the senior lectureships, 53% of the lectureships, 19% of the senior research associateships, 19% of the research associateships, 21% of the senior extension associateships, and 37% of the extension associateships.

Faculty/Student Ratios

The Report noted that in 1973 the overall ratio of male students to male faculty in Ithaca was 1:11 while the ratio of female students was 1:46. The Report expressed concern that this situation would worsen as the number of female students increased. Because of the substantial increase in the number of female students, the situation has worsened. For 1977-78 the ratio for males was 1:7.5 and for females was 1:48.

Deans and Chairpersons

The Report noted that there were no female deans in Ithaca in 1973. This is still true.

In 1973 there were only three female chairpersons; in the departments of Education, Human Nutrition and Foods, and Russian Literature. In 1978 there are only two female chairpersons; in the departments of Asian Studies, and Design and Environmental Analysis.

Record Keeping

The Report noted that in 1974 there was resistance from some parts of the University faculty and staff to providing sex and racial information. This data is now available for all academic and nonacademic employees.

Minority Female Academics

In 1973 there were only three Black females holding academic positions in the University. (The Library was not then an academic unit.) In 1978, excluding the Library, there are ten Black academic females; two assistant professors, one instructor, three lecturers and four extension associates. There are now seven female Asians, ten Hispanics and one American Indian holding academic positions. The latter two categories were not covered in the Report. The 1973 data in the Report noted that there were seven female Asian associate professors. It is believed that this is an error.

The table below gives detailed information on the number of female and male faculty by college and year for the period 1972 to 1978. The percentage change of female faculty can be found on the following page.

VOTING MEMBERS OF THE UNIVERSITY FACULTY (1)(2)
BY YEAR, COLLEGE AND RANK 1974-1977

	Assistant Professors			Associate Professors			Professors				
	2/74	2/75	2/76	2/74	2/75	2/76	2/74	2/75	2/76	2/77	2/78
Africana Studies	F 4	F 4	F 4	F 0	F 0	F 0	F 0	F 0	F 0	F 0	F 0
Agr & Life Sci. ⁽³⁾	M 85	M 82	M 85	M 137	M 143	M 139	M 136	M 129	M 125	M 126	M 120
Architecture	F 24	F 25	F 19	F 1.5	F 1	F 1	F 1	F 0	F 0	F 0	F 0
Arts & Sciences	T 21	T 22	T 26	T 98.5	T 106	T 98	T 95	T 4	T 193.5	T 204.5	T 218.5
B & P A	F 12	F 11	F 10	F 0	F 0	F 0	F 0	F 0	F 0	F 0	F 0
Engineering	M 0.5	M 48.5	M 46	M 42.5	M 44.5	M 43	M 44	M 0	M 92.5	M 90.5	M 103
Hotel Admin.	F 0	F 0	F 5	F 0	F 0	F 0	F 0	F 2	F 5	F 5	F 6
Human Ecology	M 15	M 10	M 15	M 12	M 13	M 14	M 12	M 16	M 13	M 15	M 16
I & L R	F 2	F 8	F 2	F 0	F 0	F 0	F 0	F 1	F 31	F 17	F 15
Law	F 1	F 0	F 1	F 0	F 0	F 0	F 0	F 0	F 0	F 0	F 0
Veterinary Med.	F 0	F 8	F 2	F 0	F 27	F 1	F 22	F 0	F 44	F 43	F 46
Centers & Programs	F 0	F 2	F 1	F 0	F 1	F 0	F 0	F 0	F 9	F 7	F 5
	45	330	45	40.5	351	43	372	41	360	42	350
	12.0%	12.2%	15.8%	10.3%	10.4%	10.2%	10.7%	10.0%	3.1%	3.7%	3.8%
	18.0%	17.8%	17.8%	10.0%	10.0%	10.0%	10.0%	3.5%	3.7%	3.8%	4.1%
	57	263	40.5	351	43	372	41	360	42	350	40
	273	57	263	40.5	351	43	372	41	360	42	350
	18.0%	17.8%	17.8%	10.0%	10.0%	10.0%	10.0%	3.5%	3.7%	3.8%	4.1%
	60	273	57	263	40.5	351	43	372	41	360	42
	15.8%	15.8%	15.8%	10.3%	10.4%	10.2%	10.7%	10.0%	3.1%	3.7%	3.8%
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	273	57	263	40.5	351	43	372	41	360	42	350

Trends in the Percentage of Women Holding Academic Positions (1)

	February 1974			February 1978			Relative	
	Number	Number	%	Number	Number	%	Percentage Change	
	Females	Males	Females	Females	Males	Females	Females	Males
Professors	22 ⁽²⁾	682	3.1%	30	709	4.1%	+36%	+4%
Associate Professors	40.5	351	10	40	359	10	-1.2	+2.2
Assistant Professors	45	330	12	57	263	18	+27	-20
Instructors	19	46	29	11	25	31	-42	-46
Lecturers	68	76	47	91	80	53	+34	+5.3
Sr. Research Assoc.	7.5	49	13	8	35	19	+6.6	-29
Research Associates	34	176	16	34	140	20	0	-20
Sr. Ext. Associates	10	27	27	12	44	21	+20	+63
Extension Assoc.	23	29	55	51	86	37	+122	+196

(1) Source: Reports of the Dean of the Faculty

(2) Ten of these 22 female professors had retired by February 1978.
Of the males, 97 of the 682 retired by February 1978.

Departments do appoint their recent female doctorates to professorial positions at a considerably higher rate than their male graduates. Over the last four years, 22% of the new female professorial appointmeetees were recent Cornell doctorates. The comparable figure for males is 9%.

The 1974 Report also presented some statistical information on the status of women and noted trends from previous years. The information below compares the situation at the time of the Report to that in 1978.

Student Enrollment

	Status of Women	
	Report - 1974	Fall 1978
Undergraduates	35%	42%
Graduate Students	24	31
Law Students	15	24
B & P A Students	12	25
Veterinary Medicine Students	15	46
Medical Students	17	29
Nursing Students	97	91
Doctoral Recipients	14	19

	Faculty	
	Status of Women Report - 1974	Fall 1978
No. Professorial Staff	110	127
% Professorial Staff in Human Ecology	50%	38%
<u>Percentage of Women</u>		
Professors (all ranks)	7.5%	8.7%
Assistant Professors	12%	17.8%
Associate Professors	10.5%	10%
Professors	3%	4.1%

Trends in the Number of Female Faculty

1971-73

In the Status of Women Report it was noted that between the Fall of 1971 to the Fall of 1973 the number of women on the faculty increased by four positions - all at the assistant professor level. The number of men, on the other hand, increased in the full and associate professor ranks (by 24) and decreased only at the assistant professor level (by 37).

1973-78

From the Fall of 1973 to February 1978, the number of women on the faculty increased from 110 to 127. Female assistant professors increased from 44 to 57, associates decreased from 42 to 40 and professors increased from 24 to 30. During the same period the numbers of males on the faculty decreased from 1364 to 1331. The number of male assistant professors decreased from 322 to 263, associates remained constant at 359, and professors increased from 683 to 709.

A Report on the Present Status of the Recommendations
of the Trustees Report on the Status of Women
which was Issued in March 1974

December 1978

In a review of affirmative action which covers recent years, it seemed appropriate to go back to the 1974 Trustee Report on the Status of Women and evaluate the progress which has been made toward the implementation of the recommendations contained therein.

The Report contained three recommendations relative to faculty. There are actually four since one of them contains two separate items. These recommendations are noted below with comments concerning the present situation.

4. That the administration conduct a full study of salary, emoluments, and perquisites of faculty members in every department, including the professional schools, the Geneva Experiment Station, and all other locations, and take appropriate action to ensure that inequities based on sex or race are not permitted to exist.

Such a study has been completed and distributed to deans and directors last April. The salary study does not include the Medical School but they have made a separate study.

5. That in the search for candidates to fill academic vacancies, the search committee or other group charged with identification of candidates for positions in each appointment unit include women; and that present Cornell lecturers, research associates, extension associates, instructors, and other academic personnel be considered as candidates to fill vacancies.

Many women serve on search committees as a matter of policy. However, there is a growing concern that female faculty are serving on so many committees that such service might adversely affect their careers. In fact, in one case in litigation, a woman has claimed she was assigned too heavy a load of committee work.

Although our records are not complete, in the past two years two women who had nonprofessorial appointments were directly appointed to a tenure position as were two men. Five women went from nonprofessorial positions to tenure track positions as did six men. It is obvious from the above that nonprofessorial academics including women are being considered and appointed to professorial levels.

6. That policies and practices which militate against the appointment of Cornell women graduates or faculty wives be eliminated.

In the Fall of 1978, 31 of the 127 female faculty were married to Cornell faculty members. In 11 cases these couples were in the same department. It appears that any restrictions to the appointment of women due to nepotism has disappeared.

Results of a Salary Study Comparing Academic Female and Male Salaries

A study is available which compares female and male salaries for academic staff based on salaries as of October 1977. This study is a 25 page document which can be obtained from Vice President Cooke.

The basic concept of the study is that salaries of women are compared to men in the same rank and department and then corrected for time in the title. The average female salary in a unit is compared to average male salaries by means of a salary index. A female salary index of 1.02 means the average female salary in the group is 2% higher than that of males. A salary index of .97 indicates the average female salary is 3% below that of males.

It is difficult to summarize a 25 page document filled with tables and charts into one page. However, the following page is a table which gives an insight into the comparisons. It presents a salary index for 16 groupings of academic staff. Women have a higher salary index in 10 of these 16 groups. Overall the female academic staff salaries average 1% more than males, but this difference has no statistical significance.

A similar salary study has been made for minority academic staff versus nonminorities. The data indicate that minority staff have, on average, a salary 1.2% above that for nonminorities.

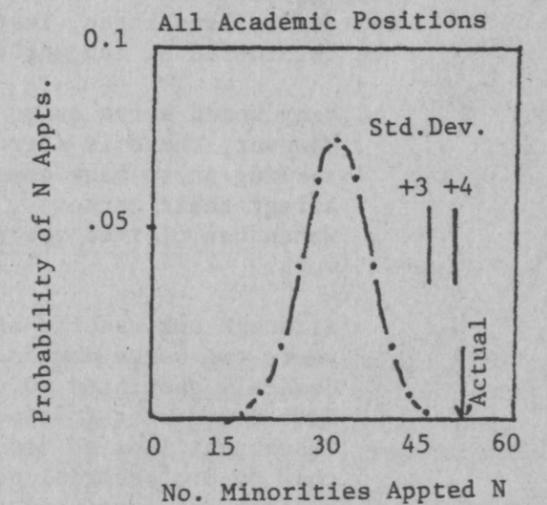
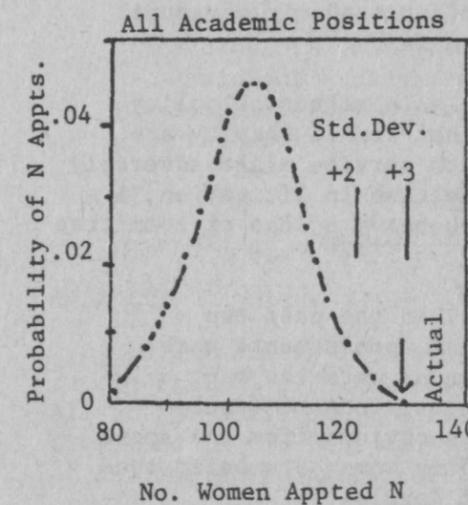
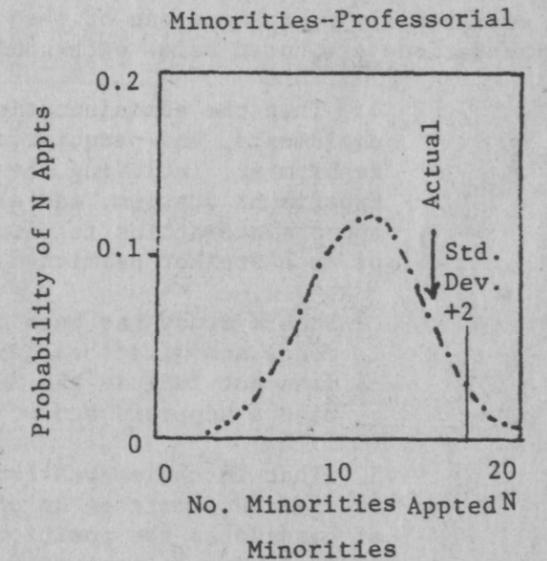
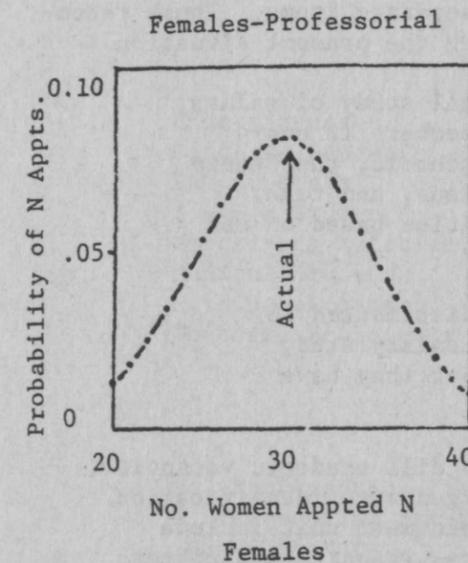
Female - Male Salary Comparisons

Mean Female Salary Index - Departmental Base
October 1977

	<u>Number Males</u>	<u>Number Females</u>	<u>Mean Female Sal. Index</u>	<u>Mean Female Salary Corrected for Time</u>
<u>Architecture</u>	12	4	.9087	.9516
<u>Agriculture</u> ⁽¹⁾	19	8	1.0264	1.0727
<u>Arts & Sciences</u>				
Humanities	67	46	1.0274	.9976
Social Sciences	28	13	1.0561	1.0424
<u>Biology Division</u> ⁽²⁾	8	5	1.0184	1.0510
<u>Human Ecology</u>	34	23	1.0066	1.0116
<u>Industrial & Labor Rel.</u>	8	4	1.0199	1.0422
<u>Nutrition</u>	5	17	.9904	1.0195
<u>Other Units</u> ⁽³⁾	<u>22</u>	<u>8</u>	<u>.9328</u>	<u>.9348</u>
	203	128	1.011	1.010
<u>Professors (Internal & External)</u> ⁽⁴⁾				
Associates	59	35	1.0021	1.0237
Assistants	80	45	.9575	.9760
Lecturers (Language)	4	16	1.1624	1.0451
Lecturers (Other)	6	10	1.0979	1.0612
Instructors	5	5	.9729	1.0349
Sr. Lecturers	<u>1</u>	<u>1</u>	<u>(5)</u>	<u>(5)</u>
	203	128	1.011	1.011

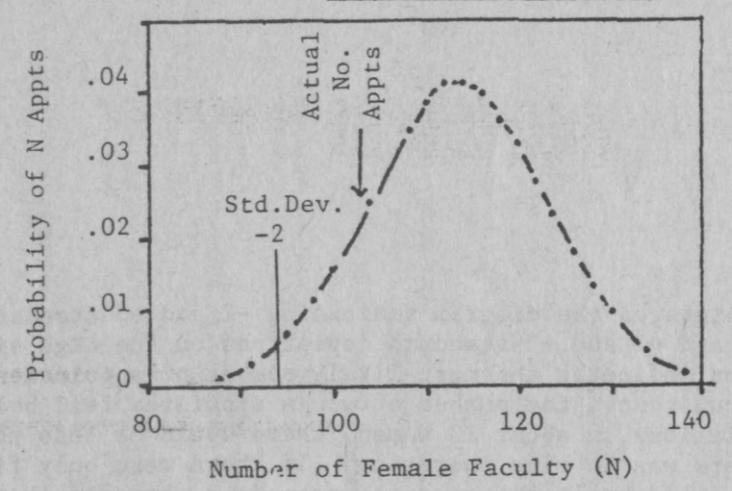
- (1) Agriculture not separated into Agricultural Sciences and Social Sciences because one unit has less than three females.
- (2) Endowed and statutory calculated separately then combined.
- (3) Six units with three or fewer females.
- (4) Not reported separately because there were fewer than three females in one category.
- (5) Not reported but included in weighted averages.

A Statistical Analysis of Academic Appointments
1976-77 and 1977-78

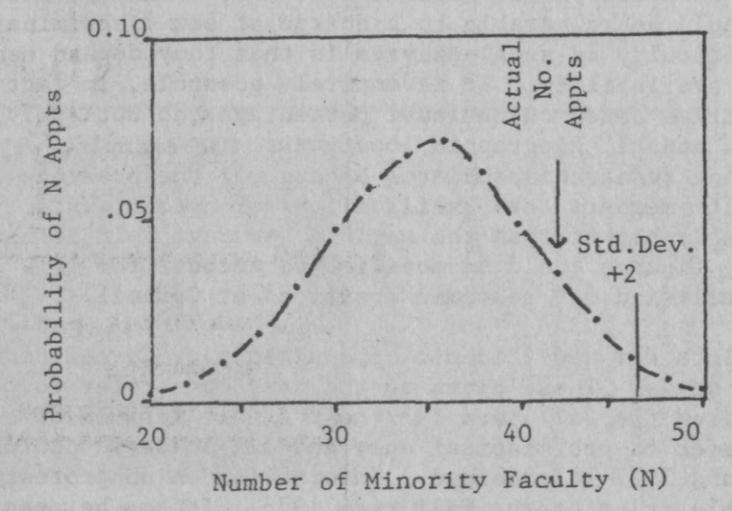


A Statistical Analysis of Professorial Appointments
Fall 1972 to Fall 1978

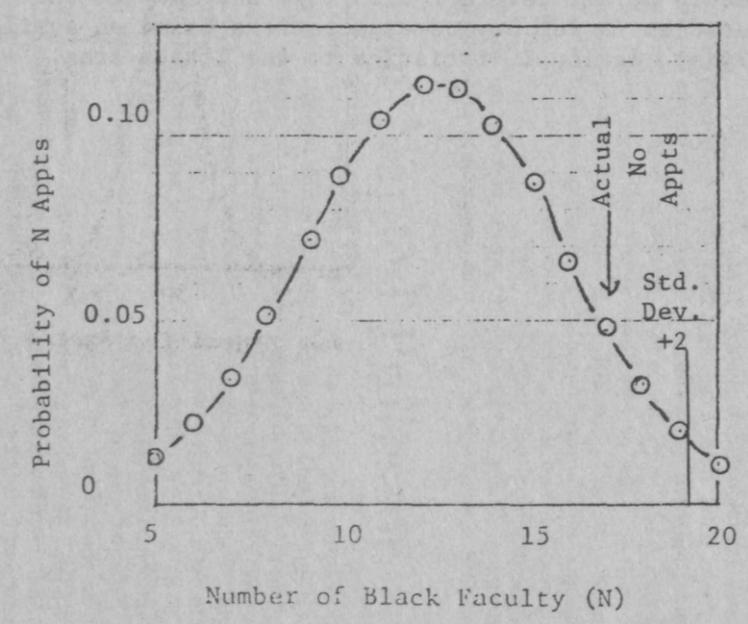
The Percentage of Female Faculty at Other Universities
and Recent Changes in the Percentages (1)



690 Appointments
103 Females



690 Appointments
42 Minorities



690 Appointments
17 Blacks

One measure of the success of an affirmative action program is a comparison of the percentage of female faculty at other universities. The data in the following tables presents such information for universities which are comparable to Cornell. The data must be interpreted with some caution. The nature of the institution effects the number of potential female faculty. For example, a science oriented institution such as MIT would be expected to have a relatively smaller percentage of women because the percentage of female doctorates in science and engineering is low. Yale, on the other hand, would be expected to have a relatively high number of female faculty because the institution is oriented toward the humanities where the availability of female doctorates is high.

Similar information is not available for minority faculty.

The Percentage of Female Faculty at Other Universities Fall 1977

	Professors (2)			Associates			Assistants		
	Male	Female	%F	Male	Female	%F	Male	Female	%F
	Cornell	725	30	4.0	364	41	10.1	263	58
Chicago	378	13	3.3	139	17	10.9	129	38	22.7
Columbia	428	24	5.3	82	20	19.6	174	62	26.3
Brown	255	5	1.9	78	12	13.3	63	20	24.1
Harvard	498	14	2.7	78	16	17.0	173	46	21.0
(3) Johns Hopkins	168	7	4.0	41	4	8.9	59	7	10.6
(4) Michigan	872	57	6.1	321	71	18.1	223	117	34.4
MIT	451	8	1.7	170	27	13.7	147	29	16.5
Princeton	281	3	1.1	61	4	6.2	149	46	23.6
Stanford	437	13	2.9	122	8	6.2	125	38	23.3
Yale	394	6	1.5	102	20	16.4	199	51	20.4
	4887	180	3.6%	1558	240	13.3%	1704	512	23.1%

The Change in the Percentage of Female Faculty Fall 1974 to Fall 1977

	All Ranks			Assistant Professors		
	Females 1974	Females 1977	% Change	Females 1974	Females 1977	% Change
	Cornell	115	129	12%	45	58
Chicago	NA	68		NA	38	
Columbia	89	106	19	52	62	19
Brown	33	37	12	26	20	-23
Harvard	52	76	46	33	46	39
Johns Hopkins	15	18	20	9	7	-22
Michigan	198	245	24	90	117	30
MIT	49	64	31	27	29	7
Princeton	40	53	33	36	46	28
Stanford	48	59	23	27	38	41
Yale	68	77	13	51	51	0

(1) Source: Summer Bulletin of the American Association of University Professors.
 (2) The numbers in these tables do not coincide with those on page 7 which excluded faculty in central administration, Health Services and ROTC.
 (3) Johns Hopkins reported only the College of Arts and Sciences.
 (4) Main campus.

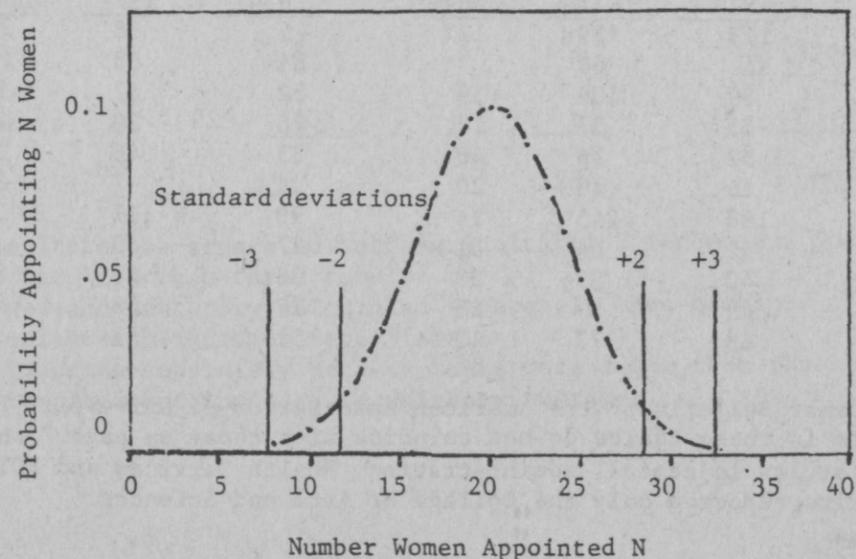
A Statistical Method of Evaluating New Appointments

In evaluating an affirmative action program from the point of view of new hires, it is necessary to make such judgements based on the percentage of females or minorities in the pool from which the candidates for positions are drawn. This percentage is usually known as the availability. There is considerable uncertainty in establishing the pool from which candidates are drawn for any particular institution or circumstances. Nevertheless the federal regulations require that the number of new positions for minorities and women be compared against the expected number based on availability.

In comparing the number of actual appointments to the expected number, the question may arise as to whether any differences indicate discrimination against a protected group. If, for example, there were 200 appointments in a hypothetical institution and the availability of females was 10%, it would be expected that 20 women would be appointed. Suppose only 19 women were appointed. Should a deficiency of one appointment initiate an HEW investigation of a charge of discrimination against females? Probably not, because the institution might show, for example, that they had bad luck in getting women candidates that particular year, or that an unusually large number of women rejected offers. But suppose only 15 women were appointed, or only five. At what point does an institution become vulnerable to legal charges of discrimination against females?

Recent cases in the courts have introduced statistical procedures as factors in evaluating the validity of discrimination cases. A recent Supreme Court decision noted that to establish a potential charge of discrimination in hiring, it was necessary that the hiring rate be two or three standard deviations below expectations based on availability. This statement means that if the differences are small they may be explainable by random circumstances. However, as the differences increase it becomes more and more difficult to explain by random fluctuations and the possibility of sexual bias being the explanation of the low hire rate increases.

It is not necessary to focus on potential legal problems in order to evaluate an affirmative action program. The diagram below presents a normal distribution which would be expected for the case of the 200 appointments discussed above. The diagram indicates the probability of hiring a specified number of females if no bias existed and a random selection process prevailed.



There are four points on the diagram indicating -2 and -3 standard deviations on the low side and +2 and +3 standard deviations on the high side. The peak of the distribution indicates the most likely number of appointments. If, in this particular circumstance, the number of women appointed fell below "two or three" standard deviations, or about 10 women, there would be less than two chances in 100 that there was no bias operating. If there were only five female appointments, there would be less than one chance in a thousand that there was no bias. If the institution had hired ten or fewer females, instead of the expected 20, they would be vulnerable to a charge of sex discrimination against women. A major difficulty in such analyses is that they depend heavily on a correct assessment of availability. It is entirely possible, in fact likely, that the availabilities based on national percentages do not apply equally to all institutions and all geographic locations. For example, with appointments of lecturers and research associates because of the presence of spouses of Cornell faculty members, the availability for appointments to these positions is probably higher than the national average. It is not known just how availability figures could be modified to account for this higher number of persons qualified for academic positions at Cornell.

Similar probability plots for new academic appointments at Cornell are presented on the following pages. These plots on the next page refer to professorial appointments from the fall term 1972 to the fall term 1978. Those on the second page refer to professorial only and all academic appointments for the two years 1976-77 and 1977-78 combined. Information on nonprofessorial appointments is not available prior to the fall term 1976. It can be seen that for academic appointments at all levels for 1976-77 and 1977-78 the number of females and minorities is far beyond expectations based on availabilities. This may be caused by applying national statistics to the Ithaca area.

Icelandic Stamp Honors the Memory Of Curator of Cornell's Collection

The government of Iceland issued a commemorative stamp last month (December) in honor and memory of the first curator of Cornell's extensive collection of Icelandic literature.

Halldor Hermannsson, whose portrait appears in black and white on the 150 kronur (about 50 cents) stamp, was curator of Cornell's Fiske Icelandic Collection from 1905 until his retirement in 1948. The Cornell collection is rivaled only in size and quality by those at the National Library of Iceland and in the University and Royal Libraries of Copenhagen, Denmark.

At the time of his death in 1958, at the age of 80, Fiske was recognized as the world's leading authority on Icelandic bibliography.

A biography published by the Icelandic postal service in conjunction with the issuance of the stamp states that Hermannsson, a native of Iceland, "was one of the most distinguished guardians of Icelandic culture, constantly on guard and at work, and it is doubtful that any other person has at any time contributed as much in this field as he did."

Hermannsson began his professional association with Ice-



The Hermannsson Stamp

landic bibliography in 1899 when he joined Willard Fiske in Florence, Italy, to work on the outstanding book collection of the former Cornell professor, who was also the University's first librarian. Independently wealthy, Fiske had been living in Florence since 1883. When Hermannsson went to Florence he had been studying law for a year in Copenhagen, Denmark after having completed his education in Iceland.

Upon his death in 1904,

Fiske's collection came to Cornell. In addition to giving the collection, Fiske also provided endowment for the salary of a librarian, who he stipulated must be an Icelander; for new books and for the publication of a series on Iceland and the Fiske Icelandic Collection at Cornell.

Under Hermannsson's direction the collection tripled in size to 26,000 volumes by 1948. His major bibliographical accomplishment was the compilation of a catalogue of the collection, published in 1914 with supplements to follow in 1927 and 1943.

In 1918, he published a special catalogue of the collection's holdings in runology.

In addition, he wrote or edited 32 of the 42 volumes published to date in the collection's series titled "Islandica." Volume 41 of the series, published in 1978 to mark the centenary of Hermannsson's birth (Jan. 6, 1978), contains a bio-bibliography of Hermannsson, by Professor P.M. Mitchell of the University of Illinois, a student and friend of his. The volume includes a 40-page bibliography of Hermannsson's publications as well as reviews of his works.

Blakey to Return in April

G. Robert Blakey, chief counsel of the House Select Committee on Assassinations, said in a recent visit to campus that he expects to return to the Law School faculty in April.

Blakey joined the Law School faculty in 1974 and was director

of the Institute on Organized Crime at Cornell when he was named director of the assassinations committee in June of 1977. The committee terminated its work earlier this month. Its initial report included the observation that there was a "high

probability of conspiracy" in the assassinations of President John F. Kennedy and Martin Luther King Jr. A final report and recommendations will be made in March.

Blakey, who discussed the work of the committee at a luncheon meeting of Law faculty when he was on campus, was scheduled to give his first formal public discussion on the committee's findings today in New York City. He was slated to talk before a meeting of Law School Alumni at the Plaza Hotel.

While on campus he said: "If the committee's work is to have any meaning, it will not be in determining what happened in Dallas or that the FBI or CIA didn't do the job that they should have done, or that a conspiracy was involved. It will be in its recommendations for what to do in the future."

He said the government did not give the kind of investigations into the deaths of Kennedy and King that were commensurate with the dignity of their lives.

He said the committee's recommendations will emphasize using all the tools available in making such investigations and also not to prejudge the investigation by assuming that there is no conspiracy. He added that there must be far greater candor in the future than there was in the past on such matters.

Fine Arts Series Set for February

The annual fine arts series, sponsored by the Cornell Campus Club, will be held on four successive Thursdays in February.

These lectures, open to the public without prior registration, will be held in the Herbert F. Johnson Museum of Art Lecture Room. The time for each is 10 to 11 a.m.

Feb. 1, Thomas Leavitt, director of the Johnson Museum, will talk "About the Museum."

Feb. 8, Creighton Gilbert, professor of art history, will give a

talk entitled "Male and Female on the Sistine Ceiling."

Feb. 15, Cynthia McCabe, coordinator of exhibits at the Hirshhorn Museum in Washington, D.C., will discuss "The Eilshemius Exhibit at the Johnson Museum."

Feb. 22, Nancy Press, coordinator of education at the Johnson Museum, will talk about "Polish Textiles — Smithsonian Exhibition."

Parking is available in "A" and "B" lots as well as limited parking in Franklin Hall lot with a Museum Permit.



Verboten

No, no, absolutely no skis are permitted on campus buses. Only ice skates with blade covers can be carried on board, if they are not slung over the shoulder.

Affirmative Action

Continued from Page 1

percentage of female faculty at Cornell and 10 peer universities, appointments of women and minorities as compared to goals, attrition and tenure promotion rates and a breakdown by sex of voting members of the faculty.

There are three appendices: A Statistical Method of Evaluating New Appointments, a Report on the Present Status of the Recommendations of the Trustees Report on the Status of Women which was issued in March 1974, and a Report on the

Present Status of the Recommendations of the Trustee Report on the Status of Minorities which was issued in October 1975.

One section of the document shows that the percentage of female students at Cornell has increased "substantially...., particularly in the professional schools" during the 1970s, Casarett said. "While the rate of growth of (numbers of) minority students has been relatively large, the percentages still remain low," she reported.

Shaulis Is Recognized

Nearly 200 colleagues, friends, cooperative extension personnel, and other professional associates attended a Recognition Night honoring Nelson Shaulis, professor of viticulture, at Cornell's State Agricultural Experiment Station in Geneva, Dec. 1.

Shaulis has been in charge of the grapevine physiology and

vineyard management program at the Station since joining the faculty as an assistant professor of pomology in 1944. Shaulis is retired Dec. 28.

Provost W. K. Kennedy, former dean of the College of Agriculture and Life Sciences, praised the contributions that Shaulis has made during his 34 years at the Geneva Station.

Engineering Dean Named Professor



Thomas Everhart

Thomas E. Everhart, the newly appointed Joseph Silbert Dean of the College of Engineering, has been elected a tenured professor in the college's School of Electrical Engineering. The action took place during the University Board of Trustees meeting in New York City last weekend.

Everhart, a former chairman of the Department of Electrical Engineering and Computer Sciences at the University of California at Berkeley, has been at Cornell since early this month when he officially assumed his new duties as dean.

He is the seventh dean of the College of Engineering. He succeeds Edmund T. Cranch who became president of Worcester Polytechnic Institute in July and Andrew Schultz Jr., dean of engineering from 1963 to 1972, who had been serving as acting dean. Cornell has approximately 190 faculty in the College of Engineering along with 2,400 undergraduates and 650 graduate students. In addition, there are more than 24,000 living engineering alumni.

OFFICE OF THE JUDICIAL ADMINISTRATOR CASE REPORTS DECEMBER, 1978

No. of PERSONS	VIOLATIONS	SUMMARY DECISIONS
2	alteration of parking permit	WR; \$20 suspended fine
2	alteration of parking permit	Verbal Warning
2	damage to Streetlight	WR; \$75/25 hrs. C.S.** Restitution \$5
1	altering a loading permit	WR; \$20 suspended fine
1	misuse of parking permit	WR; \$50 suspended fine
1	entering Co-Op illegally, refusing to show ID, refusing to pay for food	WR; \$35/11 hrs. C.S. Restitution paid through Bursar's Office
1	use of an unauthorized Wats line	WR; \$100 of which \$25 is suspended, \$75/25 hrs. C.S. Restitution \$58.69
2	attempted theft from Plant Science Bldg.	WR; \$100/33 hrs. C.S.

* Written Reprimand
** Community Service



Registration tables in Barton Hall are filled with students making spring term choices.

University Geologists Explain Wyoming Wind River Uplift

By exploring the earth's deep crust with greater detail than ever before possible, Cornell geologists have solved the mystery of what forces shaped Wyoming's Wind River Uplift and developed a new theory based on plate tectonics to explain the forces' origin.

Using deep seismic reflection profiling, a technique that sends seismic waves deep into the crust and infers its structure by processing the returning echoes by computer, the researchers traced the major fault in the Wind River area to a depth of at least 24 kilometers (about 15 miles) and found that it dipped shallowly—an average of 30 to 35 degrees—along its entire length.

Shallowly dipping faults, geologists generally agree, are caused by horizontal compression of the crust, while steep faults are most often attributed to horizontal extension or vertical movement. Because geologists could not previously trace the Wind River fault to determine its behavior at depth, however, a variety of theories had been pro-

posed to explain the origin of the Wind River mountains.

Cornell geologists Jon A. Brewer, Jack E. Oliver, Sidney Kaufman and Larry D. Brown, and S.B. Smithson of the University of Wyoming (who studied the Wind River Uplift while on sabbatic leave at Cornell) have proposed, in a paper submitted for publication in *Tectonophysics*, that the horizontal compressional forces that created the uplift were generated some 50 to 60 million years ago by the drag of an oceanic crustal plate as it slipped with shallow dip under western North America.

The horizontal forces also shortened the crust by at least 21 kilometers (about 14 miles) and in the process buried a wedge of sedimentary rock under the older Precambrian rocks of the Wind River Mountains.

The sedimentary wedge is of particular interest to oil company geologists because oil deposits have been found in the sedimentary basins surrounding the Wind River Mountains.

The deep seismic reflection

profiling work is conducted by the Consortium for Continental Reflection Profiling, a group of university, government and industry geologists and geophysicists, with the support of the National Science Foundation.

One of COCORP's primary purposes, according to its chairman Jack E. Oliver, who also is chairman of geological sciences at Cornell, is to answer the fundamental questions of why the earth contains both oceans and continents and to understand more fully the complex tectonic forces at work in the continents themselves.

COCORP has used deep seismic reflection profiling to study the Rio Grande Rift, the San Andreas Fault, the great basin of Michigan and a site in Hardeman County, Texas. The Brevard Zone in the Appalachians and the area around Charleston, S.C. (the scene of a major earthquake in the mid-1800s) are currently under investigation by the group.

Uris Gives \$100,000 For Arts College

Harold D. Uris, a 1925 graduate of Cornell University and one of the University's leading benefactors, has made a gift of \$100,000 to the College of Arts and Sciences, according to Alain Seznec, dean of the college.

"The funds generously furnished by Mr. Uris will help improve undergraduate education, assist in the administration of the college and promote innovations," Seznec said.

The gift to the Arts College is the second from Uris to Cornell to be announced in the last three months. In October he made a challenge gift of \$25,000 for a maintenance and campus beautification project now underway between Stimson and Day Halls.

Regarding the improvement of undergraduate education in the Arts College, Seznec said a portion of the gift will enhance the teaching of introductory and fundamental courses to Arts students and students from the rest of the University.

"Strong preparation of teaching assistants and added participation of faculty will improve the ways in which basic subjects such as economics, mathematics, chemistry and English can be made available to all students," Seznec said.

Administrative positions in the Arts College have been created this fall and responsibilities redistributed in order to increase efficiency and productivity in the

management of the college, Seznec said, and the Uris gift will help to fund the changes.

There have been no contingency funds available to the Arts College dean the last two years, according to Seznec, and this gift reestablishes "the ability of the dean to fund projects, often small, which can really enhance the quality of life in the college."

He cited such one-time activities as a concert, a symposium or a lecture as "worthwhile projects which lie outside the strict boundaries of departmental responsibilities" and ones that can be made possible through contingency funds.

"This gift from Mr. Uris will provide some exciting possibilities for our students as well as set a firm, business-like basis for the college," Seznec said.

The Uris Foundation, established by Harold Uris and his late brother, Percy, made possible the construction of Uris Hall, Cornell's social sciences building, in 1972; the construction of Uris Auditorium in the New York Hospital-Cornell Medical Center in New York City, and the complete renovation of Cornell's undergraduate library, renamed in honor of the Urises.

Uris served on the Cornell Board of Trustees for 10 years and was elected a Trustee Emeritus and a residential Councillor in 1977.

Professors-at-Large Nominations Are Due

Nominations are due March 15 for three Andrew D. White Professor-at-Large positions to be filled in the fall of 1979. Nineteen of the world's outstanding scholars and scientists currently hold this title.

Nominations should be sent to Vinay Ambekar, chairman, Program for Professor-at-Large, 525 Clark Hall (ext. 6-5168) by campus or regular mail.

Nominations are invited from individuals or groups. Those with wide support from several departments or other academic units will carry special weight.

The program's secretary, Elizabeth Markees (ext. 6-4845) will answer questions concerning nominations details.

The current Professors-at-Large are:

- Shlomo Avineri, political scientist (1984).
- Kenneth E. Boulding, economist (1979).
- Joaquin Cravioto, nutritionist (1981).
- Ronald M. Dworkin, lawyer (1981).
- Pierre-Gilles de Gennes, physicist (1983).
- Eric J. Hobsbawm, historian (1982).
- Samuel Karlin, mathematician (1981).
- Gobind H. Khorana, biochemist (1980).
- Saul A. Kripke, philosopher (1983).
- Martin Lindauer, sociobiologist (1982).
- Chie Nakane, anthropologist (1981).
- Alfred E. Ringwood, geochemist (1980).
- Jacques Roger, historian of science and literature (1980).
- Jacqueline de Romilly, classicist (1980).
- Ragnar Rommetveit, psychologist (1983).
- Marshall N. Rosenbluth, plasma physicist (1982).
- Amartya K. Sen, economist (1984).
- J. Peter Stern, Germanist (1982).
- Cornelis T. deWit, agricultural scientist (1983).

Holst Sage Speaker

The Reverend E. Frederick Holst, Cornell University Lutheran Chaplain and pastor of the Lutheran Church in Ithaca, will be the speaker at the Sage Chapel convocation at 11 a.m., Sunday, Jan. 28. His topic will be "A Word From the Old to the New."

Holst was the pastor of Augustana Lutheran Church in Tonawanda, N.Y. before coming to Cornell in 1978. He is a graduate of Wagner College, Staten Island, and the Philadelphia Lutheran Seminary. He received a master's degree in American Studies from Union College in Schenectady in 1969.

Holst's community and ecumenical activities include the Executive Committee of the Buffalo Area Council of Churches and president of the Lutheran Council of the Niagara Frontier. He has been an active member of the



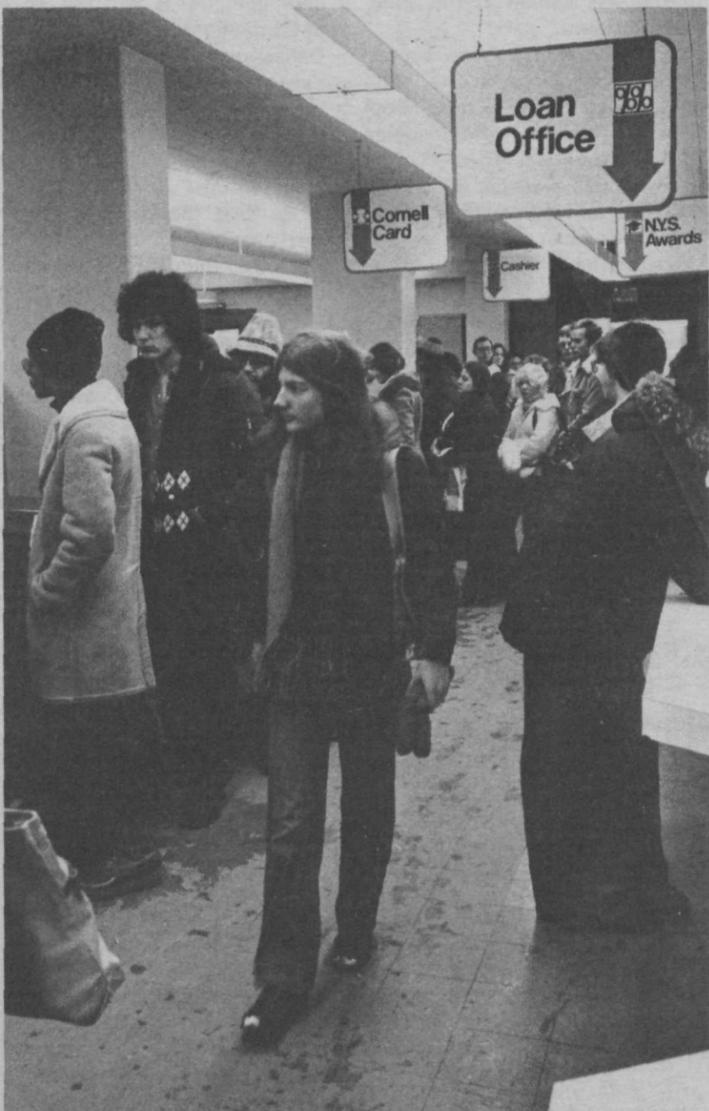
Inter-Lutheran Commission on Campus Ministry on the Niagara Frontier and participated in the development of a plan for the development and expansion of campus ministry in the Buffalo Area.

Music will be provided by the Sage Chapel Choir under the direction of Donald B.M. Paterson, University organist and choirmaster.

Engineering Textbooks Sought

Used copies of the now-out-of-print textbook *Engineering Mathematics* by H.D. Block, et al. are needed by the Campus Store and the Triangle Book Store.

Students in *Engineering Mathematics* 293 and 294 need Volumes I and II of the book for the Spring term. The stores will pay up to 50 percent of the original cost of each book which varies from \$3.50 to \$5.00, depending on the edition.



Long lines formed once again at the Bursar's office on Day Hall's second floor as students took care of money matters for the new term.

Cornell Demographer Eyes World Population Problems

In mid-November, newspapers across the country announced through wire service stories out of Washington, D.C., that for the first time ever the population growth rate of the world is declining.

The reversal, reported in a U.S. Census Bureau study, is the kind of development that can bring satisfied smiles to countless people concerned about population growth. For J. Mayone Stycos, director of the International Population Program at Cornell, the smiles are small and tentative.

"As a whole, the fertility rate has declined because certain large, key countries, like China, have turned the corner," Stycos said. "However, many, many small countries have not turned that corner and this can put a disproportionate demand on world resources.

"In terms of the problems these countries can raise in the international community, this far outweighs sheer numbers of people in the world. It's hard to talk about 'the world turning the corner.'"

The internationally-known Cornell demographer explained his concern about the number of countries not showing population declines by observing that each country can make a claim on world resources through real or imagined need for its own army, industry, university or international airport—among other things.

"Political boundaries, plus numbers of people, add up to excessive needs, costs, for the international community," Stycos said.

Is the recently reported Census Bureau data intended to deceive people?

No, said Stycos, but it is part of what he called "a delicate dance" being played out by proponents of great international financial assistance in family planning. "They have to show success—but not too much," he said.

There is great pressure in

many countries, including the United States, to cut money for family planning, according to Stycos. Fearful of cuts, proponents of population control can't show either too much success or signs of failure.

Despite his caution and concern that overly optimistic conclusions will be drawn, Stycos is pleased with the way things have been going. "Population growth is one of the few international crises to be even close to coming under control in the last 30 years," he said.

Stycos continues to do research on the reasons why fertility rates are declining—or not declining—throughout the world. His findings can lead to action that will help slow excessive rates of growth.

His most recent work has been in Central America where a study has sought to make a connection between broad social variables, such as education, and fertility.

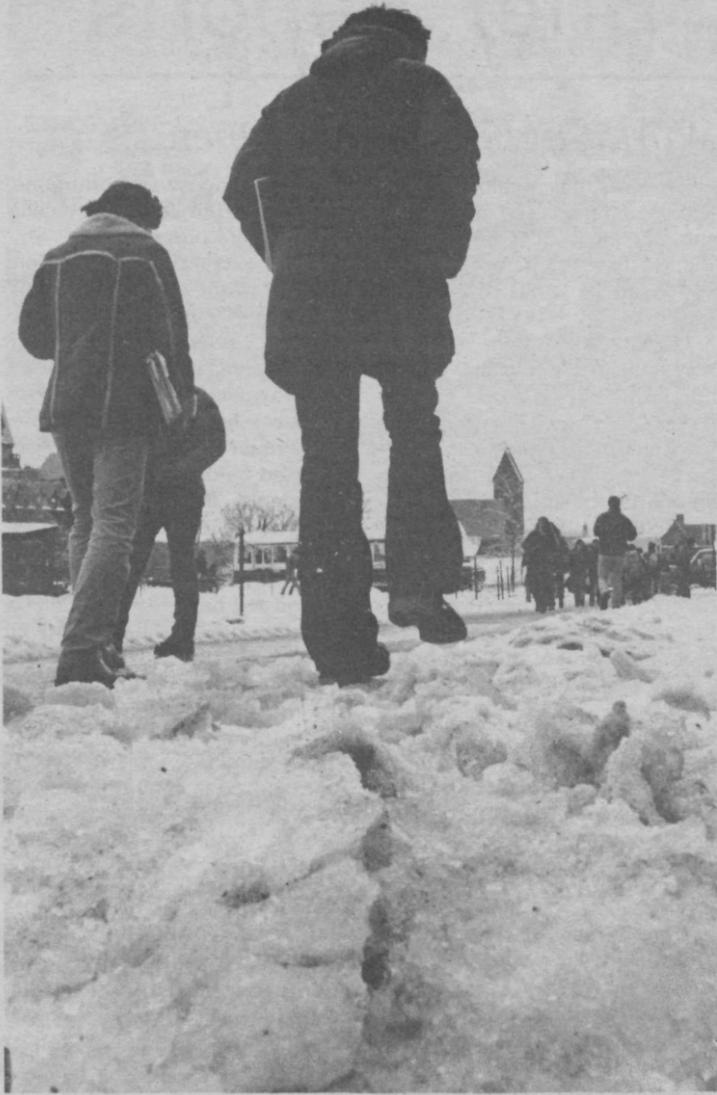
What are the psychological connections between education and fertility? That is one of the questions Stycos seeks to answer in Central America. He wants to know what specific aspects of education are keys to fertility decline so that greater attention will be given to these

specifics.

In Costa Rica, for example, where the birth rate fell from 47 births per 1,000 women to 28 per 1,000 between 1961 and 1973, Stycos attributes much of the change to "the early pervasiveness of literacy (among women as well as men) and the early availability of contraceptive methods."

Stycos, who has been director of Cornell's International Population Program since 1962 and a member of the faculty since 1957, will turn his attention to Spain in 1978 while he is on leave from the University. This project consists of a three-stage study of the social and demographic changes occurring in the urban Spanish family, and conducted in collaboration with sociologists from the University of Madrid.

Stycos will use census and vital statistics data in an analysis of the life cycle. Secondly, a representative sample of 2,000 women in Madrid will be selected and detailed histories taken of their education, migration, occupations, marriages and fertility. Finally, a smaller sample of those women will be chosen for depth interviews concerned with causes and consequences of early and late marriages.



Ice and slush make tough trekking for students on their way to classes near Uris Hall.

Public Safety to Get Operations Review

An open discussion on the operation of the Department of Public Safety and its responsiveness to the needs of the campus is scheduled for 7:30 to 9 p.m. Wednesday, Feb. 7, in the International Room of Willard Straight Hall. All members of the Cornell community are urged to participate.

The session is being sponsored by the University's Public Safety Advisory Committee, a group of faculty, staff and students charged with serving as a liaison between the campus community and the leadership of the department.

In addition to the obvious negative subjects such as the problems of rape, assaults and thievery on campus, it is hoped the meetings will offer a forum for discussion of positive contributions of the department to the quality of the campus environment.

Peter L. Auer, professor of mechanical and aerospace engineering, who serves as chairman of the committee, said this discussion is particularly important in the face of the budgetary restraints on the department. Any information concerning what services and methods the campus public finds most beneficial and needed will be helpful in setting priorities for planning the future operation of the department, he said.

Department officials including Director William E. McDaniel will be on hand as information sources and to respond to specific questions.

The other members of the committee and scheduled to be present are Joseph B. Bugliari, professor of agricultural economics and business and public administration and director of University Legal Services; Elmer Meyer Jr., dean of students and assistant vice president for campus affairs; Malcolm A. Noden, director of financial aid and re-

search associate in tourism in the School of Hotel Administration; Leo Geier, director of university relations; Georgia Houston, assistant director of counseling and advising for COSEP; John Weinberg, Elizabeth Rakov and Pamela Kaufman, all students.

McDaniel and William D. Gurowitz, vice president for campus affairs are ex-officio members of the committee.

Jorden Heads Japanese Teachers' Association

A Cornell faculty member has been re-elected president of the 400-member Association of Teachers of Japanese, which now has its executive offices at Cornell for the first time.

Eleanor H. Jorden, Cornell's Mary Donlon Alger Professor of Linguistics, was re-elected to a second year as president of the association.

David R. McCann, assistant professor of Japanese literature at Cornell, and Mari Noda, Japanese language instructor,

will continue to assist her administration of the organization as secretary and treasurer respectively.

The re-election came last month (December) at the association's annual meeting in New York City, held in conjunction with the Modern Language Association. At that time, the association voted to resume its affiliation with the Association for Asian Studies with which it will hold its annual meetings in the future.

President's Speech

Continued from Page 1

"We need your idealism, we need your commitment, we need your affirmation because those easily become blunted.... So please retain through your years at Cornell that probing inquiry and that insistent idealism and that long term commitment which, in turn, can enrich life," he said.

Rhodes advised the students that success at Cornell depends primarily on two things: setting meaningful goals for oneself, and reaching out to join in a partnership with the University.

In doing so, he said, "Try to get some shared understanding

of the great issues that confront us as a society, as a nation, as a world. The issues are overarching: population, resources, the distribution of material wealth, the meaning of life, both for society and individuals.

"These are the great, frustrating issues that confront us all. Insist that those larger questions be a part of your own interest."

However, Rhodes pointed out that "there is more to life than books." Experience is not all in books, he said, and urged the students not to limit themselves to a narrow concern with course work but also "to be actively involved in non-bookish activities."

Cornell Study Finds SEQR Act Ineffective

New York State's Environmental Quality Review Act, adopted in 1975, has initially failed to accomplish its goal of promoting environmental protection, according to the findings of a six-member graduate student research team at Cornell.

Known as SEQR, the law requires state and local agencies to undertake environmental assessments of their proposed actions. Where any action may have a significant effect on the environment, SEQR mandates the preparation of an environmental impact statement.

In a 102-page report of a seven-month study, the Cornell researchers make a number of conclusions including the following:

—While SEQR is an important and workable environmental management mechanism, its implementation by many state agencies has been very slow and incomplete and virtually non-existent by others.

—To date SEQR has not affected the vast majority of actions undertaken by state agencies.

—State agencies have concluded that virtually all of their actions subject to SEQR have no significant environmental impact.

—Numerous questionable decisions have been made to date regarding environmental impact.

—SEQR contains no mechanism for effectively overseeing its implementation.

—A great deal of public and private effort beyond that already expended will be necessary to achieve the purposes of SEQR.

The report points out that SEQR has been executed in phases since its initial passage in 1975.

For example, the study claims that neither the New York State Energy Research and Development Authority (ERDA) nor the New York State Energy Office has prepared any environmental impact statements since SEQR went into effect. ERDA is sup-

porting the construction of a building for a laser fusion feasibility project, while the New York State Energy Office is implementing a state emergency energy plan which relies on the construction of nuclear generating plants. According to the State Energy Office, the emergency plan would have no "substantial" impact on the environment, the report states.

Many agencies say they lack necessary personnel and other resources to fully implement SEQR. The report points out that the cost of impact statements prepared to date has not been excessive and not as great as those opposed to SEQR have argued.

Published this month, the report, titled "SEQR - Is It a Success Story?", contains in-depth studies of 20 New York State Agencies. These include the Department of Environmental Conservation, the Department of Transportation and the Public Service Commission.

Copies of the report may be obtained for \$5 from the Program in Urban and Regional Studies in Sibley Hall at Cornell. It is the product of an environmental management workshop offered in the Department of City and Regional Planning in the College of Architecture, Art and Planning at Cornell.

Working under the supervision of Richard S. Booth, assistant professor of city and regional planning, were the following graduate students: Leila Baroody, David Lippett, Lowell Smith, Paul Massarella, Anne Reeves and Gary Pivo.



Lurie Appointed To Book Panel

Alison Lurie, nationally known novelist and an associate professor of English, has been selected as one of 21 judges for the 1979 National Book Awards.

Lurie is one of three judges in the NBA's fiction category. Others are novelists Mary Lee Settle and Wallace Stegner. There are three judges in each of seven categories.

The National Book Awards are presented annually for books written or translated by Americans and published in the United States during the previous calendar year.

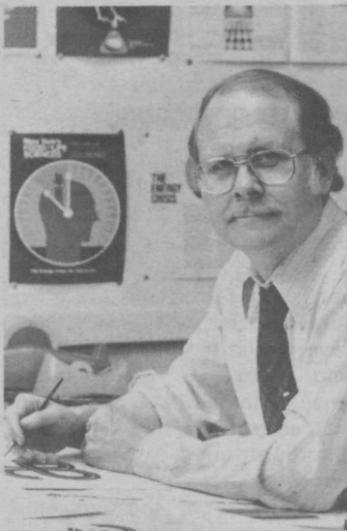
Books are judged on the basis of "their significant contribution to human awareness, to the vitality of our national culture and to excellence in literature."

according to the Association of American Publishers, Inc., sponsor of the awards.

Lurie, who has written six novels, won critical and public acclaim for "The War Between the Tates." Her latest book, "Only Children," will be published later this year.

A recipient of Guggenheim and Rockefeller grants, Lurie received a 1978 award in literature from the American Academy and Institute of Arts and Letters.

She joined the Cornell faculty in 1968 as an instructor, became a lecturer in 1971, an adjunct associate professor in 1973 and an associate professor on a half-time basis in 1976. Her husband, Jonathan P. Bishop, is a professor of English at Cornell.



This newly adopted logo (above) of Agricultural Communicators in Education (ACE), a nation-wide organization, was designed by James Estes (below), a graphic designer in Media Services, State College of Agriculture and Life Sciences. Estes' design was chosen in a national competition.

Sasuta

Sonya A. Sasuta, 27, head of technical services at the Law Library, was killed in an automobile accident Saturday, Jan. 13. Before coming to Cornell last July 1, she had worked on the library staffs at Columbia and Princeton. From Endwell, she was graduated from SUNY Albany with a B.A. degree in 1972 and from the University of Michigan with a masters in library services in 1973.

Medical College Has New Surgeon-in-Charge

E. Darracott Vaughan Jr., M.D., a noted urologist and clinical investigator, has been appointed attending surgeon-in-charge of the urology division at The New York Hospital and head of the division of urology, Cornell University Medical College.

Dr. Vaughan, 39, succeeds Victor F. Marshall, M.D., who has been associated with The New York Hospital-Cornell Medical Center since 1937. Dr. Marshall, who relinquished his administrative responsibilities as attending surgeon-in-charge (urology) on July 1, 1976, continues to serve as an attending surgeon (urology), NYH, and as professor of surgery (urology), CUMC.

Dr. Vaughan comes to NYH-CMC from Charlottesville, Va., where he was a professor in the Department of Urology at the University of Virginia School of Medicine.

Dr. Vaughan's research interests focus on obstructive uropathy (pathological changes in the urinary tract due to obstruction); renal hemodynamics

(the study of the movements of the blood as it relates to the kidneys), and hypertension. He is the recipient of a Research Career Development Award (1976-1981) from the National Institutes of Health, Heart and Lung Institute.

Dr. Vaughan received his B.S. from Washington and Lee University in 1961. He received his M.D. in 1965 and his M.S. in 1969 from the University of Virginia. Dr. Vaughan trained from 1965-1967 at Vanderbilt University, Nashville, and for four years at UVSM.

President of the American Heart Association / Charlottesville Albemarle Division (1977-1978), Dr. Vaughan serves on the scientific advisory board of the National Kidney Foundation and is secretary treasurer of its urology council. He is also a member of the medical advisory board of the American Heart Association's council for high blood pressure research.

Need-Based Aid Offered

Applications for need-based financial aid for the 1979-80 academic year are now available at the Office of Financial Aid, 203 Day Hall.

The applications are for continuing undergraduates, professional master's candidates (except master's of engineering), law school students and graduate students. The deadline for filing is March 1 for all but graduate students whose due date is April 16.

"No extensions will be granted beyond the due date," according to Robert Walling, director of financial aid.

Late applicants may receive late notification of their awards as well as possible denial of aid or larger loan or job levels, according to Walling. Award announcements are normally sent to the student's home address in mid-June or early July.

A separate application for financial aid for the 1979 Summer Session at Cornell is now available at the Office of Financial Aid. It must be returned by March 1.

New Facts About Cholesterol

As a result of excessive cholesterol intake, authorities say, nearly a million Americans die each year from a kind of strangulation from within, arteriosclerosis, the hardening of the arteries that leads to heart attack and stroke.

Yet, despite widespread medical and popular concern, both the conventional test for cholesterol levels in the blood and the knowledge upon which it is based fail to account for what may be one of the primary agents of arteriosclerosis and heart disease, a Cornell scientist reports.

An honorary speaker at the American Heart Association's recent meetings in Dallas, Donald B. Zilversmit of the Division of Nutritional Sciences announced that a microscopic particle in the blood has the capacity to harbor cholesterol and rapidly transport it to the arterial wall. Because this latter ability had been previously unsuspected, the finding is believed to be of major medical significance.

Because previous research on cholesterol transport had concentrated on, and implicated, groups of cholesterol-protein complexes that remain in the blood at relatively constant levels, the standard medical test for blood-serum cholesterol is held, like some other medical examinations, after hours of fasting. But by that time, Zilversmit said, the work of the newly implicated cholesterol carrier is long since finished, the result being that a significant amount

of cholesterol is "smuggled" into the artery without leaving a trace.

Scientists had known that this other group of microscopic particles of fat, called chylomicrons, was prevalent in the blood stream after eating fatty foods, but had not considered them as possible dangers carriers of cholesterol.

Recent studies by Zilversmit and others have shown, however, that the cholesterol content of chylomicrons can be raised dramatically when laboratory animals are fed increasing amounts of cholesterol and fat.

Several things led Zilversmit to surmise that this cholesterol chylomicron connection might play a prominent role in heart disease. First, experimental evidence demonstrated that laboratory animals possess an enzyme capable of breaking down in their large arteries these tiny particles of fat. Also, he discovered that, in the process of removing other components from the particles, this enzyme in a sense leaves behind only cholesterol ridden chylomicron remnants.

Zilversmit then noticed that cholesterol built up in the arteries in direct proportion to the amount of this enzyme present, indicating that the despoils may have come from these cholesterol rich remnants.

These findings throw open to question some recent attempts to soft-pedal the dangers of eating certain cholesterol-rich foods

Brief Reports

Work-Study Positions Open

Students may obtain materials to sign up for on- and off-campus summer jobs under the College Work-Study Program beginning Feb. 1 at the Office of Financial Aid, 203 Day Hall.

Under the program, students may take jobs in public or private non-profit organizations in their home communities. The firms then contract with Cornell for partial reimbursement of wages earned by the students.

In addition, it is expected that jobs will be available in most departments on campus as part of the program, according to Larry Kenyon, coordinator of student employment at Cornell.

He explained that students living and working at home are expected to save 80 percent of their gross summer earnings to apply toward their 1979-80 academic year expenses. Stu-

dents working away from home are expected to save 60 percent for the same purpose.

Kenyon urged students to sign up as early as possible because if it becomes necessary, eligible students will be awarded funding based on earliest sign-up dates.

He also reminded them that 1979-80 financial aid applications must be completed and analyzed before students can be considered for summer work-study. The due date for 1979-80 applications is March 1. That same day, summer work-study listings will be made available to students at 203 Day Hall.

In the second half of April, students will be mailed notification of the decisions on their summer work-study applications. The summer work-study program period is May 31 through Aug. 20.

CIS Graduate Research

The Center for International Studies will award research grants in 1978-79 for Cornell graduate students. The deadline for application submission by students is Feb. 23. Notification of awards will be made before March 16 after applications have been reviewed by a faculty committee.

Graduate students with research interests in international

and comparative studies may apply for grants of up to \$750. Grants are made for research related travel, technical assistance including computer expenses and supplied or equipment directly related to research.

Further information and applications are available from the Center for International Studies, 170 Uris Hall, 256-6370.

Sigma Xi Society Offers Grants

The Cornell Chapter of the Society of Sigma Xi is offering small research grant to graduate students and advanced undergraduates. The deadline for applications is Feb. 19.

Applications should contain a brief description of the proposed research, including a detailed budget, and should be accom-

panied by a short vita of the applicant and two letters of recommendation.

Applications should be sent to Simpson Linke, Sigma Xi vice president, 204 Phillips Hall.

Science Award To Be Offered

The Alpha Chapter of Sigma Delta Epsilon, Graduate Women in Science, is offering a \$150 award to the female graduate student at Cornell University or Ithaca College who has completed a scientific research project of high quality and can best present her results to an audience.

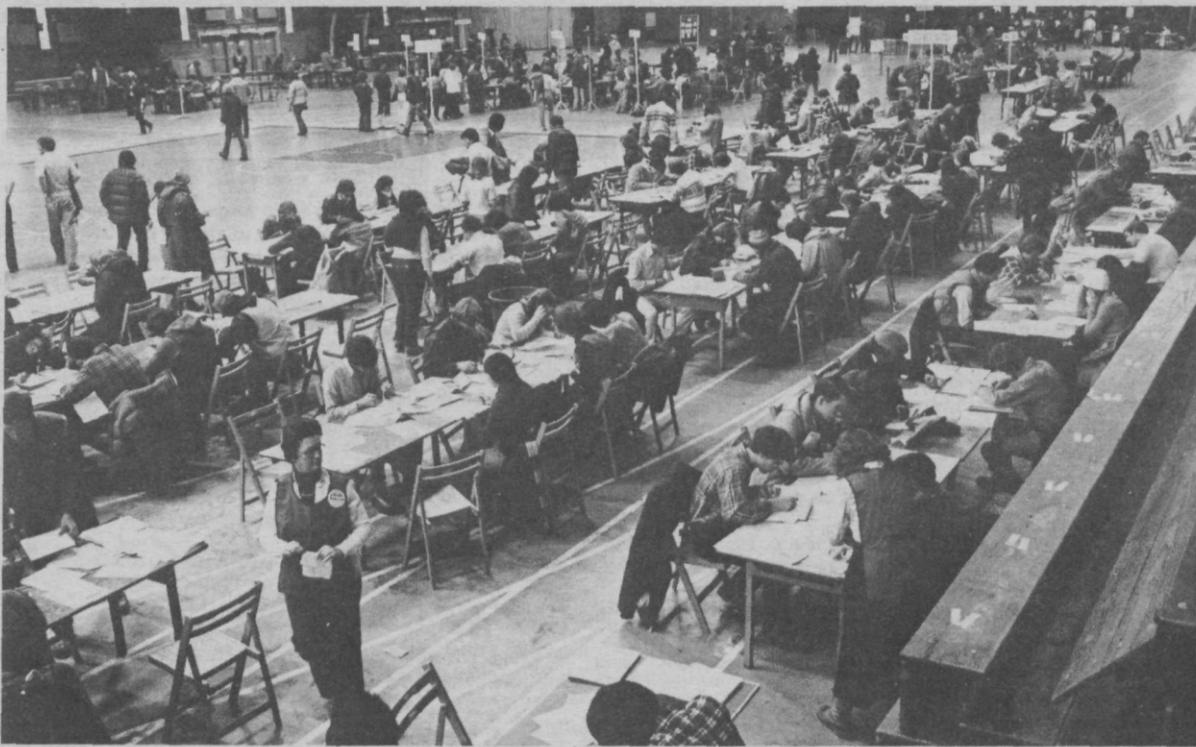
GWIS will select the five most outstanding graduate students based on abstracts of the completed research submitted by March 15. Those chosen will be asked to give a 10-minute paper on the research results at an open meeting of GWIS in early May.

The winner will be selected on the basis of the originality of the research plans, the significance of the findings, ability to present and interpret data clearly, quality of slides and facility in answering questions from the audience.

Applicants must have completed a master's degree or have been registered as a Ph.D. student for at least two full years and be registered as a graduate student at Cornell or Ithaca College at the time of submission of the abstract.

Application forms and more information on the competition can be obtained from Lani S. Stephenson, president of the Alpha Chapter of GWIS, 142 Savage Hall, Cornell, (256-3041) or Betty A. Lewis, president-elect of the national organization, N116 Martha Van Rensselaer, Cornell, (256-4519).





Bulletin Board

Poetry Prize Offered

The 1979 contest for the annual Poetry Prize of \$100 offered by The Academy of American Poets for the best poem or group of poems by a Cornell student is now open. Manuscripts are being accepted in the Department of English and the winner will be announced in the spring.

There has been an AAP prize at Cornell since 1957. The AAP program was established in 1955 with 10 participating colleges. Today, 88 institutions take part in the program.

Telecommunications Note

The Telecommunications Center is sending all departments computer printout copies of the information currently on file for the switchboard directory. Instructions for adding and correcting information will be included. Persons should be sure their listings are correct.



Career Center Calendar

Jan. 25 — Health Careers Brown Bag Session: "Test Preparation Courses: Are They Necessary?" 1:25 p.m., Career Center.

Jan. 25 — Interviewing Techniques. 4:20 p.m., Uris 202.

Jan. 29 — Health Careers Brown Bag Session: Obtaining Recommendations and Interviews with the Health Careers Evaluation Committee. 12:20 p.m., Career Center.

Jan. 29 — Orientation for freshman pre-med and pre-dent students. 4:30 p.m., Career Center.

Jan. 30 — Health Careers Brown Bag Session: Obtaining Recommendations and Interviews with the Health Careers Evaluation Committee. 12:20 p.m., Career Center.

Jan. 30 — Information meeting about the College Venture Program, a job placement service for undergraduates on leave of absence. 3:30-5:00 p.m., Forum, Anabel Taylor.

Jan. 31 — Using Career Center Resources to Research Financial Aid for Grad School. 12:30 p.m., Career Center.

Jan. 30 — Sophomore pre-med and pre-dent orientation. 4:30 p.m., Career Center.

Jan. 31 — Health Career Brown Bag Session: Obtaining Recommendations and Interviews with the Health Careers Evaluation Committee. 1:25 p.m., Career Center.

Jan. 31 — Freshman/Sophomore pre-vet Orientation. 4:30 p.m., Career Center.

Jan. 31 — How to Use the Career Center Resources to Make Summer Plans. 4:30 p.m., Career Center.

Feb. 1 — Health Careers Brown Bag Session: Obtaining Recommendations and Interviews with the Health Careers Evaluation Committee. 1:25 p.m., Career Center.

Feb. 1 — A Perspective on Health Care in the People's Republic of China. 8:00 p.m., Goldwin Smith Auditorium.

Feb. 3 — Life Planning Workshop: small group format in which values as they relate to work and to the rest of life will be discussed. 9:00 a.m. - 3:30 p.m., Forum, Anabel Taylor. Please contact the Career Center to sign up. Attendance is limited.

Special Seminars

Arts and Sciences

ORGANIC/INORGANIC CHEMISTRY: "Studies Related to the Pavinane Alkaloids. Synthesis of Dibenzo(a, d) cyclooctenimines." Oaul S. Anderson, Merck & Co., 8:15 p.m., Monday, Jan. 29, 119 Baker Lab.

PSYCHOLOGY: "A biological foundation for our interactional episodes?" Donald Hayes, Cornell, and Lorne Cobb, Univ. of Florida at Tampa, 3:30 p.m., Friday, Jan. 26, 202 Uris Hall

Agriculture and Life Sciences

NUTRITIONAL SCIENCES: "Salt Taste (NaCl) and Hypertension." Shiriki Kumanyika, 4:30 p.m., Monday, Jan. 29, 348 Morrison

POULTRY BIOLOGY: "Immunological and chemical studies of chicken B-2 microglobulin." Martin Winkler, Rockefeller University, 4:15 p.m., Thursday, Jan. 25, 201 Rice Hall

Biological Sciences

BIOCHEMISTRY: "Studies with 13C Enriched Carbohydrates." R. Barker, Michigan State University, 4:30 p.m., Friday, Jan. 26, 204 Stocking

BIOCHEMISTRY, MOLECULAR AND CELL BIOLOGY: "Regulation of Dihydrofolate Reductase Synthesis in E. coli." 12:10 p.m., Monday, Jan. 29, 105 Riley Robb

NEUROBIOLOGY & BEHAVIOR: "Fictive Swimming" in the Isolated Spinal Cord of the Lamprey, Avis Cohen, Institutionen for Fysiologi III, Karolinska Institutet, 12:30 p.m., Jan. 25, Langmuir Penthouse.

PLANT PHYSIOLOGY: "The Green Machine," 11:15 a.m., Friday, Jan. 26, 404 Plant Science.

Boyce Thompson Institute

PLANT RESEARCH: "Raising the Methionine Content of Soybeans by Unconventional Methods." John F. Thompson, 4 p.m., Wednesday, Jan. 31, Boyce Thompson Auditorium.

Engineering

GEOLOGICAL SCIENCES: Steven Bachman will present a talk emphasizing seismic stratigraphy, 11:15 a.m., Thursday, Jan. 25, 212 Kimball Hall

GEOLOGICAL SCIENCES: "Late Cenozoic Uplift and Erosion of Southern Alps, New Zealand." John Adams, 4:30 p.m., Thursday, Jan. 25, 205 Thurston Hall

GEOLOGICAL SCIENCES: "Geochemical Nature of the Upper Mantle." Frederick Frey, MIT, 4:30 p.m., Tuesday, Jan. 30, 205 Thurston Hall

CHEMICAL ENGINEERING: "Oil Shale Processing." Patrick H. McNamara, Dow Chemical, 4:15 p.m., Monday, Jan. 29, 145 Olin Hall

MECHANICAL AND AEROSPACE ENGINEERING: "Measurements with Simulated Acoustic Emissions." Wolfgang Sachse, 4:30 p.m. Jan. 30, 282 Grumman Hall. Refreshments at 4:15 p.m.

MATERIAL SCIENCE AND ENGINEERING: "X-Ray Scattering and EXAFS Study of Some Amorphous Alloys." Slate Cargill, 4:30 p.m., Thursday, Jan. 25, 140 Bard Hall. Refreshments at 4 p.m. in Bard Lounge.

PLASMA STUDIES: "Stellarators—Recent Results and Prospects." T. K. Chu, Princeton, 4:30 p.m., Wednesday, Jan. 31, 282 Grumman.

Veterinary College

MICROBIOLOGY/PATHOLOGY: "Chromosomes and cancer: an experimental approach to define the relationship." Robert O'Donnell, 4:30 p.m., Monday, Jan. 29, G-3 Vet Research Tower

Graduate Bulletin

The next regular meeting of the Graduate Faculty will be held at 4:30 p.m. Friday, Jan. 26, in Kaufmann Auditorium in Goldwin Smith Hall to approve the provisional degree list from January.

Late registration is being held next week in Barton Hall. A \$10 processing fee will be charged starting Jan. 22.

Grades for graduate students for fall 1978 are available at Sage Graduate School Office.

All graduate students must turn in course registration Forms at Sage Graduate Center by Feb. 12. File forms early and avoid long lines.

Applications for 1979-80 Cornell Graduate Fellowships (Sage Fellowships) are available at the Fellowship Office, 116 Sage Graduate Center. This form should be used by any matriculated graduate student who wishes to apply for fellowships offered by the Graduate School for 1979-80. Sage Fellowships for continuing graduate students will provide a stipend of \$3200 plus tuition (less maximum New York State Tuition Assistance Program Award) for the 1979-80 academic year. Completed applications and references must be submitted to the appropriate Graduate Faculty Representative by Feb. 1.

Applications for 1979-80 National Defense Education Act — Title VI (Foreign Language and Area Studies) Fellowships are available at the Fellowship Office. Applicants must be citizens or nationals of the United States who plan to pursue formal training in modern foreign languages and related area studies with the intent of applying their training toward careers in higher education or public service. FLAS Fellowships will provide a stipend of \$2925 plus tuition for the 1979-80 academic year. Completed applications must be submitted to the Fellowship Office, 116 Sage Graduate Center, by Feb. 1.

Applications for need based financial aid for 1979-80 are available at the Office of Financial Aid, 203 Day Hall. Completed applications for students interested in loans and/or work-study must be submitted no later than April 15, but applicants are encouraged to file their completed forms by March 1. Separate applications are required for need based financial aid for summer 1979, and are available at the Office of Financial Aid. The deadline for submitting summer 1979 applications is March 1.

Check the Fellowship Notebook at your Graduate Faculty Representative's office or at the Fellowship Office for information on the awards whose deadlines are listed below.

Jan. 30: W. Samuel Carpenter III Fellowship (The Taft School).

Jan. 31: DAAD Goethe Institute/ Hochschulferienkurs/ Short-Term Research Grants.

Jan. 31: Indian Fellowship Program (Office of Education).

Jan. 31: Josephine de Karman Fellowships.

Jan. 31: Whitney Young Jr. Fellowships.

Feb. 1: American Oriental Society Fellowships.

Feb. 1: Cornell Graduate Fellowships for Continuing Students (applications due at Graduate Faculty Representative's office).

Feb. 1: F.H. Daniels Fellowship (American Antiquarian Society).

Feb. 1: Eisenhower Memorial Scholarships.

Feb. 1: Graduate Fellowships in Graphic Communication.

Feb. 1: National Endowment for the Humanities (NEH) Postdoctoral Fellowships at the Newberry Library.

Feb. 1: National Institute of Mental Health (NIMH) Individual National Research Service Awards.

Feb. 1: NDEA-Title VI (FLAS) Fellowships (applications due

at the Fellowship Office, 116 Sage Graduate Center).

Feb. 1: NEH Postdoctoral Fellowships.

Feb. 1: RCA Fellowship in Electrical Engineering.

Feb. 1: Scottish Rite Schizophrenia Dissertation Fellowships (sponsor letters due).

Feb. 1: Sibley Fellowship (Phi Beta Kappa).

Feb. 1: Sigma-Xi Grants-in-Aid (for 3/79 meeting).

Feb. 1: Washington International Competition (composition for string quartet).

Feb. 1: Yardley Fellowships.

Feb. 9: Committee on Scholarly Communication with the People's Republic of China (CSCPRC) Fellowships for Advanced Study in China.

Feb. 9: CSCPRC Research Programs in China.

Feb. 15: American Accounting Association Fellowships.

Feb. 15: Chapman Memorial Grants (for 3/79 meeting).

Feb. 15: French-American Foundation Tocqueville Grants.

Feb. 15: Institute of American Cultures Graduate Fellowships at UCLA.

Feb. 15: National Multiple Sclerosis Society Predoctoral Postdoctoral Fellowships (for 7/79 activation).

Feb. 15: New York City Urban Fellows Program.

Feb. 15: Roosevelt Fund Grants.

Feb. 15: Translation Center Awards.

Feb. 19: Sigma-Xi (Cornell Chapter) Small Research Grants (submit completed applications to S. Linke, 204 Phillips).

Feb. 21: Washington International Competition (violin, viola and cello).

Feb. 28: Business and Professional Women's Clubs Legendre Fellowships.

Feb. 28: State Farm Companies Foundation Exceptional Student Fellowship Awards.

Mar. 1: American Cancer Society Predoctoral/ Postdoctoral F Society Predoctoral/ Postdoctoral Fellowships (for 7/79 activation).

Feb. 15: New York City Urban Fellows Program.

Feb. 15: Roosevelt Fund Grants.

Feb. 15: Translation Center Awards.

Feb. 19: Sigma-Xi (Cornell Chapter) Small Research Grants (submit completed applications to S. Linke, 204 Phillips).

Feb. 21: Washington International Competition (violin, viola and cello).

Feb. 28: Business and Professional Women's Clubs Legendre Fellowships.

Feb. 28: State Farm Companies Foundation Exceptional Student Fellowship Awards.

Mar. 1: American Cancer Society Postdoctoral Fellowships/ Grants in Support of Personnel for Research (for 1/80 activation).

Mar. 1: American Numismatic Society Fellowships and Summer Grants.

Mar. 1: American Sociological Association Minority Fellowship Program Doctoral Fellowships in Sociology/Applied Sociology.

Mar. 1: Hubert H. Humphrey Fellowships — U.S. Arms Control and Disarmament Agency (for 6/79 awards).

Mar. 1: IIE-British University Summer Schools.

Mar. 1: Kiene Fellowship in Electrical Living (Electrical Women's Round Table).

Mar. 1: National Historical Publication and Records Commission Fellowships in Advanced Editing of Documentary Sources for American History.

Mar. 1: Noyes Fellowships (for 6/79 appointment).

Mar. 1: Oak Ridge Associated Universities Laboratory Graduate Participation (for 6/79 appointment).

Mar. 1: Rotary Foundation International Graduate Fellowships.

Mar. 1: Society of Exploration Geophysics (SEG) Foundation Scholarships.

Mar. 1: U.S. Department of Labor Doctoral Dissertation Grants.



Calendar

January 25 - February 4

All items for the Chronicle Calendar must be submitted by mail or in person to Fran Apgar, Office of Central Reservations, 32 Willard Straight Hall, at least 10 (ten) days prior to publication of the Chronicle.

Admission charged

Attendance at all events is limited to the approved seating capacity of the hall.

Thursday, January 25

8:30 a.m.-4 p.m. Extramural Registration. Day 105.
11:15 a.m. Geological Sciences Seminar emphasizing seismic stratigraphy, Steven Bachman, University of California, Davis. Kimball 212.
12:15 p.m. Catholic Eucharist. All welcome. Anabel Taylor G-19.
4:45 p.m. Campus Council meeting. Clark 701.
7 p.m. The Christian Science Organization welcomes students, staff and campus visitors to the weekly readings and testimonies meeting. Anabel Taylor Founders Room.
7 p.m. Cornell Karate Club (Shotokan) beginners class. All welcome. Martha Van Rensselaer Auditorium.
7 p.m. Cornell Women's Varsity Swimming-Colgate. Helen Newman.
7:30 p.m. Israeli Folk Dancing. Anabel Taylor One World Room.
8 p.m. *Cornell Cinema presents "Throne of Blood." Uris Hall Auditorium.
8 p.m. Sierra Club meeting: "Disposal of Hazardous Wastes in Western New York - Love Canal and Its Implications," Peter Millock, New York State Department of Environmental Conservation and Interagency Task Force on Hazardous Wastes. Lyman K. Stuart Observatory, 159 Sapsucker Woods Road.
8:15 p.m. Thursday's Coffeehouse with Michael Green. Sponsored by Willard Straight Program Board. Straight Memorial Room.

Friday, January 26

8:30 a.m.-4 p.m. Extramural Registration. Last day to register without payment of \$10 late fee. No new registrations accepted after February 16. Day 105.
12:15 p.m. Introduction to Talmud Class. Bring bag lunch. Anabel Taylor G-34.
12:15 p.m. Catholic Eucharist. All welcome. Anabel Taylor G19.
12:20 p.m. Animal Science Seminar: "Carbon Monoxide and Its Effects on Man and Animals," Steven Horvath, University of California, Santa Barbara. Morrison 348.
1 p.m. SALAT-AL-JUMA (Friday prayer for Muslims). Anabel Taylor Edwards Room.
2:30 p.m. La Tierra Verde Collective of CRE-Alternative Agriculture Working Group meeting. Anabel Taylor Alternatives Library.
4:15 p.m. Coalition for the Right to Eat general meeting/study group. Anabel Taylor Forum.
5 p.m. Cornell Karate Club (Shotokan) beginners class. All welcome. Martha Van Rensselaer Auditorium.
5:30 p.m. Shabbat Services (Conservative). Anabel Taylor Founders Room.
5:30 p.m. Shabbat Services (Reform). Anabel Taylor Chapel.
6:30 p.m. *Cornell JV Wrestling-Delhi. Barton.
6:30 p.m. *Shabbat Dinner with guest speaker Richard Polenberg, "F.D.R. and the Jews." Make reservations by January 25 in the Hillel Office. Anabel Taylor One World Room.
7 & 10 p.m. *Cornell Cinema presents "The Grateful Dead." Statler Auditorium.
7:30 p.m. *Cornell Varsity Wrestling-F & M. Barton.
7:30 p.m. *Cornell Varsity Gymnastics-Southern Connecticut. Barton.
7:30 p.m. Pentangle II Free Film Series: "White Sheik" (Fellini, Italy, 1952); short: "Hand Held Day" (Beydler, U.S., 1974). Uris Hall Auditorium.
9 p.m. *Cornell JV Hockey-Northwood Prep. Lynah.
9:45 p.m. *Cornell Cinema presents "Blue Collar." Uris Hall Auditorium.
10 p.m. Disco North, North Campus Union. Dress: chic and fashionable. Sponsored by the North Campus Union.
11:45 p.m. *Cornell Cinema presents "Outrageous." Uris Hall Auditorium.

Saturday, January 27

9:15 a.m. Shabbat Services (Orthodox). Anabel Taylor Edwards Room.
10 a.m. Shabbat Services (Conservative). Anabel Taylor Founders Room.
2 p.m. *Cornell Varsity Fencing-R.I.T. Teagle.
2 p.m. *Cornell Varsity Swimming-Yale. Teagle.
4:30 p.m. Catholic Sacrament of Reconciliation. Anabel Taylor G24.
5 p.m. *Cornell JV Hockey-Northwood Prep. Lynah.
5:15 p.m. Catholic Eucharist. All welcome. Anabel Taylor Auditorium.
7 & 9:30 p.m. *Cornell Cinema presents "Blue Collar." Uris Hall Auditorium.
7 & 10 p.m. *Cornell Cinema presents "The Grateful Dead." Statler Auditorium.
7 p.m. Cornell India Association presents Republic Day Celebration with Indian dances, music and refreshments. Martha Rensselaer Auditorium.
8:15 p.m. *Cornell Polo-University of Connecticut. Oxley Polo Arena.
11:45 p.m. *Cornell Cinema presents "Outrageous." Uris Hall Auditorium.

Sunday, January 28

9:30, 11 a.m. & 5 p.m. Catholic Eucharist. All welcome. Anabel Taylor Auditorium.
9:30 a.m. Episcopal Eucharist Worship Service. Faculty, staff and families welcome. Church School and nursery care. Coffee hour following service in Founders Room. Anabel Taylor Chapel.
10:45 a.m. The Lutheran Church Worship Service. Nursery care provided. Coffee hour following the service. Church school prior to service at 9:30 a.m. 109 Oak Avenue.
11 a.m. Sage Chapel Convocation: E. Frederick Holst, University Lutheran Chaplain, Pastor, The Lutheran Church, Ithaca.
11:15 a.m. Protestant Church at Cornell. Anabel Taylor Chapel.
1 p.m. Meditation as taught by the Living Master Sant Darshan Singh Ji. Straight Loft 2.
1 p.m. *Cornell Varsity Swimming-Navy. Teagle.
2 p.m. *Cornell Varsity Gymnastics-Massachusetts. Teagle.
4 p.m. Department of Music presents Western Brass Quintet. Works of Jan Bach, Bennett, Ives, Husa. Contemporary Music Festival. Barnes Auditorium.
7:30 p.m. International Folk Dancing. Teaching for intermediates 7:30-8:30 p.m., requests 8:30-11 p.m. All welcome. Straight North Room.
8 p.m. *Cornell Concert Commission in cooperation with John Scher and WVBR present "Heart." Barton.
8 p.m. *Cornell Cinema presents "Zero for Conduct" and "If." Uris Hall Auditorium.

Monday, January 29

12:15 p.m. Catholic Eucharist. All welcome. Anabel Taylor G19.
12:20 p.m. Agricultural Engineering Seminar: "Modeling Greenhouse Thermal Environment," Pitam Chandra, graduate student, Agricultural Engineering, Cornell. Riley Robb 400.
7 p.m. Cornell Karate Club (Shotokan) beginners class. All welcome. Martha Van Rensselaer Auditorium.
7:30 p.m. Food Science 150 Lecture: "Carbohydrates," Dennis Miller, Food Science. Open to the public. Uris Hall Auditorium.
7:30 p.m. America and World Community: "Consciousness and World Community," Eldon Kenworthy, Government. Anabel Taylor One World Room.
7:30 p.m. Cornell Deskbook 1983. All interested in working on next year's Deskbook are invited. Straight North Room.
7:45 p.m. Ornithology Seminar: Lyman K. Stuart Observatory, 159 Sapsucker Woods Road.
8-11 p.m. Contra dance with live music. All dances taught. Beginners welcome. Straight Memorial Room.
9 p.m. *Cornell Cinema presents "Hangmen Also Die." Film Club members only. Uris Hall Auditorium.

Tuesday, January 30

10 a.m.-2 p.m. ROTC Tri-Service Brigade Bloodmobile signups. Straight Lobby.
12:15 p.m. Catholic Eucharist. All welcome. Anabel Taylor G-19.
4:15 p.m. Food Science Seminar: "Unraveling the Regulatory Web," Robert Gravani, Food Science. Stocking Hall Auditorium.
4:30 p.m. Fundamentals of Jewish Thought. Call 256-4227 for more class information. Hillel Office. Anabel Taylor G-34.
5 p.m. Cornell Karate Club (Shotokan) beginners class. All welcome. Martha Van Rensselaer Auditorium.
7 p.m. Cornell Women's Varsity Basketball-Syracuse. Helen Newman.
7 p.m. *Cornell JV Hockey-Elmira College. Lynah.
7:30 p.m. Folk Dancing for Couples. Singles, beginners, all ages welcome. Martha Van Rensselaer Auditorium.
7:30 p.m. American Jewry at the Crossroads sponsored by Israeli Student Organization. Uris Hall G-92.
8 p.m. *Cornell Cinema presents "Fellini's Roma." Uris Hall Auditorium.

Wednesday, January 31

10 a.m.-2 p.m. ROTC Tri-Service Brigade Bloodmobile signups. Straight lobby.
12:15 p.m. Catholic Eucharist. All welcome. Anabel Taylor G-19.
12:30 p.m. Lutheran Eucharist Service. Anabel Taylor G15.
4:15 p.m. China Japan Free Film Series: "The Lower Depth" directed by Kurosawa, 1957. Uris Hall Auditorium.
4:30 p.m. Biological Sciences Seminar: "Membrane Spanning Hydrogen Bonded Chains in Bioenergetics," John Nagle, Carnegie-Mellon University, Pittsburgh, Pennsylvania. Clark 700.
5 p.m. Wilderness Reflections committee meeting. Straight Loft 3.
6 p.m. Hebrew Conversation. Anabel Taylor 314.
7 p.m. Hillel Choral Group. Anabel Taylor G-34.
7 p.m. Cornell Karate Club (Shotokan) beginners class. All welcome. Martha Van Rensselaer Auditorium.
7 p.m. Johnson Museum of Art Film Program: "Eadweard Muybridge, Zooraxographer" (Anderson, 1975, U.S.). Johnson Museum.
7 p.m. *Cornell Varsity Swimming-Syracuse. Teagle.
7:30 p.m. *Cornell Varsity Hockey-Princeton. Lynah.
7:30 p.m. America and World Community: "Natural Resources, Pollution, and World Community," Richard McNeil, Natural Resources. Anabel Taylor One World Room.
7:30 p.m. International Folk Dancing. Teaching for beginners 7:30-9 p.m.; requests 9-11 p.m. All welcome. Straight North Room.
8 p.m. *Cornell Cinema presents "The Awful Truth." Uris Hall Auditorium.

Thursday, February 1

All Day. Emanuel Ben-Nash of the Israeli Aliya Center will be in the Hillel Office to give information on kibbutz/work/study Programs in Israel. Call 256-4227 for appointment. Anabel Taylor G-34.
9-10 a.m. Professional Development Seminar for all University Student Services Staff: "Work Life Development: A New Approach to Employee Assistance," Virginia Rinker and Eddie Smith, Personnel Services. Straight Elmhirst Room.
10 a.m.-2 p.m. ROTC Tri-Service Brigade Bloodmobile signups. Straight lobby.
10-11 a.m. Fine Arts Series Lecture: "About the Museum,"

Thomas Leavitt, director, Johnson Museum. Sponsored by Campus Club of Cornell. Open to the public. Herbert F. Johnson Museum of Art Lecture Room.

12:15 p.m. Women's Studies Graduate/Faculty Colloquium: "Cognitive Processes Mediating Sex-Typing and Androgyny," Sandra L. Bem, Psychology/Women's Studies. Uris Hall 494.
12:15 p.m. Catholic Eucharist. All welcome. Anabel Taylor G19.

7 p.m. The Christian Science Organization welcomes students, staff and campus visitors to the weekly readings and testimonies meeting. Anabel Taylor Founders Room.

7 p.m. Cornell Karate Club (Shotokan) beginners class. All welcome. Martha Van Rensselaer Auditorium.

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

8 p.m. Philip Holmes, poet and assistant professor, Theory and Applied Mechanics, Cornell, will give a poetry reading from his work. A reception will follow the reading. Goldwin Smith Temple of Zeus.

8 p.m. CUSLAR presents "The Principle Enemy" (Bolivia). Uris Hall Auditorium.

8:30 p.m. *Cornell Folk Song Club presents Tom Paxton in concert. Statler Auditorium.

Friday, February 2

12:15 p.m. Introduction to Talmud class. Bring bag lunch. Anabel Taylor G-34.

12:15 p.m. Catholic Eucharist. All welcome. Anabel Taylor G19.

12:15 p.m. Women's Studies Friday Seminar: "How Does He Plan to Coordinate Career and Marriage?: Equality Begins at Home," Daryl J. Bem, Psychology, Cornell. I&LR Conference Center 105.

1 p.m. SALAT-AL-JUMA (Friday prayer for Muslims). Anabel Taylor Edwards Room.

4 p.m. Cornell Women's Varsity Bowling-Fredonia. Helen Newman.

5 p.m. Cornell Karate Club (Shotokan) beginners class. All welcome. Martha Van Rensselaer Auditorium.

5:15 p.m. *Cornell JV Basketball-Colgate. Barton.

5:30 p.m. Shabbat Services (Conservative). Anabel Taylor Founders Room.

5:30 p.m. Shabbat Services (Reform). Anabel Taylor Chapel.

7 p.m. Cornell Womens Hockey-Princeton. Lynah.

7:30 p.m. *Cornell Varsity Basketball-Harvard. Barton.

7:30 p.m. Pentangle II Free Film Series: "China Is Near" (Bellocchio, 1968, Italy); short: "To Dreamland" (Conner, 1976, U.S.). Uris Hall Auditorium.

8 p.m. *Cornell Cinema presents "A Hard Day's Night" and "I Wanna Hold Your Hand." Statler Auditorium.

9:45 p.m. *Cornell Cinema presents "Bread and Chocolate." Uris Hall Auditorium.

11:30 p.m. *Cornell Cinema presents "Little Murders." Uris Hall Auditorium.

Saturday, February 3

9:15 a.m. Shabbat Services (Orthodox). Anabel Taylor Edwards Room.

10 a.m. Shabbat Services (Conservative). Anabel Taylor Founders Room.

1 p.m. *Shabbat Luncheon-Soviet Jewry Program. Reservations must be made in advance. Anabel Taylor G-34.

2 p.m. *Cornell Varsity Fencing-Penn State. Teagle.

2 p.m. *Cornell Varsity Gymnastics-Dartmouth. Barton.

2 p.m. Cornell Women's Varsity Hockey-Cortland. Lynah.

4:30 p.m. Catholic Sacrament of Reconciliation. Anabel Taylor G-24.

5:15 p.m. Catholic Eucharist. All welcome. Anabel Taylor Auditorium.

5:15 p.m. *Cornell JV Basketball-LeMoyne. Barton.

7:30 p.m. *Cornell Varsity Basketball-Dartmouth. Barton.

7:3 p.m. *Cornell JV Hockey-Grimsby Jr. B. Lynah.

7:30 & 9:30 p.m. *Cornell Cinema presents "Bread and Chocolate." Uris Hall Auditorium.

8 p.m. *Cornell Cinema presents "A Hard Day's Night" and "I Wanna Hold Your Hand." Statler Auditorium.

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

11:30 p.m. *Cornell Cinema presents "Little Murders." Uris Hall Auditorium.

Sunday, February 4

9:30, 11 a.m. & 5 p.m. Catholic Eucharist. All welcome. Anabel Taylor Auditorium.

9:30 a.m. Episcopal Eucharist Worship Service. Faculty, staff, and families welcome. Church School and nursery care. Coffee hour following service in Founders Room. Anabel Taylor Chapel.

10:45 a.m. The Lutheran Church Worship Service. Nursery care provided. Coffee hour following the service. Church school prior to service at 9:30 a.m. 109 Oak Avenue.

11 a.m. Sage Chapel Convocation: Charles D. McCarthy, theologian, lawyer, Roman Catholic layman, Millis, MA.

11:15 a.m. Protestant Church at Cornell. Anabel Taylor Chapel.

1 p.m. Meditation as taught by the Living Master Sant Darshan Singh Ji. Straight Loft 2.

2 p.m. *Cornell Cinema presents "The Point." Cosponsored with Ithaca Youth Bureau. Uris Hall Auditorium.

4 p.m. Department of Music student recital: Susan Weinberger and Virginia Ford pianists. Barnes Auditorium.

7:30 p.m. *Cornell JV Hockey-Grimsby Jr. B. Lynah.

7:30 p.m. International Folk Dancing. Teaching for intermediates 7:30-8:30 p.m.; requests 8:30-11 p.m. All welcome. Straight North Room.

8 p.m. *Cornell Cinema presents "A Night at the Opera." Uris Hall Auditorium.

Exhibits

Herbert F. Johnson Museum of Art: "Bronze Sculptures," through Feb. 14; "Permanent Collection," through January.

Olin Library: "Modern Artists as Illustrators: Picasso, Matisse, Baskin, Abbe and others of the 20th Century."

Goldwin Smith Gallery: Art Exhibit of Acrylics by Young local artist, Nurit Ruchenstein. Opening Monday, Jan. 29, 5-7 p.m. General public welcome to attend. Gallery hours: Monday-Friday, 8:30 a.m.-4:30 p.m., through Feb. 16.