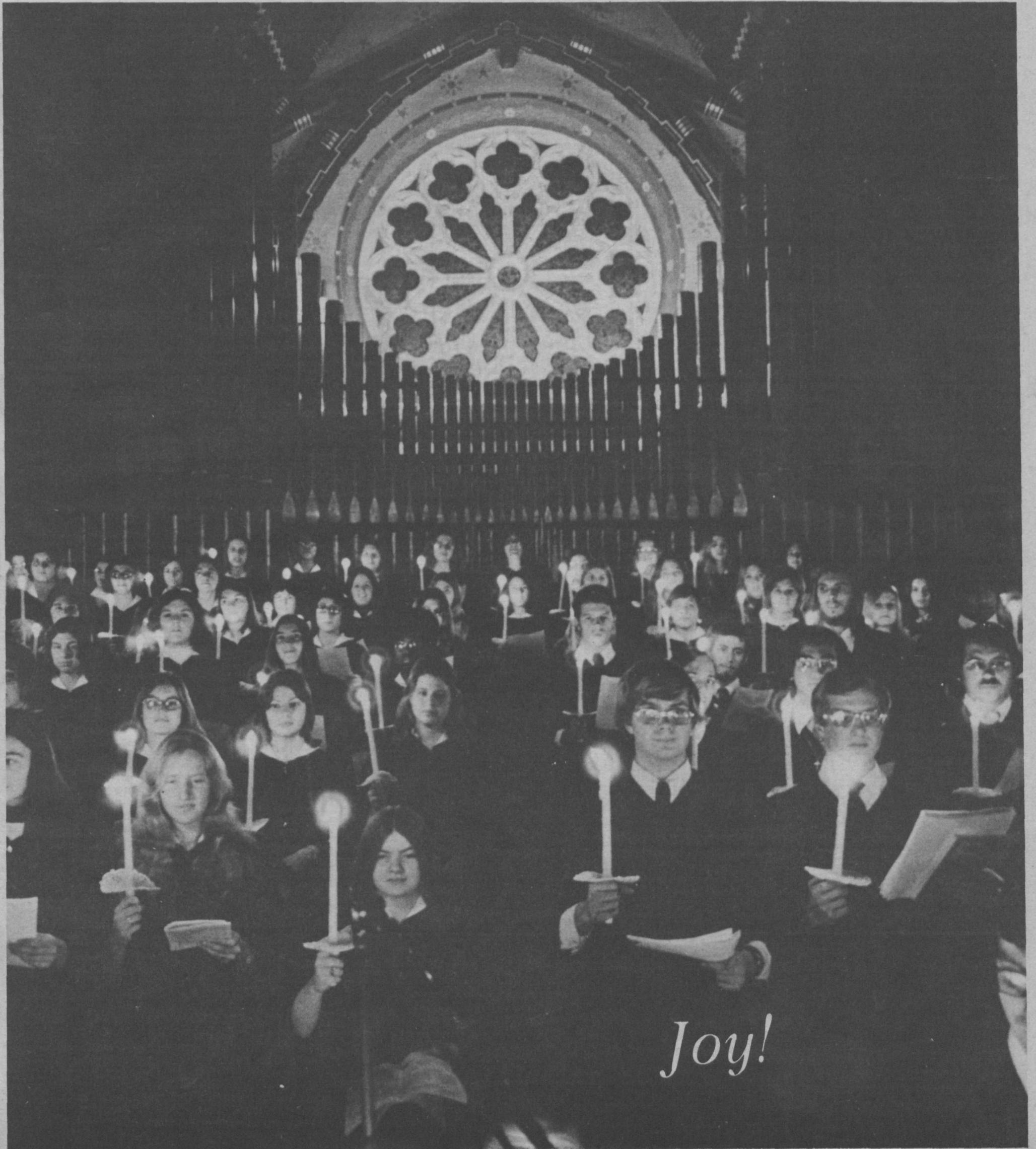


Cornell Chronicle

Volume 11, Number 14

December 6, 1979



Study Rooms Available

December 11-21, 1979

Building	Room	Dates and Times Available	Exceptions
Bradfield	101, 105, 108	12/12-12/14, 24 hours	
Caldwell	100	12/12-12/14, 24 hours	
East Roberts	222	12/12-12/14, 24 hours	
Franklin	115	12/11-12/21, 8AM-5PM	12/14
Goldwin Smith	C D 120 124 162 164 183 258	12/12-12/23, 24 hours 12/12-12/19, 24 hours 12/12-12/17, 24 hours 12/12-12/16, 24 hours 12/12-12/16, 24 hours 12/12-12/16, 24 hours 12/12-12/16, 24 hours 12/12-12/19, 24 hours	
Hollister	110, 114	12/11-21, 8AM-4:30PM	
Ives	114, 116, 117, 118, 213, 214, 216, 217, 218	12/13-12/21, after 4:30PM	
Morrill	classrooms only	12/11-12/15, 8AM-1AM 12/16-12/21, 5PM-1AM	
Myron Taylor	Seminar Rooms I, II, III and Classrooms A,B,C,D	12/11-12/14, 5PM-midnight 11/15, 1PM-midnight 12/16, 10AM-midnight 12/17-12/20, 5PM-midnight 12/21, 1PM-midnight	
Olin Hall	218, 216, 245 375	12/11-12/21, 8AM-4:30PM Mon.-Thurs., 8:30AM-9:30PM 12/16, noon-5PM	12/14, 8:30AM-4:30PM closed 12/11-12/12
Phillips	206, 314, 317 307	12/11-12/21, 8AM-4:30PM	
Plant Science	143	12/12-12/14, 24 hours	
Rockefeller	107, 108, 109, 129	12/11-12/21, 24 hours	
Schurmann	James Law Auditorium	12/13, 8:30AM-4:30PM 12/14, 12/17-12/21, 7:30AM-4:30PM	
Stimson	G-1	12/11-12/21, 8AM-10PM	12/11, use east avenue ground level entrance
Thurston	202, 304, 305	12/11-12/21, 8AM-4:30PM	
Upton	107, 111, 305, 315	12/11-12/21, 8AM-4:30PM	
Uris	G-08, G-92, G-94	12/13-12/21, after 4:30PM	
Martha Van Rens.	Student Lounge (N-B-MVR)	Mon.-Fri., 8AM-9PM Sat., 8AM-2PM	
Warren	131 160, 201, 232, 245 321	12/13-12/14, 24 hours 12/12-12/14, 24 hours 12/13-12/14, 1PM-all night	106, 12/13, 11:30AM-all night
UNIONS			
North Campus Union	2nd floor lounge, listening rooms, conference rooms	12/11-12/21, 7AM-1AM	
Noyes Center	3rd floor	12/11-12/21, 24 hours coffee served	
Straight	Memorial Room Straight Lobby Browsing Library International Room Music Room Lofts 2 & 3	12/11-12/21, 24 hours 12/10-12/20, 24 hours 12/10-12/20, 9AM-9PM 12/10-12/20, 7AM-11PM 12/10-12/20, 24 hours 12/10-12/20, 7AM-11PM	Study Group
LIBRARY EXTENDED HOURS			
Olin		12/12-12/21, open 7AM, M-F 12/14, until midnight 12/15, until midnight 12/16, noon-midnight	Study only
Uris		12/11-12/21, Mon.-Thurs. until 1AM 12/14-12/15, until midnight 12/16, 10AM-1AM	
Mann	Main Floor reading rooms	12/12-12/20, until midnight 12/21, 8AM-10PM 12/22, 9AM-5PM	

Creative Arts Grants Awarded 20 Students, Staff Chosen

Grants totaling \$4,330 have been awarded by the Cornell Council of the Creative and Performing Arts to 20 students and staff members.

The grants are awarded annually on the basis of artistic ability, potential to complete the project with distinction and the merit of the project itself. They are meant to encourage creative and performing artists to propose and produce art projects not primarily concerned with course work.

The artists and projects receiving the grants are:

In design: Boyd Hill, office assistant in modern languages and linguistics, \$250 to hand-set and print "Photons," a book of poems; Tacey L. Miller, a junior in the College of Arts and Sciences, \$190 to do a series of seven batiks on Asian women; Susan Sternglass, a junior

in the College of Arts and Sciences, \$100 to design and produce a book of poetry.

Photography: John Alegre, graduate student in biochemistry, \$250; Susan Freeman, junior in fine arts, \$150; Karen Steinkraus, library aide in Olin Library, \$300, and Cheryl Sema, staff member in the Centre for Religion, Ethics and Social Policy, \$300.

Music: Janice Macaulay, graduate student, \$140 to copy choral pieces of her own composition.

Two staff members in the Dance Department receiving awards are David Borden, \$200 for performance of his own music for synthesizer ensemble, and Alix Keast, \$250 for a dance performance.

In film each of the following received a \$200 award for the production of his/her own film: Mary Graham, senior in architecture;

Charles Kalmanek, senior in engineering; Louise Rahinsky and Shelly Silver, both seniors in fine arts.

Art awards were received by five graduate students in fine arts: Ken Januski, \$200 for large-scale black and white paintings in rhoplex and pigments; Stephan McKeown, \$300 for three wall-hung painted structures; Todd Rubin, \$200 for proposed oil paintings; Alexis Wisniewski, \$100 for representational paintings on six panels of backed masonite using polymer emulsion; Christine Torvestad, \$300 for seven embedments in floor reliefs and wall hangings. Lori Todd, graduate student in zoology, was awarded \$300 to complete 10 clay sculptures. The award-winning projects are to be completed and exhibited or performed within the next 12 months.

Search Begun for Law Dean Committee of 8 All Faculty

President Frank Rhodes has named an eight-member faculty committee to search for a new dean of the Cornell Law School.

Roger C. Cramton, dean of the Law School since 1973, announced last month his resignation as of June 30, 1980, in order to return to full-time teaching and research.

Provost W. Keith Kennedy is chairman of the search committee that has set Feb. 1 as the deadline for receiving nominations and applications.

The other members of the committee are John Barcelo, Alan Gunn, Jane Hammond, David Lyons, David Ratner and Faust Rossi, all members of the law faculty, and Joel Silbey, professor of history in

the College of Arts and Sciences. Lyons holds a joint-appointment in the Law School and the Arts College.

Kennedy said, "The President has asked the committee to attempt to locate at least three and preferably five highly qualified nominees who would give serious consideration to an offer of the deanship."

The committee will consider both internal and external candidates, Kennedy said. Nominations have been specifically requested from all members of the law faculty although nominations and qualified applications will be considered from any source, Kennedy said.

He said it is hoped that the deanship can be filled in time for the start of the fall 1980 term.

Jobs

Cashier, GR15 (Dining Svcs.)

Food Service Worker, GR14 (Dining Svcs.)

Head Cook (Bakery) GR23 (Dining Svcs.)

Univ. Service Officer, GR20 (Public Safety)(2)

Dupl. Machine Oper., GR17 (Graphic Arts Svcs.)

Technical

Res. Supp. Spec. I, CPO3 (CRSR)

Accelerator Operator, GR22 (Lab. of Nuclear Studies)

Research Tech. III, NP12 (Prevent. Med.)

Research Tech. II, NP-10 (Plant Pathology)

Research Aide, NP-9 (Food Science)

Research Tech. I, NP-8 (Plant Pathology)

Lab. Tech I, NP-8 (DCS Mastitis Control, Kingston)

Administrative/Professional

Radio News Reporter, U000 (WHCU Radio)

Dean of Students, CPO8 (Off. of the Dean of Students)

Sr. Administrator II, CPO8 (Engr. Dean's Ofc.)

Visual Specialist I, CPO2 (Media Services)

Ext. Supp. Aide, CPO2 (H.D. & F.S., NYC Coop. Ext.)

Part-time and/or Temporary Admin. Aide, GR22 (Neurobiol. & Behav.)

Personnel Asst., GR21 (V.P. Research Secretary, GR20 (NYC Coop. Ext./S. Jamaica EFNEP)

Secretary, GR18 (Computer Sci.)

Office Asst., GR18 (Design & Project Mgmt.)

Secretary, GR16 (Mat. Sci. & Engr.)

Temp. Svce. Clerk-Typist (Natural Resources)

Temp. Svce.-Clerical (Graduate School)

Temp. Svc.-S&M (Food Science)

Jr. Tech. Aide, NP-7 (Poultry Sci.)

Academic

Asst., Assoc., or full Prof. (Organizational Behavior, B&PA)

Asst., Assoc., or full Prof. (Accounting, B&PA)

Asst., Assoc., or full Prof. (Finance, B&PA)

Asst., Assoc., or full Prof. (Business Policy, B&PA)

Asst., Assoc., or full Prof. (Mgmt. & Info. Systems Operations Management, B&PA)

Asst., Assoc., or full Prof. (Production, B&PA)

Reproductive Pathologist (Vet. Med.)

Comparative Epidemiologist (Vet. Med.)

Ext. Assoc. II, CPO4 (H.D. & F.S.)(3)

Ext. Assoc. III, CPO5 (H.D. & F.S.)

The following job openings are new this week. For information on vacant positions listed in previous issues of the Chronicle, contact Personnel Staffing Services, 440 Day Hall. Cornell is an affirmative action employer.

Clerical

Admin. Aide, GR22 (Ofc. of Transportation Svcs.)

Secretary, GR21 (Ofc. of Sponsored Programs)

Secretary, GR20 (Arch., Art & Planning/Urban & Reg. Stud.)

Secretary, GR19 (Ag. Engr.)

Secretary, GR18 (H.D. & F.S.)

Office Asst., GR18 (Registrar)

Accounts Asst., GR17 (Media Svcs.)

Office Asst, GR17 (Univ. Personnel Svcs.)

Secretary, GR16 (Phys. Ed. & Ath.)

Acct. Clerk IV, NP-14 (State Fin. & Bus. Off.)

Service & Maintenance

Cook, GR21 (Dining Svcs.)

Cook, GR18 (Dining Svcs.)

Material Handler, GR18 (Dining Svcs.)

Food Service Worker, GR17 (Dining Svcs.)

Dishmachine Operator, GR16 (Dining Svcs.)

Custodian, GR16 (Dining Svcs.)

Cornell Chronicle

Editor, Randall E. Shew. Staff writers, Constance Bart, Robert W. Smith, Barbara Jordan-Smith, Martin B. Stiles. Photographers, Sol Goldberg, Russ Hamilton. Circulation manager, Joanne Hanavan.
(USPS 456-650)

Published weekly during the academic year and once each in June and August. Distributed free of charge to Cornell University faculty, students and staff by the University News Bureau. Mail subscriptions, \$13 per year. Make checks payable to Cornell Chronicle Editorial Office, 110 Day Hall, Ithaca, N.Y. 14853. Telephone (607) 256-4206.

Second-Class Postage Rates paid at Ithaca, N.Y.
POSTMASTER: Send address changes to the Cornell Chronicle (USPS 456-650), Cornell University, 110 Day Hall, Ithaca, N.Y. 14853.

Preliminary Budget Figures Prepared

Tuition, Compensation Estimates Made

The University Administration is preparing recommendations relating to the 1980-81 operating budget, for preliminary discussion at the Dec. 11 meeting of the Trustee Executive Committee. President Frank Rhodes has reported on two major items in the budget proposals of particular interest to the campus community — tuition increase and compensation for faculty and staff.

Rhodes said that planning assumptions being used to prepare the budget policy recommendations indicate that tuition and fees must be increased approximately 11 1/2 percent, from \$5,256 to \$5,860, for the endowed undergraduate colleges at Ithaca.

A similar rate of tuition increase is being recommended for resident and non-state resident students in the statutory colleges, the president said, and a slightly higher tuition increase is projected for the Law School. Housing costs are expected to increase about 13 percent and dining costs to be up 10 percent over 1979-80.

"On the expense side," Rhodes added, "compensation— salary and fringe benefits—for faculty and

staff has the highest priority in budget considerations."

The University Administration is including in its recommendations "a pool of funds equivalent to approximately 10 percent of salaries and fringe benefits," the president said, "for selective adjustments in compensation for 1980-81. The salary component would be merit-based. In addition, a modest sum has been set aside for special salary adjustments associated with minimum wage rates, inequities and other special needs."

The estimated increases in tuition, room and board are based on the assumption that overall costs of operating the University during 1980-81 will increase by 14 percent over 1979-80, and by 13 percent for each of the following two years.

Rhodes explained that figures for both tuition and compensation are preliminary and may be affected by continuing inflation and other factors. "It is a long time from now until July 1," he said. "The proposals will be subject to approval of the trustees and the Wage-Price Council and we shall not hesitate to go to the board with revisions if we

find that is necessary."

The Cornell trustees will approve budget policies in January and the final detailed budget for 1980-81 in May.

The president explained that the estimates are being issued now in order to allow community comment and to permit students and parents

to make financial plans well in advance.

Commenting on student costs, Rhodes said, "We intend to link increases in financial aid to increases in tuition and this budget is being planned with that in mind." The assumptions anticipate that the self-help portion of financial aid pack-

ages will increase \$150 where parental income is over \$10,000, Rhodes said, reflecting increases in the Federal minimum wage effective in January 1980 and in January 1981.

"There will be no increase in the self-help portion of the financial aid package for those whose parental income is below \$10,000," he said.

Graffiti Contain Racial Slurs

Racial slurs were painted on the Africana Studies and Research Center and on Ujamaa Residential College last week, prompting statements by the center's director and University President Frank Rhodes.

A Ku Klux Klan sign was painted and put up on the lamppost outside the Africana Center and was found by students last Thursday.

The word "niggers" was found last Wednesday, written in red spray paint on the doors of Ujamaa.

James Turner, director of the center, said that since last spring there have been more examples of racial

hatred locally than he had seen in the last 10 years.

He is quoted in Wednesday's Cornell Daily Sun as saying that the "frequency of the incidents has been striking" and that "a really disturbing climate is taking place. People are getting edgy."

President Rhodes issued this statement Tuesday on the incidents:

"During the last few days, racial graffiti of the most offensive kind have appeared on the Africana Studies and Research Center and Ujamaa. These daubings are an affront, not only to Black Cornellians, but to all members of the

University community. They represent a flagrant denial of the attitude of respect and understanding on which the University depends. I hope all members of the University will join me in deploring such behavior and in pledging themselves to strengthen the efforts toward mutual respect and trust to which the University is committed."

Some Services Curtailed for Holidays

Many services on campus will be curtailed or eliminated completely during the Christmas-New Year's holiday period from Dec. 22 through Jan. 1. The following summary of schedules has been compiled by the Office of Personnel Services: **Heating and Ventilating Systems:** Dec. 22 through Jan. 1.

Reduced temperatures and shortened hours of ventilating in most buildings. Work sites with inadequate heating or ventilating should call 6-5322 or 6-4322 for assistance. (For details, consult the recent memo on this subject to deans, directors and department heads from Robert Clawson.)

U.S. Mail, U.P.S., Truck Deliveries: Dec. 24, 26, 27, 28, deliveries scheduled by special request. Dec. 25, Jan. 1, no deliveries. (For details consult recent memo on this subject to deans, directors, and department heads from W. B. Rogers.)

Campus Mail Service: Dec. 24 through Dec. 28 and Jan. 1, no deliveries. Dec. 31, normal deliveries.

Day Hall Mail Room: Dec. 24, 25 and Jan. 1, closed.

Dec. 26, 27, 28, open 8 a.m. to 12 noon. Dec. 31, normal schedule. **University Switchboard:** Dec. 24, 26, 27, 28, operator on duty 8 a.m. to 4:30 p.m. Dec. 25, Jan. 1, closed. Dec. 31, normal schedule.

Purchasing Service: Dec. 27, 28, staff on duty to process emergency orders.

Custodial Services: Dec. 24, 26, 27, 28, normal service to libraries and research areas. To other areas by special request to Jean Rogers 6-5175. Dec. 25, Jan. 1, no services.

On-Campus Parking/Bus Service:

Dec. 24 through Jan. 1, no bus service. Cars with A/B stickers may park on campus.

University Libraries: See accom-

panying schedule.

Health Services: Dec. 23 through Jan. 1, on-call physician available at 272-6962. In an emergency, call the

Department of Public Safety at 6-1111. Dec. 26, 27, 28, 31, receptionist and nurse on duty at Gannett Clinic from 9 a.m. to 1 p.m.

Computer Services: Dec. 23, 24, 25, 26, 31, Jan. 1, computer shut-down. Dec. 27, 28, 29, 30, computer operational. Jan. 2, normal schedule.

CORNELL UNIVERSITY LIBRARIES

DATE	Christmas			MANN	AFR	BPA	ENG'G	ENT	FINE ARTS	HOTEL	ILR	LAW	MATH	MUSIC	PHYS SCI	VET
	OLIN	URIS	8A-5P													
Dec. 22 (Sat)	9A-6P	8A-5P	9A-5P	closed	closed	8A-5P	9A-5P	closed	8A-5P	8A-12N*	closed	9A-5P	9A-5P	8A-12M	8A-12N	
Dec. 23 (Sun)	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	8A-12M	closed
Dec. 24 (Mon)	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	8A-6P	closed
Dec. 25 (Tues)	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed
Dec. 26 (Wed)	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	8A-12M	closed
Dec. 27 (Thurs)	9A-5P	closed	9A-5P	closed	closed	closed	closed	closed	closed	closed	closed	8A-5P	8A-5P	closed	8A-12M	closed
Dec. 28 (Fri)	9A-5P	closed	9A-5P	closed	closed	closed	closed	closed	closed	closed	closed	8A-5P	8A-5P	closed	8A-12M	closed
Dec. 29 (Sat)	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	8A-12M	closed
Dec. 30 (Sun)	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	8A-12M	closed
Dec. 31 (Mon)	8A-5P	8A-5P	8A-5P	9A-5P	8A-5P	8A-5P	9A-5P	9A-1P	8A-5P	8A-5P	8A-5P	8A-5P	8A-5P	9A-5P	8A-6P	8A-5P
Jan. 1 (Tues)	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	closed

*Subject to change

Interession: January 2, 1980 (Wednesday) - January 20, 1980 (Sunday)

DATE	OLIN	URIS	MANN	AFR	BPA	ENG'G	ENT	FINE ARTS	HOTEL	ILR	LAW	MATH	MUSIC	PHYS SCI	VET	
																See Below
Monday-Friday	See Below	8A-5P	8A-5P	9A-5P	8A-5P	8A-5P	9A-12P	1P-5P	8A-5P	8:30A-5P	8A-5P	See Below	8A-5P	9A-5P	8A-12M	See Below
Saturday	*9A-1P	See Below	9A-1P	closed	closed	closed	closed	closed	closed	closed	closed	See Below	closed	closed	8A-12M	See Below
Sunday	*closed	*closed	closed	closed	closed	closed	closed	closed	closed	closed	closed	See Below	closed	closed	8A-12M	See Below

*Exceptions to Above Schedule:

Olin Library: Jan. 2-18 -- M-Th, 8A-10P (Open 5P-10P for study purposes only)
 Fri 8A-5P
 Sat 9A-1P
 Sun closed
 Jan. 19 -- Sat 9A-5P
 Jan. 20 -- Sun 6P-10P

Uris Library: Jan. 5 -- Sat 1P-5P
 Jan. 12 -- Sat 1P-5P
 Jan. 19 -- Sat 9A-5P
 Jan. 20 -- Sun 6P-10P

Law Library: Jan. 2 -- Wed 8A-5P
 Jan. 3 -- Thurs 8A-5P
 Jan. 4 -- Fri RESUME REGULAR HOURS

Vet Library: Jan 2-6 -- Wed-Fri 8A-5P
 Sat & Sun closed
 Jan 7-20 -- Mon-Thurs 8A-10P
 Fri 8A-5P
 Sat closed
 Jan. 13 -- Sun 7P-10P

Cornell, TIAA Insurance Compared

Faculty Committee Does Review

The Committee on the Economic and Professional Status of the Faculty has reported it has reviewed the new group life insurance program in light of the recent life insurance mailing by TIAA to faculty members' homes.

"Cornell's new life plan is a considerable improvement over the previous program offered to faculty," according to John Nation, chairperson of the committee. "Certain faculty may, however, want to consider buying additional life insurance. Because of differing family circumstances, each person will want to make an independent decision regarding the level of life insurance coverage needed," Nation said.

In order to help faculty and staff evaluate the recent TIAA mailing, the following observations were made by the committee:

1. Rates vary substantially from company to company, but price

trends are similar with age. A comparison of Cornell's and TIAA's current rates is given below:

2. Cornell's life insurance program insures that all faculty will have coverage of at least one half times their salary at no cost to the faculty member. Faculty may purchase

PRICE COMPARISON — CORNELL PLAN / TIAA

The following comparison assumes \$50,000 of coverage; TIAA's policy is 5-year renewable term and as-

Cornell Plan	
Age	Male & Female
Under 35	\$ 2.40
35 to 50	4.18
Over 50	6.00

supplemental coverage without medical examination if enrollment takes place prior to Jan. 1, 1980.

TIAA life insurance is also available to all regular faculty, but requires a medical examination at the time of purchase.

3. Premiums for Cornell's plan are

sumes a 1978 dividend rate. Net premiums shown are per \$1,000 of face value per year.

TIAA		
Age	Male	Female
25	\$ 1.78	\$ N/A
30	1.97	1.78
35	2.45	1.97
40	3.49	2.45
45	5.19	3.49
50	8.17	5.19
55	13.47	8.17
60	17.24	11.19

by payroll deduction. The first year's premium is required by TIAA at the time of purchase.

4. Coverage for inflation is provided under Cornell's plan to the extent that salary increases with inflation. TIAA offers a cost-of-living rider which, if elected, maintains the purchasing power of the TIAA coverage.

5. At the time of enrollment, faculty may purchase supplemental coverage under the Cornell plan of one and one-half or three times annual base salary. Coverage may be reduced or eliminated at any time, and increased at any time, normally simply by providing a health statement. TIAA may require, depending upon the policy and amount of increase, a physical examination.

6. Faculty and staff are reminded that enrollment in either the 1.5 or 3 times salary Cornell Supplemental Life Insurance Plan is necessary for eligibility for post-retirement cov-

erage.

"In comparing life insurance plans, careful attention should be given to coverage details, long-term costs and methods of premium payments, to be sure the programs are essentially the same," according to Gary J. Posner, director of University Personnel Services. "We encourage all employees to review their family life insurance needs periodically and do careful comparison shopping before purchasing additional coverage. In the event of ill health, difficulty may be encountered in switching life insurance carriers," Posner said.

In response to a request from the committee, University Personnel Services has arranged to permit enrolled faculty and staff who wish to purchase supplemental coverage or increase it to 3 times salary to do so until Feb. 1, 1980, without medical examination.

University Cool to Trash-Burning Plan

Environmental, Economic Factors Cited

The University has refused to "commit itself to the purchase of steam," under a preliminary proposal for a four-county trash burning incinerator.

In a letter November 21 to Frank R. Liguori, Tompkins County Commissioner of Planning, Henry E. Doney, the University's director of Utilities, detailed Cornell's reaction to the proposed sale of steam to Cornell. The letter states:

"Cornell has completed a preliminary review of the first draft of the proposals contained in the Multi County Solid Waste Study, dated September 29, 1979. Our staff has serious doubts about the environmental, economic, and technical viability of this proposal. This letter will state our position, and summarize the substance of various exchanges we have had with your consultants over the past several months.

"We must provide steam to our large and complex campus at the lowest possible cost, with maximum reliability, and within the bounds of good environmental quality standards. Any proposals for added capacity or sales of steam to Cornell must be tested against these objectives. The following are some of our concerns:

"Both air quality and those environmental problems attendant to delivering and burning several hundred thousand tons of garbage and trash near the center of the campus and near adjacent residential communities are among our greatest concerns. In fact, this proposal places Cornell in the disposal business. Cornell has an obligation to be environmentally responsible even though the plant would be constructed by the counties.

"Cornell must continue to operate its central heating plant year-round. The proposed process does not respond rapidly enough to meet system demand fluctuations.

Furthermore, we must provide sufficient reserve capacity in the event of failure of any part of the system. We expect that little would be realized in capital or operational savings by this proposed solid waste plant.

"Cornell must proceed immediately with the expansion of its capability to burn less expensive fuels, coal and wood chips. By the time the solid waste plant might be operational, the value of fuel replaced by the proposed steam sales to Cornell must be weighed totally against our least expensive fuels.

"The proposed unit price of steam to be sold to Cornell is significantly higher than the cost of the fuels it would replace. In order to be attractive to Cornell, the cost of such steam would have to be considerably less than replaced fuels, in view of the inherent problems such a facility poses.

"Finally, the amount of steam proposed for sale to Cornell may be optimistic, based on our present operational needs and future planning. This may have an important impact on the overall economics of the proposed project.

"As a general comment on this study, we agree that landfilling solid waste will become increasingly expensive and probably impossible in some cases. The only known alternative to landfilling is incineration. If incineration is chosen, it makes good sense to recover some of the heat value of this material in the process of disposal. However, the primary objective should be the disposal of the counties' solid waste, and secondarily, to sell steam to help offset some of the operational costs of such a plant.

"In summary, the initial reaction of the Cornell Administration to the proposal has been negative, for the environmental, economic, and technical issues discussed above. Cor-

nell will not commit itself to the purchase of steam, either at the price proposed or in the quantities proposed. future planning. This may have an important impact on the overall economics of the proposed project.

"As a general comment on this study, we agree that landfilling solid waste will become increasingly expensive and probably impossible in some cases. The only known alternative to landfilling is incineration. If incineration is chosen, it makes good sense to recover some of the heat value of this material in the process of disposal. However, the primary objective should be the disposal of the counties' solid waste, and secondarily, to sell steam to

help offset some of the operational costs of such a plant.

"In summary, the initial reaction of the Cornell Administration to the proposal has been negative, for the environmental, economic, and technical issues discussed above. Cornell will not commit itself to the purchase of steam, either at the price proposed or in the quantities proposed. Given these reservations, the University cannot be in the position of encouraging further, substantial investment on the part of the counties. Should the counties still decide to go forward with examination of these questions in greater depth, the University is prepared to cooperate in any such studies."



Cornell cinematographers (from left) David H. Gluck, James B. Maas and Linda Salzman Sagan shot a portion of their one-hour documentary, 'Until I Get Caught' in a downtown Ithaca tavern. The film, the first documentary ever on drunk driving, will have its premiere television showing at 9 p.m. Thursday, Dec. 13, on WCNY-TV in Syracuse (Ithaca Cable Channel 4) and WNET-TV in New York City. WCNY-TV has scheduled a 90-minute panel discussion and telephone call-in special at 10 p.m. featuring Maas, associate professor of psychology; Gluck; Ithaca representatives of PARKIT (Prevent Alcohol-Related Killing and Injuries in Tompkins County) and Syracuse officials concerned with alcohol and drunk driving.

Engineering-Business Scholarship

Knight Gift of \$1 Million Endows It

The founder of an international engineering and management consulting firm has made a gift of \$1 million to endow an unusual scholarship program for business-oriented engineers at the University.

Lester B. Knight Jr., founder, chairman and president of Lester B. Knight and Associates Inc. of Chicago and a 1929 graduate of Cornell's College of Engineering, made the gift, which will be known as the Lester B. Knight Jr. Scholarships.

Twenty full scholarships are to be awarded annually to students pursuing both a master's degree in Cornell's School of Business and Public Administration and a Master

of Engineering degree.

The program is believed to be the only one of its kind in American universities.

Knight established the program because he believes that business-trained engineers play a crucial role in the American free enterprise system.

In a letter to Cornell President Frank Rhodes, Knight said:

"It is my hope and belief that within 10 years there will be at least 100 Cornellians leading major U.S. companies, successfully, as a corollary to this additional opportunity and effort and all with a gratitude to

Cornell...."

Knight's decision to endow this scholarship program came partly as a result of observing the accomplishments of his son, Charles, who earned a bachelor's degree in mechanical engineering from Cornell in 1957, and later a Cornell MBA.

Charles F. Knight is now chairman and chief executive officer of Emerson Electric Co., a St. Louis electronics firm that ranks 137 on the Fortune 500 list. In the Aug. 6 issue of Time magazine, he was included among "50 Faces for America's Future."

The new Cornell scholarship pro-

gram is open to students from all engineering disciplines who intend to enroll concurrently in Cornell's MBA program. Recipients are to be chosen on the basis of all-around ability, rather than academic merit alone, Knight said.

Among his many business activities, Knight was chairman and chief executive officer of Universal Castings Corp. for 32 years. He sold the company in 1977 and it provided money for the new Cornell scholarship program. He is a director of several European firms concerned with foundry management.

The recipient of numerous honors, Knight's most recent accolade was

the U.S. and Canadian Management Consulting Association's Award for Excellence in Management Consulting, which he won in May.

He received the Gold Medal of the American Foundrymen's Society and the International Foundry Congress in 1972. He is a member of several professional associations, including the American Society of Mechanical Engineers and the American Management Society.

His grandson, Lester B. Knight III, is a senior in Cornell's College of Engineering. His granddaughter, Ann Abbott, is a freshman in the New York State College of Human Ecology at Cornell.

Young Cornell Playwright Wins Yet Another Honor

Paula Vogel, a graduate student who is becoming known as one of America's top young playwrights, has been awarded a \$10,000 Playwriting Fellowship by the National Endowment for the Arts.

A lecturer in playwriting this year in Cornell's Department of Theatre Arts where she is working on her Ph.D., Vogel won first prize for her first full-length play, "Meg," in the national American College Theatre Festival in 1977.

The award included \$2,500 for Vogel, membership in the Dramatists Guild, publication of the play by Samuel French, Inc., a contract with the William Morris Agency, and \$1,000 to Cornell's theatre arts department.

Since then, "Meg" has been produced several times in this country, Canada and Europe, and Vogel has written three more plays, all of which have been—or are in the process of being—staged.

Vogel has won two Cornell playwriting awards since 1975, as well as the two national awards.

"Meg," a play about the daughter of Sir Thomas More, was presented at the New Playwright's Theatre at the Kennedy Center in Washington, D.C., in April 1977.

In addition to subsequent American productions, the play was done at McGill University in Montreal and translated into Dutch for performance at a conservatory theater in Maastricht, Holland. A production is planned at the U.S. Army Base in Wurms, West Germany.

Also, The Production Company, an

off-off-Broadway theatre, will give a stage reading of "Meg" later this month, with plans for a fully-staged production in the spring.

Vogel's second full-length play, "Desdemona," was presented at Cornell in March 1978 and has had two staged readings in New York City.

She was commissioned by the Actors' Theatre of Louisville, Ky., to write a one-act play, "Apple Brown Betty," which was presented during that theater's recent festival.

Production plans for the premiere performance of Vogel's most recent play, "Balls, Cried the Queen," are now being made by the American Place Theatre in New York City.

Vogel, who has called herself a feminist playwright, said "Feminist theater is that which changes people's minds about women. You don't have to expound from a pulpit. All you have to do is create plays about people who happen to be women."

Vogel has said there are two ways to write a feminist play: "One is to write a strong heroine. The other is to write a compassionate man."



Registration Dates

Students will register for the spring semester on Thursday and Friday, Jan. 17 - 18, 1980, in Barton Hall at a time designated for their college, with the exception of Veterinary Medicine students, who should check with their college registrar for date, time and location.

All students, except for Veterinary students, should have received a postcard, which was mailed Nov. 26, informing them of the specific time and date they are to register.

The postcards were mailed to students' local address by the University Registrar's Office and are the students' admission ticket to registration.

Anyone with questions should call Ellen Hayth, administrative supervisor in the Registrar's Office, 256-4232.



Blend 84 cups of flour, 12 cups of brown sugar, 20 pounds of candy and 25 pounds of confectioner's sugar and you have just a few of the ingredients that went into this gingerbread house that was the creation of these two Hotel School students. Mark Ferretti (right) of Nanuet, N.Y., and William Donohue of Ridgewood, N.J., did all the baking Saturday and the decorating in a marathon session Sunday that did not end until 5 a.m. Monday. The production was financed by Hotel Ezra Cornell. The bakers are both seniors at the school. The entire cake is edible.

Sage Offers Christmas Program Chimes Concert to Herald Program

The annual Sage Chapel Christmas program will take place at 8:15 p.m. Sunday and Monday, Dec. 9 and 10. There will be an admission charge of \$1 at the door, with free admission for children under 12 years of age.

The program will be heralded by a chimes concert played by Paul Hatcher '80, and selections by guest handbell ringers Christian Haller, Mary Eldridge, Anne Hedrick and Ben Schwarz.

University organist and Sage Chapel Choirmaster Donald R.M. Paterson, associate professor of music, will direct the choir in carols from Ireland, France, Italy, England, and the American spiritual "Go, tell it on the mountain." They will also sing "Adam lay abunden" by John Ireland, Paterson's own Verses for

Advent (1963), and anthems by Vaughan Williams, William Walton and Stanley Taylor, closing with a West Country English wish for "A Merry Christmas."

Student soloists with the ensemble are Paul Hughes-Toro '80; Ian Lambert, graduate student; Joan Lesmerises '82; Gerard Lordahl '80, and Timothy O'Neill '80. Appearing as guest artists are George Damp, organist, and Edith Read, contralto. Graduate student Stephen May is the choir's organ accompanist. The assistant conductor is graduate student David Conte.

Selections will be read by Cornell President Frank Rhodes; President Emeritus Deane W. Malott; Unitarian-Universalist chaplain the Rev. John Taylor; Professor of Music Barbara Troxell; Professor of

English Donald B. Eddy and Paterson. Students reading will be Timothy Wells, graduate student and choir president, Janice Harvey '80 and Cynthia Williams '80.

The Christmas decorations in the chapel will be the work of Raymond T. Fox, associate professor of floriculture and ornamental horticulture.

Calendar Of Events

All items for publication in the Calendar section must be submitted by mail or in person to Fran Apgar, Office of Central Reservations, 532 Willard Straight Hall, at least 10 (ten) days prior to publication. Items should include the name and telephone number of a person who can be called if there are questions, and also the subheading of the Calendar in which it should appear (Lectures, Colloquia, etc.). *—Admission Charged.

Films

Except where noted: films are under sponsorship of Cornell Cinema.

- Thursday**
Dec. 6, 12:15 p.m. Warren 32. R.S. 300 Film: "Controlling Interest," the operations and effects of multinational corporations in agriculture around the world.
Dec. 6, 7 p.m. *Uris Hall Auditorium. "Adam's Rib." Co-sponsored by Law School.
Dec. 6, 9:15 p.m. *Uris Hall Auditorium. "Jonah Who Will Be 25 in the Year 2000."
Friday
Dec. 7, 7 p.m. *Statler Auditorium. "Catch 22."
Dec. 7, 7:30 p.m. Uris Hall Auditorium. "One Hour With You" (Lubitsch, 1932, U.S.); short: "A Wonderful Construction" (Lenzer, 1971, U.S.). Pentangle II Free Film Series.
Dec. 7, 9:30 p.m. *Statler Auditorium. "Hair."
Dec. 7, 9:45 p.m. *Uris Hall Auditorium. "The Innocent."
Dec. 7, midnight *Uris Hall Auditorium. "Eyes of Hell."
Saturday
Dec. 8, 7 p.m. *Statler Auditorium. "Hair."
Dec. 8, 7 & 9:30 p.m. *Uris Hall Auditorium. "The Innocent."
Dec. 8, 9 p.m. Risley College. "The Night of the Living Dead." Risley Free Film Series.
Dec. 8, 9:30 p.m. *Statler Auditorium. "Catch 22."
Dec. 8, midnight *Uris Hall Auditorium. "Eyes of Hell."
Sunday
Dec. 9, 2 p.m. *Uris Hall Auditorium. "The Prince and the Pauper." Co-sponsored by Ithaca Youth Bureau.
Dec. 9, 8 p.m. *Uris Hall Auditorium. "Lolita."
Monday
Dec. 10, 9 p.m. *Uris Hall Auditorium. "Zardoz." Film Club members only.
Tuesday
Dec. 11, 8 p.m. *Uris Hall Auditorium. "The Day the Earth Stood Still."
Wednesday
Dec. 12, 8 p.m. *Uris Hall Auditorium. "The Lavender Hill Mob."
Thursday
Dec. 13, 8 p.m. *Uris Hall Auditorium. "Through a Glass Darkly."
Friday
Dec. 14, 7:30 p.m. Uris Hall Auditorium. "Broken Blossoms" (Griffith, 1919, U.S.); short: "One A.M." (Chaplin, 1916, U.S.). Pentangle II Free Film Series.
Dec. 14, 8 p.m. *Statler Auditorium. "Dr. Zhivago."
Dec. 14, 10 p.m. *Uris Hall Auditorium. "The Seduction of Mimi."
Dec. 14, midnight *Uris Hall Auditorium. "Carnal Knowledge."
Saturday
Dec. 15, 7:30 & 9:30 p.m. *Uris Hall Auditorium. "The Seduction of Mimi."
Dec. 15, 8 p.m. *Statler Auditorium. "Dr. Zhivago."
Dec. 15, 9 p.m. Risley Hall. "Secret Agent." Risley Free Film Series.
Dec. 15, 11:30 p.m. *Uris Hall

Auditorium. "Carnal Knowledge."

Sunday

Dec. 16, 2 p.m. *Uris Hall Auditorium. "A Christmas Carol" and "March of the Wooden Soldiers." Cosponsored by Ithaca Youth Bureau.
Dec. 16, 8 p.m. *Straight Theatre. "Mean Streets."

Monday

Dec. 17, 8 p.m. *Uris Hall Auditorium. "Sandakan 8."

Tuesday

Dec. 18, 8 p.m. *Uris Hall Auditorium. "North by Northwest."

Wednesday

Dec. 19, 8 p.m. *Uris Hall Auditorium. "Kind Hearts and Coronets."

Thursday

Dec. 10, 8 p.m. *Uris Hall Auditorium. "M.A.S.H."

Exhibits

Herbert F. Johnson Museum "Skin Forms: Innovations in Leather," through Dec. 23; "Dutch Drawings of the Seventeenth Century from a Collection," through Dec. 23; "Selections from the Permanent Collection;" "Prints for Purchase," selection of 136 graphics; prices ranging from \$10 to \$1,000; through Dec. 23. The museum will be closed Dec. 24 through Jan. 14.

Religion

Edward A. Dougherty, an Episcopal minister and an administrator at the University of Michigan, will be the next speaker at the Sage Chapel Convocation at 11 a.m. Sunday, Dec. 9.

His topic will be "Faith and Reason." Dougherty is assistant to the academic vice president and a lecturer in higher education at Michigan.

He was ordained an Episcopal priest in 1966 and served as an associate with the Episcopal Church of the Good Shepherd in Athens, Ohio. From 1968 to 1969 he was co-director of the United Campus Ministry, Inc., at Ohio University.

A 1962 graduate of Williams College, Dougherty received his S.T.B. degree from Harvard Divinity School in 1965 and his Ph.D. from Michigan in 1972.

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

There will be an Ecumenical Christmas Vesper Service at 5 p.m. Sunday, Dec. 16, in Sage Chapel.

The service, which is being planned by the Catholic, Episcopal and Protestant communities, will include a bell choir, folk singers and a liturgical dance group.

Monday through Friday, 12:15 p.m.

Anabel Taylor G-19. Catholic Mass.

Every Friday, 1 p.m. Anabel Taylor Edwards Room. JUMA Prayers organized by the Muslim Educational and Cultural Association of Cornell.

Every Saturday, 5:15 p.m. Anabel Taylor Auditorium. Catholic Eucharist.

Every Sunday, 9:30 a.m. Anabel Taylor Chapel. Episcopal Eucharist Worship Service. Nursery and Church School provided. Faculty and students welcome. Coffee hour after.

Every Sunday, 9:30 & 11 a.m. Anabel Taylor Auditorium. Catholic Eucharist. Church school and nursery care provided.

Every Sunday, 9:45 a.m. Anabel Taylor Forum. Ithaca Society of Friends (Quakers) adult discussion followed by meeting for worship at 11 a.m.

Every Sunday, 10 a.m. Straight North Room. Korean Church at Cornell.

Every Sunday, 11:15 a.m. Anabel Taylor Chapel. Protestant Church at Cornell. Coffee and conversation after.

Every Sunday, 5 p.m. Anabel Taylor Auditorium. Catholic Eucharist.

Friday

Dec. 7, 5 p.m. Young Israel House. Shabbat Services (Orthodox).

Dec. 7, 5:30 p.m. Anabel Taylor Founders Room. Shabbat Services (Conservative).

Dec. 7, 5:30 p.m. Anabel Taylor Chapel. Shabbat Services (Reform).

Saturday

Dec. 8, 9:15 a.m. Anabel Taylor Edwards Room. Shabbat Services (Orthodox).

Dec. 8, 9:45 a.m. Anabel Taylor Founders Room. Shabbat Services (Conservative).

Tuesday

Dec. 11, 6 p.m. *Anabel Taylor One World Room. Hillel Latke Dinner.

Friday

Dec. 14, 5 p.m. Young Israel House. Shabbat Services (Orthodox). First Night of Chanukah.

Dec. 14, 5:30 p.m. Anabel Taylor Founders Room. Shabbat Servicea (Conservative). First Night of Chanukah.

Dec. 14, 5:30 p.m. Anabel Taylor Chapel. Shabbat Services (Reform).

Saturday

Dec. 15, 9:15 a.m. Anabel Taylor Edwards Room. Shabbat Services (Orthodox). First Day of Chanukah.

Dec. 15, 9:30 a.m. Anabel Taylor Founders Room. Shabbat Services (Reform). First Day of Chanukah.

Religious Meetings

Every Thursday, 7 p.m. Anabel Taylor Founders Room. Christian Science Organization. Faculty, students, staff and visitors to campus are welcome at weekly readings and testimonies meeting.

Every Friday, 7:30 p.m. Anabel Taylor Edwards Room. Cornell Christian Fellowship meeting for prayer, singing and sharing.

Every Sunday, 12:30 p.m. Anabel Taylor 218. Study and discussion hour on Islam. Organized by MECA of Cornell.

Every Mon., Wed., Fri., 7:30 p.m. Highland House D-24. Twig Bible Fellowship.

Thursday, Dec. 6, 8:30 p.m. Uris Hall G-92. Discussion Group on C.S. Lewis.

Colloquia

Society for the Humanities. "Madness and Healing in the Age of Reason," Michael MacDonald, Junior Fellow. A.D. White House 201. 4 p.m. Thurs., Dec. 6.

Sports

Intramural Bowling: Men, Women, Co-ed.

The deadline on entries is Thurs., Dec. 6 at 4 p.m. in the Intramural Office, Grumman Squash Courts Building. Play starts Mon., Jan. 21: Mon.Thurs. evenings. Minimum of 6 to enter. Co-ed: equal number of men and women. Four will constitute a team. There will be an entrance fee of \$66.60 due with roster. Checks payable to "Helen Newman Bowling." No refunds after the deadline. Bowling shoes available at Helen Newman Alleys for a slight fee. Specify your preferred day of play on roster (1st, 2nd, 3rd choice).

Friday

Dec. 7, 7 p.m. *Barton. Cornell Big Red Classic Basketball Tournament. Colgate-Manhattanville. 9 p.m. Cornell/Carleton.

Dec. 7, 7:30 p.m. Teagle. Cornell Men's Varsity Gymnastics-Navy.

Saturday

Dec. 8, 2 p.m. Teagle. Cornell Men's Varsity Swimming/Colgate.

Dec. 8, 2 p.m. *Lynah. Cornell Men's Varsity Hockey/New Hampshire.

Dec. 8, 7 p.m. *Barton. Cornell Big Red Classic Basketball Tournament Consolation. 9 p.m. Championship Game.

Dec. 8, 7:30 p.m. *Lynah. Cornell Men's JV Hockey/Canton.

Dec. 8, 8:15 p.m. Oxley Polo Arena.

Cornell Women's Polo-Unadilla.

Sunday

Dec. 9, 1:30 p.m. *Lynah. Cornell Men's JV Hockey/Canton.

Tuesday

Dec. 11, 5:15 p.m. *Barton. Cornell Men's JV Basketball-Colgate.

Saturday

Dec. 29, 7:30 p.m. *Lynah. Cornell Men's Varsity Hockey-Denver.

Sunday

Dec. 30, 7:30 p.m. *Lynah. Cornell Men's Varsity Hockey-Denver.

Tuesday

Jan. 8, 7:30 p.m. *Lynah. Cornell Men's Varsity Hockey-Colgate.

Friday

Jan. 11, 7:30 p.m. *Barton. Cornell Men's Varsity Basketball-Dartmouth.

Saturday

Jan. 12, 2 p.m. Helen Newman. Cornell Women's Basketball-Marist.

Jan. 12, 2 p.m. *Lynah. Cornell Men's Varsity Hockey-Boston College.

Jan. 12, 7:30 p.m. *Barton. Cornell Men's Varsity Basketball-Harvard.

Monday

Jan. 14, 7 p.m. Helen Newman. Cornell Women's Basketball-Siena.

Wednesday

Jan. 16, 7:30 p.m. Barton. Cornell Men's Varsity Wrestling-Syracuse.

Thursday

Jan. 17, 1:30 p.m. Helen Newman. Cornell Women's Basketball-C.W. Post.

Meetings

Every Thursday, 7:30 a.m. Anabel Taylor One World Room. Disarmament Study Group breakfast and discussion. Contact Anabel Taylor main desk for information.

Every Thursday, 12:15 p.m. Uris Hall G-94. Cornell Public Interest Research Group (PIRG) brown bag seminar.

Every Thursday, 7:30 p.m. G-1 Stimson. "Jordani" Natural History Society. For more information, call 273-7280 or 257-2258.

Every Sunday, 2 p.m. Risley Front Lawn. Society for Creative Anachronism medieval-style combat on foot practice.

Every Sunday, 8:15 p.m. Anabel Taylor 314. Anthroposophy Study Group. Discussion of Rudolf Steiner's "The Three-Fold Commonwealth." Everyone welcome.

Every Tuesday, 7:30 p.m. Japes Lodge, behind Pancake House. Cornell Outing Club.

Every Wednesday, 12 noon & 7 p.m. Barton Hall Naval ROTC Blockhouse. Diet workshop. Call 277-2112 or 272-7766 for information.

Thurs., Dec. 6, 2-4 p.m. 603 Cayuga Heights Road. Cornell Campus Club Annual Christmas Tea.

Tues., Dec. 11, 7:30 p.m. Martha Van Rensselaer Faculty Lounge, North Wing. "United We Stand." A. Wilkinson, Cornell. Sponsored by Graduate Women in Science.

Wed., Dec. 12, 4:30 p.m. Ives 110. FCR meeting.

Thurs., Dec. 13, 7:30 p.m. Straight Loft 4. Committee Against Racism. Mon., Dec 17, 7:30 p.m. Cayuga Lake Orchid Society. Call 277-3380 for program information and location.

Mon., Jan. 21, 7:30 p.m. Cayuga Lake Orchid Society. Call 277-3380 for program information and location.

Thurs., Dec. 13, 7:30 p.m. Straight Loft 4. Committee Against Racism. Mon., Dec 17, 7:30 p.m. Cayuga Lake Orchid Society. Call 277-3380 for program information and location.

Mon., Jan. 21, 7:30 p.m. Cayuga Lake Orchid Society. Call 277-3380 for program information and location.

Thurs., Dec. 13, 7:30 p.m. Straight Loft 4. Committee Against Racism. Mon., Dec 17, 7:30 p.m. Cayuga Lake Orchid Society. Call 277-3380 for program information and location.

Mon., Jan. 21, 7:30 p.m. Cayuga Lake Orchid Society. Call 277-3380 for program information and location.

Thurs., Dec. 13, 7:30 p.m. Straight Loft 4. Committee Against Racism. Mon., Dec 17, 7:30 p.m. Cayuga Lake Orchid Society. Call 277-3380 for program information and location.

Mon., Jan. 21, 7:30 p.m. Cayuga Lake Orchid Society. Call 277-3380 for program information and location.

Thurs., Dec. 13, 7:30 p.m. Straight Loft 4. Committee Against Racism. Mon., Dec 17, 7:30 p.m. Cayuga Lake Orchid Society. Call 277-3380 for program information and location.

lor One World Room. Israeli Folk Dancing.

Every Sunday, 7:30-11 p.m. Straight North Room. International Folk Dancing; intermediate teaching 7:30 p.m.; requests 8:30 p.m.

Sat., Dec. 8, 8:30 p.m. *Straight Memorial Room. Finger Lakes Group of the Sierra Club Square Dance with Don Miller calling.

Mon., Dec. 10, 8 p.m. Straight Memorial Room. Square and Country Dance with live music by Bacon's Folly. Beginners welcomed and encouraged to come early. Free. All dances will be taught. Cornell Contra Dance Club.

Announcements

Writing Center's Walk-In Service. Monday through Thursday, 2-4 p.m. and 7:30-10 p.m.; Sunday 3-8 p.m. Closed Friday and Saturday. Will close for the semester Dec. 13, 10 p.m. Will reopen Mon., Jan. 21. Rockefeller 302.

Fri., Dec. 14 Wilderness Reflections Guide Applications due. Willard Straight 534.

Vegetarian Cooking Course taught by the Krishna Yoga Club at Cornell every Thursday at 6 p.m. in the main lounge of University Hall

5. Vedic cuisine from India is being featured and a full vegetarian feast is served after each class. Free. For more information call 257-4503.

Cornell University Dair Days starting at 1 p.m. Jan. 8 in Morrison Hall. Jan. 8 & 9.

Theatre

Thurs.-Sat., Dec. 6-8, 8:15 p.m. *Straight Theatre. Theatre Cornell Production: "The Importance of Being Earnest," by Oscar Wilde.

Thurs.-Sat., Dec. 6-8, 8:15 p.m. *Lincoln Drummond Studio. Theatre Cornell Production: "Of Mice and Men," by Steinbeck.

Sun., Dec. 9, 2:30 p.m. *Lincoln Drummond Studio. Theatre Cornell Production: "Of Mice and Men," by Steinbeck.

Thurs.-Sat., Dec. 13-15, 8:15 p.m. *Lincoln Drummond Studio. Theatre Cornell Production: "Of Mice and Men," by Steinbeck.

Music

The Guarneri String Quartet and pianist Gary Graffman will perform at 8:15 p.m. Friday, Dec. 7, at Bailey Hall. Tickets for the performance are on sale at the Lincoln Hall ticket office, 256-5144.

The concert, which is the third of the Bailey Hall series, will include works by Mozart, Bartok and Dvorak.

Founded in 1965 at Vermont's Marlboro Music Festival, the quartet has performed extensively throughout Europe and the United States.

Each member of the quartet (violinists Arnold Steinhardt and John Dalley; violist Michael Tree; cellist David Soyer) is a member of the faculty of the Curtis Institute of Music in Philadelphia.

Charles Michener of Newsweek wrote of the quartet, "The special excitement of chamber music comes from the intimate interplay between sometimes conflicting, sometimes complementing voices, and as last week's concert demonstrated, no chamber group is more exciting than the Guarneri."

Pianist Graffman has been hailed by Newsweek as "one of the great living pianists."

Born in New York City, he studied at Philadelphia's Curtis Institute, won the Leventritt, America's most prestigious musical award, and became the only pianist to have recorded with the United States' top five orchestras (New York, Philadelphia, Cleveland, Boston and Chicago.)

December 1979						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

His recent appearances with Eugene Ormandy and the Philadelphia Orchestra marked the 30th anniversary of his professional debut, as a teenager, with that same conductor and orchestra. After a recent Graffman recital, a critic for the New York Times wrote, "To hear Gary Graffman is to be reminded anew of the magnificence of the piano as an instrument of musical communication and the rarity of pianists who succeed in realizing its potential. He played as though his love affair with the piano and its music had just begun."

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. For Senior Citizen bus service, call 256-5144 between the hours of 1 and 3 p.m.

Thurs., Dec. 6, 8:15 p.m. Barnes Hall. Cornell Gaellan Ensemble directed by Jennifer Lindsay.

Fri., Dec. 7, 8 p.m. *Goldwin Smith Kaufmann Auditorium. Pamoja Ni Singers in Concert.

Fri., Dec. 7, 8:15 p.m. *Bailey Hall Guarneri String Quartet and Gary Graffman, piano. Works of Mozart, Bartok, Dvorak. Faculty Committee on Music Concert.

Sat., Dec. 8, 8:15 p.m. Bailey Hall. Cornell Symphony Orchestra conducted by Edward Murray. World Premiere of Palmer's Symphony No. 1; works of Mozart, Brahms.

Sun. & Mon., Dec. 9 & 10, 8:15 p.m. *Sage Chapel. Sage Chapel Christmas Program directed by Donald R.M. Paterson; George Damp, guest organist.

Tues., Dec. 11, 8:15 p.m. Barnes Hall. Cornell Student Chamber Music Recital. Works of Mozart, Prokofiev.

Fri., Dec. 14, 8:15 p.m. Risley Hall. Handel's MESSIAH. Tenth annual reading sponsored by Risley Residential College. Come sing or play. Music provided; instrumentalists please bring music stands. Free and open to the public.

plex in New York and the Liminological Parameters Associated With Their Immature Stages." A. Elizabeth Gordon, 4 p.m. Monday, Dec. 10, 100 Caldwell Hall.

Materials Science and Engineering: "Experimental Investigation of Crystal Defects Causing Electrical Failures in Semiconducting Devices," Horst Strunk, Max-Planck-Institut, 4:30 p.m. Thursday, Dec. 6, 140 Bard Hall.

Mechanical and Aerospace Engineering: "Heat Transfer Studies in Surgery and Critical Care Medicine," R.C. Eberhart, University of Texas, 3:30 p.m. Thursday, Dec. 13, 282 Grumman.

Natural Resources: "Classification of Avian Habitat Using Aerial Photography," James Skaley, 4 p.m. Thursday, Dec. 13, 304 Fernow Hall.

Neurobiology & Behavior: "Social Parasitism in Vespula: War of the Yellow-jacket Queens," Robert Matthews, 12:30 p.m. Thursday, Dec. 6, Langmuir Lab Penthouse.

Neurobiology and Behavior: "Temporal Processing in Monkey Visual Cortex," Bruce Bridgeman, University of California, Santa Cruz, 12:30 p.m. Thursday, Dec. 13, Langmuir Lab Penthouse.

Ornithology: "Reproductive Behavior of the Peregrine Falcon," Steve Sherrod, 7:45 p.m. Fuertes Lecture Room, Laboratory of Ornithology.

Physiology: "Changes in Cellular Membranes of the Corpus Luteum During Regression," Jack Carlson, University of Waterloo, Ontario, Canada, 4:30 p.m. Tuesday, Dec. 11, G-3 Veterinary Research Tower.

Plasma Studies: "Strong Turbulence Theory of Drift Waves," A. Hasegawa, Bell Labs., 4:30 p.m. Wednesday, Dec. 12, 282 Grumman.

Pomology: "Strawberry Cultural Systems and Coats in Central New York," Barclay Poling, 11:15 a.m. Monday, Dec. 10, 114 Plant Science.

Rural Sociology: "Seeds of Change: Peoples' Movements for Rural Development," William M. Dyal Jr., Inter-American Foundation, 12:10 p.m. Monday, Dec. 10, 32 Warren Hall.

Vegetable Crops: "Studies on Cyanide Resistant, Low Temperature Respiration, and Sugar Accumulation in Potatoes," Mark Sherman, 4:30 p.m. Thursday, Dec. 6, 404 Plant Science Building.

Women In The-Work World: "I Don't Work 9-5: Women Working Non-Traditional Shifts," Lin Reese, Bev Shirley, Maureen Updike, 12:15 p.m. Wednesday, Dec. 12, 300 ILR Conference Center.

Graduate Bulletin

REMINDER: The Graduate School offices will be closed from Friday, Dec. 21 until 8:15 a.m. Wednesday, Jan. 2. Any Admission to Candidacy Examinations or Final Examinations to be held during the week of Dec. 31 should be scheduled by 4:15 p.m. Thursday, Dec. 20, in order to allow ample notification of the field concerned.

Jan. 11, 1980 is the deadline for completion of all requirements for a January degree. No extensions will be granted. Applications for 1980-81 Cornell Graduate fellowships for continuing graduate

students and for 1980-81 National Defense Education Act-Title VI (FLAS) Fellowships are available at the Fellowship Office, 116 Sage Graduate Center. Deadline to submit completed applications for both programs is Monday, January 23, 1980.

REMINDER: Applications and all supporting credentials for the Alice Freeman Palmer Fellowship must be submitted to the Fellowship Office, 116 Sage Graduate Center, by Monday, December 10, 1979.

Applications and all supporting credentials for the Belgian American Educational Foundation Fellowship must be submitted to the Fellowship Office by Monday, December 10, 1979.

Consult the Fellowship Notebook at your graduate faculty representative's office for information on the awards whose deadlines are listed below:

Dec. 31: Lady Davis Fellowship Trust Awards (for study in Israel)

Dec. 31: National Wildlife Federation-Environmental Conservation Fellowships

Dec. 31: Service League of Northern Virginia Scholarships

Jan. 1: American Bar Foundation-Fellowships in Legal History

Jan. 1: American Political Science Association Graduate Fellowships for Black Students

Jan. 1: Central Intelligence Agency-Graduate Studies Program

Jan. 1: Amelia Earhart Fellowships-Zonta International

Jan. 1: Ford Foundation-International Security/Arms Control and Soviet/East European Area Studies Grants

Jan. 2: Wellesley College-Mary McEwen

Schimke Scholarship

Jan. 2: Wellesley College-Harriet A. Shaw Fellowship

Jan. 4: Ruth Taylor Award Fund-Westchester Community Services Council, Inc.

Jan. 7: Grass Foundation-Fellowships in Neurophysiology (for study at Woods Hole, MA)

Jan. 11: Metropolitan Museum of Art-John McClay Fellowships in Art

Jan. 14: Ralston Purina Company-Fellowships in Animal Science

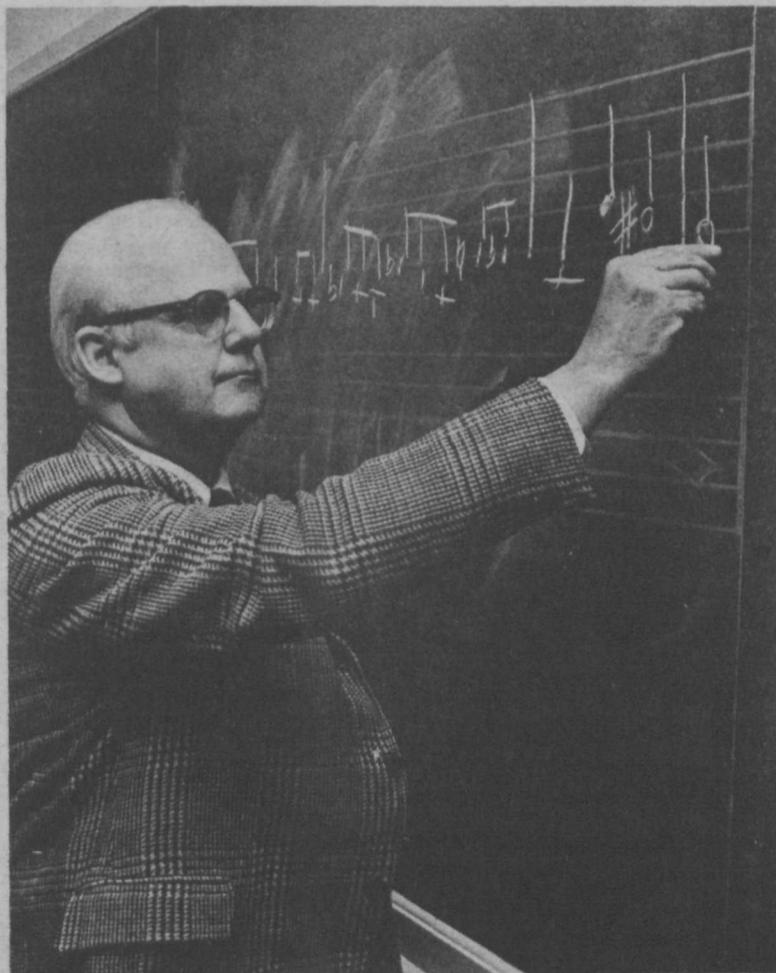
CIVITAS

By Mary McGinnis
Coordinator, CIVITAS

Thank you to all our volunteers who have, once more, generously given time and energy to help the Ithaca community this fall. Dollars for human service agencies are tight these days, and budgets austere. This makes volunteer help not only very welcome, but often essential to the continuation of social programs. The Ithaca community has no way to say a collective thank you to Cornellians for their good will and assistance, but we at CIVITAS frequently hear appreciative words from the agencies whose calls for help we manage to answer.

We hope our volunteers have found their tasks interesting, satisfying and personally beneficial. Insight, knowledge and experience are some of the rewards a volunteer finds in a good placement, and often the added dimension provided by community service can help shape a more satisfying direction for both future work and future living.

Palmer's Work to Have World Premier Symphony No. 1 Scheduled for Bailey



ROBERT PALMER

The Cornell and Ithaca communities will have the rare opportunity this weekend to attend the world premiere of a symphony composed by a Cornell faculty member.

The work, written by Robert Palmer, the Given Foundation Professor of Music Composition, is simply called, Symphony No. 1.

The premiere will be at 8:15 p.m. Saturday, Dec. 8, in Bailey Hall. It will be performed by the Cornell Symphony Orchestra under the direction of Edward Murray.

The concert, which is free and open to the public, will also include Brahms' Academic Festival Overture and Mozart's Clarinet Concerto, K. 622, with Richard MacDowell as soloist.

"I have been working on the symphony since 1953. It was my project for my first Guggenheim Fellowship," Palmer said.

"I finished the short score in three months and when I returned to Ithaca, began to do the orchestration. I then completed the first and second movements and two-thirds of the third movement," he said.

Palmer's work on the symphony was interrupted when he received several commissions for large-scale works and because of the demands of teaching. The orchestration was not completed until last summer.

Of this symphony, Murray said, "The members of the orchestra are excited about learning it. They like

it because it's a fine work and it gives everyone a lot to play. It's rhythmically stimulating and challenging."

Palmer, a native of Syracuse, has held two Guggenheim Fellowships and has received grants from the National Academy of Arts and Letters, a Fulbright Senior Research Grant and, most recently, a grant from the National Endowment for the Arts to compose a work for two pianos, double string orchestra and brass.

His compositions have been commissioned by the Columbia Broadcasting System, the Koussevitsky Foundation, the Fromm Foundation, the Minneapolis Orchestra and others, and have been performed throughout the country. His second symphony, written in 1966 for the Ithaca High School Orchestra, has also been performed publicly.

Among his works are "Abraham Lincoln Walks at Midnight," a setting of the Vachel Lindsay poem for chorus and orchestra; "Nabuchodonosor," a dramatic oratorio for tenor and baritone soloists and male chorus; "Sonata for Four Hands at One Piano" and "Portents of Aquarius (Visions and Prophecies, 1975)".

In 1965, his Centennial Overture, composed for the 100th Anniversary year of Cornell, was premiered in Lincoln Center by the New York Philharmonic Orchestra under the direction of George Clive.

Seminars

Astronomy and Space Sciences: "The Large-Scale Anisotropy in the 3° K Background Radiation," David T. Wilkinson, Princeton University, 4:30 p.m. Friday, Dec. 7, 105 Space Sciences.

Biochemistry, Molecular and Cell Biology: "Steroidogenic Electron Transport and Cytochrome P-450 in the Adrenal Cortex," David Seybert, Duquesne University, Pittsburgh, PA., 12:20 p.m. Monday, Dec. 10, Wing Hall Library.

Biochemistry, Molecular and Cell Biology: "Protein-water Interactions: Implications Toward Enzymatic Reactivity," John Rupley, University of Arizona, 4:30 p.m. Friday, Dec. 14, 204 Stocking Hall.

Boyce Thompson Institute: "Corporate Innovation in the Life Sciences," R. W. F. Hardy, E.I. duPont Co., 11:15 a.m. Friday, Dec. 7, BTI Auditorium.

Boyce Thompson Institute: "Ribosomes Bound to Thylakoid Membranes in Pea Chloroplast," A. Jagendorf, 4 p.m. Wednesday, Dec. 12, BTI Auditorium.

Chemical Engineering: "Laser Raman Spectroscopy of Molybdate Catalyst: Characterization and Adsorption Studies," Glenn Schrader, University of Delaware, 4:15 p.m. Monday, Dec. 10, 145 Olin Hall.

Food Science: "Changing Agricultural Trends in Food Production," Bernard F. Stanton, 4:30 p.m. Tuesday, Dec. 11, 204 Stocking Hall.

General Physics: "Human Rights and Scientific Freed," Kurt Gottfried, 4:30 p.m. Monday, Dec. 10, 700 Clark Hall.

JUGATAE: "The Sequence and Distribution of Eight Cytotypes of the Simulium vestum-verecundum Species Com-

Sponsored Programs

The Office of Sponsored Programs, 123 Day Hall, 6-5014, announces the following descriptions of programs and deadlines.

National Science Foundation

The National Science Foundation has established a new program of support for research which can be applied to improving understanding of a broad range of behavioral, social, economic, technological and policy problems, or which can improve the rate of technological innovation growing out of significant discoveries in various fields of science. The Applied Social and Behavioral Science Research Initiation Grants Program is directed toward full-time social and behavioral science faculty members who have had their doctoral degree less than five years and have had no substantial research support from the U.S. Government. Awards will not exceed \$35,000. Proposals are due at NSF by February 1, 1980. For further information, contact the Office of Sponsored Programs.

National Science Foundation

The National Science Foundation Science for Citizens Program invites proposals for projects intended to encourage scientists to participate in public activities aimed at the resolution of policy issues with significant scientific and technical aspects, and provide scientific and technical expertise to citizens and citizen groups so that they can better understand and participate in decisions on policy issues involving science and technology.

Forums, Conferences and Workshops awards are made for the purpose of better informing community debates on policy issues that involve science and technology. Projects enable scientists and engineers, in conjunction with citizen groups, to plan and carry out public education activities on local or regional issues.

Planning Study awards enable scientists and citizens to develop permanent community-based programs that can be responsive to continuing community needs for scientific information and advice on policy issues.

Preliminary proposals for both activities are due January 15, 1980. The next such deadline is July 15, 1980. Further information is available at 123 Day Hall.

NSF Public Service Residencies

Public Service Residencies are awarded by the National Science Foundation to allow working scientists and engineers to participate in up to a year's activities in association with organizations of citizens in need of their expertise. In conjunction with their host organizations, residents are required to design a specific project or program of activities directed at helping citizens who normally lack access to scientific and technical assistance. Up to thirty residencies will be awarded in May 1980.

Applications for fiscal 1980 assistance are due by January 15, 1980, and may be submitted by individuals who have identified an appropriate host organization or by organizations that have identified a particular scientist or engineer desiring to serve as a resident. Further details are available at 123 Day Hall.

Office of Education

The U.S. Office of Education has a proposal deadline of January 16, 1980. The purpose of the program is to assist institutions in carrying out programs wherein students alternate classroom study with periods of supervised related employment.

Approximately \$15 million is available to support training, research or demonstration-exploration projects.

Application forms may be obtained from the Cooperative Education Branch, U.S. Office of Education, Room 3053, Regional Office Building 3, 7th and D Streets, S.W., Washington, D.C. 20202.

Deadline Reminders Dec 15 AAUW Doctoral Dissertation and Postdoc Grants

for Women Dec 15 ACLS Grants-in-Aid for a specific work Dec 17 NIE Research on Organizational Processes in Education Dec 19 OE Consumer Education Program Dec 21 OE College Library Resources Dec 31 LEAA Unsolicited Research Dec 31 International Res. Travel Grants for Senior Scholars & Exchange Board Dec 31 Huntington Library Research awards for use in the Library

Collection Dec 31 NSF Alan T. Waterman Award Dec 31 NSF Sociology projects

1980 Jan 1 NSF Division of Problem-Focused Research Jan 1 NSF Oceanography - Ocean Sciences Jan 1 NSF Earth Sciences Jan 2 NSF Ethics & Values in Science & Technology Jan 2 NEH Higher Education Projects Program Jan 2 NEH Humanities Scholars in Antarctica for 6 Months Jan 3 NIE Unsolicited Research & Development Jan 4 OE Foreign Language & Area Studies - Research Jan 4 NSF Applied Social & Behavioral Sciences Jan 8 OE Public Service Education Program Jan 9 NSF Information Dissemination for Science Education Jan 10 SERI Research Program in Solar Energy Jan 15 Smithsonian Inst. Pre Postdoc Fellowships in Residence Jan 15 Tinker Fdn. Ibero-American Fellowships Jan 15 National Research Science and Engineering postdoctoral Council Research Awards Jan 16 OE Cooperative Education Jan 18 DOE University-Lab Cooperative Program Jan 21 NIE Teaching & Learning - Research Jan 21 NEA National Fellowship Program Jan 21 OE Women's Educational Equity Feb 1 NIH ADAMHA Renewals Feb 1 Inst. for Inter-Fullbright Hays Travel Grant national Educ. Feb 1 NEH Challenge Grants Feb 1 NIH Applications as listed must be at NIH by Feb. 1, 1980.

1. All institutional and individual National Research Awards
2. All Research Career Development Awards
3. All Competing renewal applications
4. All supplemental applications.

National Science Foundation

The Office of Sponsored Programs reports that the National Science Foundation will continue their program of Research Initiation Awards for New Investigators in Information Science for FY1980. The program is intended for investigators who have had their doctorate less than five (5) years in fields related to information science, including the information, computer, cognitive, and mathematical sciences, linguistics, and communication engineering. Awards are not expected to exceed one person-year of salary plus associated costs and project expenses. Approximately 10 awards will be made.

Proposals are due at NSF by February 6, 1980. Individuals interested in this program may write to the NSF Division of Information Science and Technology or contact Dr. Edward C. Weiss at 202-632-5818.

NASA Graduate Student Researchers Program

The NASA Graduate Student Researchers Program is designed to significantly increase the number of highly trained scientists and engineers in aeronautics, space science, space applications, and space technology to meet the continuing needs of the national aerospace effort. Awards will be made to about 40 graduate students to conduct thesis research at one of nine NASA centers. The basic stipend is \$7,000 per calendar year plus a subsistence allowance. Opportunities for research are available in a wide range of aerospace science and technology to conduct graduate research at a NASA center.

Proposals are due at NASA by February 1, 1980. Further information on this program is available at 123 Day Hall.

The Office of Sponsored Programs will be closed for the Holidays - December 21, 1979 to December 31, 1979.



James Baldwin was part of the audience when Eleanor Traylor, a visiting professor at the Africana Studies and Research Center, read from his works at a seminar in the center last Sunday. Baldwin later spoke to some 800 people in Statler Auditorium. Traylor is a professor at Hobart and William Smith College.

Dean of Students Search Is On

William D. Gurowitz, vice president for campus affairs, has announced the establishment of a nine-member search committee for Cornell's Dean of Students.

The new dean of students will replace Elmer E. Meyer Jr., who left Cornell in August to become the vice chancellor for student life at East Carolina University in Greenville, N.C. Ruth Darling, former associate dean of students and campus coordinator for the handicapped, has been acting dean of students.

Membership of the committee is: Gurowitz, chairman; Lynne Abel, associate dean, College of Arts and Sciences; William Kelly, a faculty member in the College of Agriculture and Life Sciences; William Paleen, director, resident life; Peter Cooper, chairman, Campus Council, Arts '80; Randi Weingarten, chairwoman, Student Life and Activity Committee of the Campus Council, ILR '80; Audrey Tejada, Arts '81; Jeffrey Schwartz, student trustee, Arts '80, and Mark

Nechita, ILR '81.

In commenting on the search, Gurowitz said "We are seeking an experienced individual with proven administrative and leadership skills for providing a strong and effective program of student services."

Deadline for the receipt of applications is Jan. 23, 1980. Nominations and applications should be sent to William D. Gurowitz, vice president for campus affairs, Cornell University, 313 Day Hall, Ithaca, N.Y. 14853.

Winter Carnival This Weekend

Foosball and pool tournaments, a casino and a dance are among the events scheduled for a Winter Carnival to be held on Saturday, Dec. 8, at Noyes Center.

The proceeds from the carnival will be donated to the Media Access Center, a subdivision of the Greater Ithaca Activities Center.

MAC is a library learning center which provides literature and other materials to the general public. It also sponsors educational programs such as the Supportive Tutorial Education Program and the Greater

Educational Development program.

The schedule for the carnival is: 1-3:30 p.m.—Foosball and pool tournaments. Entry fees are \$4 per team for foosball and \$2 per person for pool. Interested persons should sign up in advance at the Noyes Center Desk. Sign-ups will be conducted from Friday, Nov. 30, through Friday, Dec. 7.

2-4:30 p.m. The "midway" is open on the third floor featuring game booths and refreshments.

4-7 p.m.—A jazz band in the pub. There will be a \$1 cover charge.

8-10:30 p.m.—A casino will be held on the third floor.

10:30 p.m.-1 a.m.—There will be a dance featuring Ginia Anderson, disc jockey from WHCUs Night Sounds. Donations will be accepted at the door.

The carnival is being sponsored by Noyes Center in conjunction with radio stations WVBR and WHCU, the GIAC and various Cornell fraternities and sororities.

For more information, contact Keith Stokes at 272-3622.

Natural Resources Gets Grant

A \$60,000 grant from the Andrew W. Mellon Foundation to the University will be used to establish a multidisciplinary student research fund on natural resources and the environment.

Cornell will use the Mellon grant to provide awards to graduate and undergraduate students, as well as groups of students, conducting research on conservation and natural resource issues.

Original research, especially research embodying synthetic concepts, will be the core of the program. Student-originated workshops on environmental policy issues will also be funded.

The new program will combine resources from several others now in operation at Cornell, including the Section of Ecology and Systematics, the Department of Natural Resources and the Program on Science, Technology and Society.

"The Mellon Foundation grant comes at a time of acute need for trained specialists in the fields of ecology and environment, and for increased awareness among the public of the problems and issues," according to Brian F. Chabot, associate professor of ecology at Cornell.

"This program will link Cornell's wide selection of relevant courses through the recognition of shared

concerns and of the alternative courses of planning and action," he said.

Proposals are now being accepted; the deadline for submission is March 1, 1980. At least 10 awards are expected to be made on a competitive basis during the first year of the program. The maximum award probably will be \$1,500 for one year.

Proposals may be sent to Chabot, Section of Ecology and Systematics, Langmuir Laboratory; Harry W. Everhart, Department of Natural Resources, Fernow Hall; Stuart M. Brown Jr., Program on Science, Technology and Society, Clark Hall.

Iranian Problem Produces Rallies

Many, Differing Views Expressed



A flag-waving group of students demanding the release of American hostages in Iran give a counterpoint to a noon-hour rally calling for the return of the Shah to Iran. Some 800 persons attended the rally in front of Willard Straight Hall Friday.

Two rallies in front of Willard Straight Hall last week calling for the return of the Shah to Iran were disrupted repeatedly by students singing the Star Spangled Banner and demanding that the American hostages be freed.

The first rally, an impromptu event about noon Thursday, attracted about 200 persons. It was punctuated by a short fist fight. Friday's organized rally attended by some 800 persons included the burning of what was supposed to be an Iranian flag and a barrage of water balloons thrown at the rally sponsors who were calling for the return of the Shah.

This prompted vice president for Campus Affairs William D. Gurowitz to call for calm and restraint and respect for freedom of speech.

The rally speakers stressed three points: send back the Shah, stop all U.S. preparations for war and end harassment of Iranian students. The rally was sponsored by the Ad Hoc Committee to Oppose Harassment of Iranian students and received active support from a number of other groups including: Committee on U.S.-Latin American Relations, Support Organization for the Liberation of Southern Africa, Coalition

Against Apartheid, Southern Africa Liberation Committee, Young Socialists Alliance, Palestine Human Rights Commission, and Iranian Student Association.

Pro-rally slogans were "We won't fight another Viet Nam," "Support democratic peoples," "Hands off Iran," "Send the Shah where he belongs."

These were countered with the singing of the National Anthem at times; shouting "bullshit" at the rally speakers and yelling such phrases as "this is not another Viet Nam," and "free our people." Signs read "Nuke the Ayatullah," and "Death to Khomeini."

At the end of the hour-long rally Friday, counter-rally students climbed McGraw Bell Tower and were seen waving an American flag as the bells tolled America the Beautiful, The Star Spangled Banner and various other patriotic songs.

While this was going on, various members of the several factions heatedly debated the Iranian issue on the steps of Willard Straight for nearly an hour after the formal rally ended at 1 p.m.

An interfaith rally which will include a prayer for the hostages is scheduled for noon Friday in front of the Straight.

People

Alfred J. Fittipaldi, manager of wage and salary administration at Rutgers University since 1970, has been appointed compensation manager at the University.

He "brings both managerial and technical expertise to Cornell," according to Gary J. Posner, director of University Personnel Services. As compensation manager, Fittipaldi will be responsible for wage and salary policies and procedure covering more than 6,000 non-academic employees. His duties include the establishment of new positions, reclassifications and manpower planning assistance. Fittipaldi worked in the compensation area for two years with Foster Wheeler Corp. of Livingston, N.J., before joining the staff at Rutgers.

Robin M. Williams Jr., the Henry Scarborough Professor of Social Sciences, has been appointed a Phi Beta Kappa Visiting Scholar for 1979-80. He is past president of the American Sociological Association

and the Sociological Research Association. As a participant in the Visiting Scholar Program, Williams will travel to eight institutions to meet with students and faculty members in a variety of formal and informal sessions, which usually include classroom discussions, seminars and a public lecture. His lectures will cover such topics as: resolving and restricting social conflicts; the future of American society; two centuries of sociology in the U.S.

Dr. Frederick Scott, director of the Feline Research Lab in the State College of Veterinary Medicine, has received the second annual research award presented by the American Association of Feline Practitioners for his research in feline infectious diseases. Dr. Scott received a check for \$1,000 to be used in his continuing research. He will also receive a plaque to commemorate his award.

Elizabeth D. Earle has been ap-

pointed associate professor of plant breeding with tenure at the State College of Agriculture and Life Sciences. She has been on the staff of the College's department of plant breeding and biometry since 1975 as research associate and more recently as senior research associate. She came to Cornell in 1970 as research associate in the department of floriculture and ornamental horticulture where she also served as lecturer in 1974.

Eleanor L. Rice, registrar at Cornell University since 1977, has been elected vice president for registrations and records management of The Middle States Association of Collegiate Registrars and Officers of Admissions. The association has more than 1,000 members from more than 400 colleges and universities in New York, New Jersey, Pennsylvania, Delaware, the District of Columbia, Panama Canal Zone, Puerto Rico and the Virgin Islands. Rice, the registrar at

Hampton Institute for three years before coming to Cornell, also taught there and served as director of freshman studies.

Roger A. Morse, professor of entomology, won a gold medal for his book, "Honey Bee Pests, Predators and Diseases," (Cornell University Press 1979) in the field of apiculture, not agriculture, as printed in the Chronicle of Nov. 15, 1979. The award was presented at the 27th annual meeting of Apimondia, the international beekeepers' organization, in Athens, Greece.

Shankar Sen has been appointed professor in the Department of Mathematics. Sen is known for his contributions in the area of algebraic number theory. He received his bachelor's degree in 1962 and his Ph.D. in 1967, both from Harvard University.

From 1967 to 1969, Sen was instructor at the Massachusetts Institute of Technology. In 1969-70, he was a

visiting fellow at the Tata Institute, India, and from 1970 to 1972 was assistant professor at Cornell. He has been associate professor at Cornell since then.

Carol V. Kaske, assistant professor of English, has been appointed to the editorial board of the Spenser encyclopedia—a computerized one-million-word reference book about England's "Prince of Poets." An international team of more than 100 Renaissance scholars is helping with the book, which is being compiled at Cleveland State University for publication in 1985.

Njoku E. Awa, associate professor of communication arts in the State College of Agriculture and Life Sciences at Cornell University, has been granted tenure. A member of the Cornell faculty since 1972, Awa is well known in the field of intercultural and international communication theory.

11.6% of New Students Minorities

Information on the racial and ethnic composition of new students at the University this fall reveals that 395 of them—11.6 percent of all new students—are from minority groups.

The information was compiled from Cornell admissions files, according to Carl F. Brown, associate dean of admissions and financial aid. The admissions office began to gather such material in 1977-78, but last year was the first in which the data were complete.

In 1978-79, 400 new students—11.7 percent of the total, nearly the same as this year—were from minority groups, though there were five fewer people this fall.

Black and Asian American students make up the largest minority groups in the entering class: 166 blacks (4.9 percent of the class) and 135 Asian Americans (4.8 percent).

The number of black students entering this fall is up 12 from 1978-79. The number of Asian Americans is

down 19 from the previous year. Hispanics—Mexican Americans, Cubans, etc.—entering this fall increased to 48 (1.4 percent of the class) from 25 (0.7 percent) a year ago. Puerto Ricans also experienced an increase: to 39 from 31, and now represent 1.2 percent of the class, as compared to 0.9 percent last year.

Native Americans declined to 3 (0.1 percent) from 6 (0.2 percent) over the year.

FRESHMEN, TRANSFER MINORITY STUDENTS ADMISSIONS
FIGURES, 1979-80

Minority Group	COSEP Students	Non-COSEP* Students	Total	Percent of Class
Native American	2	1	3	0.1
Black	150	16	166	4.9
Mexican/Hispanic	44	4	48	1.4
Puerto Rican	37	2	39	1.2
Asian American	49	86	135	3.9
Other	4	0	4	0.1
Totals	286	109	395	11.6

*-Non-COSEP students are those who indicated a minority racial/ethnic background on their first Admissions form, but did not seek admission through the COSEP program.

Bulletin of the Faculty

Faculty Council of Representatives

Meeting November 14, 1979

The Speaker, Russell D. Martin, called the meeting to order at 4:30 p.m. 77 members and a number of visitors were in attendance. He asked for any additions or corrections to the minutes of the meeting of October 10. Hearing none, they stood approved as distributed. The Chair called on Provost W. Keith Kennedy for an announcement concerning the calendar.

ANNOUNCEMENT ON CALENDAR

The Provost announced that the 1980-81 calendar has been set following the recommendations of the Calendar Committee with the exception of a modification in the timing of the spring vacation, an adjustment in some years of the date of Commencement from Saturday to Sunday and a slight change in the interspersing of the study period and examinations. He requested, however, that the FCR consider, as soon as possible, the possibility of continuing the Monday, Tuesday two-day break in mid-October and only a normal three-day break at Thanksgiving. The Provost stated: This year the experience with the two-day break in mid-October was extremely beneficial from the standpoint of the students, especially the Freshmen, according to the dorm counselors and other people working with these students. They felt that there was a remarkable degree of easing of tension among underclassmen, especially problems in the dorms, and that such a break was actually of a greater benefit than most of us had anticipated. He indicated his personal support for such an arrangement, but noted "I'm well aware that this will mean 4-5 broken weeks of classes - when labs cannot start in sequence - and this is a great inconvenience to Faculty members that have heavy laboratory schedules. I'm particularly sensitive to that because of personal experience in the past. Nevertheless, I think that the benefit of that October break versus a week long break that comes late in the semester, namely at Thanksgiving time, justifies that extra effort on the part of the Faculty." He concluded that he had asked the scheduling office to withhold scheduling major events on the weekend of October 11-12 and Monday and Tuesday, October 13 and 14, and that he hoped for an early reaction from the FCR.

REPORT OF THE DEAN

The Dean announced that the amendment to the Organization and Procedures of the University Faculty to authorize the Executive Committee of this body and the Review and Procedures Committee of the University Faculty to establish ad hoc committees had passed with 482 votes in favor and 26 against.

He also announced that the December 12 meeting of the FCE would be devoted to a discussion of the University's affirmative action policy. At that meeting, President Rhodes has indicated a desire to speak to the Faculty about the administration's views and that there was also available a report from the Faculty Committee on Minority Education. He asked all to attend.

The Speaker announced that Professor P. C. T. deBoer, Mechanical and Aerospace Engineering, had agreed to act as Parliamentarian now that "the bicycling season is coming to a fast halt", and because "the salary appealed to him." His colleagues applauded his willingness and courage, but some wag suggested a sanity test.

CONTINUED DISCUSSION

OF CONFIDENTIALITY OF LETTERS

The Speaker first explained where the issue stood from a parliamentary standpoint. He noted that on the floor was the original ad hoc committee motion and a substitute motion submitted by Professor Norman Kretzmann, Susan Linn Sage Professor of Philosophy. Moreover, since the last meeting there had been received another substitute motion from

Professor Alan Gunn, Law. Before proceeding to debate he requested unanimous consent that half the remaining time be spent on discussion of which of these three proposals should be the final motion to come before the body and the remaining time devoted to discussing that final motion, and also unanimous consent to accept the minor revisions in the original motion and Professor Kretzmann's substitute fashioned by the ad hoc committee. No dissent was heard.

Associate Professor Peter J. Bruns, Botany, Genetics and Development, asked if there was not, in fact, a fourth potential resolution by Assistant Professor William E. Cross, Africana Studies and Research Center. Professor Cross explained that his proposal was a modification of Professor Kretzmann's substitute to limit the requirement to certain reappointments and not all of them, and the Speaker accepted this as a potential second substitute.

After additional parliamentary discussion, the Speaker called on Professor Gunn who moved the following substitute for Professor Kretzmann's substitute motion:

RESOLVED: Each department has a continuing responsibility to keep its tenure-track faculty members who are not yet tenured full professors informed of departmental views of their progress. If at any stage of a reappointment or promotion procedure it becomes apparent that an issue, of which the candidate is inadequately aware, relating to qualification has arisen, the candidate shall be advised of the nature of the issue and provided with an opportunity to respond orally or in writing before any final adverse decision or recommendation is made. Each department or school may establish such policies as it deems appropriate concerning the confidentiality of recommendations concerning appointments, reappointments, and promotions in rank or to tenure; provided that, if the policy is to make written or oral appraisals available to candidates, those supplying information are advised of the policy before the information is supplied. This motion was seconded and the Speaker announced that the procedure was now to return to debate on the original motion; Proposition I (A revision of the original resolution, introduced 9/12/79)

BE IT RESOLVED THAT: The contents of every written appraisal January 1, 1980, for use in a decision regarding the reappointment or promotion of a member of the faculty of Cornell University (in Ithaca) will be made accessible to the candidate in an anonymous copy. Every request for such a written appraisal will contain a copy of a form requesting confidential information and stating the faculty's policy regarding the accessibility of written appraisals. The candidate will be given an opportunity to comment on the appraisals before the decision is made. The candidate's response will become part of the file of material on which the decision is based. As used in this resolution, "written appraisal" refers to all these types of documents employed in decisions regarding the reappointment or promotion of members of the Cornell faculty in Ithaca: letters written by chairpersons or deans soliciting appraisals or transmitting recommendations, letters solicited from a candidate's professional colleagues outside Cornell, summaries of telephone conversations in which appraisals of a candidate were supplied, letters written by the candidate's colleagues at Cornell, appraisals by post-doctoral fellows or students (especially graduate students), undergraduate teaching evaluations, the report of any ad hoc committee on the candidate's promotion, and the report of any standing advisory committee on promotions. Professor John Nation, Electrical Engineering, stated that he was opposed to

the original motion and felt that after hearing of the unhappy experiences previously recounted in California and Texas which have state laws in this area, we should not prejudge what the New York Legislature might enact.

There being no further debate, the Speaker announced that Professor Kretzmann's substitute motion was now on the floor for debate.

Professor Alex Rosenberg, Mathematics, asked Professor Kretzmann if his proposition would apply where a department is considering putting forth a person for early promotion. He felt that if the department decided not to proceed but was, nevertheless, required to comply with the terms of the proposition it would be very detrimental to the candidate. He assumed that the motion applied only to situations where consideration had to be given.

Professor Kretzmann replied that Professor Rosenberg's interpretation was correct. He stated his proposal was limited to cases in which the department or school is in the process of deciding what recommendation to make, they're down to the issue and no longer simply considering whether early promotion is warranted in a particular case.

The Dean noted that while the motion talks in terms of the Faculty in Ithaca, the Faculty in Geneva was also meant to be included. The only excluded units were meant to be the Medical School and the Graduate School of Medical Sciences. This was treated as a friendly modification.

Professor Michael C. Latham, Nutritional Sciences, felt that "this substitute motion doesn't go as far as the original motion, and doesn't achieve the objectives that the committee working over the summer tried to incorporate in their original proposition." He also asked for clarification as to who votes on the report to be given to the candidate and what if they don't all agree.

Professor Kretzmann replied "The revised version takes into account just that sort of objection and now reads: 'Before the summary is given to the candidate, it is to be made available to each member of the department or school who will be voting on the recommendation.'"

Professor Simpson Linke, Electrical Engineering, expressed his support for Professor Kretzmann's proposal stating "As one who's been recently on both sides of the tenure fence, I can sympathize with arguments on either side. On the one hand, there is the need to treat each candidate with fairness and justice, and there is a need for the candidate to have an opportunity to rebut various criticisms before a crucial decision may be made. On the other hand, the needs of the candidate cannot be confused with the needs of the University or the department to make an objective decision which will effect the staffing of that department and the University for many years to come. And I think that this proposition serves both needs. The original proposition, which asks for the original letter minus the letterhead and the signature, would serve to filter out negative comments, especially where one was asking close colleagues of a candidate or the candidate's advisor for opinions. I think that we would have seen a kind of blandness in the letters of recommendation and it would have the effect that less emphasis would be put on letters of recommendation and more burden would be put on personal opinion." Professor James E. West, Mathematics, stated that he would "categorically refuse to write letters of evaluation where requests are accompanied by forms or information such as in the original proposition. I'm in a relatively small field. It is much more important for me to maintain the confidentiality of any adverse comments which I might make." Professor Ian R. Macneil, Frank B. Ingersoll Professor of Law, registered

his opposition to the substitute motion stating "I think it will have a highly divisive effect on departments. It will certainly have a highly divisive effect on my own department the Law School - which is the only one I feel free to talk about. The problem as I see it is that this summary, at the stage that it is proposed in this proposition, will necessarily have to be very adversarial except in those cases where you have a candidate who is so clearly going to make it that nobody sees anything negative to mention about that candidate. In all the years that I've been here at Cornell I've yet to see such a person."

Professor Kretzmann felt an adversarial atmosphere is not necessary. He opined: "It is certainly possible for rational people to accept criticism with understanding and to admit that in this respect or that they haven't done as well as they ought to. Moreover, any divisiveness in the atmosphere is surely greatly exacerbated by a situation in which a colleague doesn't know by what considerations he or she is being graded. There is something unpleasant about adversarial relationships that the lawyers are in a better position than I am to comment on. But surely, it is less unpleasant to exchange views before the decision has been taken than to be confronted with a fait accompli and have had no opportunity whatever to address the issues. The adversarial relationship need be no more than an intelligent and rational exchange - it needn't always be acrimonious. It seems to me that cases in which a candidate has been decided upon negatively, with no opportunity whatever to rebut negative evidence against him or her, are much more likely to be the source of acrimonious feelings within a department or the University."

Professor Robert H. Whittaker, Charles A. Alexander Professor of Biological Sciences, asked if both of these resolutions were not at fault in requiring exposure of the information to the candidates on whom favorable recommendations are being made. He said he sees no point in this.

Professor Macneil stated he agreed with Professor Kretzmann about the candidate having an opportunity to respond but felt it could best be handled through an informal process. He noted that this had worked well in the Law School.

Associate Professor Aaron N. Moen, Natural Resources, felt that in many fields it was impossible to provide a summary in a way so as to mask the identity of those providing information.

In response to a question by Professor John F. Burton, I&LR, about the meaning of the sentence "before the summary is given to the candidate, it is to be made available to each member of the department or school who will be voting on the recommendation." Professor Kretzmann replied "that sentence is in the proposition so that the entire burden of preparing a fair document should not be laid on the chairman of the department alone. In a case in which members of a department are divided on the merits of the candidate it is particularly important that the supporters as well as the detractors of that candidate should have an opportunity to look at the document before it's presented to make sure that both sides are presented clearly."

Associate Professor Billie Jean Isbell, Anthropology, felt the proposition was an acceptable compromise since there was no chance of the original proposition being supported. She stated "there's a great deal of concern about revealing opinions on candidates for promotion or tenure and preserving anonymity. However, what I don't see discussed at all is a concern for the criteria upon which decisions are made. And we may have to come to a position where we support a resolution such as Proposition II in order to secure the calm in which we as a University Faculty can establish a pro-

cess by which we examine our criteria used for promotion and tenure. After the last FCR meeting, a colleague approached me and said what you're really concerned about is that there may be prejudicial criteria discussed and used in promotion and tenure decisions. And I said, yes I am. Now I'm afraid that perhaps many people are not aware that they are, in fact, utilizing prejudicial criteria. I remember a case where a woman was being considered for tenure, and private discussion centered around the fact that she had a child and was not married. Her colleagues were concerned as to whether in fact she could be academically and professionally productive under those circumstances. I say that is an example of prejudicial criteria. That is a good case for sex discrimination. It is not at all proper for the Faculty to decide how male or female colleagues arrange their private lives. Instead criteria have to be based on scholarly productivity and teaching. What I'm concerned about is that while the decision-making process assures the degree of necessary anonymity, we begin processes that lead to self-examination of the criteria that departments use for deciding promotion and tenure."

Assistant Professor Phyllis E. Moen, Human Development and Family Studies, said that "when letters are considered by Faculty, they're not all considered equally. Some are valued more and others are discounted. I wondered if when a person is writing this summary, they are supposed to weight those according to the credence and value placed on them by the Faculty."

Assistant Professor Donald H. Beermann, Animal Science, wished to state his opposition to the resolution for three reasons. "I believe that anonymity could not really be preserved, and I don't believe that it serves young Faculty in that the delay involved in the use of this kind of activity does not serve those who are awaiting decisions for tenure to be made. I believe that that extension of time is a disservice in and of itself. Moreover, I don't believe that department chairmen are any better able to interpret letters of evaluation than any of the rest of the Faculty. Letters having confidentiality are most meaningful in the original, and our department chairman for one feels that he would not be willing to interpret those letters and pass on a synopsis to Faculty."

Professor Gunn next spoke to his resolution. He stated "this resolution, if adopted, would accomplish everything that the proponents of Proposition II have argued for. That is, it will assure that they will not make decisions about people in secret without letting them know why an adverse decision is made. At the same time, it is meant to avoid unpleasant side effects, such as shaken confidence of people who ultimately do get appointed as Professor Macneil suggested. This is not meant to be a detailed set of procedures. Rather it allows each unit to achieve these ends by whatever procedure best suits each specific area."

Professor Peter Stein, Physics, stated "any lawyer I ever talked to always told me about the supreme advantage of having a well defined procedure where one person knows what his rights are, another person knows what his obligations are, and then the arena is well laid out. I understand that this motion is trying to accomplish the same thing that number two is, but it seems to me that, the phrase '...an issue, of which the candidate is inadequately aware' is too ill defined. How in the world does a department know when a candidate is adequately or inadequately aware of some negative information? Suppose that a negative decision is made on the candidate and he claims he was not made aware. It seems to me that a procedure like that really invites litigation constantly. I think a clean procedure whereby, as in Proposition II, the

issues on which the decision will be made are given to the candidate and then his or her response is invited, is a much cleaner way of doing it."

Professor Kretzmann stated that, in his opinion, Professor Gunn's substitute resolution does not accomplish the same results as his proposal in that it does not involve the candidate in the actual decision procedure. He concluded "Professor Gunn's substitute resolution leaves the candidate out of the decision procedure in just as absolute a way as the candidate is now excluded from that procedure. Presently, there are moments during one's career leading up to the decision process when a candidate may be informed of some evidence weighing against his or her case, but when it comes time for the decision to be taken the candidate is excluded. That seems to me to be the crucial difference between the substitute motion and Professor Gunn's substitute motion."

Professor Macneil gave a brief reply to Professor Stein. "Of course lawyers told Professor Stein that, that's how we make our living. You should take such advice with the same skepticism that we take the advice of very highly paid surgeons that an operation is necessary. Some people look at that very carefully indeed. But Professor Stein raised a perfectly good point - the question here is whether we are planning these relationships to be viable, healthy, working relationships or we're planning them with an eye to litigation and trouble. I would prefer the plan for the viable, living, healthy relationships and occasionally lose some litigation as a result."

Associate Professor Lars B. Wahlbin, Mathematics, thought than any kind of fixed procedure that we try to lay down will affect different departments quite differently. Therefore, I speak in support of Professor Gunn's motion as the only viable one - the only one which can be adjusted so as not to destroy procedures in some departments.

Professor Burton said "I think Professor Gunn's proposal would establish a strange procedure because the only time that a candidate would have the right to reply would be when he's not adequately aware of the fact that there's an issue that's been raised. Presumably all you need to do then is to tell the candidate thoroughly that there's been an issue raised about his credibility or his capability, and then he wouldn't have the right to respond. It seems to me that's a very peculiar condition under which a person has the right to respond."

Professor Gilman asked Professor Gunn if under his proposal "the policy decision from unit to unit can be made on an ad hoc basis for each case?" Professor Gunn replied that each unit ought to have a regular procedure. Professor Gilman said that wasn't "spelled out at all in what you've said and it could also mean that one sort of develops a policy for each individual case."

The Speaker then called for a vote to substitute the Gunn amendment for Proposition II and such substitution was obviously defeated.

The Speaker asked Professor Cross if he wished to offer an amendment to Proposition II. Professor Cross said that they were now essentially the same and thus felt no need for an amendment.

Professor Whittaker suggested as an amendment to Proposition II that the first sentence read "When a department or school of Cornell University makes an adverse recommendation on the reappointment or promotion of a member of the faculty..." then "the summary must be given to the candidate in sufficient time for the candidate to question the basis of the decision and to appeal the decision if he chooses, to the department or school or to the University committee that is to act on the decision." The last part of Proposition II would then be deleted.

Professor Geoffrey V. Chester, Physics, spoke against this motion. "It seems to me that this is in fact then putting the candidate in a much more severe adversarial position and certainly at the latest possible stage. At least Proposition II puts the candidate into the position of learning about the views of the department at an earlier stage than the amendment does."

Professor Kretzmann said it seemed to him "that the amendment destroys Proposition II taking the candidate right back out of the decision process and leaving him or her simply to be informed of a negative decision, at which point the candidate has the right to appeal. The candidate has that right now. It changes absolutely nothing except perhaps insisting that the department chairman informs the candidate that the negative decision has been taken."

Professor Rosenberg said it seemed to him that the people who are speaking against the amendment are forgetting the points raised earlier that successful candidates have warts also. "The largest number of candidates are surely successful. If the summary is then to go to all candidates, it will, I think, in the long run, have a serious effect on morale. It will make everybody who comes up for tenure or comes up for promotion from Associate to full Professor aware that certain opinions are held about him or her which are not exactly opinions that the candidate would like to hear. And I would therefore urge the adoption of the amendment."

Associate Professor Nicholas L. Sturgeon, Philosophy, said that he found it "a remarkable suggestion that we're all of us so tender in our egos that to find out that there is somewhere in our profession somebody who has a low opinion of some part of our work is going to constitute such a crushing blow that we can't thereafter have a decent relationship with our colleagues in our departments. After all if the department then goes on to make an affirmative recommendation, that tells you what your department thinks of your work on the whole and how it weighs the information with which it was provided."

Professor Moen agreed and further suggested that "that doesn't seem to be the issue here with regard to Proposition II. Some of us are against Proposition II for reasons other than that. We are simply against it because it requires the chairman and others involved to mask identities and things like that, and that's a totally different question, and I think it's an impossibility."

The amendment was defeated by voice vote and discussion returned to Proposition II.

Professor Latham said "when the ad hoc committee was set up, its proposal involved not only reappointment and promotion, but appointment. It seems that now we've got a motion that is not addressing the question of appointment. There are people who are concerned about our procedures of appointment and what goes on in appointment. I just wondered how deliberate that was, whether there's further consideration being given to confidentiality and letters of information concerning people who are applying for appointment in the first place."

Professor Kretzmann replied that it was "a quite deliberate choice to exclude the question of appointment from the final versions of both the original proposition and Proposition II for two reasons. In the first place the amount of work connected with providing such information to disappointed candidates in initial appointment procedure, where there are frequently an abundance of candidates to be considered, seemed just unreal. There is apparently a great deal of trouble we didn't anticipate when we first brought the resolution. More importantly we thought that if we had obligations to any group of people as members of the Faculty at Cornell, it ought to be to our colleagues - people who are already members of this Faculty. And so we decided that it was altogether in our province to make decisions about how we treat one another, members of this Faculty, and that it was possible on good grounds to exclude from these special considerations people who are not now, and perhaps never would be, members of our Faculty."

Professor Arthur L. Bloom, Geological Sciences, asked if Proposition II were approved, whether a copy would be sent to persons from whom letters are requested. Professor Kretzmann replied that that is not a part of the resolution since it does not seem to affect in any way the attitude with which external letter writers would address their letters

to department chairmen at Cornell.

Professor Gilman said "when one solicits a letter from outside the University, one normally states in that letter that the letter will be held as confidential. Do you understand the summary as not a violation of the literal meaning of confidentiality?"

Professor Linke commented: "In the School of Electrical Engineering, our policy when we request letters from outside is to make it clear in our statements to the recipient that the letters will be read by members of the department who are going to vote on the issue and not by the candidate. And we've had no trouble with that configuration."

Dean Greisen said he had received a letter from Professor Seymour Smidt, B&PA, indicating that he would accept the substitute motion if something such as the following were added: "Persons from whom recommendations are solicited shall be notified that the University will attempt to maintain the confidentiality of the appraisals it receives, but cannot legally prevent their disclosure in certain circumstances."

The Dean indicated that he did not feel that Professor Smidt's suggestion correctly reflects the change in confidentiality contained in Proposition II but that we should carefully review the requests we have been making and make sure that the letter requests we make in the future give due regard to whatever conclusions we reach today.

Professor Gunn stated that he wished "to point out that if this Proposition is defeated, there is nothing to prevent any department that thinks these are good procedures from adopting them. Therefore the real issue is whether to force these procedures on units that do not want them."

Professor Wahlbin said he agreed with Professor Gunn and that he wished to point out that in connection with Title IX investigations, each individual department chairman is now being asked to identify the specific criteria the department is using for tenure decisions.

Professor Gilman felt the formulation of some sort of a set language in soliciting letters is rather imperative because if one is going to solicit these letters under uniform policy, then also a University-wide language which reflects that policy should be adopted.

Professor Kretzmann said it seemed the wording "your letter will be read by the members of the college who are making the decision and will not be read by the candidate," was appropriate.

Professor George Gibian, Goldwin Smith Professor of Russian Literature, asked the members of the FCR to keep in mind the small departments and the small units. "Maybe it isn't true for large fields but in the small fields like ours, I think this proposal asks the chair to do an impossible task or an extremely difficult task in avoiding trouble with the law."

Professor Stein didn't "think any language in the motion requires the chairman to clear the summary with the people who wrote the letters. The idea is that the summary would be shown to members who would be voting, not the authors of the letters." He also saw nothing in the motion requiring a uniform letter to be used in soliciting letters. He pointed out "For years we have in my department - solicited letters and xeroxed them and passed them around to all members of the department. Nothing about that was ever said to the person from whom the letter was solicited, and certainly in every place in this University, letters go to ad hoc committees - they go to deans, they go to the Arts College Appointments Committee and so on. There's no uniform policy on that. It seems to me that the standards in the academic profession are that letters of recommendation are generally passed around to people who will be deciding on the appointment and not to people who will be decided upon. This resolution does not change that and, therefore, there has to be no new policy adopted about what is written to people from whom letters are solicited."

Associate Professor Richard N. Boyd, Philosophy, said that he recognized "that there would be some real dif-

ferences in some departments in carrying out the proposal if it is adopted. I think it's important to remember that all this started with a resolution on confidentiality which became controversial in light of a lawsuit pending against Cornell alleging sexual discrimination. And I think that we as a Faculty have to address the possibility that racial and sexual discrimination can occur here. It does not require that anyone consciously intends to discriminate on the grounds of race or sex. There's nobody who doubts that you can have people influenced by biases in their culture even when they don't intend to be. And it seems to me this is a minimal procedure for eliminating some of the things which are alleged. In particular, it's alleged, and I think we should make sure even if this hasn't happened that it never does, that unsuccessful candidates find themselves in the position of having the approximate strength of the letters on their behalf grossly misrepresented. Or that considerations which were wholly irrelevant to merit somehow played a role but the candidate was not put in a position to know that. Now it seems to me that we may want officially to adopt the view that we don't know that any of those things happen. But it seems to me we ought officially to have the view that they might happen. It seems to me that it's a perfectly responsible thing for us to adopt this procedure as a kind of safeguard against that sort of discrimination which we all abhor."

Professor Macneil noted that Professor Boyd was the first speaker in three sessions who has explained why this body is better to make an assessment of whatever the policy should be than the individual departments and colleges. Nevertheless, he still favored decentralization since "with respect to sex discrimination or other kinds of unlawful discrimination, there are available forums in which the issues can be resolved and in which a lot of the things that we're worrying about would disappear out of the window like confidentiality."

Associate Professor Francis C. Moon, Theoretical and Applied Mechanics, asked when Proposition II, if adopted, would be effective. He stated that this was critical since "the University is in the middle of a promotion cycle now and there are deadlines - some cases may have already been decided, some cases are still to be decided. If it goes into effect immediately, then in those cases which will be decided upon during this week the candidates will have the opportunity to see the material, but in those cases that were decided last week the candidates will not have the same opportunity."

Professor Moen said "whether or not there's sex discrimination, whether or not there's racial discrimination, whether or not there's a uniform letter for the University, whether or not there are a lot of other things, Proposition II mandates an impossibility. The summary is to be written in such a way as to mask the identity of the holders of the opinions summarized. That is essentially impossible to mandate."

Assistant Professor Michael E. Gold, I&LR, indicated that he wished to speak to four issues which have come up. "The first is the effective date of the proposition. Proposition I was contemplated as going into effect on January 1, 1980. I'm sure the committee would also intend Proposition II to take effect on that date. Second, with regard to the issue of divisiveness. If the Law School system works as well as it's described to us, then the candidate is aware of all the criticisms before this letter would be presented to him. The letter then would add nothing and would not increase divisiveness, except in the case of criticism from the outside about which the candidate would remain unaware even under the Law School system. But Proposition II would also make the candidate aware of criticism from the outside and give him a chance to respond. He might not, thereafter like that person whom he doesn't know outside, but that should have no effect on his relationships at Cornell. On the other hand, if the Law School system does not work, then the candidate does not know the criticisms which were brought from the inside and I think he should know

them. Third, with regard to masking the identities: the resolution says quite clearly the summary is to be written in such a way as to mask the identity of the holders of opinions. The committee was not unaware that there would be difficult situations. By choosing this language the committee clearly indicated which interest was greater. The summary is to be written so as to mask the identity - that is the prime consideration in writing the summary. That interest is greater than revealing information which would disclose the identity of the source to the candidate. Therefore some summaries may be more detailed than others. But the identity of the authors of the opinions will be preserved if the language of the resolution is observed. Finally, with regard to the issue of centralization. Professor Macneil suggested there are other forums which are more appropriate for handling sex discrimination. I think I disagree with that as strongly as I can disagree with any statement I've heard today. It should be done here. We should not give our responsibility to the courts. We'll do a better job than they will."

Professor Cross said "it is the opinion of the Faculty of the Africana Center that this proposition and any of the propositions discussed, will not deal with the issue of discrimination, particularly in schools at Cornell where a group of people in effect make a judgement that seems to allow for some sort of discrimination. It is not going to be a blatant sort, and will only be shown if some sort of comparison is made with another case. I, therefore, really don't feel that people should vote for or against this proposition or any of the propositions, thinking that somehow the will either make it easier to deal with issues of discrimination or harder."

Professor Usher felt that not to tell the letter writer that a disguised summary of his remarks may be given to the candidate is tantamount to fraud and dishonesty. "I'd like to ask Professor Kretzmann whether the reason for not telling them this is because you're a little bit afraid that they might change the tone of their letters of recommendation?" Again there was no recorded response.

A vote was then called for and Proposition II was passed by a vote of 41 to 33, as follows:

BE IT RESOLVED THAT when a department or school of Cornell University except for those in the Medical College and the Graduate School of Medical Sciences) is in the process of deciding what recommendation to make regarding the reappointment or promotion of a member of the faculty, the chairperson of that department or school will notify the candidate of that fact and provide the candidate with a detailed written summary of the facts and opinions on which the decision will be based. The summary is to be written in such a way as to mask the identity of the holders of the opinions summarized and the authors of the letters paraphrased. Before the summary is given to the candidate, it is to be made available to each member of the department or school who will be voting on the recommendation. The summary must be given to the candidate long enough before the department, school, or committee makes its decision so that the candidate has a reasonable opportunity to make any response he or she may choose to make. The candidate's response will be made available to each member who will be voting on the recommendation, and the summary and response will become part of the file of material on which the decision is based.

The meeting adjourned at 5:59 p.m.
Respectfully submitted,
Joseph B. Bugliari, Secretary

Brief Reports

Fuertes Competition Open for Articles

Deadline for entries in the Cornell Chapter of Sigma Xi's 1979-1980 Fuertes Memorial Prize Competition is Feb. 1, 1980. Cash prizes will be awarded for the best popular articles on any topic of current interest in the physical or biological sciences.

The competition is open to all undergraduates and graduate students at Cornell. The society will award a \$250 first prize and a \$100 second prize.

Details of the contest are available at 206 Thurston Hall, 239 Plant Science Building, and G-20 Stimson Hall, or by calling Wolfgang Sachse, Sigma Xi vice-president, at 256-5065. Sigma Xi is an honorary scientific research society.

Nominations Sought For Hall of Fame

The Department of Physical Education and Athletics is once again accepting nominations for the Cornell Athletic Hall of Fame.

Anyone is eligible to submit nominations of former Big Red Athletes. Persons selected are enshrined in the Hall of Fame room which is located on top of the fieldhouse at the north end of Schoellkopf Field. Nominations and accompanying information should be sent to Dave Wohlhueter, Sports Information Director, P. O. Box 729, Ithaca, N.Y. 14850.

Names of persons previously nominated should be resubmitted, according to Wohlhueter, to be sure that the selection committee considers them.

Veterinary Valentine Ball Is Scheduled

The second annual veterinary Valentine Ball is scheduled for Saturday, Feb. 9, 1980 at the Statler Inn with a buffet dinner from 7 to 9 p.m. and "Rain and Shine" again playing for dancing from 9 p.m. to 1 a.m.

Sponsors of this social event are the Veterinary Circle and the Student Auxiliary at the College of Veterinary Medicine, with proceeds to benefit student projects. Door prizes will be drawn throughout the evening.

Tickets are now available for Christmas gift-giving from co-chairpersons Mrs. Francis Fox (257-2450) and Mrs. John Lowe (272-5163) or at the college's Offices of Student Administration or Clinical Sciences.

Big Red Basketball Tourney Scheduled

Colgate University will face Manhattanville College and defending champion Cornell will entertain Carleton College of Canada in the opening round of the 1979 Big Red Basketball Tournament, which will be held at Barton Hall this Friday and Saturday.

The Colgate-Manhattanville contest will start at 7 p.m. Friday. The Red Raiders have participated in the previous two Big Red Tournaments, winning the championship in 1977. Colgate has four starters back from last year's 12-14 team, and with the

addition of several promising freshmen, Coach Mike Griffin's team could be one of the finest quintets ever in the school's history. Last season, Colgate finished second in the Big Red tournament, losing to Cornell in the championship game, 61-57.

Manhattanville is a new entry to the Big Red tourney. The Vallants have one of the top Division III basketball programs in the country, having made the NCAA Division III two consecutive seasons. Manhattanville went 17-11 last season and has nine lettermen back this year. The Vallants will face three other Division I opponents this season, Army, Colgate and Dartmouth.

Carleton College will meet the Big Red in the nightcap at 9:00 p.m. The Ravens finished second in the Ontario interUniversity Athletic Association and posted a 17-13 record overall. There are eight lettermen returning from last year's squad.

Chamber Music Recital Tuesday

Chamber music students of Sonya Monosoff, professor of music give a free public recital at 8:15 p.m. Tuesday, Dec. 11, in Barnes Hall.

The program will include Sonata in A Major, K. 526 by Mozart, String Quartet in C minor, Opus 10 by Debussy and Mozart's Clarinet Quintet in A Major, K. 581.

Campus Store Sets Employee Event

The Campus Store will hold its annual Cornell Employee Appreciation Day from 4:30 to 6 p.m. Tuesday, Dec. 18, with special discounts, refreshments and free gift wrapping.

The store also will present door prizes to those who register.

Award for Science To Honor Young

The annual award for excellence from the Alpha Chapter of Sigma Delta Epsilon, Graduate Women in Science, will be given this year in honor of Charlotte M. Young, nutritionist, professor here and a leader in the organization. The award of \$200 will be made to a female graduate student who has completed an outstanding scientific research project.

Starting in January 1980, graduate students can submit abstracts of their completed research projects. Deadline is March 21, 1980. To be eligible a student must be a registered graduate student at the University and have finished a master's degree or two years as a Ph.D. candidate.

Applications are available from Lani Stephenson, 142 Savage Hall, 256-3041, or Betty Lewis, 285 MVR Hall, 256-3151.

Women's Directory Being Considered

The October issue of Dialogue, a monthly newsletter for Cornell women at work, contained a questionnaire from the Provost's Advisory Committee on the Status of Women soliciting interest from the

Cornell community on publication of a Cornell Women's Directory. Deadline for the return of the questionnaires is Friday, Dec. 14. They should be sent to Ann Roscoe, 217 Day Hall. Copies of the questionnaire can be obtained by calling Carolyn Whitlow, 256-3046, or Sophie Capolongo, 256-7367.

Choir Schedules Christmas Concert

A Christmas Concert will be presented by Ithaca A. Cappella at 8:15 p.m. Saturday, Dec. 8, at Cornell University's Anabel Taylor Chapel.

The 16-voice choir, under the direction of Gerald Wolfe, will perform an antiphonal motet by Jacob Handl, motets by Anton Bruckner, and will feature music celebrating Advent and Christmas.

The concert, which is being sponsored by Cornell's Centre for Religion, Ethics and Social Policy, is open to the public. Admission is \$1.50 at the door.

Risley Plans 10th Holiday Reading

Risley College will hold its 10th annual holiday reading at 8 p.m. Friday, Dec. 14.

Strains of the "Hallelujah Chorus" and other favorites from Handel's popular oratorio, "The Messiah," will be performed. "Past performances have attracted over 400 people who go to sing, to play, or simply to enjoy the performance," according to Jeff Rehbach '75.

The reading will be conducted by Rehbach and graduate student David Conte. Rehbach, who has led the performances for the past five years, has served as assistant conductor of the Cornell Chorus and Sage Chapel Choir. He also directs Cornell's women's singing ensemble, Nothing But Treble.

Conte is assistant conductor and accompanist of the Sage Chapel Choir and conducts the Risley Chamber Ensemble.

Vocal soloists from past performances of "The Messiah" at Risley have been invited to return for this year's reading. Guy Wells, who has participated in all of the past productions, will play the harpsichord. Wells served as resident director of Risley College for several years and is organist for the Episcopal Church at Anabel Taylor Hall.

Risley College is a residence unit whose students hold an active interest in promoting the arts through sponsorship of visiting artists, production of numerous musical and theatrical events within the college, and hosting an annual spring fair.

Living Learning Center Has 'Chats'

The Living Learning Center in Clara Dickson Hall, a residential program house of the department of residence life is conducting informal Fireside Chats with Cornell faculty and administrators.

The center is set up to help integrate the academic, residential and social aspects of student life through frequent and varied programs. It is a participatory community that extends to its members, more than 100 students, the opportunity to become active in the community's development.

Alain Seznec, dean of the College of Arts and Sciences, was a recent guest in the program. Future participants will include Roger Cramton, dean of the Law School, and William Keeton, the Liberty Hyde Bailey Professor of Biology.

Mental Disorders Subject of Talk

A University of Wisconsin history professor will discuss the relationship between the history of mental disorder and societal changes at 4 p.m., Thursday, Dec. 6 at the Andrew D. White House.

Michael MacDonald, a junior fellow at Cornell's Society for the Humanities this year, will make his presentation on "Madness and Healing in the Age of Reason."

The author of a monograph, "The Inner Side of Wisdom: Suicide in Early Modern England," MacDonald is now writing a history of insanity in early modern England. "His underlying assumption is that the history of mental disorder precisely mirrors wider transformations in the social and intellectual orders," according to Michael Kammen, director of the Society for the Humanities.

Holiday Boutique Set on Thursday

An International Holiday Boutique will be held from 10 a.m. to 4 p.m. Thursday, Dec. 13, in the Multipurpose Room, North Campus Union.

Items to be sold will include crafts, ornaments, plants and baked goods from several countries.

The event is sponsored by married student housing in the Department of Residence Life.

Miller Analogies Test Soon to End

After Dec. 31, the Miller Analogies Test will not be available in New York state. This graduate admission test—primarily for the

fields of Education and Psychology—has been administered at the Guidance and Testing Center at Cornell for many years.

Because of the New York State Admissions Testing law which becomes effective on Jan. 1, 1980, the Psychological Corporation will close all of its New York state testing centers by Dec. 31. No center, wherever its location, can report a score to any New York state institution after Dec. 15, 1979.

Students who must take this test should do so by Dec. 15, if the score is to be reported to a New York state institution. The test is given at the Guidance & Testing Center, 203 Barnes Hall on Mondays and Thursdays by appointment. A list of testing centers outside New York state is available at the center.

Proposed Waste Plan Copies Available

Copies of a proposed Ithaca Water Facilities Plan are available at the reference desk in Olin Library. A public meeting to discuss the preliminary findings of the plan affecting all users of the Ithaca sewage system, which includes Cornell University, is scheduled for 7:30 p.m., Tuesday, Dec. 11, in the Common Council Chambers of the City of Ithaca, 108 E. Green St.

According to Ithaca City Engineer Philip L. Cox the meeting "will serve as a forum to describe the wastewater treatment alternatives being considered and allow interested persons or groups an opportunity to provide input to the selection of an alternative. A formal public hearing on the Wastewater Facilities Plan will be conducted in early 1980 prior to selection of a wastewater treatment plan. Subsequent to that public hearing, a treatment alternative will be selected and a final report prepared which will identify the plan, include preliminary design, estimate costs, and provide recommendations for implementation of the selected plan."

Scientific Research Grants Available

Graduate students and advanced undergraduates are eligible to apply for small research grants under the Cornell Chapter of the Society of Sigma Xi's 1979-80 Grants-in-Aid Program. The deadline for applications is Feb. 15, 1979.

Applications should contain a brief description of the proposed research project, including a detailed budget, and should be accompanied by a short vita on the applicant and two letters of recommendation. They should be sent to Wolfgang Sachse, Sigma Xi, 324 Thurston Hall, Cornell. Sigma Xi is an honorary scientific research society.

Glee Club to Tour in January

While many Cornell students spend their intersession break skiing, sunning or just relaxing at home, the Cornell Glee Club takes off yearly to all parts of the United States and the world on musical tours.

This year the group, under the direction of Thomas A. Sokol, professor of music and director of choral music, will tour the Southwest.

The concert schedule is:

Jan. 7—8:15 p.m., the Cornell Club of Cincinnati;

Jan. 10—8:15 p.m., the United Methodist Church of Nicholls Hills, Oklahoma City, Oklahoma;

Jan. 11—8:15 p.m., the First Baptist Church, Arlington, Texas;

Jan. 12—8:15 p.m., the University of Texas at Austin;

Jan. 14—7:30 p.m., Memorial High School, Houston, Texas;

Jan. 15—8:15 p.m., Lamar University, Beaumont, Texas;

Jan. 16—8:15 p.m., the Civic Center, Lake Charles, Louisiana, and

Jan. 18—8:15 p.m., Tulane University, New Orleans, Louisiana.