

Salary Ranges Announced Package Includes New Benefits

A salary improvement and benefits package with several new programs has been announced in the university's 1981-82 compensation program for endowed employees.

The program provides an overall compensation pool of approximately 11 percent, including both salary and fringe benefits, and covers regular employees who are not members of a collective bargaining unit.

Employees whose performance is satisfactory or better will receive a salary increase of at least 7 percent in 1981-82.

Salary improvements for faculty and other academic level appointments will be entirely discretionary within the overall compensation pool of 11 percent, according to Provost W. Keith Kennedy.

The compensation program includes:

—a prescription drug rider, provided at no cost to endowed employees, which limits an employee's cost to \$1 per prescription;

—absorption by the university of anticipated increases in Blue Cross/Blue Shield and Major Medical rates;

—a married couples' contribution —when married employees are both employed in endowed positions—in which the university will pay an increased portion of the cost of family health insurance coverage;

—an increase in the maximum dollar amount for retirees under the endowed major medical health care plan to \$50,000 from \$20,000 per illness;

—employees who are upgraded or promoted two or more grade levels will receive a pay increase of 10 percent or the new grade minimum,

whichever is greater. (Employees who are upgraded or promoted one grade level receive an increase of 5 percent or grade minimum, whichever is greater.)

—effective immediately, non-exempt, eligible employees required to work on a university-observed holiday (including work on the two floating days off) will be paid time and one-half their regular rate of pay and receive compensatory time off equal to the number of hours actually worked. Full details of the policy will be issued in an update to the Personnel Manual.

Details of the new benefits program will be distributed in the near future.

"The improvements for 1981-82 are in keeping with the university's continuing efforts, over several years, to upgrade salaries and bene-

fits," said William G. Herbster, Cornell's senior vice president.

Another major element of the 1981-82 endowed compensation program is an increase of approximately 7 percent in the minimum and maximums of the endowed pay scales.

The compensation program is effective the first pay day of fiscal 1981-82—June 25 for endowed employees.

Endowed employees are eligible for the 1981-82 compensation program—regardless of whether the source of funding is appropriated, designated or restricted accounts—if they were hired prior to March 2, 1981, will continue employment in fiscal 1981-82, are in non-bargaining-unit positions, and their work performance is satisfactory or better.



The 1981 Dragon on Parade

President Says Protesters to Be Charged Safety Ends Office Occupation After 3 Hours

President Frank Rhodes Wednesday afternoon issued the following statement regarding the occupation and chaining of the entrance doors to the presidential suite of offices in 300 Day Hall.

"A small group of students unlawfully occupied the offices of the president and provost in Day Hall at approximately 8:45 a.m. today. In doing so, they chained the doors, restricting entrance to the offices and disrupting the activities of those inside the building.

"Although the students were asked on several occasions to leave and officially warned that they were in violation of the Campus Code of

Conduct and of the law, they refused to comply.

"At that point the Cornell Public Safety Division was instructed to clear the offices. After the officers entered the offices, the students were identified and then left peacefully. They will be charged with violation of the Campus Code.

"It is particularly disappointing that two of the students involved are members of the Board of Trustees, who have an equal voice with other trustees in the budget decisions. In addition, two students have already been granted permission to address the board regarding their concerns on Friday.

"All of us regret that economic conditions compel us to propose the present increase in tuition. I should like to remind the campus community that the budget proposals were announced some six weeks ago in order to allow time for thoughtful campus discussion before the board takes action.

"The concerns of individuals of this particular group have been heard on several occasions by members of the administration at open meetings over the past several weeks, and in many informal discussion groups. The trustees are aware of student concerns about tuition and will discuss them before

reaching a decision on budget policies.

"There can be no excuse for the behavior of those students involved in today's building occupation. Differing viewpoints, debate, discussion and review are part of the essence of a university community. Lawlessness and disruption are not.

"Such conduct not only weakens the cause of those who pursue it, but also endangers the safety of individuals and property, however much the leaders of such activity may wish to prevent this. The university cannot, and will not, condone such action."

Employee Trustee Ballots Mailed Three Candidates for One Seat

Ballots to elect an Employee Trustee for a two-year term have been mailed out and must be returned to 165 Day Hall by 4 p.m. Friday, April 3. Any employee who has not received a ballot may obtain one in 165 Day Hall.

The three candidates for the trustee seat are: Susan M. Heisey, groundsworker, Buildings and Grounds Care; Ronald B. Parks, applied programmer, Computer Services; Toni L. Riccardi, director of student activities, Unions and Activities.

All ballots must be submitted in a double envelope. The outside envelope requires the printed name and signature of the voter. If the envelope does not contain this information, the ballot will be voided.

Voting will be by the Hare System.

The official campaign statements of each of the candidates are:

Susan M. Heisey: "I am 37 years old and the single parent of a 16 year old daughter and a 14 year old son. I have worked at Cornell as a groundsworker for 1 1/2 years, but my association with Cornell University began when I was 3 years old when my father, Morris L. Harper, started working here. At the time of his death in 1970, he had been an instructor in Metallurgical Engineering for 26 years. My mother, Ina K. Harper, was Assistant Treasurer of the Cornell Federal Credit Union when she retired in 1974. I believe Cornell University is one of the best learning and teaching institutions in the world. My deep love and respect for Cornell is combined with a genuine concern for the people who work here. I will honestly try to represent all Cornell employees to the best of my ability."

Ronald B. Parks: "I have a great interest in and a personal commitment to the welfare of the Cornell Community, both now and in the future, and would be honored to serve as employee trustee. As employee trustee I will keep you informed of matters before the board that

are of concern to employees. I will make myself available to all employees so that I may keep informed of their concerns on a continuing basis, and I will take these concerns to the board. To demonstrate my continuing commitment to employees I have served for three years on the Transportation Committee, and am a member of the Employee Assembly Charter Drafting Committee. During ten years at Cornell as a computer operator and programmer I have become particularly sensitive to the concerns of our large and diverse employee community. Having participated in employee development seminars and taken advantage of the tuition assistance program and extramural courses, I have become familiar with the opportunities offered to employees. Cornell gives us the opportunity to improve ourselves and the environment we work in. By serving as employee trustee, I shall use that opportunity to contribute to a better future for all of us. A vote for me will represent a long-term commitment to Cornell Employees."

Toni L. Riccardi: "I came to Cornell

five years ago from Northwestern University where I was employed as the Program Director for the Norris University Center. Currently, I am employed as the Director of Student Activities within the Department of Unions and Activities. I serve on several university committees including the University Unions Board of Governors, where I am a non-voting member, and the Organization and Activities Review Committee, which I chair. In addition to my responsibilities at Cornell, I chair the Women's Concerns Committee of my professional association, the Association of College Unions-International. I am interested in the position of Employee Trustee because I feel employees make significant contributions to the educational mission of the institution and deserve representation. As an employee, I am particularly concerned about the university's wage, salary and benefits package, affirmative action questions and the development of programs that enhance the interaction between students, faculty and employees at all levels."

Summary Annual Reports of Benefit Plans

The Employee Retirement Income Security Act of 1974 (ERISA) requires that an annual report for each employee benefit plan covered by ERISA be filed with the Internal Revenue Service. In addition, ERISA also requires that summaries of these reports be distributed to plan participants. The following summaries present all information required and conform with the style and content requirements of the U.S. Department of Labor.

Given below are the summaries of the annual reports for Cornell University's (EIN 15-0532082) employee benefit plans for the period July 1, 1979 to June 30, 1980, unless otherwise specified. These annual reports have been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Plan No.	Plan Name	Plan Year End
001	Retirement Plan for Faculty & Exempt Employees of the Endowed Colleges (TIAA/CRF)	6/30
003	TIAA/CRF Tax Deferred Annuity Plan	6/30
004	Retirement Plan for Non-Exempt Employees of Cornell University	6/30
501	Cornell Children's Tuition Scholarship Plan	6/30
502	Blue Cross/Blue Shield Health Insurance Plan (3526)	6/30
503	Blue Cross/Blue Shield-Medicare Extended Health Insurance Plan (3526-1)	6/30
504	Blue Cross/Blue Shield-Medicare Extended Health Insurance Plan (3530-1)	6/30
505	Major Medical Health Insurance Plan for Endowed Colleges (Prudential)	6/30
506	Group Life Insurance Plan (Prudential)	6/30
508	Long Term Disability Plan	6/30
513	Air Travel Insurance Plan	2/07

Cornell-Funded Plan

Cornell Children's Tuition Scholarship Plan - Plan No. 501

Basic Financial Statement

During the plan year, the Plan had total income of \$2,058,933, including employer contributions of \$760,616 for students attending other institutions, and \$1,298,317 from internal transfer of funds for students attending Cornell University.

Plan expenses were \$2,058,933. These expenses included \$760,616 in benefits paid to other institutions for eligible students and \$1,298,317 in benefits paid by internal transfer of funds for eligible students attending Cornell University.

Welfare Insured Plans

Blue Cross/Blue Shield Health Insurance Plans (3526) Plan No. 502

Insurance Information

The Plan has contracts with Blue Cross/Blue Shield of Central New York to pay all hospitalization and surgical/medical claims incurred under the terms of the Plan. The total premiums paid for the plan year ending June 30, 1980, were \$1,774,155.

Because they are "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending June 30, 1980, the premiums paid under such experience-rated contracts were \$1,774,155 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$1,602,818.

Blue Cross/Blue Shield Medicare Extended Health Insurance Plans (3526-1 and 3530-1) - Plan Nos. 503 and 504

Insurance Information

The Plan has contracts with Blue Cross/Blue Shield of Central New York to pay all hospitalization and surgical/medical claims incurred under the terms of the Plan. The total premiums paid for the plan year ending June 30, 1980, were \$202,900.

The total of all benefit claims paid under these contracts during the plan year was \$211,437.

Major Medical Health Insurance Plan for Endowed Colleges Plan No. 505

Insurance Information

The Plan has a contract with the Prudential Insurance Company of America to pay all medical expense claims incurred under the terms of the Plan. The total premiums paid for the plan year ending June 30, 1980, were \$257,137.

Because it is an "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. The total of all benefit claims paid under the experience-rated contract during the plan year was \$259,567.

Group Life Insurance Plan - Plan No. 506

Insurance Information

The Plan has contracts with the Prudential Insurance Company of America which pays all death benefits incurred under the terms of the Plan. The total premiums paid for the plan year ending June 30, 1980, were \$2,159,633.

Because they are "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending June 30, 1980, the premiums paid under such experience-rated contracts were \$2,056,611. The total of all benefit claims under these experience-rated contracts during the plan year was \$1,610,260.

Long Term Disability Plan - Plan No. 508

Insurance Information

The Plan, which took effect on January 1, 1980, is operated under a contract with Teachers Insurance Annuity Association and College Retirement Equity Fund (TIAA/CRF) to pay certain long term disability claims incurred under the terms of the Plan. The total premiums paid for the six month period ending June 30, 1980, was \$257,732.

Because it is an "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. The total of all benefit claims paid under this experience-rated contract during the plan year will be calculated and reported at the end of the first policy year, June 30, 1981.

Self-Insured Long Term Disability Leave of Absence Plan

This Plan is the Long Term Disability Plan which was in effect prior to January 1, 1980. Cornell University has committed itself to certain long term disability claims incurred under the terms of this Plan.

Basic Financial Information

During the plan year, the Plan had total income of \$54,383 from employer contributions.

Plan expenses were \$54,383 in benefits paid to participants. This plan will continue to pay benefits to participants who became eligible for such benefits prior to the adoption of the new Long Term Disability Plan described above.

Air Travel Insurance Plan - Plan No. 513

The summary of the Air Travel Insurance Plan is for the period February 7, 1979 to February 7, 1980.

The Plan has a contract with the Continental Casualty Company to pay all air travel death and dismemberment claims incurred under the terms of the Plan. The total premiums paid for the plan year ending February 7, 1980, were \$11,637.

RETIREMENT PLANS

Retirement Plan for Faculty and Exempt Employees of the Endowed Colleges (TIAA/CRF) - Plan No. 001

Basic Financial Statement

Benefits under the Plan are provided by individually owned, fully vested annuit contracts issued by Teachers Insurance Annuity Association and College Retirement Equity Fund (TIAA/CRF). The total premiums paid on behalf of individual policyholders for the plan year ending June 30, 1980, were \$4,736,872.

Retirement Plan for Non-Exempt Employees of Cornell University Plan No. 004

Basic Financial Statement

Benefits under the Plan are provided by a trust agreement with Morgan Guaranty Trust. Plan expenses were \$1,086,819 in benefits paid to participants and beneficiaries. A total of 3,824 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$4,660,084 as of the end of the plan year, compared to \$3,012,567 as of the beginning of the plan year. During the plan year, the Plan experienced an increase in its net assets of \$1,647,517. This increase includes unrealized appreciation of \$121,050 in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of the assets acquired during the year. The Plan had total income of \$2,613,286, including employer contributions of \$2,446,779, gains of \$2,384 in the sale of assets, and earnings from investments of \$164,123.

Minimum Funding Requirements

The actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA. The Plan's actuary is Tillinghast, Nelson and Warren of Boston, Massachusetts.

TIAA/CRF Tax-Deferred Annuity Plan - Plan No. 003

Basic Financial Statement

Benefits under this voluntary plan are provided by individually owned, fully vested annuity contracts issued by Teachers Insurance Annuity Association and College Retirement Equity Fund (TIAA/CRF). The total premiums, paid entirely by plan participants, for the plan year ending June 30, 1980, were \$2,708,664.

Your Right to Additional Information

You have the right to receive copies of all of the full Annual Reports, or any parts thereof, on request. The items listed below are included in those reports:

1. Insurance information, including sales commissions paid by insurance carriers.
2. An accountant's report.
3. Actuarial information regarding the funding of the Retirement Plan for Non-Exempt Employees.

To obtain copies of the full Annual Reports, or any parts thereof, write or call Employee Benefits, University Personnel Services, 130 Day Hall, Ithaca, NY 14853 (607)256-3936. The charge to cover copying costs will be \$1.00 for a full Annual Report or \$1.10 per page for any parts thereof.

You also have the legally protected right to examine the Annual Reports at the main office of the Plan Administrator at University Personnel Services, 130 Day Hall, Ithaca, NY and at the U.S. Department of Labor in Washington, D.C., or to obtain copies from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N4677, Pension and Welfare Benefits Program, Department of Labor, 200 Constitution Ave., N.W. Washington, D.C. 20216.

If you have any questions regarding any of the information presented in this summary, please contact Employee Benefits at 256-3936.

Cornell Chronicle

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It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age or handicap. The university is committed to the maintenance of affirmative action programs which will assure the continuation of such equality of opportunity.

Jobs

The following job openings are new this week. For information on vacant positions listed in previous issues of the Chronicle, contact Personnel Staffing Services, 130 Day Hall. Cornell is an affirmative action employer.

Administrative/Professional
Systems Analyst III, CP5(Computer Services-APS)
Associate Bursar, CP6(Office of the Bursar)
Systems Analyst II, CP4(Finance & Business Office)
Research Support Specialist II, CP4 (Plant Pathology)
Applications Programmer, CP3(Agricultural Economics)
Assistant Director of Financial Management and Administrative Support Services(Veterinary Administration)
Executive Staff Assistant I, CP2 (B&PA)

Employee Relations Specialist, CP2 (Univ. Personnel Services)

Clerical

Financial Aid Assistant II, GR20(Financial Aid Office)
Administrative Aide, GR20(Computer Services)
Secretary, GR18(Neurobiology & Behavior)
Financial Aid Assistant II, GR18(Financial Aid Office)(2)
Secretary, GR16(Electrical Engineering)
Office Assistant, GR15(NYS College of Vet. Med./DCS Admissions)
Service and Maintenance
Material Handler, GR18(Dining Services)
Food Service Worker, GR17(Dining Services)
Custodian, GR16(Varied)
Dish Machine Operator, GR16(Dining Services)

Cashier, GR15(Varied)
Sales Assistant, GR15(Campus Store)
Machinist, GR22(Lab of Nuclear Studies)
Greenhouse Worker, GR20(Flori. & Orn. Horticulture)
Dairy Worker, GR18(Animal Science)
Part-time
Bus Driver, GR20(Campus Bus Service)
Cashier, GR15(Dining)
Temporary
Food Service Worker, T-1(Dining Services)
Line Server, T-1(Dining Services)
Secretary, T-1(Herbert F. Johnson Museum of Art)
Academic
Lecturers, part-time(English)
Research Associate III, CA5(School of Applied and Engineering Physics, Plasma Physics Department)



W. Jack Lewis, director of Cornell United Religious Work, gets more than he expects at a dinner Sunday night in his honor. He retires April 1 after 17 years at Cornell. Some 200 friends attended the dinner in the One World Room of Anabel Taylor Hall. After the singing of a special version of Joyce Kilmer's "Trees" Lewis started to cut the cake, but up popped a "living tree" in the person of Paul Lyons, Ag '81. Looking on (center photo) are Jack's wife Mary and Father Richard Murphy, Catholic chaplain at Cornell. An open-house reception for Lewis is scheduled for 4 p.m. Tuesday, April 28, in the One World Room.

Racism Week Observances Planned

Multi-Cultural Programs to Be Featured

Several multi-cultural programs in observance of National Racism Week are planned on campus from April 6 to 10, all free and open to the public.

The programs are also in keeping with Cornell President Frank Rhodes' commitment to improve human relations and to increase sensitivity concerning racism, according to organizers of the events.

Throughout the week the College of Human Ecology will sponsor a series of presentations on "The Human Ecology of Racism—Towards a Better University." There also will be a Hispanic Festival, sponsored by the Third World Programming Board in conjunction with La

Asociacion Latina and a leadership conference.

Monday, April 6, 10 a.m.-2 p.m.—video tape programs in the Faculty Commons and the Student Commons, Martha Van Rensselaer Hall, followed by informal discussions led by Cornell students;

Tuesday, April 7, noon-1:30 p.m. MVR Auditorium—lecture/discussion by Professor Robert Harris, Africana Studies and Research Center, on "The Origins and Trajectory of American Racism";

Wednesday, April 8, 1:30-3 p.m. MVR Auditorium—A lecture/discussion presented by Donald Barr, associate professor of human service studies, and Jerome

Ziegler, dean, College of Human Ecology, on "Are You Learning to be a Racist at Cornell University?";

Thursday, April 9, noon-2 p.m. MVR Auditorium—A lecture/discussion by Leachim Semaj, assistant professor of human development and family studies, on "I Am Not A Racist—I Just Love the Benefits," and

Friday, April 10, 1-3 p.m. MVR Amphitheater—a panel discussion and group session on ways in which the College of Human Ecology can improve the environment in the college and the university with regard to racism. Panel participants will be students Bobby Watts and Argin Hutchins; David Drinkwater,

dean of students; June Fessenden-Raden, professor of biology, and Marjorie Devine, professor of nutrition sciences. W. Jack Lewis, director of CURW, will chair the session.

For further information on the Human Ecology Conference, contact Clarence Reed, 256-4404.

Events for the Hispanic Festival include;

—8 p.m. Thursday, April 9, Hollis Cornell Auditorium, Goldwin Smith Hall, New York State Senator Olga Mendez will speak;

—Noon-4 p.m. Friday, April 10, Memorial Room, Willard Straight Hall, a Pena Dance; at 8 p.m. that day there will be a theatrical presentation;

—5 p.m. Saturday, April 11, in

Bradfield Hall, a traditional Latin Dinner and at 10 p.m. that day Congressman Robert Garcia will speak at North Campus Union.

—2 p.m. Sunday, April 12, at Hollis E. Cornell Auditorium, Goldwin Smith Hall, there will be a Puerto Rican Nationalists talk and panel discussion.

For further information on the Hispanic Festival call LeNorman Strong, 256-6380.

The leadership conference, scheduled for Saturday, April 11, at times to be announced is designed to be of particular interest to those interested in improving human relations.

Campus Council Meets Today; Agenda Listed

The next meeting of the Campus Council is at 4:45 p.m. today in 251 Malott Hall.

Items on the agenda include three resolutions concerning community interest in the tuition and budget issues; a resolution calling for the Campus Store to devise a means where budget surpluses can be applied to need-based student scholarships to be used in the Campus Store and a resolution on the university housing policy.

Proposed policies and regulations for the use of alcoholic beverages at Cornell will also be discussed and there will be a presentation by the American Association of University Students.

All meetings of the Campus Council are open to members of the Cornell community.

STS Plans Open House

A preregistration open house is scheduled from 4 to 6 p.m. Thursday, April 9 in 609 Clark Hall by the Program on Science, Technology and Society for interested students and faculty.

Summary Agenda for Trustee Meetings

Sessions Are on Campus This Weekend

This is the summary agenda for the meetings of the Executive Committee and full Board of Trustees of Cornell University in Ithaca, March 26, 27 and 28, 1981.

This agenda, as released for publication, may not include certain confidential items which will come before the meetings. Also, other items may be added to the final agenda prior to the meetings.

The Executive Committee of the Cornell University Board of Trustees will meet Thursday, March 26, 1981, at 2 p.m. in Alice Statler Auditorium on the Cornell campus.

The full Board of Trustees will meet on Friday, March 27 at 9:30 a.m. at Alice Statler Auditorium.

Both the Executive Committee and full board will convene in open session at these times with executive and closed sessions following the open meetings.

Agenda for the Executive Committee open session will include:

A report of the president.
A recommendation for approval of proposed 1981-82 budget policies relating to the statutory colleges.

Report of the Buildings and Properties Committee.

Agenda for the executive and closed sessions will include:

A report of the president.
Approval of minutes of the Executive Committee meeting January 22, 1981.

A recommendation for approval of budget policies for the endowed colleges for 1981-82.

A recommendation that the committee approve and recommend to the board rescission of the policy established in January 1971, that there be a two-year tuition level for each entering class in the Graduate School of Business and Public Administration effective with the class which enters in September 1982.

A recommendation for approval of the memoranda of understanding between Cornell University and the Shanghai Jiao Tong University and Fudan University.

Personnel matters affecting the endowed colleges at Ithaca and the Cornell Medical College.

A recommendation to authorize the administration to lease an IBM 4341 computer and associated per-

ipheral and software to begin approximately April 1, 1981.

A recommendation for approval of meeting schedule for the Executive Committee for 1981-82.

A recommendation for approval and recommendation to the Board of Trustees of meeting dates for the Board in 1981-82.

Agenda for the open meeting of the full Board of Trustees includes the following items:

The president's report on the State of the University.

A review of preliminary planning objectives, assumptions, and policies for development of the 1981-82 budget.

Reports and recommendations from the Executive Committee open session of the March 26 meeting including 1981-82 budget policies relating to the statutory colleges.

A report of the Cornell Fund including the overall program and report of the Tower Club.

A report of gifts received through February 28, 1981.

Members of the Board of Trustees will visit one of three areas of the university including (1)

a lecture demonstration on how introductory computer science is taught, (2) Health services at Ganett Health Center, (3) Renovated areas of Rockefeller and Goldwin Smith Halls. The board will reconvene at 2 p.m. in open session to hear a report on the College of Veterinary Medicine by Dean Edward C. Melby, Jr.

Agenda for the closed session for the full Board of Trustees will include the following:

Approval of minutes of the board meeting held January 23-24, 1981 and ratification and confirmation of Executive Committee minutes for the meeting held December 9, 1980.

Personnel matters affecting the endowed colleges at Ithaca and the Cornell Medical College.

A presentation of campus life by several Cornell students involved in a variety of student activities.

A report on Admissions market research and organization of the Admissions Office and the regional program.

A report on current issues facing the university's libraries by University Librarian Dr. Louis B. Martin.

Calendar

All items for publication in the Calendar section, except for Seminar notices, must be submitted by mail or in person to Fran Apgar, Central Reservations, 532 Willard Straight Hall, at least 10 days prior to publication. Seminar notices should be sent to Barbara Jordan-Smith, News Bureau, 110 Day Hall, by noon Friday 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.) ALL DEADLINES STRICTLY ENFORCED.
*—Admission charged.

Announcements

Friday
Mar. 27 Extramural Students - Last Day to Withdraw from the Division.
New Exercise Class
Class for women (students, staff, faculty and wives), with Nancy Cool, leader. Tues. and Thurs., 12:15-1 p.m. in Helen Newman Gym.
International Conference on Insurance & Investments (In Islam)
Organized by The Association of Muslim Social Scientists in cooperation with Cornell Muslim Educational & Cultural Association and Division of Continuing Education, Ithaca College. Friday and Saturday, April 3 & 4, at The Sheraton Inn Conference Center. For more information and registration materials please contact either one of the following persons: Dr. Zaman, Chairman, Conference Committee, 274-3954; Mr. Afzal, Advisor, Cornell Muslim Educational and Cultural Assoc., 256-4247; Dr. Oblak, Director, Division of Continuing Education Ithaca College, 274-3143.

Academic Survival Workshops
Study Skills begin April 13. Topics include: note-taking, time management, textbook mastery, test preparation and strategies, and research paper skills. Reading Skills begin April 14. Topics include: comprehension, skimming and scanning, vocabulary, concentration and memory. Sign up in advance at the Learning Skills Center, 375 Olin Hall or call 256-6310.

Colloquia

Thursday
Mar. 26, 4:30 p.m. Space Sciences 105. Astronomy and Space Sciences: "The Physics of Gravitational Collapse," Dr. James M. Latimer, State University of New York at Stony Brook.

Dance

Monday
Mar. 30, 8-11 p.m. *Martha Van Renaselaer Auditorium. Cornell Country Dance Club Contra Dance, with live music. All welcome.

Exhibits

Art and Frame House. Exhibition of drawings and paintings by Allen Atwell, 109 E. Seneca Street. Through March 28.

Films

Unless otherwise noted films are under sponsorship of Cornell Cinema.

Thursday
Mar. 26, 7:30 p.m. Stimson G-1. Jordani: Natural History Society Film: "The Year of the Wildebeest," Alan Root.

Mar. 26, 8 p.m. *Uris Hall Auditorium. 3 Films: "Home Movie" (1972), directed by Jan Oxenbert; "A Comedy in Six Unnatural Acts" (1975), directed by Jan Oxenbert; "In The Best Interests of Children" (1977), directed by Iris Films U.S.A. Co-sponsored with Ithaca Women's Resource Center and GAYPAC.

Friday
Mar. 27, 7:30 p.m. Statler Auditorium. Pentangle II Free Film Series: "Black and White in Color" (1976), Jean-Jacques Annaud, France; short: "Introduction to Arnold Schonberg's 'Accompaniment to a Cinematographic Scene'" (1973), Jean-Marie Straub, German.

Mar. 27, 8 p.m. *Uris Hall Auditorium. "Holiday" (1938), directed by George Cukor, with Cary Grant, Katherine Hepburn, Lew Ayres.

Friday & Saturday
Mar. 27 & 28, 10 p.m. *Uris Hall Auditorium. "Sleuth" (1972), directed by Joseph L. Mankiewicz, with Michael Caine, Lawrence Olivier.

Saturday
Mar. 28, 8 p.m. *Uris Hall Auditorium. "Bed and Board" (1971), directed by Francois Truffaut, with Jean-Pierre Leaud, Claude Jade.

Sunday
Mar. 29, 8 p.m. *Uris Hall Auditorium. "The Last Detail" (1973), directed by Hal Ashby, with Jack Nicholson, Randy Quaid, Carol Kane.

Monday
Mar. 30, 8 p.m. *Uris Hall Auditorium. "Diabolique" (1955), directed by Henri-Georges Clouzot, with Simone Signoret, Vera Clouzot, Paul Meurisse.

Tuesday
Mar. 31, 8 p.m. *Uris Hall Auditorium. "Nicholas Nickleby" (1947), directed by Alberto Cavalcanti, with Sir Cedric Hardwicke, Derek Bond, Stanley Holloway, Dame Sybil Thorndike.

Wednesday
Apr. 1, 8 p.m. *Uris Hall Auditorium. "Grand Illusion" (1937), directed by Jean Renoir, with Jean Gabin, Pierre Fresnay, Erich von Stroheim, Marcel Dalio.

Thursday
Apr. 2, 8 p.m. *Uris Hall Auditorium. "You Can't Take It With You" (1938), directed by Frank Capra, with James Stewart, Jean Arthur, Lionel Barrymore, Edward Arnold.

Friday
Apr. 3, 8 p.m. *Uris Hall Auditorium. "The Third Man" (1949), directed by Carol Reed, with Joseph Cotton, Orson Welles, Trevor Howard, Alida Valli.

Saturday
Apr. 4, 2 p.m. *Uris Hall Auditorium. Cornell India Association Film: "Mausam."

Apr. 4, 8 p.m. *Uris Hall Auditorium. "Blithe Spirit" (1945), directed by David Lean, with Rex Harrison, Constance Cummings, Margaret Rutherford.

Apr. 4, 10:15 p.m. *Uris Hall Auditorium. "The Fortune" (1975), directed by Mike Nichols, with Warren Beatty, Jack Nicholson, Stockard Channing.

Sunday
Apr. 5, 8 p.m. *Uris Hall Auditorium. "Badlands" directed by Terence Malick, with Sissy Spacek, Martin Sheen, Warren Oates.

Monday
Apr. 6, 9 p.m. *Uris Hall Auditorium. "October" (1928), directed by Sergi Eisenstein. Film Club members only.

Tuesday
Apr. 7, 4 p.m. Morrill 106. Southeast Asia Free Film Series: "The Bupati of Subang: A Government Official." Shows the daily life of a government official who administers a region in Indonesia. "Singa's Family: A Batak Village." Depicts a Batak family living on the shore of Lake Toba. Farming, fishing and weaving provide the family's livelihood.

Apr. 7, 8 p.m. *Uris Hall Auditorium. "Mirele Efron" (1939), directed by Josef Berne, with Berta Gersten.

Wednesday
Apr. 8, 8 p.m. *Uris Hall Auditorium. "Walkabout" (1971), directed by Nicolas Roeg, with Jenny Agutter, Lucien John, David Gumpilil.

Intramurals

Intramural Wrestling
The deadline on entries is Mon., April 13 at 5:30 p.m. in the Locker Room, Teagle Hall. Weighing-in constitutes entry, and must be done by the individual between 2:30-5:30 p.m. Tournament starts Tues., April 14 at 5 p.m. No more than one person at each weight per team. Weights: 130, 145, 155, 165, 175, 190, and heavyweight. A fee of 50 cents per person due at weigh-ins to enter.

Lectures

Thursday
Mar. 26, 12:20 p.m. 102 West Avenue.

Southeast Asia Thursday Luncheon Seminar: Professor Pierre Manguin, a member of the Indonesian branch of the L'Ecole Francais d'Extreme Orient. His talk will be on shipping technology and navigational skills in Southeast Asia and their implications for historical research. Bring your lunch; coffee, tea and cookies provided.

Mar. 26, 4:30 p.m. Ives 215. "New Exploratory Data Analysis Methods in the Study of Coronary Disease," Samuel Karlin, Professor of Mathematics, Stanford University, and A.D. White Professor-at-Large.

Monday
April 6, 4:30 p.m. Goldwin Smith Hollis Cornell Auditorium. University Lecture: "In the Shade: The Relevance of Renaissance Pastoral," Annabel Patterson, Professor of English, University of Maryland.

Apr. 6, 7:30 p.m. Anabel Taylor One World Room. America and World Community, an interdisciplinary course open to all. "Genetic Disease and Genetic Engineering - Threat or Promise," Adrian Srb, Professor, Genetic Development.

Tuesday
Apr. 7, 4:30 p.m. Goldwin Smith Hollis Cornell Auditorium. University Lectures Committee: "The General Crisis in 17th Century England and its Agricultural Solutions," Joan Thirsk, Reader in Economic History, University of Oxford and Professorial Fellow of St. Hilda's College, Oxford.

Wednesday
April 8, 4:30 p.m., 156 Goldwin Smith Hall, Department of German Literature Colonel Yontan Netanyahu Memorial Lecture on: "The Intellectual Development of Franz Rosenzweig An Orthodox Jewish Intellectual of the Weimar Republic," by Amos Funkenstein, Department of History, UCLA.

Apr. 8, 7:30 p.m. Anabel Taylor One World Room. America and World Community, an interdisciplinary course open to all. "Genetic Disease and Genetic Engineering - Threat or Promise," Adrian Srb, Professor, Genetic Development.

Meetings

Every Thur., 7:30 p.m. Stimson G-1. Jordani: Natural History Society.

Every Fri., 7:30 p.m. Goldwin Smith 162. Chess Club. All welcome.

Every Wed., 9 p.m. Hebrew Club - Hug Ivri. All welcome. For more information, call Michael 277-2168 evenings.

Wednesday
Apr. 8, 4:30 p.m. Ives 110. Faculty Council of Representatives.

Music

Alard Quartet Performance
The Alard Quartet will perform at 8:15 p.m. Tuesday, April 21, in Statler Auditorium. The quartet's performance is the final concert of the Statler Series. Tickets for the concert will go on sale at the Lincoln Hall Ticket Office (256-5144) starting Monday, April 6. Prices range from \$4.50 to \$6.50, with a \$1 discount for students.

The Alard Quartet was formed in 1954 under the guidance of Hans Letz. In 1955, the quartet was the recipient of the Young Artist Award of the National Federation of Music Clubs, the only chamber group to be so honored.

The quartet has performed throughout North and South America, Europe, and the Pacific as well as in many of the leading concert halls of the world, from the Brahmsaal in Vienna and the Concertgebouw in Amsterdam to Auckland's Town Hall and Mexico City's Palace of Bellas Artes. The quartet has also performed as soloist with the Cincinnati and Pittsburgh Symphonies and has been featured several times in the American Music Festival of the National Gallery in Washington, D.C.

The quartet has premiered many works by American composers and has introduced to this country important works by such composers as Penderecki and Shostakovich. The Alard Quartet's repertoire spans 400 years of literature and contains many unusual and seldom

heard works, as well as music performed exclusively by the group.

The members of the Alard Quartet have been artists-in-residence at the Pennsylvania State University since 1962. Along with their many concerts at educational institutions, they have presented informal lecture-demonstrations, workshops and clinics for young people.

The quartet has been the recipient of grants from the Lincoln Center Foundation and others which have enabled it to bring music to junior and senior high school students.

Quartet members Joanne Zagst and Donald Hopkins, violin, Raymond Page, viola, and Leonard Feldman, cello, are all graduates of the Juilliard School of Music. They perform on a matched set of old Italian instruments.

Religion

Sunday
Mar. 29 Spring Recess-No Inter-religious Service.

Sunday
Apr. 5 Spring Recess-No Interreligious Service.

Sunday
Apr. 12, 11 a.m. Sage Chapel. Mary Jose Hobday, O.S.F., Member of the Sisters of St. Francis of Assisi; a North American Indian; currently working in Tucson, AZ.

Seminars

Antibody Club/Veterinary Microbiology/Genetics and Development: "Role of the Murine H-2 Complex in Presentation of Minor Histocompatibility Antigens," Peter Wettstein, Wistar Institute, 4:30 p.m. Thursday, March 26, Seminar Room, Boyce Thompson Institute.

Biochemistry: "Alcohol Precipitation of Proteins: The Relationship of Denaturation and Precipitation for Catalase," Robert K. Finn, 12:20 p.m. Monday, March 30, Wing Hall Library.

Biological Sciences: "Importance of Phytoalexin Detoxification for Virulence," H. Van Etten, 11:15 a.m. Friday, March 27, 404 Plant Science.

Boyce Thompson Institute: "Importance of Dynamic Changes of Hydrogen Ion and Aluminum Chemistry on Structure and Function of Stream Ecosystems," Ron Hall, 3:15 p.m. Wednesday, April 8, BTI Auditorium.

Campus Life: "Observations and Reflections," W. Jack Lewis, 9 a.m. Thursday, April 9, One World Room, Anabel Taylor Hall.

Center for Applied Mathematics: "Stable Subcritical Solutions in Non-linear Shell Theory," Duane Sather, University of Massachusetts, 4:30 p.m. Friday, March 27, 165 Olin Hall.

Center for the Study of American Political Economy (CAPE): "Barriers to Entry," Harold Demsetz, UCLA, 4 p.m. Thursday, March 26, 498 Uris Hall.

Computer Services: "Word Processing—the State of the Art," C. Cowles, 3:30 p.m. Friday, March 27, G-14 Uris Hall.

Computer Services: "SODS-A Fully Distributed System," Dave Farber, University of Delaware, 4 p.m. Wednesday, April 8, G-14 Uris Hall.

Current Topics in Materials Science: "Photolithography in Electronics Industry: An Introduction of Photoresists, Materials and Applications," Donald Barr, IBM, 11:15 a.m. Friday, March 27, 140 Bard Hall.

Current Topics in Materials Science: "Adsorption of Immuno-Proteins on Model Polyvinyltoluene Latex Surfaces," Pranab Bagchi, Kodak, 11:15 a.m. Monday, April 6, 140 Bard Hall.

Current Topics in Materials Science: "Computerized Prediction of Color in Glass," D.C. Boyd, Corning Glass Works, 11:15 a.m. Wednesday, April 8, 140 Bard Hall.

Ecology and Systematics: "A Seagrass Ecosystem Model," Akira Okubo, SUNY at Stony Brook, 4:30 p.m. Thursday, March 26, Langmuir Penthouse.

Education: "Practical Conceptual Analysis of Research Dissemination Between Nigerian Agricultural Researchers and Farmers," James

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Oluwole, 4 p.m. Monday, April 6, Stone Hall Lounge.

Electrical Engineering: "An Electrical Profile of Today's Power Generating Facilities," Ernest A. Kollitides and Edward C. Laske, EBASCO Services, 4:30 p.m. Tuesday, April 7, 219 Phillips Hall.

Floriculture & Ornamental Horticulture: "Potassium Nutrition of Greenhouse Roses in Recirculating Nutrient Solutions," Randy Woodson, 12:15 p.m. Thursday, March 26, 37 Plant Science.

Food Science: "The Baking Industry Today," Allegra S. Cannon, Freihofer Baking Co., Inc., 4:30 p.m. Tuesday, April 7, 204 Stocking Hall.

General Chemistry: "Studies of Metal-Metal Interactions by Photoelectron Spectroscopy," Jennifer C. Green, Oxford University, 4:40 p.m. Thursday, March 26, 119 Baker Lab.

Genetics & Development: "Genetic Stability and Modulation of Nuclei Transplanted into Eggs and Oocytes," Marie DiBerardino, Medical College of Pennsylvania, 7:30 p.m. Wednesday, April 8, 101 Warren Hall.

Geological Sciences: Title to be announced, Ulrich Peterson, Harvard University, 4:30 p.m. Tuesday, April 7, 205 Thurston Hall.

Integrative Neurobiology and Behavior Training Grant/College of Agriculture and Life Sciences/Neurobiology and Behavior: "Circannual Rhythms and the Control of Migratory Behavior in Birds," Eberhard Gwinner, Max-Planck-Institut für Verhaltensphysiologie, West Germany, 4:30 p.m. Thursday, April 9, Lab. of Ornithology. Dr. Gwinner will also speak on "Mechanisms of Circannual Rhythms," at 12:30 p.m. Friday, April 10, Langmuir Penthouse.

Materials Science and Engineering: "Channelling Studies of Surface Structure," L. Feldman, Bell Labs, 4:30 p.m. Thursday, March 26, 140 Bard Hall.

Materials Science and Engineering: "Hydrogen and Internal Friction in Glassy Metals," B. Berry, IBM, 4:30 p.m. Thursday, April 9, 140 Bard Hall.

Mechanical and Aerospace Engineering: "Studies on Fuel Rich Combustion at Exxon," William Bartok, Exxon, 4:30 p.m. Thursday, March 26, 282 Grumman.

Mechanical and Aerospace Engineering: "Axial Compressor Rotor Aerodynamics," Robert Dring, Pratt and Whitney, 4:30 p.m. Tuesday, April 7, 282 Grumman.

Muslim Educational & Cultural Assoc.: "Muslim Women and The Muslim Family," Nemat Barazangi, 2:30 p.m. Saturday, April 4, Edwards Room, Anabel Taylor Hall.

Natural Resources: "Fisheries Science: The State of the Art," Henry Regier, University of Toronto, 4 p.m. Thursday, March 26, 304 Fernow Hall.

Neurobiology & Behavior: "Control of Growth and Survival of Sympathetic Axons by Nerve Growth Factor: Implications for Neurodevelopment," Robert Campenot, 12:30 p.m. Thursday, March 26, Langmuir Penthouse.

Nutrition and Cancer: "How Should We Try to Make Progress in Dietary Epidemiology? (e.g., Can Dietary B-Carotene Materially Reduce Human Cancer Rates?)" Richard Peto, Radcliffe Infirmary, Oxford, England, 2:30 p.m. Thursday, April 2, 100 Savage Hall. Dr. Peto will also speak on "Increases and Recent Decrease in Age-Specific U.S. Lung Cancer Mortality Rates in Relation to Smoking Habits, and Lack of Any Generalized Increases in Other U.S. Cancer Rates," at 4 p.m. Thursday, April 2, 100 Savage Hall.

Operations Research: "Statistical Problems Arising in the Legal Setting," Joseph L. Gastwirth, George Washington University, 4:30 p.m. Tuesday, April 7, 305 Upson Hall.

Organic/Organometallic Chemistry: "Syntheses and Reactions of Organometallic Compounds," M.L.H. Green, Oxford University, 8:15 p.m. Monday, March 30, 119 Baker Lab.

Plant Pathology: "The Molecular Expression of Cauliflower Mosaic Virus, a

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Sponsored Programs

The Office of Sponsored Programs, 123 Day Hall, 6-5014, wishes to emphasize that the information in this column is intended for post-doctoral research unless otherwise indicated

MARCH OF DIMES

Invites research proposals dedicated to investigations of medical, psychological, social and familial factors affecting the development of infants and children with birth defects for the first eight years of life.

March of Dimes is interested in proposals in birth defects research, which are inter-disciplinary. A 300 word abstract indicating objectives, hypotheses and methodologies should be mailed to the Vice President for Research at the March of Dimes. Applications will be sent if the abstract is accepted.

In addition, the March of Dimes invites research proposals on Education Grant and Medical Services Grant Programs. Medical Service Grant applications are due June 1. Research Grant Programs are also due June 1.

Research programs cover reproductive hazards in the work place—Clinical, Social and Behavioral Sciences, Basic Research, and the Basil O'Connor Starter Research Grants. The Basil O'Connor Starter Research program is designed, primarily, for young investigators who are interested in embarking on independent research after completion of their post-doctoral training.

Further information concerning these grant programs is available in the Office of Sponsored Programs, 123 Day Hall.

NSF TO FUND STUDY PROGRAMS IN INTERNATIONAL ECONOMIC POLICY RESEARCH

The National Science Foundation invites proposals for integrated study programs on U.S. policies in response to growing international trade competitiveness and U.S. options for modifying the international monetary system. Four planning and capability demonstration awards up to \$75,000 each for one year will be made. Follow-up support for the second phase will be determined later.

One objective is to encourage integrated programs of applied studies, which will contribute to international economic policymaking. A second objective is to encourage development of the study programs' capabilities for responding in a timely manner to occasional questions from senior U.S. officials about international economic policy issues.

Proposals are due at NSF by Friday, May 15, 1981. Further information on these programs is available at the Office of Sponsored Programs, 123 Day Hall.

SBA DYNAMIC STUDIES RESEARCH

The Small Business Administration has announced a postmark deadline of April 30th for proposals to their Dynamic Studies and Related Data Requirements Program.

Research in this area should examine how the business needs of women and minorities differ from other business owners. Business ownership by these groups should be examined in terms of financial needs, management assistance needs and procurement system needs in times of normal activity in the economy, during recessions and during periods of inflated interest rates.

The program announcement may be obtained by writing to: Small Business Administration, Office of Economic Research, Office of Advocacy, 144 L Street, N.W., Washington, D.C. 20416.

One copy of the announcement is available for review in the Office of Sponsored Programs, 123 Day Hall.

INTERNATIONAL RESEARCH AND STUDIES

April 27th has been designated the closing date for transmittal of applications to the Department of Education's

International Research and Studies Program

The purpose of the program is to assist researchers (1) to determine the need for increased or improved instruction in modern foreign languages; (2) to research methods of teaching foreign languages; (3) to develop testing procedures to evaluate foreign language competency; (4) to develop specialized training materials; (5) to conduct projects, which contribute to the purposes of the Citizens' International Understanding Act.

It is expected that \$1,200,000 will be available to support 28 new projects and 5 continuing projects at an average cost of \$35,000 each.

For further information and applications contact Julia Petrov at area code (202) 245-9819.

DEADLINE REMINDERS SMALL BUSINESS MICRO-ECONOMICS RESEARCH

March 31, 1981.

NATIONAL ENDOWMENT FOR THE HUMANITIES

Basic Research and Pilot Grants - April 1, 1981.

CENTER FOR HEALTH SERVICES RESEARCH

Doctoral Dissertation - April 1, 1981.

ADMINISTRATION ON CHILDREN GROWTH AND FAMILIES

Demonstration and Service Improvement Projects - Child Abuse - April 9, 1981.

NATIONAL INSTITUTE OF EDUCATION

Organizational Process in Education, Small Grants and Preliminary Projects for major grants.

HOUSING AND URBAN DEVELOPMENT

Doctoral Dissertation - April 15, 1981.

NATIONAL ENDOWMENT FOR THE HUMANITIES

Youth Projects - April 15, 1981.

Graduate Bulletin

Tomorrow, Friday, March 27, 1981, is the final date for course change or drop without special processing fee of \$10.

Award letters have been mailed to successful students in the Graduate School General and Extra Fellowship Competitions, and lists of successful students have been sent to the graduate faculty representatives. Students who wish to confirm the status of their application should contact their graduate faculty representative. Award letters for students nominated in the Special Fellowship Competition should be mailed the first week in April.

REMINDER: Applications for 1981 Graduate School Summer Fellowships are available at the office of your graduate faculty representative. Completed applications must be submitted to your special committee chairperson by Friday, March 27.

REMINDER: Applications for 1981 Graduate School Summer Tuition Awards are available at the Fellowship Office, 116 Sage Graduate Center. Completed applications must be submitted to your special committee chairperson by Friday, April 10.

REMINDER: Applications for need-based financial aid for summer 1981 and for the 1981-82 academic year are available at the Office of Financial Aid, 203 Day Hall.

REMINDER: The last day to apply for a 1980-81 New York State Tuition Assistance Program (TAP) award is March 31, 1981.

Dance-a-thon Will Benefit Muscular Dystrophy Fund

A 30-hour dance-a-thon will take place in Lynah Rink starting at 7 p.m. Friday, April 10, with a goal of raising \$15,000 for the Muscular Dystrophy Association.

Open to the general public as well as the Cornell community, the event will be sponsored by the Panhellenic Council and the Interfraternity Conference at Cornell.

All participants will receive prizes but the grand prize of a vacation at Caesar's Boardwalk Regency Hotel/Casino in Atlantic City, N.J. will go to the couple that dances the full 30 hours and raises the most money.

Dancers will raise money by getting sponsors to give pledges for each hour danced. Sponsor sheets and dance details are available in the lobby of the Willard Straight Hall and at the Panhel/IFC Offices

at 210 Willard Straight Hall.

In addition to records there will be a series of bands performing live during the dance-a-thon. The music groups scheduled so far are Uptown Revue, LeRock, Outrage, Straight Leg, Tokyo, Buddy Ruff and Desperado.

There will be free beer tickets for dancers and food and beverages for sale. For spectators and non-competing dancers there will be a \$2 cover charge for one night or a \$3 charge for both nights. The entrance fee for competing dancers is \$10 for independent couples and \$20 for organization-sponsored couples. All dancers will receive a "Super-dance" T-shirt.

The sound system and disc jockies will be provided by Sound Company and Man-O-Mann Productions.

CIVITAS

TC3 STUDENT WHOSE FIRST LANGUAGE IS NOT ENGLISH: Finds her textbook, "Foundations of Business", too difficult to understand. Can you give her 2-3 hours a week of your time now to help her improve her career chances? Downtown location close to campus at times convenient for you.

ORGANIZATION FOR BATTERED WOMEN SEEKS VOLUNTEERS WHO WILL BE IN ITHACA OVER THE SUMMER: Introductory meeting to be held Mon. eve., April 6, followed by 5 training sessions, Mon. and Thurs. eves., April 13, 16, 20, 23 and 27 at downtown location. Work involves counseling and nurturing battered women. Maximum of 6 hour commitment per week plus bi-weekly meetings following training. You must be in Ithaca during the summer to join this group at this time. Otherwise, watch for our notice of training session next fall.

ON-CAMPUS OPPORTUNITY TO HELP CUBAN REFUGEE READ AND WRITE ENGLISH: Man in his mid-thirties, functionally illiterate in Spanish, needs help learning to read and write English from the beginning. Currently a CETA employee working at Cornell, so location of tutoring is convenient, and times can be flexible to suit your schedule. This is really a hardship case.

TWO YOUTHWORKERS SOUGHT: By downtown youth program to help with club meetings in the afternoon after 3 p.m. or on Saturday mornings. Activities include cooking, arts and crafts, woodworking, sports. One club meets in the city, the other in the country. Club meeting times negotiable.

FUND-RAISING FOR MEMORIAL BOOK FUND: Work involves assisting with organization of alumni mailing list and other tasks associated with fund-raising effort. Conveniently close to campus, one hour commitment per week between 9-4:30, M-F. Call CIVITAS right away.

NO-ONE APPRECIATES YOUR TALENT AND CREATIVITY? The Ithaca Festival will! Projects you could help with:

1. Publicity and Promotion: write a promotion plan for the festival next June, or radio ads, display ads, video PSA's.
2. Fundraising and Finance: learn grant-writing, help administer huge button-selling campaign and services/merchandise auction.
3. Arts Management: schedule individual artists and performing groups (includes planning sound, lighting, space, props, etc.); help produce major musical show.
4. Community Organizing: assist in

putting together inventory of community groups to whom to offer help so they will join the International Festival, June 5th. Requires political and cultural sensitivity.

DOWNTOWN YOUTH PROGRAM SEEKS TEACHERS ON ONE-SHOT BASIS: To help with "I Can Do It" Self-Reliance Workshops. Volunteers interested in teaching or helping in areas of: nutritious snacks and simple meals; fire emergencies; home responsibilities and tasks; grooming and clothes care; handling money and simple budgeting; self-esteem; security in the home and fears when out in the big wide world. Groups will be made up of 12-15 children, aged 7-8, and will meet Thurs. from 3:30 to 5:30 p.m., March 26-April 16 in four 2 hour sessions. Convenient downtown location.

TO OFFER YOUR HELP? COME TO CIVITAS, 125 Anabel Taylor Hall, or call 256-7513, between 10-2, Monday to Friday.

8 Board Sessions Open to Public

Eight sessions of meetings here March 26-28 of the Board of Trustees or board committees will be open to the public.

All open sessions will deal with matters relating to administration of the statutory colleges.

The open sessions are:

- Buildings and Properties Committee, 9 a.m. Thursday, March 26, Day Hall Conference Room;
- Executive Committee, 2 p.m. Thursday, March 26, Statler Auditorium;
- Academic Affairs Committee, 4 p.m. Thursday, March 26, North Room, Statler Hall;
- Audit Committee, 6 p.m. Thursday, March 26, Sun Room, Statler Hall;
- Academic Affairs Committee, 7:30 a.m. Friday, March 27, North Room, Statler Hall;
- Board of Trustees, 9:30 a.m. Friday, March 27, Statler Auditorium;
- Board of Trustees, 2 p.m. Friday, March 27, Statler Auditorium;
- Committee on Land Grant and Statutory Affairs, 7:30 a.m., Saturday, March 28, Hagan Room, Schurman Hall.

Sports

Friday

Mar. 27, 5 p.m. Schoellkopf. Men's JV Lacrosse-North Country Comm. College.

Saturday

Mar. 28, 10 a.m. Schoellkopf. Women's Varsity Lacrosse-Dartmouth.

Mar. 28, 2 p.m. *Schoellkopf. Men's Varsity Lacrosse-Harvard.

Mar. 28, 4:30 p.m. Schoellkopf. Men's JV Lacrosse-Cobleskill.

Tuesday

Apr. 7, 3:30 p.m. Hoy Field. Men's Varsity Baseball-Cortland.

Apr. 7, 4 p.m. Cascadilla Courts. Men's Varsity Tennis-Rochester.

Wednesday

Apr. 8, 3:30 p.m. Hoy Field. Men's Varsity Baseball-Cortland.

Apr. 8, 3:30 p.m. Schoellkopf. Women's Varsity Lacrosse-Cortland.

Apr. 8, 4:45 p.m. Schoellkopf. Women's JV Lacrosse-Cortland.

Thursday

Apr. 9, 4:30 p.m. Schoellkopf. Men's JV Lacrosse-Canton.

Theater

Thurs. through Sat.

Mar. 26-28, 8:15 p.m. *Lincoln Drummond Studio. David Rabe's "In The Boom Boom Room." A not-too-bright go-go girl in a tacky Philadelphia night club tries to find herself, but doesn't know where to look.

Barton Blotter

Some 17 cases of thefts involving a total of \$3,540, eight cases of criminal mischief involving destruction of property valued at \$370 and a case involving failure to comply with a lawful order were reported by the Department of Public Safety for the period March 16 through 22.

As a result of an incident early Sunday morning two persons were referred to the Judicial Administrator "for selling posters in Uris Hall without a permit and refusing to leave following the officer's request."

The incidents of criminal mischief concerned three wooden chairs broken in University Halls No. 3, writing on Olin Library, windows broken in a dormitory and a car, and \$300 damage to a rug in University Halls No. 1.

A student was referred to the Judicial Administrator for refusing to cooperate with an officer and "then becoming physically abusive over an illegal parking incident."

Among the larger thefts were a 1972 car worth \$2,000, a \$490 cassette recorder and a backpack containing \$170 in clothing and other personal possessions.

Bulletin of the Faculty

February 25, 1981
110 Ives Hall

The Speaker, Russell D. Martin, called the special meeting to order at 4:35 p.m. 62 members and numerous visitors were in attendance. There being no additions or corrections to the December 10 minutes, they stood approved as distributed.

The Speaker said the one item of business for this special meeting has to do with the resolution on behalf of the ad hoc Committee on Promotions and Appeals, and called on Professor Peter Stein, Physics, to present the resolution.

Professor Stein, Chairman of the ad hoc Committee on Promotions and Appeals, wished to move the resolution (below) and requested of the body that this meeting be devoted to an informal discussion of the document, that amendments not be made on the floor, and that voting not be made at today's meeting. There were no objections to Professor Stein's request, and it was so ordered.

RESOLVED 1. that the FCR endorses the procedures for appeal of negative recommendations on promotion to tenure, as amended by the FCR following presentation by the ad hoc Committee on Promotions and Appeals; and

2. that the FCR urges the President of Cornell University likewise to endorse these procedures and to recommend them to the Board of Trustees for approval, in time for the procedures to be in operation in the fall term of 1981; and

3. that in the third year of operation of these procedures, the Dean of the Faculty cause a study to be carried out to assess the satisfactoriness of the appeals procedures and to recommend any changes that seem desirable in the light of the experience up to that time.

Professor Stein first described the background of the document. "In the first place, there is at the present moment a two-prong appeals procedure on the campus. A faculty member who is denied tenure can appeal that decision to the Provost and also to the Committee on Academic Freedom and Responsibility. Last year and for the year before there was a widely held perception that this procedure was inadequate. In the first place it was a gerry-built procedure. It lacked any clear jurisdiction, it lacked guidelines and in many cases, it lacked authority. The seven members on the Committee on Academic Freedom and Responsibility are far too few to hear the number of appeals that arise. It is my understanding that the number of appeals that arise per year is in the range of three to six at the present moment. And the administration was dissatisfied with the fact that appeals can come through either channel. This is deemed to be an unsatisfactory procedure, and in general everyone we talked to who was associated with this procedure felt that it was time for a thorough-going review. Several faculty committees last year approached Dean Greisen and suggested that he form an ad hoc committee to study the problem. He formed this committee. There were seven members on the Committee originally, one member had to resign, and so much of the work of the last few months has been done with six members on the Committee. We were appointed last summer, and soon started to work vigorously.

"The first thing we decided to do was to study the Cornell procedures and to write letters to about a dozen comparable institutions, asking them what their procedures were. We acquired a mass of paper - of which we read maybe 30% and decided that that was not the right direction to take.

"Secondly, we talked to a lot of people and came to the conclusion that we should address the problem of procedures for appealing negative tenure decisions. There are a lot of other problems. There are rather unclear guidelines, there are various procedures that are followed by custom, some of which are written down in various colleges, which really deserve a thorough-going review. We decided to put aside these important problems because it seemed to us that the one to focus on at that particular time was to try to devise procedures which would be reasonable for appealing a denial of tenure.

"We met weekly or at times more than weekly and met amongst ourselves and came up in mid-October with a draft document. It became clear to us at that point that it was necessary that we have a wide range of acceptance for our document. It was clear that we needed acceptance by the tenured faculty of the University, that the appeals procedure should conform to the perception of why tenure should be granted and how tenure should be granted. It was also clear that it was necessary that it be accepted by the non-tenured faculty members on the campus. If we developed a procedure for non-tenured faculty members to appeal, which they found unsatisfactory, we would have accomplished very little.

Since the bulk of the work is performed by the department chairs, it seemed necessary that the department chairs accept this as a reasonable procedure. And since essentially it's an administrative area that we're addressing, it seemed important that we have the acceptance by the deans and by the central administration. And also since there are wide-spread legal implications to any such document, it was clear that the opinion of the University Counsel was extremely important. After thinking about this for a while, we almost gave up, but then we thought that we might try.

"At this point I'd just like to say what it is that we hoped to accomplish by having such a document. There were three different things that we hoped to accomplish. One was that we would increase the quality of the decision-making that's done on the campus. Secondly, we hoped to reduce the appeal to outside authorities which almost everyone finds distasteful. And third, we would hope to reduce the tensions and reduce the general perception of unfairness of tenure decisions which is unfortunately widely held in many quarters.

"Let me now describe a few of the essential points about our draft document. There are five sections in it. Let me draw your attention first to Section II, and then to Section IV. Section II is entitled Appeal at the Departmental Level. That appeal is a procedure which is not uncommon on the campus. It is not one that we thought of by ourselves. There's a procedure like it in several departments in the Engineering School, there's one in the Law School, one in several other departments in Arts and Sciences. There are procedures whereby a faculty member whose department will recommend negatively about his or her tenure, has the opportunity to discuss that decision in an informal way with the department. The matters that may be addressed at this informal review are reconsideration or anything that the faculty member thinks should be addressed. It can be substantive, it can be a judgment as to whether the book is as good as the faculty member thinks it is, or whether it's as bad as the department thinks it is. We feel that it is important to have this as a part of the procedures because invariably those questions will arise. And if they do not arise at that level, which we think is the proper level for them to arise at, they will surely arise at a later level. It was our hope to divide the question into the substantive matters which are properly handled at the department level and more strictly define procedural matters which could be handled at the University level. If one looks at the various appeals cases that come up, one finds that there are several of those cases which come to a final appeal at the Provost level or to the Committee on Academic Freedom and Responsibility, where there has been a terrible lack of communication between the faculty member and the department. The faculty member says the department didn't know that I had published three articles on this topic. It's obviously a wrong procedure where that kind of complaint arises for the first time at that high level, and we thus felt that it was necessary to have this departmental procedure to avoid such questions.

"The second section I want to draw your attention to is Section IV, the Appeal at the University Level. Our model for this is something like an appeals court in a judicial procedure. In the first place, it's formal. In the second place there are strict procedures and strict jurisdictional limits. It is not a second shot at tenure. It has been carefully defined to be something other than that. There are a well-defined set of issues that can be addressed at this hearing, and it is important to recognize that this appeals panel cannot make a recommendation of tenure. It is not composed of experts and in no case is it allowed to make a recommendation of tenure. The only recommendation that they are allowed to make is that somebody else, who is competent to make a judgment, reconsider the case once again.

"That is the general structure of the procedure that we have devised. Now I'd like to address some of the common objections that have been raised, and our answers to them. The first objection that was commonly raised is that our informal departmental procedure is a terrible burden on department chairs and that in itself is a reason to not carry it forward. I'd like to observe that the procedure is rare. Dean Greisen looked into the numbers and it turns out that the number of tenure appointments which get turned down are .25 per department year. This means that on the average throughout the University, the procedure at most would be activated once every four years. Now presumably it is an additional burden on the department chairs, but it seemed that that burden was not too great for a department chair to bear. Secondly, the basic

burden is that the department chair is required to give the basis on which the faculty member has been turned down, which already exists in the University's procedures. In the Academic Appointments Manual, a faculty member is given the right to receive that information, so we add nothing to the existing burdens of the department chair. The third point, which I think is the most important, is that it is a necessary part of the procedure. If we accept the wisdom of having an appeals procedure, it follows clearly that the faculty member has to have the reasons why he or she was turned down for tenure. If I'm not told why it was I was turned down for tenure, I can hardly be expected to appeal it. I don't know the grounds, I don't know the reasons.

"A second argument that we heard was that the jurisdiction of the formal part of the appeals procedures - namely the University Appeals Committee - was either too broad or too narrow. We urge that the jurisdiction is just right. We believe that the decision as to whether or not to award tenure should essentially be made at the departmental level. On the other hand, we believe that a department does not have the right to make either absurd or unreasonable or arbitrary or discriminatory judgments. The judgments that the department makes must be based on the evidence. That is a narrow line one has to walk. One could say that if the decision is totally departmental, then the department has a right to make a discriminatory or unreasonable judgment. We reject that view. However, the appeals committee must find in matters of substance that the decision is so at variance with the evidence in the record that one can only conclude that there is an unreasonable or arbitrary or capricious judgment. If one says that one cannot look at substance at all, then in a sense there's no point in having an appeals procedure. To permit more, however, would essentially destroy the whole construction of the way that we view the University, namely that there are a large number of specialties and that each specialty must decide for itself what its standards are, what its directions are, what its discipline is.

"Another difficult point was the issue of comparable cases. We would permit in a certain restrictive set of circumstances the right of an appeals committee to view the files of comparable tenure cases to make a judgment as to whether a particular case was in fact arbitrary and capricious. I understand this is a sticky point; it is a difficult point. It's clear that one can go to the extreme of saying that if you have access to comparable files, what will invariably happen is a reduction to the lowest common denominator. That a person can say, well, I'm just as good as that person - no worse than that person - therefore since that person got tenure, I should get tenure. We specifically reject that argument. We specifically say that that is not a legitimate argument. On the other hand, we can imagine certain cases where a department says we have rejected this person because this person is not the very best person available in the United States, and a rational person looking at the appointments that have been made in that department must come to the conclusion that that department has not had standards anywhere close to that in the past. If that in fact is the case, then indeed it would seem that there could be an arbitrary or capricious judgment. We imagined situations where the only way to dispel this claim was to have access to judgments that have been made in the recent past. Therefore, we think that to say that an appeals committee never has access to such data would in many cases make it impossible to determine whether there have been discriminatory, or arbitrary or capricious judgments.

"A final disconcerting point I heard from several persons and several sources is that with an appeals procedure like this the granting of tenure becomes virtually certain. If that is the case, the committee feels that we have made a terrible mistake, and if indeed we thought that were the case, we would be the first ones to reject this document. It's not clear to me why it is that people say this. I find it hard to believe that a faculty member would in fact distort his or her own judgment to avoid coming to another faculty meeting to reconsider the department's decision. It's not the way faculty members in my department work, and I think to feel that faculty members would do that is to give them too little credit for upholding the standards of the University. There is I suppose a more serious objection that can be raised at the dean's level, and that is something we thought about. It probably is true that if we adopt this procedure it may be necessary for a dean to be accountable for a decision that he or she would not have been accountable for before. I think that, unfortunately, that is one of the things that goes along with

being a dean. I think that deans must simply be committed to upholding the standards of the University. I would like to think that the deans that we have are deans who will not take that responsibility lightly and will not balk at having to testify before an appeals panel and say instead, okay, let's give him or her tenure. All I can do is hope.

"I really want to close by acknowledging the contributions of two persons. I'd like to acknowledge the contributions of Judith Younger who was a committee member for most of the work of the committee, who made many contributions to the work and who unfortunately was not able to be with us till the end. And I would also like to acknowledge the efforts of the University Counsel, Walter Relihan. Walter spent innumerable hours with the committee, debating the legal points back and forth, and trying to come to wording which would satisfy what we on the committee felt would be meaningful to faculty members, and which at the same time would be reasonable from a legal point of view."

The Speaker thanked Professor Stein, and expressed gratitude on behalf of the Faculty for the dedicated work of the committee in bringing this report before the FCR. Before opening the floor for general discussion, he wished to call upon several people - the first being Professor David Novarr, English, and Chairman of the Academic Freedom and Responsibility Committee.

Professor Novarr began: "I've been authorized to tell you that the Committee on Academic Freedom and Responsibility - the faculty committee at present involved in appeals cases - has voted six to one to endorse the proposal in front of you. I'd like to tell you, and here I speak for myself and not for the committee, something about our charge and our powers and our problems, so that you can compare what you now have with the proposal that's in front of you. The charge of the Committee on Academic Freedom and Responsibility was written in 1971 and in 1974. It assumed two things when it said that faculty members could appeal to the committee, that established appropriate procedures in the colleges existed and that those would normally be utilized first by faculty members before they appealed to our committee. Dean Greisen's statement that you received with the call for the meeting indicating an established administrative appeals procedure, an official route, is accurate and it is clear and it is also rather marvelous. I had to ask him last Monday where he found it. It turned out that he put it together pretty much himself from pieces in Section II of the Academic Appointments Manual on Tenure and from a couple of pages in Section I, 1.49 and 1.50, which don't contain the word 'appeal' - they are pages headed 'Review of Reappointments and Promotions' - which were approved by the Board of Trustees in 1976. That is, of course, long after the FCR had assumed that they existed and would be used. They were updated in 1978, 1979 and 1980 and I think it's fair to say that most faculty members don't know that they exist. Now, the FCR also added to the charge of our committee, the following: Faculty members may present cases to the committee if they feel that the established procedure is not appropriate or adequate to their situation. As a result we've got appeals after a chairman's decision; we've got appeals after a dean's decision; we've got appeals after a decision from the President's office; we've got cases that have already gone to Federal and State agencies. Sometimes appeals are made simultaneously to us and to another agency. In other words, our committee is not a regular part of an ordered procedure. We stand apart. The committee interjects itself as best it can. Its work seems, quite rightly, to some administrators to be disruptive of a kind of step by step procedure, and it meets resistance and opposition. About our powers - they are first of all recommendatory and secondly indirect. Our committee reports sometimes with recommendations to the Executive Committee of the FCR, which is also in this instance purely a recommendatory body. Our reports must remain confidential unless both our committee and the Executive Committee feel that there is some public virtue in releasing them, though on the other hand, those same reports go to the principals who can do whatever they wish with them. We can make a brief public announcement. As a matter of fact the charge assumes that such an announcement would ordinarily be made. We've never made one. In other words, we can't command, we cannot enforce, we cannot legislate, we cannot assess penalties. All we can do is recommend to the Executive Committee of the FCR. All that poor committee can do is try to make recommendations based on our reports. It doesn't normally even have access to the evidence that we were using. Another small

matter is that we have sometimes found it necessary to use confidential files in comparable cases, not necessarily to establish departmental standards, but to see whether certain departmental procedures have remained standard such as whether the same kind of letter looking for outside evidence is sent in the cases of two or three people coming up for promotion at the same time. On the whole, we had good luck here. We've had almost total cooperation from Day Hall; we've had some cooperation, but some resistance too, from the deans. It has taken us several painful months to work out a procedure that goes something like this. If we need those files the chairman of one of our subcommittees meets with a representative of the President's office, with the Dean of the Faculty, with the dean involved in the case, and they jointly discuss and determine what material we may have. I need hardly tell you that's cumbersome and that it's terribly time-consuming. That's a problem and we have others. We are a seven person committee. We split into subcommittees of two to investigate a particular case. That means our capacity is really about three cases a year. You cannot expect a person doing the dirty work on one of these cases to be involved in more than one a year. Last year, we did manage to handle three cases and some inquiries. Unfortunately, we got four new cases last May and one in July. We just postponed them till the fall. As a result two of them were disposed of administratively during the summer; one of them we eventually rejected; another we did handle; one is still pending. Our committee has met every two weeks conscientiously for two hours. We can't get the committee together between terms or during the summer. Even apart from the work a person must do as a member of a subcommittee, there's a phenomenal amount of time involved, and if you think that a member of an appeals committee under the newly proposed procedure is being unduly burdened, please think again of what you've asked us to do. Last July, when I accepted the chairmanship of the committee, and I did that after the appointed chairman had resigned, and only because I was the oldest both in years and in service on the committee, I wrote the Dean that I considered the chair only a holding operation. I thought it was impossible for the committee to keep up with individual appeals and moreover that our attempt to do so left us no time to handle the general matters of procedure and policy that we were really equipped to help with. The last several months have just confirmed my judgment that we're not a proper vehicle for the faculty's participation in an appeals procedure. Some of us have held on and we've done what we could because we feel strongly as the AAUP does that faculty participation in an appeals procedure is important, but some of us are just not going to be able to hold on much longer. In this connection let me call your attention to two matters. Even if the ad hoc committee proposal before you is accepted, it won't go into effect until next fall. Cases arising from this year's round of promotions still haven't hit my committee. I don't know what we're going to do when they come in. There'll probably be some resignations; there'll probably be some postponements. Again, the ad hoc committee proposal before you is a beginning, but only a beginning - an important beginning. My committee is going to continue to get cases arising from renewals for assistant professors and for promotions for associate professor to full professor. We could, perhaps, handle those until the ad hoc committee works out additional procedures, but we can't do it all. The recommendation before you is not a perfect one, but I urge you to adopt it pretty much as it stands if you feel as I do that the faculty has an obligation to be involved in the appeals procedure. It's infinitely better than what the faculty has got at this time."

The Chair asked at this time if President Frank H.T. Rhodes, Provost W. Keith Kennedy, Vice President for Research, W. Donald Cooke, University Counsel, Walter Relihan, or any deans present wished to speak. Since none did, the Chair asked that comments from the floor be kept within time limits and that persons speaking identify themselves by name and department.

Assistant Professor Robert L. Harris, Jr., Africana Studies and Research Center, wished to point out an error in the proposal on page 11, which refers to Section IV.F.3.b., of which there is no such section.

Dean of the Faculty, Kenneth Greisen, said many sources have pointed out two typographical errors having to do with sections that were eliminated in the process of rearranging the document. That reference to Section IV.F.3.b. should be Section IV.G.3.b. The reference in footnote 2 on page 2, to II.B.3. should be II.A.3.

Referring to Section IV.G.3.b., Professor Harris asked if the independent academic evaluation panel makes a decision or recommendation that the individual should be given tenure, will the Provost then make that decision or refer it back to the department or college?

Dean Greisen said the document states that the recommendation of that independent outside group would go with all the preliminary parts of consideration to the Provost for determination. Ultimately, such decisions have to be approved by the Trustees, and that statement was omitted from the document.

Professor Harris asked if the Provost had a number of options available in making a recommendation to the Board of Trustees, confirming the report or in referring it back?

Dean Greisen said the Provost would not refer it back to the department for reconsideration - presumably the department has already done the reconsideration step. The outside committee is only constructed to render a reconsideration if the department has failed to satisfy the appeals committee that it has eliminated the faults in earlier consideration.

Professor Stein said the clear intent of the document is that the Provost make a decision. An outside panel is called into being for one reason or another when a department is unable to make a decision without bias or for some other reason. All academic appointments flow through the Provost anyway. The Provost, of course, is not forbidden from discussing his decision with the dean and department chairman because all of these people bring their recommendations to the Provost.

Assistant Professor Errol L. Grinols, Economics, wished to raise a question. "Assume that an incorrect decision has been made at the departmental level, then a successful appeal would consist of either a change of decision at the departmental level or ultimately the Provost taking this recommendation of the committee - what's the profile of a successful appeal in a case where a mistake has been made? By mistake, hypothetically speaking, assume that an individual has been denied tenure by the department, but in fact should have been given tenure - what would a successful appeal consist of or how would it be treated by this document?"

Professor Stein replied: "There are lots of ways that there could be a successful appeal. One is to the dean, without it going through the formal procedure. The appellant has a right to address the dean and the dean could presumably overrule the department. That's happened. Now if a dean upholds the department, then the appellant can request this formal procedure. One description of a successful appeal is that the appeals committee upholds the appellant, sends it back to the department, the department reconsiders it and decides to change its mind. There's another successful appeal where it goes to the department and the department upholds its original decision and it goes back to the appeals panel. The appeals panel then looks at it again and finds that the decision is still flawed for one reason or another in which case an outside panel of experts is appointed and then the Provost makes the final decision."

Associate Professor Richard N. Boyd, Philosophy, wished to speak very briefly about a document prepared by the Philosophy Department and handed out at today's meeting. "Our department had fairly extensive discussions of the proposal of the ad hoc Committee on Promotions and Appeals and listed a number of amendments - most of them minor - one of them quite significant - which will be proposed next time or which, perhaps, the committee would be willing to use in amending their document in light of suggestions made here today. I urge you to read the description of the amendments, but I want to talk about only one - the one that's most important. We're concerned about one deficiency which we think is serious but easy to remedy in the current procedures. Suppose a department recommends against promotion to tenure, and a candidate approaches his or her chairman and asks for a statement of the reasons. According to current legislation, there is no real guideline to the chairman about how these reasons are supposed to be presented except that they are supposed to be presented within the limits of confidentiality. It seems to us that the current legislation runs the risk that chairmen may provide, or may be suspected of having provided, such an abbreviated account of the reasons that an unsuccessful candidate will not be in a position to decide whether an appeal is appropriate or on what grounds to base appeal if the candidate decides that an appeal is appropriate. We think there are two obvious risks. One of them is that there will be a number of pointless appeals - appeals that might be forestalled if reasons were more thoroughly stated to unsuccessful candidates. It also concerned us, in what we assume are very rare cases, that where a department decision really is flawed a brief description of the reasons might not be a sufficient clue to indicate that an appeal is appropriate. Our proposed modification requires two things. It requires that the chair of the department provide not only a statement of the reasons but a summary of the evidence within the limits of confidentiality. Secondly, since this account will be requested by someone who is in

an adversarial position, we wanted some safeguard so that a candidate would have some reason to believe that it wasn't just the impression of one person about the reasons and evidence on which the department acted. And so we propose that the tenure committee in the department would have to approve the statement of the reasons for the decision so that there would be some safeguard against idiosyncrasy in the summary of evidence and reasons. We also suggest that this statement about reasons and evidence should be amended at subsequent levels of appeal should this be necessary in light of their judgment about the situation. There is a similar proposed amendment for the case where the dean is obliged to make such a summary. We think that although this would require somewhat more work, it would be a safeguard both against spurious appeals that would have never happened if a candidate were better informed and also provide a real safeguard for those few cases that would actually involve arbitrary or discriminatory procedures."

Assistant Professor Daphne A. Jameson, Hotel School, said this document places specific time limits on the candidate, the department chair, the Dean of the Faculty, the Provost, the appeals panel, but as far as she knows, there is no time limit on any actions by the dean of the college. She wondered if that was an intentional omission.

Professor Stein replied that he doesn't remember if it was intentional or not. In some places it was probably intentional and others it was not. The point is well made and there is no reason why there should not be reasonable time limits placed on the deans. Professor Stein said the committee would discuss that and imagined they would agree with Professor Jameson.

Professor Stein wanted to respond to Professor Boyd's comments. "That's a difficult point and it's one we talked about greatly. In various drafts the words 'as detailed as possible' bounced in and out of that document, depending on whom we spoke to. We were convinced both ways at various times. It's clear that there is a possible legal danger in having the words 'as detailed as possible' because then one can argue whether a specific document was as detailed as possible or was not as detailed as possible."

Professor Boyd said their amendment doesn't require something "as detailed as possible". The word "evidence" is just mentioned.

Professor Stein would have thought that the reasons would have covered a summary of the evidence and that that was not necessary to add. "Let me argue about the other part, which is an objection that I've heard before, namely that the chair's reasons should have the assent of the tenured members of the department before it's given to the candidate. We did hear that objection and at least responded to it in some way in that we put in the draft the statement that the reasons of the chair would be circulated along with the candidate's response when it went back to the department. The feeling was that if one required the unanimous consent of the tenured members of the faculty or even a majority of them, it could possibly hold up the process for too long a period. It was felt that a gross unfairness on the part of the chair would be prevented by having the document that the chair wrote circulated to all the tenured members of the department. It would seem to me at least that those members of the faculty that had supported a particular candidate - if they saw that the candidate was not given the opportunity to respond to the reasons why he was turned down - would raise that issue in the discussion and that that would be sufficient protection against that problem."

Professor Phil Schoggen, Human Development and Family Studies, said he feels the draft document is a great improvement over the current procedure, speaking from the standpoint of one who has served as a chair and has taken part in such reviews a number of times. "I don't share the view that it imposes an undue hardship or burden on chairs or is different from the practice that we have been following for some time. In general, I favor it. There's one small part that I do wish to question and to request a change in if at all possible, and that is in II.A.1. where the department chair is required to render his report to the candidate within seven days. I submit it's unreasonable and places undue constraint upon the freedom of the chair to expect him or her to formulate, compose, edit, submit to his colleagues if he chooses, revise and reformulate in the best possible way so that it does reflect as accurately as possible the considered judgment of those who made the decisions in that short a period. And that, I submit, is what this process must have if it's to stand up upon later inspection by the Cornell 11. I think we are putting ourselves in a situation of forcing the chairs to act almost alone or with very little consultation with their colleagues in formulating a letter and that's bound to get us in trouble. So I ask that the seven-day limitation be deleted and something more reasonable be placed in its stead - such as 'in a timely way' or 'reasonable time' or

if you must have something definite, then don't put anything less than 30 days."

Professor Karen W. Brazell, Asian Studies, said she also finds this a very admirable document, but wished to ask a question about the intent of paragraph 4 on page 11. "I gather from reading this that if in fact in a very few cases that the deans might be the cause of the problem, the committee can avoid the dean and go ahead and appoint an appeals committee on its own. Why is this limited to Sections IV.B.3, 4 and 5 and not IV.B.2, which is the section which talks about procedures? Sometimes I suspect the dean may be the cause of procedural problems. Is there some reason to omit that?"

Professor Stein responded: "The reason that we eliminated procedures was the general feeling that if you have made procedural errors, that that could not be a reason for granting tenure. That if a procedural error is made, the right thing to do is to do it again correctly with the right procedures. I suppose that one could argue that in certain cases, the procedures were so unreasonable that the decision was discriminatory. One could then appeal under those grounds. Our notion of procedures was just that - a procedural error - and we have no reason to believe that a department would not make the proper decision once the procedures were followed correctly. It did not seem to be the right moment to take the rather unusual step of calling in an outside panel. That in our mind was an extremely unusual step - a step of last resort - when the department and the dean just were unable to deal properly with their own business."

Professor Brazell asked what does happen if the dean acted in a procedurally incorrect manner, is it still referred back to the dean?

Professor Stein replied he thought so, but asked Professor Brazell to elaborate.

Professor Brazell gave the example of a dean being prejudiced. Professor Stein replied that if the dean were prejudiced, that would be covered under Section IV. But if the dean made a procedural error, then a second more extreme route would have to be taken.

Associate Professor Billie Jean Isbell, Anthropology, wished also to speak to page 11, paragraph 4. "Has the committee given any thought as to how such a panel would be chosen - would you ask the appellant, would you ask the department, etc., and why was it not specified in the document?"

Professor Stein replied that the committee had given that a great deal of thought and it is specified in IV.F.3.b. "The procedure for choosing the panel is that the committee of three - namely the Dean of the Faculty, the President of the University and the chair of the appeals committee - appoint that outside panel. It was felt that in that particular case, which I'm sorry becomes a focus of the discussion because that is not our idea of the usual appeal, it should not be another arbitration panel. With an arbitration panel there is sort of a tradition that each side chooses half of them in some sense, but that's not what this is. This is an unbiased professional opinion, so it did not seem appropriate to ask the department to choose some and to ask the candidate to choose some. Once one decides that, it's very difficult to find someone in the University that one can imagine to be neutral, and the feeling was that the three persons that we have chosen are persons who have enough stature that one would accept the fact that the decisions that they made were reasonable, are widely enough known so that they can find the right professionals to appoint to the panel, and have some money so that they could pay the professionals to come."

Professor Yervant Terzian, Astronomy, said it is clear that the appeals committee is composed of five tenured faculty members. What is not clear is whether their findings have to be unanimous or just reached by a majority.

Professor Stein replied that the committee assumed it would be a majority vote.

Associate Professor Mary Beth Norton, History, had a question about Section IV.E.5 on page 8, about comparability of other tenure cases.

"What bothers me and other people is the statement that '...the Committee shall recognize the right of departments to improve their quality...so long as this is not done in an arbitrary or capricious manner...' I think we're concerned about how the committee defines arbitrary and capricious in this case. We can see a case where a department faced with a tenure decision, someone whom they really didn't want to promote for other reasons, might say 'at this instant we're going to raise our standards'. Now I assume that that would be arbitrary and capricious under the terms that the committee has defined. What if it's a little bit less than that? What if it's a year in advance? What if it's two years in advance? Are we in fact saying here that if a department decides to raise its standards, it should do so publicly and should inform junior faculty members of that fact in sufficient time before they're coming up for tenure, so that they

Continued on Page 8

Brief Reports

Faculty Committees Open to Students

Students interested in becoming candidates for membership on one of three faculty committees may pick up application forms in the Dean of Students Office, at the desks in the Straight, Noyes Center and North Campus Union and at the Information and Referral Center in Day Hall.

Faculty committees and their student vacancies are: International Student Affairs Committee (2); Faculty Committee on University Lectures (1); and University-ROTC Relationships (3).

Application forms must be submitted to the Dean of Students Office no later than Friday, April 10. Appointments to committees will be kept on file to fill vacancies which may occur in the next academic year.

Renaissance Talk Planned for April 6

Annabel Patterson, professor of English at the University of Maryland, will lecture on "In the Shade: The Relevance of Renaissance Pastoral" at 4:30 p.m. Monday, April 6, in the Hollis Cornell Auditorium of Goldwin Smith Hall.

The author of two books, "Hermogenes and the Tradition of Renaissance Rhetoric" and "Andrew Marvell: Crown of Life," Patterson has also written nearly 20 articles on her speciality — the Renaissance and the 17th century.

Many of her articles have been on the classical tradition in Renaissance literature, especially the epic poetry of Virgil, Tasso and Milton.

Patterson taught at the University of Toronto, York University and the Johns Hopkins University before assuming her present position at Maryland in 1979. She holds a bachelor's degree from Toronto and master's and Ph.D. degrees from the University of London.

Her lecture at Cornell is sponsored by the Committee on University Lectures.

New Exercise Class Is for Women Only

A new women's exercise class, with Nancy Cool as instructor, started on March 17 in the Helen Newman gym.

Open to women students, staff, faculty and faculty and staff wives, the class meets on Tuesdays and Thursdays from 12:15 to 1 p.m.

The fee is \$12 for 20 sessions. For further information, call Cool at 256-4050.

Agricultural History Scholar to Lecture

A highly-regarded scholar on early modern English agricultural history will lecture at 4:30 p.m. Tuesday, April 7, in the Hollis Cornell Auditorium of Goldwin Smith Hall.

Joan Thirsk, a reader in economic history at Oxford University and professorial fellow of St. Hilda's College there, will lecture on "The General Crisis in 17th-Century England and its Agricultural Solutions."

Daniel A. Baugh, associate professor of English history at Cornell, calls Thirsk "unquestionably the most distinguished student of early modern English agricultural history in the world, and one of the world's pre-eminent scholars in the wider field of English economic history."

Thirsk, who is giving the spring 1981 lecture series at the Folger Library in Washington, D.C., is general editor of the "Agricultural History of England and Wales."

She was editor of the "Agricultural History Review" from 1964 to 1972 and chairman of the British Agricultural History Society from 1974 to 1977.

She was the Ford lecturer at Oxford in 1975. Her most recent book, "Economic Policy and

Projects," is a result of that lecture.

Thirsk's lecture at Cornell is sponsored by the Committee on University Lectures.

Etchings by Blum On Display Now

A series of etchings by Zevi Blum, associate professor of art, are on exhibit through April 18 at The Upstairs Gallery in the DeWitt Office Complex on North Cayuga Street.

The gallery is open from 11 a.m. to 4:30 p.m. Tuesday through Friday and from 11 a.m. to 1:30 p.m. on Saturday.

According to an announcement of the exhibit, "The drawing displays a precision of line, a great richness and complexity of detail in a treatment that is fantastic in its images and reminiscent of medieval prints. The subject matter is often fanciful and displays keen wit and sometimes bawdy humor, suggesting the foibles of human nature."

PBS Will Feature Gorilla Researcher

A National Geographic Special scheduled for broadcast on PBS television at 8 p.m. Wednesday,

April 8, will include the mountain gorilla research of Dian Fossey, visiting associate professor of neurobiology and behavior at Cornell University.

Entitled "Gorilla," the hour-long television program will be shown locally on stations WCNY-24 Syracuse and WSKG-46 Binghamton and will be rebroadcast by WCNY at 2 p.m. Sunday, April 12. The documentary concerns field research and behavioral studies of the mountain gorilla, the largest of the great apes, and the smaller but more numerous lowland gorilla.

Fossey is a zoologist who spent 13 years studying the endangered subspecies in the Virunga Mountains of central Africa before coming to Cornell in 1980.

Donald M. Fine

The body of Donald N. Fine, Arts '83, was discovered in Cascadilla Gorge below the College Avenue Bridge Sunday morning. He was 19 years old and from Needham, Mass. His death was ruled a suicide by the Tompkins County Medical Examiner's Office.

Bulletin of the Faculty

Continued from Page 7

will have a chance to comply with the new standard?"

Professor Stein said the committee talked about that at some length, and everything they tried didn't sound very good - one year, two years, etc. "The general principle I guess everyone can accept. We all agree that not only does a department have a right, a department has the duty, to try to improve its standards. On the other hand, it's obvious that once the standard is jacked up and then comes right down again - that's arbitrary and capricious. And I, for one, am unable to write words which distinguish the marginal case. I think that the right thing to do in that case is to write down the general principle and if a case arises, then someone would have to decide - was indeed this arbitrary and capricious or was this not arbitrary and capricious. My own feeling about it is that departments should provide some evidence that it was done in some other case. Informing the faculty member did not seem to us to make any sense. I have a rather old-fashioned view about this area. You don't tell a faculty member you have to be this good. You tell a faculty member that his or her job is to do the best work you can. It's not clear to me that telling a faculty member that we are raising the standards in this department actually tells a faculty member anything useful."

Professor Norton said she felt it would be useful. "If a department had not, for example, required a book for promotion from assistant to associate professor, and decided that it simply couldn't afford to have non-publishers or at least nonpublishers of books, on its faculty, and could therefore say, henceforth we will vote down anyone who comes before us who does not have at least a contract for a book. Then that would be an explicit raising of standards, and something a faculty member should know about."

Professor Stein said he agrees completely and the committee has covered this in the document in IV.B.1.b - "by having been given misleading information by the department chair or dean concerning the departmental or college expectations of candidates."

Professor Norton thought that was something different.

Professor Stein thought not. "A very definite objective that will govern all candidates for tenure, it seems to me is adequately covered by that provision. If something is required of candidates and a candidate is given misleading information as to what's required, that indeed is a perfectly legitimate appeal under that ground. That's not the same thing as what we meant by raising your standards. What we meant by raising your standards was the quality of the

book or the quality of the article which is hard to put down on paper."

Assistant Professor Sally M. McConnell-Ginet, Modern Languages and Linguistics, said that having been given misleading information is different substantively from not having been given adequate information, which seems to be the substance of what Professor Norton said.

Professor Boyd said that the Philosophy Department's list of amendments reflect discrimination on the basis of irrelevant considerations. The suggestion is that if a department's decision to raise standards comes up exactly at a time when a woman in the department comes up for tenure that ought to be grievable. Professor Stein asked if Professor Boyd didn't think arbitrary and capricious covers that. Professor Boyd said he would have except for the fact that in earlier sections of the document, arbitrary and capricious is described as a separate consideration.

Associate Professor John E. Coleman, Classics, said he noticed that membership on the appeals committee is restricted to faculty members with tenure. It occurred to him that an appellant might feel happier if members also included people at his or her own level.

Professor Stein said that all academic decisions made on the campus follow that rule and that it would thus be out of step with the normal way of doing things to put non-tenured faculty members on that committee.

Professor Coleman said it may be out of step, but it seemed to him that this would be something that would ensure a further degree of fairness.

Professor E. Scott Maynes, Consumer Economics and Housing, wished to address the subject of the letter that the chair is required to prepare setting forth a case for or against a candidate. He first endorsed Professor Schoggen's suggestion that the seven day time limit was too short, and added that it is probably not feasible to consult - especially in a large department - with all one's colleagues.

Associate Professor Richard A. Baer, Jr., Natural Resources, wondered if Professor Norton's concern might not be met by simply adding after "misleading," "or inadequate" in IV.B.1.b.

Assistant Professor James J. O'Donnell, Classics, said the proposal seems to be a procedural advance over the present one, but is not clear whether it is a substantive one. "As defined there are two obstacles to a full review of unsuccessful tenure cases, the confidentiality of records and the acceptance of the principle that the substantive judgment of the department shall be in itself

unreviewable, insofar as it is not demonstrated to be prejudicial, discriminatory, or otherwise improper. I'd like to ask Professor Stein if in his view this set of proposals affects any substantive change in the kinds of cases that can succeed and not succeed. Or bluntly put, the question is are there mistakes and injustices now being committed which will not be committed or which will be rectified under the revised situation?"

Professor Stein replied: "We've spoken to a lot of chairmen and we've been assured that this document has nothing to do with their department because in their department all decisions are made properly without prejudice and solely on the evidence. So it won't affect anything from that point of view. We have not looked at any case documents. All of this has been done by just talking to people that have seen them. I don't honestly know whether there are many cases where people are denied tenure simply because the department, for some reason that is not discriminatory or some reason that cannot be brought to external agencies, merely makes an irresponsible decision for some reason other than professional grounds. If that is done, then there is a channel for having that decision rectified."

Professor O'Donnell said the problem is that with a large area of decisions protected, a great deal of prejudice and injustice can masquerade as error and go unpunished.

Professor Stein said there is no question about that. "If you take the position that says that you give a certain presumption of correctness in the departmental decision which the document does, then some certain degree of irresponsibility is allowed by that. On the other hand, it did not seem to us that this was the time or that it was proper to try to change the basic ways by which we do things in the University, namely, to give a wide amount of latitude to a department to make its own decisions. One can argue about that. One can imagine all kinds of different ways of making decisions - having people completely external making the decisions. There's no university that I know of that does that, but that's certainly a model that you can make. We accept the fact that we will do things as they are now done. But we do think it is a change to say that there is some degree of accountability for a department. A department must undergo some degree of scrutiny as to whether reasonable people could have come to that decision based on that evidence."

Professor Charles S. Levy, English, spoke on behalf of the Executive Committee of the Cornell Chapter of the AAUP. "The Committee endorses the recommendations that have been presented to us. In no way do we want to prejudice the

possible perfection of the details of these recommendations if that can be expeditiously done. But we do feel that it is of paramount importance that we have in operation for the next cycle, a personnel procedure which is and is perceived as being more rational, more equitable and more accountable."

Professor John F. Burton, Jr., ILR, asked if a department and a college makes a positive recommendation for tenure, does the Provost have the right to overturn those recommendations and deny tenure?

Professor Stein replied yes, as far as he knew.

Professor Burton then asked what the appeal procedures were in such a circumstance.

Provost W. Keith Kennedy said meetings have been held with a dean and department chairman to discuss whether or not the department and in turn the school or college, was maintaining the standard felt to be appropriate. There hasn't been a denial at the University level in recent years. The responsibility rests squarely upon the shoulders of the President to make the recommendation for tenure to the Board of Trustees. "We do meet with department chairmen and deans to discuss whether or not they have really been careful and thorough and critical in making their analysis of the individual's performance. The criterion is not whether or not the work is satisfactory, but if it's meeting our expectations of the peers, and we expect the expectations of the peers to be high. If the department is strong, has high expectations, and if they really exercise and review those carefully, they can make a mistake. I am sure that sometime they will deny tenure because in their judgment after looking at the evidence the person isn't good enough for that department. And three, five, six, seven years later, they'll say 'we made a horrible mistake'. I hope we make a few of those kinds of mistakes, because that means we're reviewing the worth of our colleagues very carefully and making very critical judgments which we should. I'm talking about academic standards and performance. I'm not talking about other reasons for denial."

Dean Greisen said it was agreed that there would be no vote at today's meeting. The ad hoc Committee has heard the arguments and suggestions and will meet further and give consideration to them. An attempt will be made at the March 11th FCR meeting, to present a slightly improved document, with the hope that a vote will be taken.

There being no further discussion, the meeting was adjourned at 6:00 p.m.

Respectfully submitted,
Joseph B. Bugliari, Secretary

NetWorking

A Newsletter By
Employees.....For Employees

Vol. 2, No. 1
March 26, 1981

Anniversary Message From Networking

To a large extent the success of an institution is directly proportional to its effectiveness in the art of communications. Some of us at Cornell have accepted the above premise as a challenge. A review of the history pertaining to that challenge is a review of events which, in some ways, have led to this first anniversary issue of NetWorking.

In February of 1971 a "Personnel Study Committee" submitted its report to Pres. Corson. Fourteen major recommendations pertaining to personnel policy were made to the administration in that "Risley Report". One of those recommendations dealt with the need to improve communications. The report stated that there was insufficient communication especially on personnel matters.

In 1975 Mr. Gerald Thomas, et.al., prepared "A Look Inside A Training Needs Study". One of the recommendations made in that report was for, "the establishment of a newspaper aimed to interest the employee population." Since 1970 and the inception of the Cornell Senate (and later its successor Campus Council) certain employee elected senators and council members have lobbied for improved communications. In late 1979 the employee elected trustees received support from Sr. V.P. Herbster and Director of Personnel Services Posner for the establishment of an employee newspaper to be published monthly and distributed as an insert in the Chronicle. Funding is provided from the budget of the Office of Personnel Services. It was offered on a trial basis.

The editorial board has full responsibility for the content of Networking. Our stated purpose one year ago was "to provide a communications mechanism with the purpose of focusing on employee interests, employee concerns, and employee contributions to the institution - Cornell." The newsletter is intended to be for the purpose of distributing news and information. It



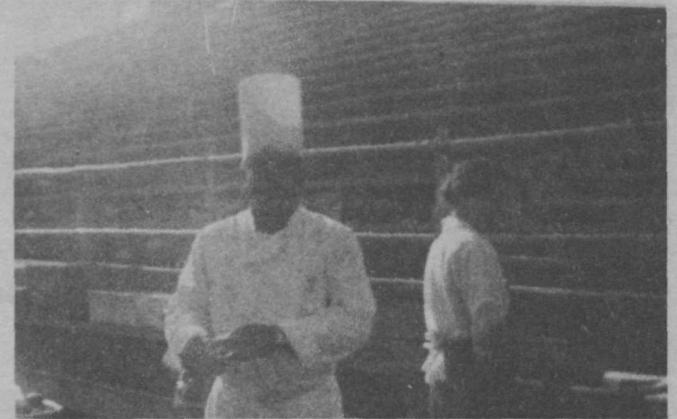
is not intended to serve any political cause or to act as a forum for special interest groups; however, we are not afraid of generating controversy when and where it is needed.

Members of the editorial board are the employee elected trustees, a Campus Council member (employee), representative from the Committee on the University as an Employer (CUE) and others elected at-large by the board. Present board members are:

Joan Lockwood, Editor in Chief
Margaret Seacord, Employee Elected trustee
George Peter, Employee Elected trustee
Dominic Versage, Campus Council Member
Ida Wolff, CUE
Elizabeth Selvarajah, at-large
Linda English, at-large
John Bender, at-large
Asad Isaf, at-large

The charter for the new Employee Assembly calls for members of that assembly to serve on the editorial board. Those members will replace present representatives from the CUE.

The first issue of the newsletter was entitled, "Name Me". It was published



Milton Lee Receives Dedicated Service Award

Milton Lee will mark his 16th year of service at Cornell University in September 1981. He has been a lead cook for the past seven years, responsible in this capacity for quality and quantity controls on food production for COOP and catering meals. A hard and industrious worker, since 1975 Milton has also worked for Joes Restaurant part-time assuming the responsibilities of a professional chef on the evening shift.

Milton began as a bus boy at the Mark Twain Motel while in high school and was promoted to cook after one year. His subsequent career in the food industry included first cook at Arnet-Ogden Hospital, cook and kitchen helper at Corning Country Club, and part-time cook at Ithaca Country Club before arriving at Cornell University.

Milton is well known in the Department of Dining Services at Cornell for his assistance in training new cooks and supervision of food preparation. His enthusiasm, humor and patience have made him a delight to work with. Co-workers appreciate his cheerfulness and hard work. Maureen Updike, Manager North Campus Dining writes: "Milton is an outstanding full-time employee....(he) is a valuable asset to North Campus Dining. His distinguished abilities and loyalty have been displayed time and time again! Comments from co-workers include: "Great friend, great human being. I love working with him." - Bud Smith, Cook. "One of the best I've worked with." - Joe Styles, Cook. "Milton's dedication is an inspiration to all of those who have the opportunity of working with him." - Mary Beth Swan, Catering Manager.

Submitted by Mary Beth Swan,
Catering Manager

Presenting Trustee Candidates



Toni Riccardi, Student Unions

Toni Riccardi is a director in the Department of Unions and Activities. She has been with Cornell for five years and presently works in Willard Straight Hall.

1. CANDIDATE PROFILE:

"I came to Cornell five years ago from Northwestern University where I was employed as the Program Director for the Norris University Center. Currently, I am employed as the Director of Student Activities within the Department of Unions and Activities. I serve on several University committees including the University Unions Board of Governors, where I am a non-voting member, and the Organization and Activities Review Committee, which I chair. In addition to my responsibilities at Cornell, I chair the Women's Concerns Committee of my professional association, the Association of College Unions-International.

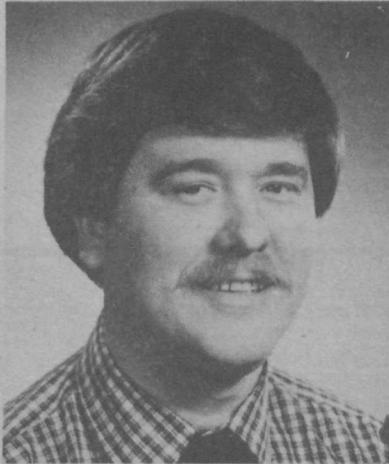
I am interested in the position of Employee Trustee because I feel employees make significant contributions to the educational mission of the institution and deserve representation. As an employee, I am particularly concerned about the University's wage, salary and benefits package, affirmative action questions and the development of programs that enhance the interaction between students, faculty and employees at all levels."

2. ISSUES:

1. Salary/Wage/Benefits Package: The university must continue its effort to make salaries competitive at all levels and to make the benefits package more attractive through the addition of programs like a dental package and a broader range of educational benefits.

2. Affirmative Action: The University has identified a need to have more women and minorities employed in upper-level administrative positions. Stronger recruitment efforts, more attractive salaries, programs to increase awareness of and sensitivity to the issues of racism and sexism are needed if any growth is to be accomplished in this area.

3. Problems For Education in the 80's: There is little doubt that the 80's will bring problems for educational institutions. There will be fewer students entering college, especially in the northeast. Fewer students, coupled with spiraling inflation and increasing costs will mean fewer jobs. I feel the institution has a responsibility to educate employees about these realities. The institution should focus on the provision of programs that aid employees in the development of transferrable skills and helps them with the identification of new career paths. In addition job sharing programs and programs that include skill development coupled with performance recognition to supplement the basic compensation package should be considered.



Ron Parks, OCS

Ron Parks is a programmer in Computer Services. He has been with Cornell for ten and a half years and presently works in Day Hall.

1. CANDIDATE PROFILE:

"My experience in campus governance is limited but shows a desire to serve. I have been a member of the Committee on Transportation Services for 3 years (served as chairman for 1 yr.). Recently I was selected to serve on the Employee Assembly Charter Drafting Committee & the Employee Assembly Nominations & Elections Committee. I keep informed of what's going on at Cornell that affects employees and will continue to do so. I will see that employee concerns are brought before the Board of Trustees."

2. ISSUES:

1. Benefits: Cornell offers many good benefits but there are some improvements that could be made. A) Increases in sick leave accumulation. B) Dental Insurance Plan C) Better Non-Exempt Retirement. Another problem with benefits is that many employees are not aware of some of them. I will work to see that all employees know their benefits.

2. Decision Process: Many employees do not realize, or care about, the fact that through the Campus Council (Employee Assembly) they have the opportunity to help propose and formulate policies that control their working environment. The employee trustee is automatically a member of the Employee Assembly and the University Assembly. I will work with these two groups to achieve a better work place for all employees.

3. Unions at Cornell: The Employee Assembly and the Board of Trustees should see that during any further union drives the affected employees have all of the facts (from both sides) so that they can make the right decision.



Susan Heisey, Grounds

Susan M. Heisey is a grounds worker in Grounds Care. She has been with Cornell for one and a half years and presently is based in Humphreys Service Building.

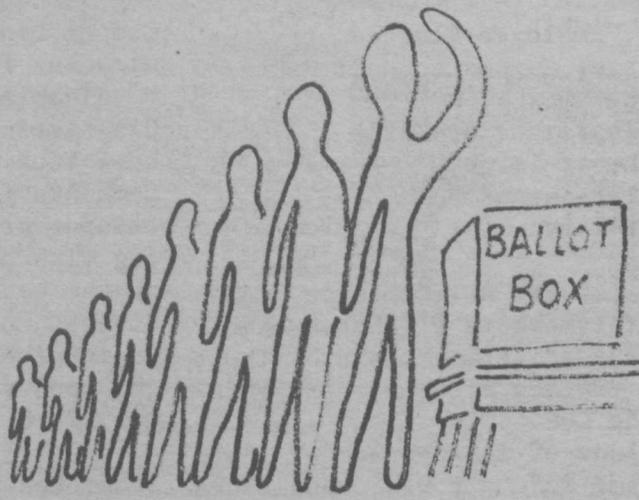
1. CANDIDATE PROFILE:

"My name is Susan M. Heisey. I am 37 years old and the single parent of a 16 year old daughter and a 14 year old son. I have been a grounds worker at Cornell for 1 1/2 years, but my association with Cornell began when my father, Morris L. Harper, started working here when I was 3 years old. At the time of his death in 1970, he had been an instructor in Metallurgical Engineering for 26 years. My mother, Ina K. Harper was Assistant Treasurer of the Cornell Federal Credit Union when she retired in 1974."

2. ISSUES:

In my opinion, there is only one major issue at stake in this campaign, or for that matter in this university. All other issues appear to be sub-categories of this one. I refer to the apparently scrambled priorities which the present administration promotes in the running of Cornell.

"People" are our most important resource, our most important asset, and the reason for Cornell's existence. Cornell University is made up of some of the most brilliant students and faculty in the world, and a staff of dedicated employees who take pride in their jobs. Instead of treating the employees, students, and faculty with respect and consideration, all too often the opposite is true. New buildings, new furniture, new computers, etc. are placed before the human needs of the Cornell Community. All of these are important and have a place in the system. But a system which makes material assets and profit more important than the welfare of its people has no place in a not-for-profit organization, like Cornell University.



And Employee

Networking presents information about the candidates

Karen E. Carlson - Non-Exempt/Statutory Two-Year Term

Karen Carlson is involved with word processing. She has been with Cornell for two years and presently works in Roberts Hall.

1. CANDIDATE PROFILE:

"I have lived in NYC and Baltimore, MD grew up in New Jersey and now settled on farm in Spencer."

2. ISSUES:

1. Communication
2. Grievance Procedures
3. Employee Club



Audrey Gardner, Geneva

Audrey V. Gardner - At-Large (Geneva)

Audrey V. Gardner supervises a laboratory, performing chemical and bacteriological tests for drugs in animal feeds. She has been with Cornell for five years and presently works in the Food Research Laboratory at Geneva Experiment Station.

1. CANDIDATE PROFILE:

"Research Support Specialist in the Food Science Department at the Geneva Experiment Station since 1976. AAS degree from Alfred Agricultural and Technical College and BS degree from Rochester Institute of Technology. Reside in Newark, N.Y. with sons Lance age 10, and Stephen, age 8."

2. ISSUES:

1. Improve Communications with Cornell
2. Training sessions and seminars
3. Special problems at Geneva



Karen E. Carlson, Roberts Hall

Marylin Kaye Cook - Non-Exempt / Statutory/One-Year Term

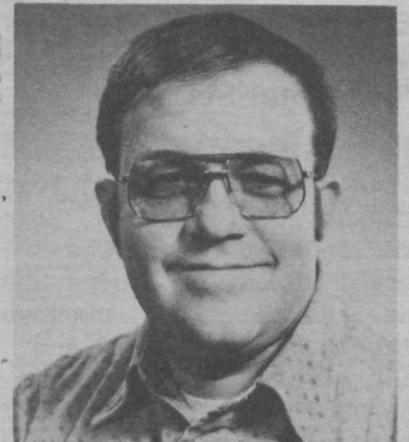
Marylin Kaye Cook is a secretary with background in nutrition education and health. She has been at Cornell eleven years and presently works in Roberts Hall.

1. CANDIDATE PROFILE:

"I have lived in Ithaca for 22 years, attended Ithaca High School. I have a nursing license, worked for Cooperative Extension Nutrition Education Program, Cornell Health and Rehabilitation Project and now I am a secretary in Extension Administration (Cooperative Extension)."

2. ISSUES:

1. Upward Mobility
2. Child Care
3. Working Conditions



Charles C. Harrington, Physical Plant Operations

Charles C. Harrington - Non-Exempt/Statutory/Two-Year Term

Charles C. Harrington is a janitor with Physical Plant Operations in Wing Wing Hall. He has worked at Cornell for eleven and a half years.

1. CANDIDATE PROFILE:

"My wife Jan and I have two daughters, ages 10 & 8. We have been Cortland County residents for 12 years, and associated with Physical Plant Operations for 11 1/2 years. Boating and camping are hobbies. Member of American Legion Disabled American Veterans and Moose Lodge #1512."

2. ISSUES:

1. Employer/Employee Relationship
2. Proper representation on assembly
3. Environment Surrounding's



Marylin Cook, Extension

Assembly Members.....

and what issues he or she feels most important.

Lottie L. Johnson - Non-Exempt/ Statutory/One-Year Term

Lottie L. Johnson is a laboratory technician in Nutritional Sciences. She has been with Cornell for seventeen years, and presently works in Martha Van Rensselaer Hall.

1. CANDIDATE PROFILE:

"My job is preparing diets for Metabolic studies and working in the DNS Animal Facility. I feel that as a member of the non-exempt Employee Assembly, I could represent for my fellow employees; and present to you some of the feelings that workers in my position have about the policies of Cornell."

2. ISSUES:

1. Valuing work experience over "credentials".
2. Cornell Wage scale compared to other institutions.
3. Improving the work atmosphere.



Lottie L. Johnson, Nutritional Sciences

Dominic Versage - Exempt/Endowed/ Two-Year Term

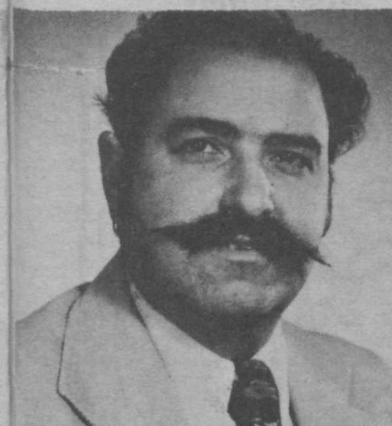
Dominic Versage is an Assistant Manager in the Department of Radiation Safety. He has worked at Cornell for 16 years.

1. CANDIDATE PROFILE:

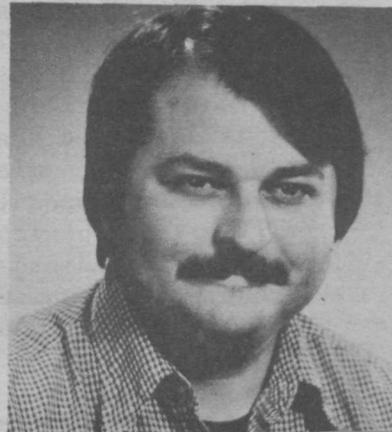
"Have served on: Constituent Assembly Senate, Transportation Committee, Campus Life Committee, Cornell University as an Employer, Campus Council, Investments Proxy Advisory Committee."

2. ISSUES:

1. Communications
2. Campus Unity
3. Inequitable Application of Benefits



Dominic Versage, Radiation Safety



Stephen Knapp, OCS

Stephen Knapp - At-Large (Employee Assembly)

Stephen Knapp is a senior computer operator. He has been with Cornell for four years and presently works in Day Hall.

1. CANDIDATE PROFILE:

"majored in Biology at Ithaca College from 1972 to 1976. Since moving to Ithaca, I have been very interested in Biblical research and teaching."

2. ISSUES:

1. Retirement benefits
2. Premiums for work done on holidays and weekends
3. Employee Day Oriented activities.



Joan Lockwood, Transportation

Joan Lockwood - Non-Exempt/Endowed/One-Year Term

Joan Lockwood is an administrative aide in the Office of Transportation Services, 116 Maple Avenue and has worked at Cornell for 3 1/2 years.

1. CANDIDATE PROFILE:

"7 years in Ithaca area; BS (International Relations) Eisenhower College, 1973; 2 young children; worked at Ithaca Gun; at Cornell has worked in Rural Sociology, Student Finance, Patents and Licensing, and Transportation (Traffic)."

2. ISSUES:

1. Salaries and wages for non-exempt employees.
2. Benefits for all employees.
3. Human Relations

Barbara Smalley - Non-Exempt/Endowed / Two-Year Term

Barbara Smalley is an administrative aide (secretarial) in the Development Office. She has been with Cornell for two years and presently works at 726 University Avenue.

1. CANDIDATE PROFILE:

"I attended the University of Georgia in Athens, and graduated in 1975 with a B.S. degree in Education. Following an internship in recreational therapy at the Georgia Mental Health Institute in Atlanta, GA, I worked as an activity director for a city recreation department in Miami, Fla. I later moved to Orlando where I was a Walt Disney World employee for three years. In March of 1979 I moved to Ithaca and was first employed in the ILR school. Currently I am an administrative aide in Corporate Relations for Cornell's Development Office. I am a free-lance writer and have been published locally and nationally."

2. ISSUES:

1. Pay Increases
2. Child Care Center
3. Retirement Plan



Barbara Smalley, Development

Kathleen C. McCarty - Non-Exempt/ Endowed/Two-Year Term

Kathleen McCarty is a librarian. She has been with Cornell for one and a half years and presently works in Olin Library.

1. CANDIDATE PROFILE:

"Born Scranton, Pennsylvania. Graduated from Loyola College, Baltimore, Maryland. Lived in Ithaca for 15 years. Past PTA President. Acting Librarian in an elementary school in the Ithaca City School District for 5 years. Library Assistant in Catalog Department of Olin Library for 1 1/2 years."

2. ISSUES:

1. Working Conditions -- specifically, Environmental Control.
2. Employee Benefits
3. Salary Discrepancies among University units.



Kathleen McCarty, Olin Library

"The Spring Election: Who Cares?"

Why should I bother to vote in the election for Employee Assembly? Does it really matter? If you think employees ought to know what's happening at Board of Trustee meetings, the answer is yes. Employee trustees report directly to you about these meetings and can speak to the Board. Employees should have a vigorous, articulate spokesperson.

What about Employee Assembly? Will it be "ineffectual"? How does it compare with CUE? Actually, CUE has racked up some solid accomplishments in the past several years. No, it hasn't done all it might have, but it did play a big part in numerous recent policy revisions, putting together the new grievance procedure, advocating mandatory supervision training, changes to the Personnel Manual, and in producing You and Cornell.

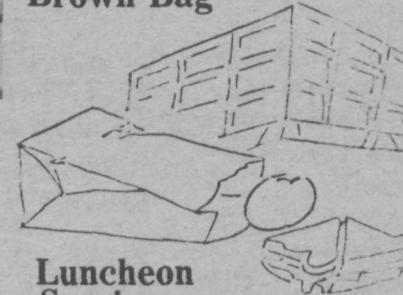
The Employee Assembly offers a fresh start, plus a broader mission than CUE's. The Assembly not only will help make "personnel" policy. It can deal with any University policy affecting the employment environment. That means education/training benefits, dining, health and transportation services (ride-sharing for instance), recreation, credit union -- you name it. It could help get an employee "club" under way.

Both Employee Trustees and Employee Assembly members can help you directly. They will understand your problems. Assembly seats are divided so someone with work experience and concerns similar to yours will be running. There are three non-exempt seats, two exempt seats and one minority seat in both the Statutory and Endowed units, plus an at-large seat for Geneva Experiment Station. These representatives will do the most good only if they hear from the constituencies they represent. Know who your representative is on the Assembly; vote for the trustee candidate you like most.

Above all VOTE! By now, ballots and information on the candidates should have reached you through campus mail. If not, contact the Campus Council Office at 6-

3715 or come by 165 Day Hall. And don't put voting materials in your "next week" pile. Ballots have to be returned by March 27th at the latest. Ballots received after that will NOT be counted. Vote today.

Brown Bag



Luncheon Sessions

The Brown Bag Luncheon (BBL) series sponsored by your trustees and others continues to attract from 40 to 50 people. A main purpose of the meetings is to provide employees information about Cornell University and especially about the University as an employer. Regularly scheduled meeting dates are the 2nd & 4th Wednesday of each month from 12:00 to 1:00 p.m. Future meetings are scheduled in Room 202, Uris Hall. Speakers will be:

- April 8th: "Employee Social Club" Discussion
- April 22nd: William Herbster, Sr. Vice President
- May 13th: James Spencer, Vice Provost
- May 27th: OPEN

On March 11th, Dick Schultz, Director of Physical Education and Athletics was the guest speaker. Under his leadership the department has operated, in the black, as a self supporting enterprise. He inherited an operation with deficit budgeting that was subsidized in part from academic funds. At the same time substantial improvements have been made in facilities and programs. Plans are well underway for even more improved facilities and programs.

What we liked most about Dick Schultz's message was the importance he places on the high morale and close cooperation of all employees in the department. WE KNOW THAT DOESN'T JUST HAPPEN WITHOUT THE RIGHT KIND OF LEADERSHIP!

His resignation is a great loss to Cornell University. The employee elected trustees speak for employees in wishing Dick Schultz well. We salute you!



Campus Council Report

The "hot" issue on campus these days is tuition. Along with the increases has come renewed interest in the University's operating budget; how it was arrived at, what planning went into it and what the priorities are for the next fiscal year and for the future. Many meetings between administrators and students have been held since the 81-82 tuition was announced. A good portion of the last two Campus Council meetings was dedicated to tuition and its related concerns.

If Campus Council has its way, there will be ample opportunity for the entire Cornell Community to become involved. Council has requested of President Rhodes to schedule a week long convocation wherein a series of meetings would be planned on various topics and at diverse campus locations. It is hoped that the goals and priorities of the University and how they relate to University income, including tuition, get a thorough airing.

A point emphasized by Provost Kennedy was that, in effect, the salaries of the faculty and staff have over the years subsidized tuition. In an effort to keep tuition from increasing along with the cost of living, salaries were allowed to fall below competitive levels to a point where they are now substandard. This situation was recognized over one year ago when President Rhodes announced as one of the goals of the 80's that salaries would be made competitive. This goal contributed to part of last year's tuition increase and is one that is contributing to part of this year's.

Tuition is an extremely complex issue and must be studied closely before one can form an informed opinion. Although the smoking issue is not in the limelight, the ad-hoc committee on smoking is operating. Chairperson Eleanor Rice reports that it is the sense of the committee that it is time to focus on the concerns of the non-smoker. In addition to the current Cornell policies the committee is reviewing, with the assistance of the University Council's all applicable state and local laws. The Investment Proxy Advisory Committee will soon begin considering this

years proxies. An open hearing is scheduled for Wednesday, March 25, at 7:30 in Rm. 324 of Goldwin Smith Hall. Anyone interested in the issues for this year's proxies is urged to contact this writer at 6-4867.

Dominic A. Versage

Employee Trustee Report

Attending Campus Council meetings these days is a frustrating experience. Students are very vocal in their opposition to the proposed tuition hike. Obviously we cannot fault their concern on the matter and yet we find it necessary to ask them to be understanding.

- The facts are:
1. In terms of 1971 dollars the proposed tuition is no higher than it was then.
 2. For the past too many years deficit budgeting has eroded more than \$100 million (1981 value) from the endowment. This lost money would otherwise have been income producing to help meet annual operating expenses.
 3. Inflation continues to hurt Cornell even more severely than it does individuals. We purchased fuel oil for 18¢/gal. in 1971. Last week we paid \$1.24/gal. (689% increase).
 4. Without increasing tuition it will be impossible to meet the commitment to improve salaries of faculty and staff.
 5. Unless salaries are held to be somewhere near competitive levels the university can no longer be an institution of excellence but will shrink to mediocrity or less.

Employee Social Club

continued from page 1

on March 6, 1980. Eleven monthly issues have followed. Terri Raymond of the Dean of Students Office received a \$50 award for submitting the winning name, "Networking".

In fulfilling the charge "to focus on the contributions of employees to Cornell" the Board has featured a "Dedicated Service Award" presentation in most of the issues. Recipients to date are:

- Elva Lovell, B&PA
- Louis DiRusso, Buildings and Grounds
- Clara Pierson, Administration
- Michael Busch, Government
- Arthur C. Kulp, Library
- Susan Dwyer, Geneva Exper. Station
- Virginia Rinker, Personnell Services
- Mildred Gardner, Buildings and Grounds
- Paul Lumbard, Electrical Engineering

Articles and quizzes from the Office of Personnel Services have been regular features. These are aimed at informing employees of personnel policy, employee rights, and benefits.

Also there have been a series of department features including the Office of Equal Opporuntinty, the Ward Laboratory of Nuclear Engineering, Dept. of Atmospheric Sciences, the Cornell Meat Shop and the Cornell Dairy Store.

With the addition of cartoonist Asad "Ace" Isaf and sketches by John Bender, he publication has improved its appearance and readability.

An objective of the Editorial Board is to continue improving the publications by attracting more contributing material from more people. Those who volunteer their services help to improve Cornell as a place to work by helping the institution be more effective in the art of communications. A fringe benefit to contributors is the satisfaction of exercicing the many talents that never get challenged in one's regular vocation.

A first anniversary celebration is best effected by support of the community in helping to improve communications through a better "Newsletter".

George Peter
3/16/81

Personnel Training Courses Offered

The Staff Relations and Training section of University Personnel Services is offering the following courses starting in April.

ASSERTIVENESS TRAINING

April 29, May 6, 13, 20, and 27
9:00 - 12:00

TRANSACTIONAL ANALYSIS

April 30 and May 1
9:00-12:00, 1:00-4:00

WOMEN IN THE WORK WORLD

April 29
12:15 - 1:15

FUNCTION TRAINING:

ACCOUNTING PROCEDURES, ENDOWED

April 14 and 15
9:00 - 12:00

EMERGENCY PROCEDURES

April 15
10:00 - 12:00
(Includes first aid, fire control, evacuation, and accident prevention)

FILING PROCEDURES - NEW PROGRAM!

April 14
10:00-12:00
Discusses purpose, designing, planning, and methods of filing.

FIRST AID EMERGENCY CARE

April 22
9:00-12:00

Library Use

April 22
10:00-12:00

For more information and to register, please contact Staff Relations and Training, 111 Day Hall, 256-7400.

The proposal for an Employee Social group is still being studied. The next step is to develop a mechanism to select a representative group to act as a steering committee. That steering committee must establish a proposed charter, set of by-laws, etc. and elect a tentative set of officers. The present steering committee which was formed to propose a recreation park is still a viable group. It is suggested that they continue to act as a sub-committee of the main group. Any proposals coming from them will have to be implemented through a formally organized employee social group. This issue will be discussed at the April 8th Brown Bag Luncheon session.

Classified Ads

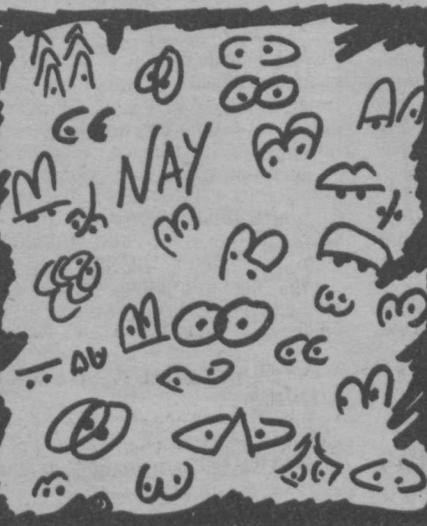
FOR SALE: Girl's 10-Speed Bike, (J. C. Penny's brand) Good Condition, used one year. \$85. Call Bernie Cook - 564-9375

WANTED: Boy's ice skates (figure) in size 6 1/2 or 7. - Call Bernie Cook at 564-9375.

FOR SALE: 10 x 60 PONTIAC CHIEF TRAILOR - 2 Bedroom, new floor in Kitchen & Bedroom, Wall to Wall carpet in living room, separate closet & hook ups for washing machine. New skirting. Set up in local small trailer park 4 miles from Ithaca. Can be moved. \$4,000 or best offer. Contact Debbie Wood at 272-6512-after 5:00 p.m.

Editorial Board

- Joan Lockwood, Editor in Chief
- John Bender
- Linda English
- Ace "Isaf"
- George Peter
- Margaret Seacord
- Elizabeth Selvarajah
- Dominic Versage
- Ida Wolff



by ace isaf