

## At Least 10 MacArthur Winners Cornell-Related

At least 10 "exceptionally talented individuals" associated with Cornell University have received unsolicited awards from the John D. and Catherine T. MacArthur Foundation in Chicago in the past three years, the Chronicle has learned from various sources.

Last week, Mitchell J. Feigenbaum, Cornell professor of physics, was among the 25 fellows announced by the MacArthur Foundation. Also included in the list were two graduates of Cornell — Roger S. Payne, Ph.D. in zoology (1962), and Arthur T. Winfree, B.S. engineering physics (1965).

A total of 141 individuals have received the so-called "genius" awards since they were initiated in May of 1981. A complete list of school affiliations and other biographical information concerning all the award winners is being prepared by the foundation.

Payne is a research scientist with the World Wildlife Fund U.S. According to the foundation's announcement, he "has stimulated public awareness of whales, their communications systems, and their ecology" through his lectures, television special "Whales in Patagonia (1980), recordings—"Songs of the Humpback Whale and "Deep Voices"—and scientific publications.

Winfree is a professor of biological sciences at Purdue University. According to the MacArthur Foundation, his research in the field of mathematical biology has focused on the analysis of oscillations in biological systems ranging from circadian rhythms to the periodic beating of a heart. His books include "The Geometry of Biological Time" (1980) and "When Time Breaks Down" (in preparation).

Each MacArthur Fellow receives up to \$300,000, depending on his or her age, over a five year period to "do nothing but follow their own creative bent."

The most complete list now available of Cornell affiliated recipients of the awards includes:

- Archie R. Ammons, the Goldwin Smith Professor of Poetry.
- George Archibald, Ph.D. '77, biology;
- Shelly E. Errington, MA '71, Ph.D. '75, anthropology;
- Mitchell J. Feigenbaum, professor of physics;
- John Hopfield, Ph.D. '58, physics;
- Barbara McClintock, Class of '23, Ph.D. '27, biology;
- David Nelson, Ph.D. '72, physics;
- Douglas Osheroff, Ph.D. '73, physics;
- Roger Payne, Ph.D. '62, zoology;
- Arthur T. Winfree, B.S. '65, engineering physics.

In addition to the 10 now listed, novelist William Kennedy received a MacArthur award while he was a writer-in-residence at Cornell.

Five of the fellows are or were in the field of physics, four of them associated with the Laboratory of Atomic and Solid State Physics — Feigenbaum, as faculty, and Nelson, Hopfield, and Osheroff, as students.

## Kennedy Named Acting Dean Of Admissions, Financial Aid

Provost Emeritus W. Keith Kennedy has been named Acting Dean of Admissions and Financial Aid at Cornell University.

Kennedy will assume the responsibilities of Dean James J. Scannell, who leaves Cornell on Nov. 30 to take the position of Vice President for Enrollments, Placement, and Alumni Relations at the University of Rochester.

"I am delighted that Mr. Kennedy has agreed to continue to serve Cornell in this special assignment," said Provost Robert Barker. "His reputation for excellence, and the respect and trust he commands from faculty and students will be tremendous assets to the Office of Admissions and Financial Aid."

Barker and Vice Provost Barry B. Adams are chairing a search committee assigned to recommend a new dean.

This new position is the most recent of many that Kennedy has held during nearly 35 years at Cornell.

He came to Cornell in 1940 as a graduate student, earning the master and doctoral degrees in agriculture and animal nutrition (1941, 1947). Kennedy holds the B.S. degree (1940) in agriculture and botany from the State College of Washington. He began his teaching career while pursuing the Ph.D. in the New York State College of Agriculture and Life Sciences.

In addition to serving as professor of agronomy, he was director of research in the agriculture and human ecology col-



W. KEITH KENNEDY

leges and director of the Cornell University Agricultural Experiment Station, Vice Provost of the University, and Dean of the College of Agriculture and Life Sciences, before serving as Provost from 1978 to 1984.

## Spring Courses Listed For 'Common Learning'

Common Learning is in its second year at the university, and courses to be offered for the spring term have been announced by the commission that runs the program.

The Common Learning Commission also has issued a progress report, which follows:

"Common Learning is an experimental program in undergraduate education introduced last year under the auspices of Cornell's Commission on Common Learning and funded by a grant from the Andrew W. Mellon Foundation.

"The central purpose of this program is to enable students to acquire the capacity to analyze and integrate knowledge and ideas from diverse intellectual perspectives and realms of human experience. The achievement of this educational goal, the Common Learning Commission believes, will have lifelong importance in at least three domains: first, in enriching students' personal lives; second (paradoxically), in enabling Cornell's graduates to function more effectively as professionals in their chosen areas of specialization; and third, in motivating and enabling our graduates to deal with the major issues confronting this nation and the world.

"The first round of courses, given last spring, was subjected to an intensive evaluation. Students were asked to compare the

Common Learning course they had just completed with 'the best course you have taken at Cornell.' In addition to receiving high marks according to the usual criteria by which courses are judged, Common Learning courses tended to be ranked far above comparison courses in the degree to which they achieved those goals of special concern to the Common Learning program — most notably, 'synthesizing different bodies of theory and knowledge,' 'evaluating alternative solutions and assessing social and ethical implications,' 'interchange between participating faculty members,' and 'professor's ability to generate discussion.' Extensive comments were also elicited from the faculty members involved in each course, both instructors and team members. A common theme in their responses was the extent to which their own intellectual interests had been stimulated and broadened by the experience of team participation in the planning and implementation of the course.

"The four Common Learning courses being given this fall will be subjected to a similar evaluation, as will the four to be given next semester. One priority of the Common Learning program is to maximize the diversity of students participating in each course. Students are therefore partic-

Continued on Page 2

## Two Cornellians Among 'Top 100' Scientists

Science Digest's "Top 100 Young Scientists" list, to be announced in the December 1984 issue, includes the names of two Cornellians — Steven Beckwith, associate professor of astronomy, and Mitchell Feigenbaum, professor of physics.

In New York State, Beckwith and Feigenbaum are among 15 young scientists cited by the popular monthly scientific magazine that has a circulation of more than 500,000.

A panel of 55 researchers contacted by Science Digest identified the "most promising" scientists under age 40. Science Digest says all the scientists listed already have or are in the process of becoming notable in their fields.

It's the first time in 30 years that such a list has been prepared. Science Digest took its lead from Fortune magazine which compiled a "top 20" listing in June 1954, 10 from industry and 10 from education. Sixteen of the 20 scientists in Fortune's list were among the 55 members of Science Digest's 1984 review panel.

Fortune's list was dominated by scientists in the Northeast, but a more pronounced shift to the West Coast is evident in the Science Digest list, with 32 in California, 26 of them in the Bay Area. By contrast, New Jersey had 11 and Massachusetts had 10, in addition to New York's 15.

Cornell's Beckwith, 33, was selected for his detection, with other colleagues, of the possible seeds of a solar system similar to ours forming around a distant star.

"In the past," the article states, "astronomers have confirmed the existence of planets around stars by detecting

wobbles in a star's orbit. Designing some of his own instruments, Beckwith discovered disk-shaped gas and matter near the protostars."

Feigenbaum, 39, last week won a MacArthur Foundation "genius award" for his contributions to "solving the mathematical riddle of chaos." As a result of his work, physicists are able to make better predictions of measurable properties, such as the velocity and temperature fluctuations in real fluids and to understand these universal predictions.

Science Digest says, "The new field of chaos may help us understand weather, build better engines, and comprehend the physiology of the human heart."

Profiles of the two Cornell scientists appear in the December issue of Science Digest which is scheduled to hit newsstands later this month.

## Chronicle Holiday Publishing Dates

Because of the way the holiday schedule works out this year, the Chronicle will not be published on Thursday, Jan. 3, 1985. This is in addition to the two constantly scheduled breaks in publication on Thanksgiving week and Christmas week.

Therefore, people with jobs that should be posted during the period between Dec. 20 and Jan. 10 should have them listed in time for publication in the issue of Dec. 20. The same applies to Calendar notices and other listings.

# Common Learning Courses Listed for Spring Term of 1985

Continued from Page 1

ularly urged to consider applying to a course given outside their home college, school, or major. (Enrollment is limited to juniors and seniors, to a maximum of twenty students per course). Students wishing to apply for admission to any of these courses may obtain application forms from the office of Vice Provost Barry B. Adams, 309 Day Hall, or from the Registrar's office or academic advising office of their school or college.

"In the spring of '85 the following Common Learning courses will be offered.

"ILR 683: Work, Identity and the Nature of American Community

"Comp. Lit. 408 & DMLL 408: Signs and Communication

"Music 312: Rhythms: Their Significance in Biology, Psychology, Anthropology, Music, and Other Studies

"HDFS 485 & Psych 485: Human Development in Post-Industrialized Societies.

Following are course outlines for the spring courses:

Signs and Communication, Comp. Lit 408 (also Linguistics 408, Tues. & Thurs. at 2:30, 4 Credits.

Jonathan Culler (English) and Linda Waugh (Linguistics), with Stephen Barley (Industrial and Labor Relations), James Boon (Anthropology), David Feldshuh (Theatre Cornell), and others.

How do human beings communicate? What are the different systems we use? In addition to language, facial expressions, and bodily movements, we communicate by the clothes we wear, the food we eat, the way we arrange our rooms, and the social practices in which we participate. In taking an interdisciplinary look at different kinds of communication, this course will ask how far these communicative practices depend on particular cultural codes, what these codes are, and how they work.

Drawing upon the expertise of Cornell professors in different schools and departments who study signs, this course will take up in turn a number of regions of social and cultural life, asking in each case what are the sign systems human beings use to communicate and how these differ from one culture to another? Concentrating first on language as a sign system, we will discuss the relations of other, non-verbal sign systems to language. Of particular interest are the relations between verbal and visual signs (such as gestures and images of all sorts). The choice of other systems to study will depend on the interest of the students. We will investigate similarities and communicative systems with those used by animals, birds, or insects.

The course will be conducted as a seminar with emphasis on discussion of readings and of communicative systems with which students have direct experience. Guest lecturers will make brief presentations to stimulate discussions of the sign systems they have studied. Each session will focus on a particular kind of communicative activity or cultural artifact, but the result of questioning experts about their sign systems ought to be not only a keener understanding of the numerous systems which contribute to the fabric of cultural life and an awareness of communicative activities in which we are inevitably and unthinkingly caught up, but also a

dawning theoretical perspective on some fundamental cultural mechanisms.

Course requirements: There will be no examinations. Students will write several papers discussing aspects of everyday experience in the light of the concepts developed in the course or treating topics that arise during the semester. Class discussion will be a major element of the course.

Human Development in Post-Industrial Societies, HDFS 485 (also Psychology 485), Tuesday and Thursday 2:30-4:25, 4 Credits.

Urie Bronfenbrenner (HDFS and Psychology), with Stuart M. Blumin (History), Stephen J. Ceci (HDFS), Robert H. Frank (Economics), Phyllis Moen (HDFS and Sociology), Robert J. Smith (Anthropology and Japanese Studies), and Virginia Utermohlen (Nutritional Science and Pediatrics).

The course analyzes the implications for human development of the profound economic, technological and social changes that have been taking place in modern societies at an accelerating rate since World War II. Particular emphasis is placed on the consequences of these changes for the development of children and adults in American society, and, thereby, for the economic and social well-being of the nation in the years ahead.

Students and faculty participating in this course in the spring of 1985 will profit from the initial analyses conducted by their predecessors a year ago, when the course was taught for the first time. These analyses involved comparative studies of conditions and processes of human development in several modern nations such as Japan, France, Canada, Australia, the USSR, West Germany, the Scandinavian countries, as well as the United States. The results indicated that, whereas all these societies experienced similar demographic and economic trends, the American mode of adaptation to these trends was markedly different. These differences were especially significant in terms of their often indirect but powerful effects on the home, the school, the workplace, the neighborhood, health and social services, and other structures that have direct impact on the development of human beings throughout the life course.

In the coming semester, the faculty team plans to reexamine evidence for distinctive patterns more critically, and further explore their nature, origins, and implications for public policy and practice.

Music 312, RHYTHMS: Their significance in biology, psychology, anthropology, music, and other studies. Spring. 4 credits. W 2:30-4:30.

Professor William Austin (music) and a team of: Professors Thomas Eisner (neurobiology and behavior), Carol Krumhansl (psychology), James Siegel (anthropology), and Ari van Tienhoven (animal physiology).

Rhythms in human activities will be set in context with selected rhythms in the lives of plants, honeybees, mosquitos, birds, and other species. Still wider contexts in the non-living world will be acknowledged. Social and historical contexts of individual activities will be sampled also, particularly Indonesian and American contexts. At least one experiment in the psychology of music will constitute a focus for sustained discussion. Students will take part in this experiment — its design and interpretation as well as its execution.

Class assignments will include selected readings. Discussion may be led by students, following a 50-minute lecture. Individual student

projects, guided by appropriate faculty advisers, may be presented for discussion by the seminar. Writing will be an essential part of the work; its extent may vary in accordance with individual students' interests. No examination.

Our common effort will be to learn ways of learning, more than to accumulate any specialist knowledge. If some rhythms of alternating special studies and common studies happen to show up, we shall be lucky.

Work, Identity and the Nature of American Community, ILR 683, Monday 1:25-4:25, 3 Credits.

Nick Salvatore (ILR) and Vernon Briggs (ILR), Charles Geisler (Rural Sociology), Isaac Kramnick (Government), Laurence Moore (History), Kenneth Robinson (Agricultural Economics).

This course will examine the concept of work, how ideas about it and the actual experience of it by Americans of all classes have changed over two centuries of American life. Central to this discussion is the manner in which the understanding of work has influenced both the meaning of being an American and the nature and structure of communal bonds in American society. The course will be divided into three parts:

Unit One: The Early Republic (about three weeks). In this section we will examine the nature of work in post-Revolutionary America, and focus on a series of topics: a. the religious underpinnings to the idea of work; b. the emergence of the yeoman ideal and the growing reality of urban artisans and manufacturers; c. the relationship between one's work-derived identity and participation in the broader political and social life of the community. Readings will include selections from Benjamin Franklin, Thomas Jefferson, Wilson Carey McWilliams and others.

Unit Two: The Era of Industrialization (about

four weeks). This section of the course will examine those themes discussed above through the early twentieth century. Under the impact of a maturing system of industrial capitalism and a large-scale European immigration, we will discuss how the experience of work altered, how ideas about work and success reshaped the understanding of the term, community, and pay some attention to the way in which religious thought both supported these developments and simultaneously served as a base of criticism. Readings will include Horatio Alger, Abraham Cahan, Frederick W. Taylor, John Kasson, Leo Wolff and selections from contemporary interviews on work and life in their communities.

Unit Three: Contemporary Society (about seven weeks). In this unit we will focus on the dramatic changes in work that have occurred within the last quarter century. Automation and related technological innovations have changed the experience of work for many white collar professionals as well as blue collar workers. This has led to discussion of whether the nation is evolving into a service economy and to questions concerning the extent to which income is being redistributed in the society. Yet as is evident in the debate over welfare policy and immigration, the very idea of work remains central to both personal and civic identity in America. In examining such questions as whether an underclass is emerging and what is the broader social meaning of an increased, "acceptable" unemployment rate, we will also discuss the proper role of government in analyzing and preparing policy for perceived social problems. Readings will include Milton Friedman, Michael Harrington, Studs Terkel, Daniel Bell, Ralph Ellison and others.

There will be several short papers, a final term project and no exams.

## Books by Feinstein and Lurie American Book Award Nominees

Books written by two Cornell professors, Dr. Howard M. Feinstein and Alison Lurie, have been nominated for American Book Awards to be announced Nov. 15.

Their books were among 11 nominated from more than 300 entries. The winners in three categories — fiction, non-fiction, and first work of fiction — will receive \$10,000 cash prizes.

The awards have been under the sponsorship of the Association of American Publishers since 1980 and are the successors to the National Book Awards.

"Becoming William James," Feinstein's biography portraying the troubled early years of the celebrated philosopher and psychologist, was published this spring by the Cornell University Press. It is one of five finalists in the non-fiction category. Feinstein's book on James is, according to literary critic Alfred Kazin, "the most penetrating and most convincing biographical analysis of James I have read."

Lurie's seventh novel, "Foreign Affairs," published by Random House, is one of three finalists in the fiction category. It is a story of a tiny "spinstery" Ivy League professor of children's literature on a six-month sabbatical leave in her "beloved" England. She is accompanied by

an imaginary dog "known to her privately as Fido and representing self-pity."

In his New York Times review of "Foreign Affairs," Christopher Lehmann-Haupt writes that Lurie "has quietly but surely established herself as one of this country's most able and witty novelists."

Lurie has been affiliated with Cornell's department of English since 1968 as an instructor, lecturer, associate professor, and now professor.

Feinstein, a practicing psychiatrist locally, is an adjunct professor of psychology at Cornell.

## Contemporary Music Festival on Campus Starts Next Thursday

The 17th Festival of Contemporary Music here will open next week with three free concerts on Thursday, Nov. 8, through Saturday, Nov. 10. The Barnes Hall performances, all at 8:15 p.m., will feature music written in the United States.

On Thursday, Nov. 8, the violin-piano duo of Rolfe Sokol and Michael Salmirs will play a selection of music by Cornell composer Karel Husa, Bela Bartok, and Leos Janacek.

Instrumental and vocal music by Cornell graduate composers will be performed Friday, Nov. 9. Among the instruments featured in this concert will be the oboe, violin, guitar, trumpet, and piano.

On Saturday, Nov. 10, the Roxbury Chamber Players will perform contemporary music by Ned Rorem, Lester Trimble, Andre Jolivet, and Allan Blank.

Last year, the Contemporary Music Festival featured music by Canadian and European composers. The emphasis this year is on American compositions. The fall segment concentrates on chamber music. In the spring, concerts will include an orchestral program, according to Karel Husa, festival committee chairman.

## Cornell Chronicle

Editor: Randall E. Shew. Staff Writers: H. Roger Segelken, Martin B. Stiles, Lisa H. Towle. Photographers: Sol Goldberg, Charles Harrington. Circulation Manager: Joanne Hanavan.

Published each week except for Thanksgiving and Christmas. Distributed free of charge to Cornell University faculty, students and staff by the University News Bureau. Mail subscriptions, \$13 per year. Make checks payable to Cornell Chronicle and send to Editorial Office, 110 Day Hall, Ithaca, N.Y. 14853. Telephone (607) 256-4206.

Second-Class Postage Rates paid at Ithaca, N.Y.

POSTMASTER: Send address changes to the Cornell Chronicle (ISSN 0747-4628), Cornell University, 110 Day Hall, Ithaca, N.Y. 14853.

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.

## Waverly Consort Performs In Statler Series Tonight

The Waverly Consort, an ensemble that has spearheaded a revival of "early" musical styles, will give the first concert of the Statler Series at 8:15 p.m. today in Alice Statler Auditorium.

The program, titled "Welcome Sweet Pleasure," will feature music of Elizabethan and Jacobean times.

Some tickets are still available at the Lincoln Hall ticket office from 9 a.m. to 1 p.m. today, and at the door before the performance.

## Savoyards to Open Season With G&S Classic 'Pinafore'

The Savoyards will open their 32nd season Friday, Nov. 9, in Cornell's Statler Auditorium with a performance of the Gilbert and Sullivan classic, "H.M.S. Pinafore." Curtain time is 8:15 p.m.

"H.M.S. Pinafore," the third operetta by the popular duo, is a story of starcrossed lovers and overturned social conventions that takes place on a ship moored off the coast of Portsmouth, England.

Nineteenth century American audiences particularly enjoyed the play which pokes fun at British nationalism and social class distinctions, as well as naval discipline and politicians. Pirated versions of the operetta flourished in this country, and in 1878 eight theaters in New York City alone were presenting various versions of the musical.

Other performances of "H.M.S. Pinafore" will be given at 8:15 p.m. on Saturday, Nov. 10, Friday, Nov. 16, and Saturday, Nov. 17. Matinees will be held at 2 p.m. on Sunday, Nov. 11 and 18.

Tickets are available at the Statler box office. Evening performances will cost \$6 for the general public and \$5 for senior citizens and students. Matinees will cost \$4. Reservations can be made by calling (607) 256-7263 Monday through Saturday, Noon to 5 p.m.

The Savoyards' spring production, "Princess Ida," will begin April 5, 1985.

## Nobel Laureate Borlaug To Talk, Give Seminars

Norman E. Borlaug, the winner of the 1970 Nobel Prize for Peace and a preeminent agricultural scientist, will be on campus for two weeks to deliver public lectures and keynote addresses at two Cornell conferences, conduct seminars, and meet with faculty, students, and administrators. He is scheduled to arrive here Nov. 5.

Borlaug holds a prestigious Cornell professorship as an Andrew D. White Professor-at-Large. He is affiliated with the department of plant breeding and biometry, the department of plant pathology, and the Program in International Agriculture, all in the State College of Agriculture and Life Sciences.

Borlaug will give a public lecture on "Seeds and Global Politics" in 101 Bradford Hall at 3:30 p.m. on Monday, Nov. 12. On Tuesday, Nov. 13, he is scheduled to address a Cornell luncheon meeting of the 46th annual New York State Pest Control Conference at the Ithaca Holiday Inn. His topic is "World food production problems and plant protection." Reservations are required for the luncheon.

At 11:45 a.m., Thursday, Nov. 15, Borlaug will deliver the keynote address at the Cornell Cooperative Extension agricul-

tural agents conference in Riley-Robb Hall.

In addition, Borlaug will give lectures and hold discussions for students and faculty during his two-week visit. Topics include intensive management systems for small grains, small grains breeding, future trends in plant breeding, research on field crop diseases, agriculture in tropical America, world population and food production problems, and future of disease control in agronomic crops.

The first plant scientist ever to receive a Nobel Prize for his work, Borlaug is considered one of the most articulate spokesmen for agriculture and agricultural research. He has served as director of the international wheat program of the International Maize and Wheat Improvement Center (CIMMYT) in Mexico for many years. He is currently a consultant to CIMMYT and the Rockefeller Foundation.

Borlaug was named an Andrew D. White Professor-at-Large in 1982, and his upcoming visit is the second since his election to this professorship. Holders of this Cornell professorship visit the campus periodically to give lectures and seminars, and to engage in informal dialogue with students and faculty.

## George W. Knight History of Art Slide Library to Be Dedicated Saturday

A dedication ceremony is planned at 3 p.m. Saturday, Nov. 3, for the George W. Knight History of Art Slide Library, located in renovated space at the south end of

## Biotechnology and Public Interest Topic of Talk

Zsolt Harsanyi, former vice president of E. F. Hutton & Co. and a former professor of genetics at Cornell Medical College, will give a public lecture here on "Biotechnology: Promoting, Applying, and Protecting in the Public Interest."

His talk is at 2:30 p.m. Friday in 251 Malott Hall and is free to the public. It is the fourth in the six-part 1984 Public Affairs Colloquium on "High Technology — The Challenge to Private and Public Enterprise," sponsored by the Samuel Curtis Johnson Graduate School of Management at Cornell.

Currently a private consultant in the area of biotechnology venture capital, Harsanyi is also co-author with Richard Hutton of "Genetic Prophecy: Beyond the Double Helix."

Goldwin Smith Hall.

Dean Alain Seznec and the Advisory Council of the College of Arts and Sciences will participate in the ceremony.

The new library, made possible by a gift from George W. Knight, honorary member of the class of 1950, houses the university's history of art collection of 175,000 slides, 50,000 photographs, prints, artifacts and other visual research materials.

It is used regularly by faculty members, graduate students and undergraduates in the Department of History of Art and at least 13 other departments. Ingeborg Wald is curator of the library.

George Knight has served on the University Council since 1975. He is vice president for investments with Dean Witter Reynolds Inc. in New York City.

In the past he has provided the George W. Knight Music Periodical Room in the Music Library of Lincoln Hall, has given a valuable stamp collection to the university as well as provided support for the Herbert F. Johnson Museum of Art, COSEP, the University Libraries and the Class of 1950 Reunion Fund.

## Former NLRB Chiefs Call for a Change

Approaching its 50th year, the National Labor Relations Board may have overcome its mid-life crisis, but right now it cannot keep pace with changes in the workplace, including its own.

Seven former chairmen of the NLRB and current board members participating in a panel discussion at Cornell suggested that the federal agency responsible for making and implementing national labor policy may be unable to deal with modern, potentially explosive labor-management issues.

Not all the participants agreed on the extent to which change was needed, but the consensus was that a restructuring of the 1935 act that created the NLRB is in order. Formed by an executive order of then president Franklin D. Roosevelt, the board's "revolutionary" goal was to encourage collective bargaining, thus preventing industrial strikes that would retard the nation's economic recovery program.

Today, the NLRB has a decreased workload but is more of a "political plaything" that is fully staffed less than half the time, according to John Fanning, appointed by five presidents to serve and/or head the board from 1957 to 1982.

Guy Farmer, an Eisenhower appointee to head the board in 1953, said, "I think there is a crisis at the board." He was referring to the fact that the NLRB has been without a full-time general counsel for seven months as well as a fifth board member while President Reagan and the Senate grapple over acceptable choices for the jobs.

Sponsored by the New York State School of Industrial and Labor Relations at Cornell, the two-day conference was scheduled to celebrate the pioneering work of the NLRB.

Seven of the eight former living chairmen of the board took part in the conference, including Paul Herzog, the oldest living former chair and the first chair after the Taft-Hartley Act was passed.

John Miller, chairman of the board from December 1982 to March 1983, charged that some of the board's processes are antiquated and offered two solutions that would address complaints increasingly heard about the NLRB. Specifically, he suggested that the rules be revised so that it is possible for an incumbent chairman to stay on the job until a successor is found and confirmed. Secondly, he stated that time limits should be placed on the General Counsel so disputes don't drag on for two years or more, the current average.

Even more sweeping changes were proposed by Edward Miller, head of the board from 1970 to 1974. Miller agreed with Farmer who noted that when the NLRB was formed "unions were woefully few and woefully weak." Now, however, unions have passed their zenith and emphasis is shifting from groups' rights to individuals' rights. There is a groundswell of interest, Miller said, in the idea of drawing up laws to charter individuals' rights and establishing a labor court at the federal level which would uphold the charter and handle employees' workrights on a case by case basis.

While there are structural and procedural problems that need to be dealt with, conceded Frank W. McCulloch, who was a member and/or chairman of the board from 1961-1970, observers should not be so quick to cry foul. Witness, he said, the gains the NLRB helped to make a part of American life: higher wages, job security, health safety, pension and consumer protection, and civil rights.

"The labor movement, aided by the NLRB, helped build public support for these social programs accepted as a part of life today. The laws that helped bring these programs about, and that includes the National Labor Relations Act, need to be preserved and improved but not forgotten and not thrown out," McCulloch stressed.

## Toradze Performs Here Nov. 13

Soviet-born pianist Alexander Toradze, acclaimed as "one of the greats of the new generation of pianists," will give an 8:15 p.m. performance in Bailey Hall Tuesday, Nov. 13.

This second concert of the Bailey Hall Series will feature music by Haydn, Ravel, Prokofiev, and Liszt. The fact that the 32 year old Toradze would elect to play some of Liszt's works is appropriate, because his style has been compared to that of the 19th century composer. Referring to Toradze's 1983 appearance with the Los Angeles Philharmonic at the Kennedy Center Concert Hall, The Washington Post declared:

"His performance (brought) to mind 19th-century reviews of Liszt's performances, in which people were said to have swooned and pianos to have crept from the stage in utter defeat."

Toradze, whose nickname is Lexo, was born in Soviet Georgia, in the city of Tbilisi.

Tickets for the concert are on sale at Cornell's Lincoln Hall ticket office, open 9 a.m. to 1 p.m. weekdays.

## Students Should Check Computer Access Status

Unless notified, Cornell Computer Services will delete from their system some 8,800 computing accounts that, according to records, belonged to students who have not registered with the university this semester.

On Nov. 15, the account name portion of the user-id will be disabled, and on Dec. 31 some student user-ids will be deleted.

"If your student user-id is deleted, you will not be able to use Cornell's computer systems," according to Agelia Velleman of Academic Computing. "All data files associated with your student user-id will be lost forever at the time of deletion."

A directory of individuals who will be affected by the deletion procedure is available, electronically, on the IBM 4341, the DECSYSTEM-20 and from CUINFO CCS CLEANUP. Anyone whose name appears in the directory erroneously should contact User Accounting in G-20 Uris Hall.

## Cornell Folkdancers Teach Turkish Dance

The Cornell Folkdancers will sponsor a Turkish dance workshop this weekend, Nov. 3 and 4, in the Henry St. John School's gymnasium at the corner of Clinton and Geneva Streets.

Bora Ozkok will teach and Haci Tekbilek will provide live music for the three sessions. The Saturday morning class will run from 10 a.m. to noon; the second Saturday session is scheduled from 3:30 to 5:30 p.m. A party for participants will begin at 8 p.m. Saturday evening. The final Sunday workshop will be from 11 a.m. to 2 p.m.

All sessions are open to the public. Cost is \$17 for both days or \$4.50 per session.

For more information call 257-3156.

# Calendar

All items for publication in the Calendar sections, except for Seminar notices, must be submitted (typewritten, double spaced) by mail or in person to Fran Apgar, Central Reservations, 531 Willard Straight Hall at least 10 days prior to publication. Seminar notices should go to the Chronicle office, 110 Day Hall. 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 WILL BE STRICTLY ENFORCED.

\*—Admission charged.

## Announcements

### Women's Studies Open House

Women's Studies Program will hold an Open House from 4-6PM in 398 Uris Hall. Faculty will be present to talk with students about the program and answer questions about their courses. Refreshments will be served and everyone is welcome.

### Bagel Brunch

The Hillel Grad Group is sponsoring a Bagel Brunch on Sunday, Nov. 4 at noon in the One World Room, Anabel Taylor Hall. Cost is \$1.50 per person. Call 256-4227 for reservations.

### Hebrew Choir

Makhela (Hebrew Choir) meets every Sunday evening at 9PM in the Edwards Room, Anabel Taylor Hall.

### Israel Programs Fair

The Israel Programs Fair will take place on Thursday, Nov. 8 from 10AM to 2PM in the Memorial Room, WSH.

### Discussion on Kosher Food

Rabbi Larry Edwards will lead part 3 of a four-part discussion on "Gastronomica Judaica: Kosher Food, Or You Are What You Eat," at 7:30PM in G-34 Anabel Taylor Hall.

### Meet The Travelers

Professor Eldon (Bud) Kenworthy, Associate Professor of Government will be talking about "A Look At Daily Life In Nicaragua" on Tuesday, November 13 at 7:30PM in the Statler Inn Main Lounge. The talk will be accompanied with slides.

### German/Russian Literature Sponsor Colloquium

The Dept. of German Literature & the Dept. of Russian Literature is sponsoring a colloquium given by Wolfgang Kasack, Visiting Professor, Dept. of Russian Lit., Cornell University, Fall 1984. "Slavistics in the Federal Republic of Germany" (in English) on Monday, November 5 at 4:30PM in 177 Goldwin Smith Hall. The public is invited.

### Luncheon Discussion Group

Lawrence Scheinman, Peace Studies Program and Government Department, "Western Dialogues on Nuclear Non-proliferation Policy: Is the Consensus Weakening?" Larry is an expert on French and international nuclear policy. Thursday, November 1 at 12:15PM in 360 Uris Hall.

### Human Ecology Students Preregistration

Human Ecology Students: Course Enrollment (preregistration) for spring '85 term begins Monday, October 29 and ends Friday, November 9. For information check MVR student mail files, bulletin boards and TV monitor.

### Reading by James McCourt

The Council of the Creative and Performing Arts will sponsor a Reading of Work-in-Progress: "Time Out of Mind." James McCourt, novelist from New York City on Tuesday, November 6 at 4:30PM in the Guerlac Room, A.D. White House.

### Personal Growth Workshops

Short-term, small skills building and support workshops, free and confidential. Workshops are offered by Dean of Students Office. To sign up or for more information, call 256-3608 or stop by 103 Barnes Hall. Open to all in the Cornell Community.

### EARS Counseling

Just want to talk? That's what EARS Counselors are there for. They are trained listeners and are waiting to lend a free and confidential "ear" to listen to your feelings, help you explore your situation and discover options. BARS counselors provide non-judgmental, short-term counseling and have access to a wealth of information about other services at Cornell, if appropriate. Walk in to WSH Room 211 or call 256-EARS. Su-Th, 3-11PM; Fri & Sat, 7-11PM.

### Writing Workshop Walk-In Service

Free tutorial instruction in writing. Monday through Thursday from 3:30-6PM and 7:30-10PM. On Sunday from 3-8PM in 174 Rockefeller Hall.

## Amnesty International

The Cornell Chapter of Amnesty International invites the Cornell Community to stop by AI's information table in WSH each Friday from 10AM to 2PM. Learn how you may help prisoners of conscience all over the world.

### Intramural Inner-Tube Water Polo

Deadline on entries is Tuesday, Nov. 6 at 4PM in the Intramural Office, Helen Newman Hall. Minimum of 10 to enter, Co-Ed: equal number of men and women. Play will begin Monday, Nov. 26. Teams will consist of 7 players. Co-Ed: any 3/4 combination - male or female in goal (see IM Handbook). Play will be Monday through Thursday evenings probably at 10 and 10:30PM. Type of Tournament: Single elimination. Fee of \$10.00 due with your roster to enter. Checks only payable to Dept. of P.E. and Ath., Intra., Div.

## Dance

### Israeli Folk Dancing

Israeli Folk Dancing every Thursday, One World Room, Anabel Taylor Hall. 8-9PM, teaching. 9-11PM, requests.

## Exhibits

### Herbert F. Johnson Museum

"From the Age of David to the Age of Picasso: French Drawings from a Private Collection" from November 7 through December 23.

"Photography in California: 1945-1970" from November 7 to December 23.

"Pop Art Prints" November 7 through December 23.

**PUBLIC PROGRAMS:** Sunday, November 11, Ithaca artist Janet Braun-Reinitz will lead a drawing workshop that complements the French drawing exhibition from 1-2:30PM. Laura Meixner, Assistant Professor of Art History at Cornell will give a gallery talk and walk through the French drawing show from 3-4PM.

### Olin Library

Samuel Johnson, Commemorating the 200th Anniversary of His Death. First editions of the "Dictionary", "Rasselas", and the "Vanity of Human Wishes". Hours: 10AM-5PM Monday through Friday. Exhibit through December 31.

## Films

Unless otherwise noted films are under sponsorship of Cornell Cinema.

### Thursday

Nov. 1, 12:20PM 32 Warren Hall. Rural Sociology 104. "Brighter Dawn" (Malaysia).

Nov. 1, 5PM Uris Auditorium. "Dress Rehearsal" (1980); directed by Werner Schroeter with Pina Bausch and Kipper Kids. Open. Free. Cosponsored by German Literature.

### Friday

Nov. 2, 8PM \*Statler Auditorium. "Barry Lyndon" (1974), directed by Stanley Kubrick with Ryan O'Neal and Marisa Berenson. Limited.

Nov. 2, 10PM \*Uris Auditorium. "Rope" (1948), directed by Alfred Hitchcock, with James Stewart and Farley Granger. Limited.

Nov. 2, Midnight \*Statler Auditorium. "Batman" (1967) directed by Leslie Martinson with Adam West and Burt Ward. Limited.

### Saturday

Nov. 3, 8PM \*Anabel Taylor Hall. "My Night at Maude's" (1970) directed by Eric Rohmer, with Jean Davis Trintignant and Francoise Fabian. Open Admission \$1.50.

Nov. 3, 8PM \*Uris Auditorium. "Rope".

Nov. 3, 10PM \*Uris Auditorium. "Rope".

### Sunday

Nov. 2, 2PM \*Uris Auditorium. "The Magic Flute" (1975), directed by Ingmar Bergman. Cosponsored by the Ithaca Youth Bureau. Admission \$1.50; Children under 12, \$1.00. Open.

Nov. 4, 8PM \*Uris Auditorium. "The Shooting" (1967) directed by Monte Hellman with Jack Nicholson and Will Perkins. Shown with "Ride In The Whirlwind" (1967) directed by Monte Hellman with Jack Nicholson. Open.

### Monday

Nov. 5, 6:45PM \*Uris Auditorium. "Meet John Doe" (1941) directed by Frank Capra with Gary Cooper. Cosponsored by the English Department. Admission \$1.50. Open.

Nov. 5, 9PM \*Uris Auditorium. "All The King's Men" (1949) directed by Robert Rossen with Broderick Crawford and Mercedes McCambridge. Film Club Members only.

### Tuesday

Nov. 6, 4:30PM Room 230, Rockefeller D. "Gift of Endless Dreams". Recreation of the founding of the British Empire in the Far East and its demise. Southeast Asia Film Series.

Nov. 6, 8PM \*Uris Auditorium. "Marianne and Juliane" (1981) directed by Margarethe von Trotta with Jutta Lampe and Barbara Sukowa.

Open. Cosponsored by Cornell Women's Studies and Ithaca College "Women Direct". Introduction by Professor Biddy Martin of Women's Studies and German.

### Wednesday

Nov. 7, 8PM \*Uris Auditorium. "Liebelei" (1932) directed by Max Ophuls with Wolfgang Liebeneiner. Open.

### Thursday

Nov. 8, 8PM \*Uris Auditorium. CORNELL FILMMAKERS EXPOSITION: Best student films of recent years. Open. Cosponsored by IFMAC and Theatre Arts.

### Friday

Nov. 9, 8PM \*Anabel Taylor Hall. "Seven Beauties" (1956) directed by Lina Wertmuller with Giancarlo Giannini. Open. Admission \$1.50.

Nov. 9, 10PM \*Uris Auditorium. "My Dinner With Andre" (1981) directed by Andre Gregory with Wallace Shawn and Andre Gregory. Open.

### Saturday

Nov. 10, 7:30PM \*Uris Auditorium. "My Dinner With Andre".

Nov. 10, 8PM \*Anabel Taylor Hall. "Duck Soup" (1933) directed by Leo McCarey with the Marx Brothers. Limited. Admission \$1.50.

Nov. 10, 10PM \*Uris Auditorium. "The Cars That Ate Paris" (1977) directed by Peter Weir with Terry Camilleri and John Meillon. Open.

### Sunday

Nov. 11, 2PM \*Uris Auditorium. "Pippi Longstocking" (1974) directed by Olle Wellblom with Inger Nilson. Cosponsored by the Ithaca Youth Bureau. Admission \$1.50. Children under 12, \$1.00. Open.

Nov. 11, 8PM \*Uris Auditorium. "Easy Rider" (1969) directed by Dennis Hopper with Jack Nicholson and Peter Fonda. Open.

## Lectures

### Thursday

Nov. 1, 12:20PM 102 West Avenue. Carl Trocki, Professor of History, Thomas More College. "Opium Revenue Farms in 19th Century Singapore." Southeast Asia Program.

Nov. 1, 4:30PM Goldwin Smith 24. Shoshana Lev Hope, Kibbutz Nachshon. "The Artist in the Kibbutz", a slide show and lecture. Sponsored by Hillel.

Nov. 1, 4:30 p.m. A.D. White House. "Jean Toomer's Cane: Some Thoughts on Textual Definition" by Nellie Y. McKay, Fellow, W.E.B. Du Bois Institute of Harvard University and Associate Professor of Afro-American Studies at the University of Wisconsin-Madison.

Nov. 1, 5PM 120 Ives Hall. Preston H. Thomas Memorial Lecture Series. Professor Josef Paul Kleihues, Director of the International Building Exposition in Berlin. "The Reconstruction of the destroyed city. Method and Intention of the Masterplan."

Nov. 1, 7:30PM G-1 Stimson. Rachel Levin, "Avian Duets: Defense, Duel, or Dowry?" Natural History Society, JORDANI.

### Friday

Nov. 2, 8PM 120 Ives Hall. Preston H. Thomas Memorial Lecture Series. Professor Josef Paul Kleihues, "Architecture between Individualism and Convention. Selected examples of IBA projects."

### Sunday

Nov. 4, Noon One World Room, Anabel Taylor Hall. Prof. Chana Kronfeld, NES. "Jewish Literature and Poetry of Protest". Sponsored by the Hillel Grad Group.

### Monday

Nov. 5, 7:30PM Hollis E. Cornell Auditorium. CHARLES ROSENBERG, Professor of History, University of Pennsylvania. "Disease and Social Order: Ideologies and Realities." Sponsored by the Women's Studies Visiting Scholars Program.

### Wednesday

Nov. 7, 7:30PM Anabel Taylor Hall, One World Room. "African and Asian Role in the Formation of the West and World Community", Martin Bernal, Associate Professor of Government, America and World Community.

### Thursday

Nov. 8, 12:20PM 102 West Avenue. Marina Roseman, SEAP Graduate Student in Anthropology. "Sound in Ceremony: Spirit-Mediumship and Curing among the Temiar of Peninsular Malaysia". Southeast Asia Program.

Nov. 8, 4:30PM 160 Goldwin Smith Hall. "The Imitation of Imitations in the Orlando Furioso", Daniel Javitch, Associate Professor of Comparative Literature, New York University. Sponsored by the Department of Comparative Literature and the Renaissance Colloquium.

Nov. 8, 7:30PM G-1 Stimson. Dr. Robin Andrews, Virginia Polytechnic Institute and State University. "The Life History of a Rain Forest Lizard". Natural History Society, JORDANI.

November 1984

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

Nov. 8, 8PM Morison Room, Corson-Mudd Hall. "Future Trends in Plant Breeding", an open discussion between HAROLD W. WOOLHOUSE, Director, John Innes Institute, and Professor of Biology, University of East Anglia, England, and NORMAN B. BORLAUG former Director, Wheat Research Program, International Maize and Wheat Improvement Center, Mexico. Both are A.D. White Professors at-Large.

## Music

### Concerts Feature Chamber Music

Cornell University's music department will sponsor two, free public concerts at 8:15 p.m. this Friday, Nov. 2, and Saturday, Nov. 3.

The Friday concert will be held in the chapel of Anabel Taylor Hall and will feature music by Mozart and Handel. The Saturday performance, featuring chamber music of French composers, will be in Bailey Hall.

Donald R. M. Paterson, organist and harpsichordist, and Stephen May, conductor of a chamber ensemble of strings and woodwinds, will be featured in the Friday performance of Mozart sonatas and G. F. Handel's concertos. Paterson is the Cornell University Organist and Sage Chapel Choirmaster. May is organ accompanist and has served as acting conductor of the Sage Chapel Choir.

The Saturday concert will include sonatas by Debussy, Ravel, and Eric Satie performed by mezzo-soprano Marina Gilman, pianist Edward Murray, violinist Sonya Monosoff, and cellist Lynden Cranham.

## Religious Services

### Friday

Nov. 2, 5:30PM Anabel Taylor Hall, Founders Room. Shabbat Services (Conservative/Egalitarian Minyan).

Nov. 2, 5:30PM Anabel Taylor Hall. Shabbat Services (Reform Minyan).

Nov. 2. Call 272-5810 for information about the Orthodox Minyan.

### Saturday

Nov. 3, 9:15AM Anabel Taylor Hall, Edwards Room. Shabbat Services (Orthodox Minyan).

Nov. 3, 10AM Anabel Taylor Hall, Founders Room. (Conservative/Egalitarian Minyan).

### Sunday

Nov. 4, 11AM Sage Chapel. Speaker: Glenn C. Altschuler, Assistant Dean, College of Arts & Sciences, Cornell.

### Sunday

Nov. 11, 11AM Sage Chapel. Speaker: Peggy Way, Associate Professor of Pastoral Theology, Vanderbilt Divinity School.

## Seminars

**Animal Science:** "Cyanamid Growth Data." Donald A. Beermann, associate professor, Animal Science, 11:15 a.m. Monday, Nov. 5, 348 Morrison Hall.

**Astronomy:** "Jupiter's Ring System Resolved: Interpretations of the Voyager Images." Mark Showalter, Cornell, 4:30 p.m. Thursday, Nov. 1, Space Sciences 105.

**Biochemistry:** "Hormonal Regulation of Peptide Carboxylase Gene Expression." Richard W. Hanson, Biochemistry, School of Medicine, Case Western Reserve University, 4:30 p.m. Friday, Nov. 2, 204 Stocking Hall.

**Biochemistry:** "ATP-Dependent Permeabilization and Growth Inhibition of Transformed Cells." Gary Weisman, Cornell, 12:20 p.m. Monday, Nov. 5, 125 Riley-Robb Hall.

**Biophysics:** "Ca-plus-plus, Sensory Transduction, and Ligand-Receptor Dynamics in the Human Neutrophil." Dr. Larry Sklar, Department of Immunology, Scripps Clinic and Research Foundation, 4:30 p.m. Wednesday, Nov. 7, 700 Clark Hall.

**Chemical Engineering:** "Kinetics and Dynamics of the Interactions Between Suspension-Feeding Microorganisms and Their Prey." Prof. Arnold Fredrickson, University of Minnesota, 4:15 p.m. Tuesday, Nov. 6, Olin 145(A).

**Chemistry:** "Recent Advances in Organic Synthesis at Hoffmann-La Roche." David Coffen, 4:40 p.m. Monday, Nov. 5, 119 Baker.

**Design and Environmental Analysis:** Laboratory Evaluation of Performance of Sized Warp Yarns in Weaving." Dr. Henry Friedman, Textile Research Institute, 3 p.m. Friday, Nov. 2, 301 Martha Van Rensselaer.

# CIVITAS

**Design and Environmental Analysis:** "Cellulose in Nonwoven Fabrics," Eric Attle, Courtaulds North America Inc., 4:30 p.m. Tuesday, Nov. 6, 1984, 317 Martha Van Rensselaer.

**Environmental Law and Policy:** "Practicing Law in an Environmental Law Firm," Edward Selig, partner in DiCara, Selig and Holt, Boston, 8 p.m. Thursday, Nov. 1, 110 Hollister.

**Facilities Planning and Management:** "Access Floors and the Integrated Office," John Kidd, Tate Industries, 4:30 p.m. Monday, Nov. 5, 317 Martha Van Rensselaer.

**Floriculture and Ornamental Horticulture:** "Forest Research at International Paper Co.," Jeff Melkonian, research biologist, International Paper, 12:15 p.m. Thursday, Nov. 8, 37 Plant Science.

**Food Science:** "Therman Properties of Foods with Emphasis on the Measurement of Thermal Conductivity," Greg Ziegler, graduate student, Food Science, and "Use of Therman Properties of Foods in Food Processing," Michael A. Ladeinde, graduate student, Food Science, 4:30 p.m. Tuesday, Nov. 6, 204 Stocking Hall.

**General Chemistry:** "Sensitivity Analysis: Applications to Chemical Dynamics," Prof. Herschel A. Rabitz, Chemistry, Princeton University, 4:40 p.m. Thursday, Nov. 1, 119 Baker.

**Genetics:** "A Developmental, Genetic and Molecular Analysis of Pteridine Biosynthesis in Drosophila," Dr. Janis O'Donnell, Bio. Sciences, Carnegie-Mellon University, 4 p.m. Thursday, Nov. 8, 135 Emerson.

**Geological Sciences:** Prof. Christopher Beaumont, Dalhousie University, Title TBA, 4:30 p.m. Tuesday, Nov. 6, Sneez 1120.

**History of Science:** "The Shaping of the American Hospital, 1870-1914," Prof. Charles Rosenberg, University of Pennsylvania, 4:35 p.m. Monday, Nov. 5, 165 McGraw Hall.

**History of Science:** "Origins of American Industrial Research," George Wise, General Electric Research and Development Center, Schenectady, 4:35 p.m. Wednesday, Nov. 7, 165 McGraw Hall.

**Human Service Studies:** "Social Change and the Well-Being of Parents: The Swedish Case," Phyllis Moen, associate professor, Human Development and Family Studies, 12:30 p.m. Monday, Nov. 5, N225 Martha Van Rensselaer.

**Immunology:** "Immunogenetic Aspects of Immune Responses to Human Thyroglobulin," Dr. Christopher Krco, Department of Immunology, Mayo Clinic, Rochester, Minn., 12:15 p.m. Friday, Nov. 2, G-3 Veterinary Research Tower.

**Jugatae:** "Systematics and Host Plant Evolution in the Swallowtail Butterflies," Jim Miller, Cornell, 4 p.m. Monday, Nov. 5, 100 Caldwell Hall.

**Materials Science and Engineering:** "Photosensitive Ceramics," Dr. Paul Peercy, Sandia National Laboratory, 4:30 p.m. Thursday, Nov. 8, 140 Bard Hall.

**Mechanical and Aerospace Engineering:** "Student Views of Science: Common Misconceptions About Mechanics," Prof. Kenneth A. Strike, Cornell, 4:35 p.m. Tuesday, Nov. 6, 282 Grumman Hall.

**Microbiology:** "The Yeast DNA-Damage Inducible Response," Dr. Stephanie Ruby, Biological Chemistry, Harvard Medical School, 4:30 p.m. Thursday, Nov. 1, 124 Stocking Hall.

**Natural Resources:** "Landscape Ecology as an Emerging Science: Its Theory and Practice Today," Prof. Arthur S. Lieberman, Floriculture & Ornamental Horticulture, 4 p.m. Thursday, Nov. 1, 304 Fernow Hall.

**Operations Research:** "A Good (Duel) Simplex Algorithm for the Assignment Problem," Michael L. Balinski, CNRS, Laboratoire d'Econometrie de l'Ecole Polytechnique, Paris, and State University of New York, Stony Brook, 4:30 p.m. Tuesday, Nov. 6, 107 Upton Hall.

**Ornithology:** "Breeding Birds of the Adirondack Mountains," Mike Peterson, High Peaks Audubon Society, 7:45 p.m. Monday, Nov. 5, Tuertes Room, Laboratory of Ornithology.

**Parasitology:** "Induction and Expression of Rapid Expulsion of Trichinella Spiralis in Suckling Rats," Dr. Judy Appleton, the Baker Institute, State College of Veterinary Medicine, 8:30 p.m. Thursday, Nov. 1, Diagnostic Lab Conference Room, Vet College.

**Peace Studies:** "Western Dialogues on Nuclear Non-Proliferation Policy: Is the Consensus Weakening?" Lawrence Scheinman, Peace Studies Program and Government, 12:15 p.m. Thursday, Nov. 1, 360 Uris Hall.

**Pharmacology:** "Insulin Production and Destruction by the Pancreatic B-Cell," Philippe Halban, Joslin Diabetes Center, 4:30 p.m. Monday, Nov. 5, D-105 Schurman Hall.

**Physiology:** "Isolation of the Insect Natriuretic Factor and Its Mechanism of Action

in the Insect Kidney," David Petzel, Physiology, 4:30 p.m. Tuesday, Nov. 9, G-3 Veterinary Research Tower.

**Planning:** "The Experience of Community Development in NYC: An Analysis of the Past and Present Programs of the Bedford/tuyvesant Restoration Corporation," Richard Schaffer, professor and chair, Department of Urban Planning, Columbia University, 12:15 p.m. Friday, Nov. 2, 208 W. Sibley Hall.

**Plant Biology:** "Regulation of Chloroplast Senescence," Prof. A. D. Woolhouse, director, John Innes Institute, Norwich, England, 11:15 a.m. Friday, Nov. 2, 404 Plant Science.

**Plant Pathology:** "Aerial Dispersal of Plant Pathogens," Don Taylor, CT Agricultural Experiment Station, 4:30 p.m. Tuesday, Nov. 6, 404 Plant Science.

**Plasma Studies:** "Recent Results of the FRX-C Compact Torus Experiment," Dr. D. Rej, Los Alamos National Laboratory, 3 p.m. Monday, Nov. 5, 282 Grumman Hall.

**Plasma Studies:** "Spectroscopic Measurements of MV/Scm Electric Fields and Transverse Ion Velocities in High Power Diodes," Dr. Y. Maron, the Weizmann Institute of Science, Israel (LPS), 4:30 p.m. Wednesday, Nov. 7, 282 Grumman Hall.

**Pomology:** "Applications of Genetic Engineering to Crop Improvement in the Near Future," John Sanford, Dept. of Hort. Sciences, Ag Exper. Sta., Geneva, 4:30 p.m. Thursday, Nov. 1, 404 Plant Science.

**Poultry Biology:** "Factors Affecting Body Composition and Feathering in White Pekin Ducks," W. F. Dean, Cornell University Duck Research Lab, 4:30 p.m. Thursday, Nov. 8, 300 Rice Hall.

**Psychology:** "Animal Welfare and Some Relationships Between Social Hierarchy and Egg Production of Hens in Cages," Ari van Tienhoven, Department of Poultry and Avian Science, Cornell, 3:30 p.m. Friday, Nov. 2, 202 Uris Hall.

**Soviet Studies:** "The Case of Moscow's Vanishing Churches," Prof. Marshall Winokur, Slavic Studies, University of Alabama, 4:30 p.m. Wednesday, Nov. 7, 106 Morrill Hall.

**Theoretical and Applied Mechanics:** "Bifurcations from Orbits of Symmetry," Prof. David Chillingworth, visiting professor (England), 4:30 p.m. Wednesday, Nov. 7, 205 Thurston Hall.

**Toxicology:** "The Law and Politics of Groundwater Quality," Edward I Selig of De-Cara, Selig and Holt, Boston, 12:15 p.m. Friday, Nov. 2, NG02 Martha Van Rensselaer.

**Vegetable Crops:** "Experimental Work with Mineral Nutrients in Vegetable Crops," William Liebhardt, Rodale Research Center, Kutztown, Pa., 4:30 p.m. Thursday, Nov. 8, 404 Plant Science.

## Sports

**Friday**  
Nov. 2, 7:30PM Schoellkopf. Freshman Football - Army.

**Friday - Sunday**  
Nov. 2 - Nov. 4 Barton Hall. Women's Volleyball. Ivy League Championships.

**Saturday**  
Nov. 3, 11AM Schoellkopf. Women's Varsity Field Hockey - Pennsylvania.

**Friday-Saturday**  
Nov. 9 & 10 Barton Hall. Women's Volleyball. New York State Championships.

## Theater

**Thursday - Saturday**  
Nov. 1, 2, & 3, 8:30PM \*Anabel Taylor Hall, Commons Coffee House. Whistling Shrimp, original and improvisational theatre for Cornell University presents, "Whistling Shrimp Improvisations", an evening of humorous sketches, impromptu scenes and audience related improvisation techniques. Admission is one dollar at the door, seating is limited and not reserved. Early arrival is recommended.

Nov. 1-3, 8:15PM Willard Straight Theatre. "As You Desire Me". Experience the riddle of multiple identity in this new adaptation of a classic by Luigi Pirandello, the master of the question mark. The play is directed by Robert Gross, Artistic Director Theatre Cornell '83-84.

**MANY HIGH SCHOOL STUDENTS SEEK TUTORS** in math, science some languages: Specifically, we are looking for several people able to tutor biology, physics or intermediate algebra, and one person for each of the following subjects: geometry, advanced algebra, Spanish and French. Also needed: someone to help a student who has just moved up a level in 10th grade English and needs help in understanding literature. In most cases the high school students can come to the campus after school weekdays or sometime over the weekend to meet with their tutor. With such a convenient arrangement, you will only have to commit an hour or so of your time each week for as long a period of time as the help is needed.

**TUTORS ARE ALSO URGENTLY NEEDED** for the County Jail: Tutoring program in local jail helps inmates at all ability levels from those with limited skills through high school equivalency to college level courses. To ease the boredom and improve future employability, can you offer one-to-one on small group tutoring M,W,F afts., between 2-4 p.m. or M,W,Th, or F mornings, between 9:30-11:30 a.m. Please come to CIVITAS if you can help - 119B Anabel Taylor Hall.

**TWO REQUESTS FOR READERS** for the visually impaired: 1) Young woman, employed in legally-related downtown agency, needs readers and proof-readers to help with the materials she uses in her work. Afts. preferable, any day, M-F, between 1-4:30 p.m. for a couple of hours, once a week or as frequently as you can manage; 2) Middle-aged lady who has just moved into low-income housing project downtown seeks helper to run little errands, read mail, etc. At your convenience, for an hour or two, on a regular basis so she can count on the assistance.

**VOLUNTEERS SOUGHT FOR AFTER-SCHOOL PROGRAMS** at downtown youth center: 1) BASKETBALL coaches or assistants, for practices M and/or W, 2-5 p.m., and for games, Sunday mornings, 10 a.m. 12 noon, for about 10 weeks; 2) One-to-one HOMEWORK HELP for children 5-13 yrs., or help with EDUCATIONAL GAMES, any afternoon, M-F, 3-5 p.m., for as many weeks as you can commit; 3) SCIENCE and NATURE STUDY instructor for children 8-10 yrs., to provide hands-on experience with animals, nature, science experiments, field trips (van available) etc., any day, M-F, 3-5 p.m., for 4-8 weeks; 4) PHOTOGRAPHY instructor for children 11-13 yrs., to introduce small group to basic photography concepts and use of darkroom. Materials available. Any day, M-F, after 4 p.m., for 2 hrs. and a commitment of 4-8 wks.; 5) Recreation assistance for GYMNASTICS, BASKETBALL, ROLLER-SKATING, HIKING, SOCCER and ICESKATING (later). Tues. and/or Thurs. afts., 3-5 p.m., for about 1 wks., or as long as a commitment is possible.

**LANGUAGE EXCHANGE CONTINUING NEEDS:** We are looking for native speakers of Spanish, Japanese, German, Italian, Russian, Hebrew, Portuguese, French, Mandarin Chinese, Persian and Turkish who would help American students with conversation in exchange for Eng-

# Barton Blotter

Nearly \$8,400 in cash and valuables, including \$4,716 worth of camera and stereo equipment, was reported stolen on campus between Oct. 22 and 28, according to the morning reports of the Department of Public Safety.

The camera and stereo equipment was taken from a unit in the Hasbrouck Apartments. Other thefts included \$1,731 worth of computer equipment taken from 216 West Sibley Hall and three chairs valued at a total of \$225, taken from Baker Tower.

A total of 14 fire extinguishers worth \$329 were taken from various buildings on campus over the weekend. Cash thefts total \$682, with the largest being \$500 in coins taken from washers and dryers in the Clara Dickson Hall laundry room.

Three persons were referred to the Judicial Administrator, one for damaging a number of vehicles parked in the North Parking Lot of West Campus, another for possession of a stolen parking permit, and a third for forging a parking permit.

An employee was charged with harassment and resisting arrest in an incident involving the towing of his car from the Barton Hall area. A Pleasant Valley man was charged with driving while intoxicated.

lish conversational practice. This can be on campus, informally arranged at mutual convenience. CIVITAS can make the match if you will come to 119B Anabel Taylor Hall during our office hours: M,W,F 9-3 and T,Th 10-2.

**LOCAL MENTAL HEALTH CLINIC** seeks mature volunteers to serve as "adjuncts to therapy" in supportive relationships with socially handicapped clients, or young people, in follow-up after-crisis services and outreach counseling programs, etc. You should have a serious interest in field of mental health, emotional maturity and good listening skills; relevant experience in some helping role desirable but not absolutely necessary. Minimum commitment of 4 hrs./wk. for 5 months. Attendance at Wed. staff meeting, 12:15-1:45 p.m., each week is required.

**BASKETBALL LEAGUE** seeks coaches and referees for Sat. morning program for 8-15 year olds in conveniently located downtown gym. Two sessions, 9:30-10:45 a.m. or 11-12:15 starting Nov. 10 and continuing Nov. 17, Dec. 1, 8, 15, Jan. 5, 12, 19, 26, Feb. 2, 9, 16 and 23. Cornell's Jan. break no problem, but consistency is expected at other times. CIVITAS can put you in touch.

**UNIVERSITY HEALTH SERVICES** is recruiting volunteer PEER EDUCATORS for SPRING SEMESTER. Peer Educators provide a minimum of 3 informal group discussion sessions per semester to students in dorms, sororities, fraternities, etc., on a specified health topic. Each Peer Educator is expected to attend 22 hrs. preparatory training (2 hrs./wk.) and monthly in-service meetings. Qualifications: must be a Cornell student and have strong interest in education. Experience in leading groups or specialized education or volunteer experience in health or sexuality advantageous but not mandatory. Time commitment after training is 20-25 hrs. per semester. For more information on specific responsibilities of Peer Education, come to the CIVITAS office, 119B Anabel Taylor Hall.

**TO RESPOND: COME TO CIVITAS**, 119B Anabel Taylor Hall. Open M,W,F, 9-3, and T,Th, 10-2. Or call 256-7513.

Funded in part by the Student Finance Commission and open to the entire Cornell community.

# Graduate Bulletin

All students who plan to submit an MA, MS, MFA (Creative Writing or Music), MPS(AAA), or PhD thesis should see the thesis secretary in the Graduate School some time before the thesis defense to ensure that Graduate School rules are being followed. All masters theses should be approved before being copied and bound. All PhD theses should be given final approval before copying. Please remember that you have only sixty (60) days after passing the thesis defense in which to submit the thesis to the Graduate School. The deadline for a January degree is January 18, 1985.

Late course registration and/or course additions, drops, and changes of grade option are still possible with payment of a \$10 processing fee and petition to the Graduate School.

Reminder November 21 is the deadline for NSF 1985-86 Graduate and Graduate Minority Fellowship applications.

## Cornell University

University Personnel Services  
Day Hall  
Ithaca, New York 14853  
607/256-5226

### Please Note:

Job Opportunities is a publication of Staffing Services and is distributed each Thursday through the Cornell Chronicle. Applications for employment can be submitted through the mail. Application

forms are available by the posted Job Opportunities listing at 130 Day Hall. For more information on jobs listed, contact Staffing Services, 160 Day Hall, (607) 256-5226.

**Employee Transfer Applications:** Employees who wish to transfer to other jobs within the University should complete a separate Employee Transfer Application form for each position and submit them to Staffing Services. Individuals with official University layoff status will be given preference in referrals.

This listing is also available on CUINFO Cornell University's computerized information service. For further CUINFO

details, contact the Information and Referral Center at 256-6200 or Computer Services.

New vacancies are listed for two weeks in Job Opportunities.

\*Asterisks identify jobs that were not listed last week.

Full-time jobs are 39 hours per week unless otherwise indicated. Jobs listed as SO, U1 and U2 are represented by bargaining units.

send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$18,500  
Job Number: PT315

### Clerical

All applicants interested in positions requiring typing must take an official University test. Tests are given Mondays and Wednesdays at 8:00 a.m., Room 337, Statler Hall. Please contact Staffing Services for an appointment.

\*Position: Administrative Aide, GR21  
Department: Human Service Studies  
Description: Monitor accounts, purchasing and billings; coordinate departmental business class schedules and summer session; provide supervision of clerical staff in absence of Administrative Manager; prepare appointment forms and payroll; assist Chairman and Administrative Manager in Departmental administration as needed.

Requirements: Associate's degree or equivalent. Light typing. Experience in academic setting. Knowledge of accounting procedures. Good interpersonal skills. Demonstrated supervisory experience. Attention to detail. Ability to handle confidential information.  
Minimum Starting Salary: \$12,469  
Job Number: C446

\*Position: Administrative Aide, GR20  
Department: Office Equipment Center  
Description: Provide administrative support to the Business Manager. Assist in preparation and monitoring of department budget; maintain accounts and petty cash; handle correspondence and schedule travel.

Requirements: Associate's degree in business administration or office management or equivalent. Medium typing. Ability to operate word processor and/or microcomputer. Light bookkeeping skills. Excellent interpersonal skills.

Minimum Starting Salary: \$11,739  
Job Number: C443

\*Position: Accounts Assistant, GR19  
Department: International Agriculture  
Description: Maintain financial records for contract-funded participants. Process maintenance checks and bills; process travel accounting transactions, both domestic and foreign; process departmental requisitions and vouchers; reconcile accounts statements; purchasing and handling overseas and domestic shipments.

Requirements: Two year accounting degree or equivalent. Medium typing. At least 3-5 years experience with accounts or financial reporting preferably with State Finance & Business Office at Cornell. Accuracy with numbers. Excellent communication and organizational skills.  
Minimum Starting Salary: \$11,125  
Job Number: C442

\*Position: Secretary, GR19  
Department: Graduate School  
Description: Provide secretarial support to the Director and Assistant Director. Coordinate the flow of materials through the office; assist in organizing annual Fellowship Competition; coordinate outside fellowship notebook; administer travel grants; typing correspondence. Other duties as assigned.

Requirements: High school diploma or equivalent. Associate's degree or equivalent preferred. Several years of office experience. Experience or training in word processing. Strong organizational, interpersonal and communication skills. Ability to work under pressure. Thoroughness and attention to details essential.  
Minimum Starting Salary: \$11,125  
Job Number: C448

\*Position: Secretary, GR18  
Department: Center for Radiophysics and Space Research (CRSR)  
Description: Provide general secretarial support. Handle correspondence; purchase orders; type scientific and mathematical papers; answering telephone. Other duties as assigned.

Requirements: High school diploma or equivalent. Business or secretarial school preferred. Medium typing. Knowledge of word processor (Microm). Attention to detail. Excellent interpersonal and communication skills.  
Minimum Starting Salary: \$10,500  
Job Number: C447

Department: Chemical Engineering  
Description: Provide secretarial support to the Associate Director, Administrative Manager and two faculty members. Keep detailed and accurate records for some 175 undergraduate students; type correspondence; arrange travel; handle special projects as assigned.

# Job Opportunities

Cornell University is an equal opportunity, affirmative action employer.

## Administrative/Professional

The minimum salaries listed are for recruitment purposes only.

\*Position: Administrative Manager II  
Department: Electrical Engineering  
Description: Assists Director in preparation of budgets; coordinates financial planning for the School; oversees accounting procedures for research accounts. Liaison for the School with University Personnel Services. Oversees renovations, repairs, space assignment and planning for the School. General executive assistance to the Director as appropriate.

Requirements: Bachelor's degree or equivalent experience required. 3-5 years experience in college or university administration or related field. Cornell administrative experience preferred. Working knowledge of departmental accounting procedures is important. Send cover letter and resume to Ralph D. Jones by November 30, 1984.

Job Number: PA441

\*Position: Business Manager  
Department: Physical Education & Athletics  
Description: Oversee the planning and management of the business and financial aspects of the Physical Education and Athletics Department including accounting, budgeting payroll, and personnel functions. Oversee \$5 million-plus budget. Responsible for administrative services including central office and computer system.

Requirements: Bachelor's degree in business or equivalent required. Master's degree preferred. 3-5 years supervisory and financial management experience. Knowledge of computerized systems and enterprise operations desired. Strong financial planning and analysis skills. Send cover letter and resume to Ralph D. Jones by November 24, 1984.

Job Number: PA442

\*Position: Administrative Supervisor II  
Department: Office Equipment Center  
Description: Responsible for the direction of fiscal and policy concerns of the department including all accounting and auditing needs. Generally supervises and assists in the management of the sales, leasing, renting and servicing functions for a wide range of office equipment.

Requirements: Bachelor's degree or equivalent in business administration required. Master's degree preferred. Two years experience as a business manager or accountant with supervisory responsibilities. Auditing experience helpful. Send cover letter and resume to Ralph D. Jones by November 16, 1984.

Job Number: PA443

\*Position: Systems Programmer I (Repost)  
Department: Theory Center  
Description: Under direct supervision, installs, modifies, maintains and develops large scale operating systems software and hardware.

Requirements: Bachelor's degree or equivalent in computer science. Experience with UNIX operating system. Some programming experience required.

Minimum Starting Salary: \$16,500  
Job Number: PT352

Position: Business Manager  
Department: Transportation Services  
Description: Assumes primary responsibility

for all financial and business operations of the department. Assist in the development of \$3 million operating budget and \$8 million capital budget. Responsible for financial planning, cash handling, internal controls, accounting, budget, records and statistical analyses.

Requirements: Bachelor's degree in business administration or equivalent. Master's degree preferred. At least three years progressive experience in a business setting. Strong background in accounting, financial management, understanding of on-line computing and micro-computer operations. Please send cover letter and resume to Ralph Jones by November 9 1984.

Job Number: PA433

Position: Public Affairs Officer  
Department: CALS Dean's Office  
Description: Plan, direct and coordinate the development and implementation of the CALS Alumni Association programs and activities both on and off campus. Assist with programs and activities of the Office of Development and Alumni Affairs and to take leadership responsibilities with specific private support efforts.

Requirements: Bachelor's degree or equivalent with emphasis on communication arts, public relations, extension, sociology. Public relations and/or extension or administrative experience in higher education or related alumni affairs experience. Writing experience, such as newsletters, proposals and brochures, is required. Send cover letter and resume to Ralph Jones by November 2, 1984.

Job Number: PA435

Position: Research Support Specialist II  
Department: Human Development & Family Studies

Description: Provide supervisory and technical assistance for the project director of a new study of child abuse and neglect reports in New York State. Will be involved in all aspects of the study including data collection and analysis, as well as writing reports and publications.

Requirements: Master's degree or equivalent in the social sciences or equivalent combination of education and experience. Research experience and some statistical expertise necessary. Experience in supervising support and temporary field staff useful. Ability to oversee data entry and perform data analysis on Cornell's mainframe computer essential. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$16,500  
Job Number: PT432

Position: Curatorial Associate (Repost)  
Department: Herbert F. Johnson Museum of Art

Description: Curatorial responsibility for Museum's print and photograph collection including research, accessioning and the organization of exhibitions.

Requirements: Master's degree or equivalent in art history. Knowledge of the history and techniques of prints and photographs. At least two years curatorial work in art museum desirable. Please send cover letter and resume to Esther Smith.

Minimum Starting Salary: \$16,000-\$18,000  
Job Number: PC339

Position: Research Support Specialist I (Repost)

Department: Agronomy  
Description: Conduct video cryomicroscopic studies of plant protoplasts, cells and tissues and mammalian embryos. Record and interpret vis-

ual observations. Conduct computer enhanced video image analyses of the microscopic observations using PDP 11/23 and Victor 9000 microcomputers.

Requirements: Bachelor's degree in the biological sciences. Proven experience in light microscopy required. Also, some experience in video recording and computer usage desirable. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$13,625  
Job Number: PT4110

Position: Systems Analyst II (Repost)  
Department: Education  
Description: Performs systems development in design and development of PC software, including selection of software packages and modification of existing programs and development of new programs for instructional packages; program documentation and preparation of student study guides; supervises part-time student programmers; develops program and documentation of IBM personal microcomputers dealing with biology laboratory simulations.

Requirements: Bachelor's degree or equivalent with course work in computer science. Course work in biology helpful. Master's degree preferred. 2-3 years programming experience including ability to program in PASCAL. Familiarity with IBM PC as well as systems development and documentation necessary.

Minimum Starting Salary: \$18,000  
Job Number: PT386

Position: Applications Programmer II  
Department: Agricultural Economics  
Description: Responsible for assisting users utilizing a variety of mainframe as well as mini and microcomputer systems and applications in research, teaching and extension activities. Responsible for analysis, design, implementation and maintenance of new applications programs and systems, as well as maintenance of existing systems.

Requirements: Bachelor's degree with computing-related courses or equivalent training and experience. Applicants must possess at least entry level skills and be familiar with IBM VM and MVS environments, have substantial experience with microcomputing systems, have a knowledge of data and file management processes, and/or be competent in the use of statistical computing procedures and software packages such as SAS, MINITAB, TROLL, etc. One year's experience working in a professional data processing environment essential. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$16,500  
Job Number: PT415

Position: Systems Programmer III (Repost)  
Department: Computer Science  
Description: Provides software maintenance and development support for the Computer Science Department's computing facility. Provides software consulting and programming assistance to departmental research groups; daily software maintenance.

Requirements: Bachelor's degree or equiv. in computer science or engineering. At least 2 years experience in systems programming and development. Familiarity with UNIX and C, or with a comparable modern operating system and systems programming language essential. Academic work experience and computer networking with advanced programming or office automation environments helpful. Please

Requirements: High school diploma or equivalent. Business or secretarial school preferred. Medium typing. At least two years secretarial experience. Word processing and computer skills desirable. Good interpersonal skills. Ability to work under pressure.  
Minimum Starting Salary: \$10,500  
Job Number: C441

\*Position: Secretary, GR18  
Department: Center for International Studies  
Description: Provide secretarial support for program within the Center for International Studies, such as the Development and Cornell Abroad activities. Type and proofread all correspondence, reports and memoranda; maintain, organize, keep current catalog of Director's project files; handle travel and lodging arrangements and reimbursements.  
Requirements: High school diploma or equivalent. Medium typing. Knowledge of electric typewriter, word processor. Good telephone techniques. Ability to work under pressure and handle confidential information with discretion. Attention to detail.  
Minimum Starting Salary: \$10,500  
Job Number: C441

\*Position: Facilities Inventory Clerk, GR17  
Department: Facilities Engineering  
Description: Provide support to the Facilities Inventory Office by maintain occupancy and use data for Cornell's 500+ facilities; enter and edit data for the Facilities Inventory computer system. Other duties as assigned.  
Requirements: High school diploma or equivalent. Medium typing. Experience in data processing and entry (mainframe and micro-computer). Experience with IBM PC preferred. Ability to organize and manage detailed information with a very low error rate. Ability to work under pressure and meet deadlines. Excellent interpersonal skills.  
Minimum Starting Salary: \$9,967  
Job Number: C445

Position: Office Systems Specialist, GR22  
Department: Computer Services  
Description: Provide first-contact consulting in word and text processing as well as other office applications. Serve as a resource in the development and teaching of workshops; demonstrate word processing equipment and software; provide administrative support for a small group.  
Requirements: Associate's degree or equivalent. Bachelor's degree or equivalent preferred. At least 3-5 years office experience including 1-2 years experience with word processors/personal computers. Good communication skills (written and oral), organizational, analytical and evaluative skills. In depth knowledge of word processing. Some knowledge of microcomputers, particularly IBM personal and Lotus 1-2-3. Knowledge of sources of information about computing on campus. Experience with Cornell electronic mail system or other office automation software useful.  
Minimum Starting Salary: \$13,141  
Job Number: C4313

Position: Office Assistant, GR18  
Department: Office Equipment Center  
Description: Oversee and maintain the lease account for standard office equipment, i.e., typewriters and dictating equipment; process all relevant data and correspondence.  
Requirements: High school diploma or equivalent. Medium typing. Good telephone and experience as an accounts clerk/secretary. Familiarity with the operation of a microcomputer system helpful.  
Minimum Starting Salary: \$10,500  
Job Number: C439

Position: Data Entry Operator, GR18  
Department: Computer Services  
Description: Key enter or key verify data via CADE keystations. 39 hours/week/shift work/weekends.  
Requirements: High school diploma or equivalent. Data entry and/or keypunch experience, preferably CADE system experience (at least one-two years).  
Minimum Starting Salary: \$10,500  
Job Number: C431

Position: Accounts Assistant, GR18  
Department: Clinical Sciences  
Description: Responsible for the collection of all charges for hospitalized cases of the Large Animal Clinic; prepare billing statements at the time of discharge of the patient.  
Requirements: High school diploma or equivalent with some college with accounting and bookkeeping courses or equivalent experience. At least 1-2 years of accounting or

bookkeeping experience necessary. Billing experience in a medical setting desirable.  
Minimum Starting Salary: \$10,500  
Job Number: C4310

Position: Secretary, GR16  
Department: University Development  
Description: Provide secretarial and receptionist support for communications staff. Responsible for typing drafts, correspondence; recording, filing and storing of all communications jobs; serve as liaison with the Office of Visual Services.  
Requirements: High school diploma or equivalent. Medium typing. Some office experience. Knowledge of printing and publications work desirable. Good command of written English. Good proofreading and organizational skills.  
Minimum Starting Salary: \$9,494  
Job Number: C4312

**General Service**

\*Position: Custodian, SO16  
Department: Buildings and Grounds Care (Statutory)  
Description: Provides general maintenance and custodial care of buildings and grounds in immediate vicinity of assigned area. Monday - Thursday, 6:00 a.m. - 2:30 p.m.; Fridays 6:00 a.m. - 1:30 p.m.  
Requirements: Ability to operate a variety of heavy power-operated equipment, climb an 8' ladder and lift 50 lbs.  
Minimum Starting Salary: \$4.84/hour  
Job Number: S448

\*Position: Custodian, SO16  
Department: Buildings and Grounds Care (Endowed)  
Description: Provides general maintenance and custodial care of buildings and grounds in immediate vicinity of assigned area. Mon. - Thurs., 6:00 a.m. - 2:30 p.m.; Fridays 6:00 a.m. - 1:30 p.m.  
Requirements: Ability to use a variety of heavy poweroperated equipment, climb an 8' ladder and lift 50 lbs.  
Minimum Starting Salary: \$4.47/hour  
Job Number: S447

\*Position: Custodian, SO16  
Department: Buildings and Grounds Care (Endowed)  
Description: Provides general maintenance and custodial care of buildings and grounds in immediate vicinity of assigned area. Wednesday, Thursday, 6:00 a.m. - 2:30 p.m.; Friday 6:00 a.m. - 1:30 p.m.; Saturday, Sunday 4:00 a.m. - 12:30 p.m.  
Requirements: Ability to use a variety of heavy poweroperated equipment, climb an 8' ladder and lift 50 lbs.  
Minimum Starting Salary: \$4.47/hour  
Job Number: S446

\*Position: Laundry Attendant, SO15  
Department: Laundry  
Description: Operates equipment and performs duties necessary to receive, process and ship a wide range of linen products for residential, dining and general use. Monday Friday, 7:00 a.m. - 3:30 p.m.  
Requirements: High school diploma or equivalent. Ability to operate typical, commercial laundry processing equipment.  
Minimum Starting Salary: \$4.22/hour  
Job Number: S443

**Technical**

Applications for Technical positions should include the following information:  
- Scientific/technical courses completed  
- Lab techniques and/or equipment (knowledge of)  
- Special skills (e.g. knowledge of computer language)

Position: Technician, GR21  
Department: Veterinary Microbiology (James A. Baker Institute for Animal Health)  
Description: Perform standard techniques in virology, serology and immunology. Prepare and maintain tissue and plant cultures; maintain cell lines; preparation, lyophilization and titration of stock viruses as well as virus isolation; perform various serological tests. Some animal work involving sample collection; record keeping and laboratory maintenance.  
Requirements: Bachelor's degree or equivalent experience in microbiology. Laboratory technique skills including familiarity with centrifuges, pH meters and coulter counters preferred. Experience in record keeping, prepa-

ration of graphs and tables of data for slides and publications.  
Minimum Starting Salary: \$12,469  
Job Number: T432

Position: Technician, GR20  
Department: Avian & Aquatic Animal Medicine - Woods Hole, Massachusetts  
Description: Assist the Director of the Marine Health Laboratory in carrying out the objectives of the diagnostic facility at Woods Hole and to establish diagnostic histopathology, bacteriology, parasitology, mycology and hematology of vertebrate and invertebrate aquatic animals.  
Requirements: Bachelor's degree in biological sciences and technical experience to meet requirements of job description, or equivalent. Technical training in microbiological skills and histopathology including preparation of specimens for light and electron microscope examination. One year experience in microbiological and histopathological services would be useful.  
Minimum Starting Salary: \$11,739  
Job Number: T439

Position: Research Aide, GR20  
Department: Chemistry  
Description: Oversee the collection, synthesis and analysis of mass spectral data. 20-39 hours per week (flexible).  
Requirements: Bachelor's degree or equivalent in chemistry. Familiarity with organic chemistry; ability to learn the mass spectrometry of organic compounds and understand the organic structural data. Familiarity with scientific computing.  
Minimum Starting Salary: \$11,739  
Job Number: T437

Position: Research Aide, GR19  
Department: Food Science  
Description: Provide technical support for research project on the improvement of milk and dairy products quality and shelf life identifying quality problems and proposing remedial actions. Duties include planning and conducting experiments; analyzing data; isolating, identifying and maintaining bacterial cultures; and maintaining laboratory equipment and supplies. Until 9/30/85, extension based on continuation of funding.  
Requirements: Bachelor's degree or equivalent in food science, biological sciences or related field. Experience in wet chemical analyses and microbiological evaluations of foods.  
Minimum Starting Salary: \$11,125  
Job Number: T431

Position: Technician, GR18  
Department: Equine Drug Testing & Research - Saratoga Raceway  
Description: Perform analysis of blood and urine samples in a field drug testing laboratory at Saratoga Raceway. Assist laboratory director as required. 1:00 p.m. - 10:00 p.m., Saturdays, Sundays and holidays included.  
Requirements: Associate lab technician degree or equivalent lab experience. Experience with thin layer chromatography and general laboratory procedures.  
Minimum Starting Salary: \$10,500  
Job Number: T438

Position: Technician, GR18 (Repost)  
Department: Genetics and Development  
Description: Provide technical and administrative support for the efficient operation of a genetics laboratory. Duties include participation in research, maintenance and ordering of laboratory supplies and maintenance of a collection of genetic strains of *C. elegans*.  
Requirements: Associate's degree in biology or related field with course work in genetics. Bachelor's degree desirable. Minimum of one year laboratory experience.  
Minimum Starting Salary: \$10,500  
Job Number: T417

**Part-time**

\*Position: Bus Driver, SO20 (Two Positions)  
Department: C.U. Transit, Inc.  
Description: Drive a \$60,000 bus on campus and short charters. Duties include physical checking of bus; enforcing rules and regulations; providing information and directions on campus; maintaining conduct of passengers, security and keeping count; assuming flexible hours from 5:00 a.m. until whenever needed. Part-time, 20 hours per week.  
Requirements: High school diploma or equivalent. Class II driver's license and ability to pass a physical and other requirements of article 9A of the Motor Vehicle law. 3-6 months current bus driving experience.  
Minimum Starting Salary: \$5.54/hour  
Job Number: S441, S442

Position: Senior Night Supervisor, GR20  
Department: Circulation/Reserve - Uris Library  
Description: Oversee operation of circulation/reserve desk; responsible for building during evening hours; supervise work of student assistants on service desks; coordinate their efforts on variety of routines and projects, monitors their performance; assist with routine desk duties; answer questions and handle problems; oversee work of students, evaluate and assist with their training; make regular tour of building. Evenings, 25 hours per week.  
Requirements: Associate's degree or equivalent. Light typing. Ability to work well with variety of people; supervisory experience; ability to work independently and to execute independent judgment.  
Minimum Starting Salary: \$11,739/annual equivalent  
Job Number: C4311

Position: Administrative Aide, GR19  
Department: Natural Resources  
Description: Provide clerical support for Cooperative Extension agents. Type correspondence and reports from dictaphone; arrange meetings; send mailings. Monday - Friday, 9:00 a.m. - 3:00 p.m.  
Requirements: Associate's degree or equivalent. Medium typing. At least three years work experience. Excellent communication skills required.  
Minimum Starting Salary: \$11,125/annual equivalent  
Job Number: C432

Position: Secretary, GR18  
Department: Center for Radiophysics and Space Research (CRSR)  
Description: Type scientific papers, proposals and letters; answer telephone; keep files. Other duties as assigned. Monday - Friday, 1:00 p.m. - 5:00 p.m., 20 hours per week.  
Requirements: High school diploma or equivalent. Business or secretarial school preferred. Medium typing. previous office experience. Knowledge of word processors, preferably with MICOM.  
Minimum Starting Salary: \$10,500/annual equivalent  
Job Number: C438

Position: Audio Visual Aide, GR18  
Department: NYS School of Industrial & Labor Relations (NYSSILR)  
Description: Supply needed services from AV department to resident and extension faculty of the ILR School and, on occasion, to other units at Cornell and outside the University. Set up and operate various projectors (16 mm, slide, etc.), recorders (video and audio). 8:30 a.m. - 12:30 a.m. Monday Friday (20 hours per week).  
Requirements: High school diploma or equivalent. Some college helpful. Light typing. Some experience in operation of AV equipment and office procedures (scheduling, planning, record upkeep, billing, taking orders, etc.). NYS driver's license required.  
Minimum Starting Salary: \$10,500/annual equivalent  
Job Number: C437

Position: Office Assistant, GR17  
Department: Media Services  
Description: Handle mail and telephone order fulfillment operations for pesticide applicator training publications; open and sort mail; check remittances; assemble and ship orders; file completed orders; prepare cash and check deposits; prepare invoices; maintain records and files; handle service inquiries. part-time, 20 hours per week, days and hours flexible.  
Requirements: High school diploma or equivalent. Medium typing. At least 1-2 years

## Brief Reports

### Quarter-Ring Circus At WSH on Nov. 5

The Royal Lichtenstein Quarter Ring Sidewalk Circus will perform in front of Willard Straight Hall at noon Monday, Nov. 5.

The circus is in its 13th annual national tour, featuring acts of unicycling, juggling, comedy, magic, animal acts and two narrated-mime fables.

The appearance here is sponsored by the Willard Straight Hall Programming Board and Cornell United Religious Work.

### Cornell Photos To Be Used In TV Show on Vietnam

A number of still shots from Cornell University's extensive photographic collection on the Vietnam War will appear in WCNY-TV's production of "Now Tell Us All About the War."

Scheduled to be aired at 10 p.m. Wednesday, Nov. 7, the program is the story of eight Vietnam veterans.

The hour-long program, narrated by actor Martin Sheen, weaves the recollections of these men with photographs and passages from their works, and writings of others who shared the Vietnam experience, into a living scrapbook of that turbulent period in American history.

Many of the photographs were taken from some 10,000 in Cornell's growing Vietnam War Veterans Archives which includes more than 40 collections. Stored in the Department of Manuscripts and University Archives in Cornell's Olin Library, the collections are listed on an annotated accession list, giving title, dates, quantity, collection number, and a brief description.

The collections are open to public perusal.

WCNY-TV, Channel 24, the PBS affiliate in Syracuse, is carried by most local cable television systems.

### '60 Minutes' Producer Will Give Talk Here

What makes "60 Minutes" tick? That story and more on Wednesday, Nov. 7, when Sanford Socolow, a producer on the award winning CBS Television program, speaks here.

His address, which is free and open to the

public, will be at 7:30 p.m. in 202 Uris Hall; seating is limited.

Socolow joined the "60 Minutes" team earlier this year after serving as London bureau chief for CBS News. He has been executive producer of the CBS Evening News for both Walter Cronkite and Dan Rather, and a CBS vice-president and Washington bureau chief during Watergate.

In her book "The Evening Stars," Barbara Matusow, a writer and producer who has worked for all three major networks, discusses Socolow's "extraordinarily close identification with Cronkite." She says, "Socolow was so adept at reading Cronkite and interpreting his wishes that he functioned almost as a surrogate for the anchorman — a situation...which made Socolow an exceptionally powerful person in the news division. When he said something, it had the same authority as if Cronkite himself had said it."

The Socolow lecture is sponsored by the Sigma Delta Chi Journalism Society and the Cornell Daily Sun.

### Microcomputer Classes Set for November

Cornell students, faculty members and staff are eligible to enroll in workshops and short courses on microcomputers, offered in November by Cornell Computer Services.

Scheduled Monday and Tuesday mornings, Nov. 5 and 6, is a two-part course on WordPerfect basics. An introduction to Lotus 1-2-3 is planned for Tuesday afternoon, Nov. 6. Use of the IBM-PC program Kermit will be taught Wednesday, Nov. 11.

An introduction to the DEC Rainbow is scheduled for Thursday afternoon, Nov. 8, with an introduction to the IBM-PC Monday afternoon, Nov. 12. A two-part course in advanced concepts for WordPerfect will be conducted Monday and Tuesday mornings, Nov. 12 and 13.

A two-part videotape introduction to dBase II will be shown Tuesday and Thursday mornings, Nov. 13 and 15. Advanced dBase II will be taught Monday afternoon, Nov. 19.

More information on course content, fees and registration is available from Helen Russler, 61 Warren Hall, at 256-4981.

### Recreation Club Plans Breakfast

The Cornell Recreation Club will have a breakfast for the general public from 8 a.m. to noon Sunday, Nov. 4, in the Big Red Barn.

Tickets will be available at the door only, and will sell for \$3 for adults, \$2 for children 6 to 12 and will be free for children 5 and under.

### Ray Charles to Play Nov. 8 in Bailey

Ray Charles, a music legend whose career has spanned almost 40 years, will perform at 9 p.m. Thursday, Nov. 8 in Bailey Hall.

Charles, 54, is a 10-time grammy award winner whose songs combine a distinctive blend of blues, jazz and country which has come to be known as Soul. The Georgia native began to lose his sight at the age of six. By the time he was 15 years old, he had lost both parents and set out traveling the country eking out a living as an entertainer.

Today, Charles has shared stages with the biggest names in show business. Frank Sinatra once said, "Ray Charles is the only genius in our business."

Tickets for the Cornell Concert Commission production cost \$11.50 and \$12.50, and are available at Cornell's Willard Straight Hall, Ithaca College's Egbert Union, Discount Records, and Ithaca Guitar Works.

### SAGE CHAPEL

#### Altschuler to Talk At Sunday Service

Glenn C. Altschuler, assistant dean of the College of Arts and Sciences, will speak at Sage Chapel at 11 a.m. Sunday, Nov. 4. His sermon topic will be "Religion and Morality in the Naked Public Square."

Altschuler has served as assistant dean of Arts and Sciences and as adjunct assistant professor in the Department of History since 1981. He was an assistant professor of history at Ithaca College from 1976-1981.

Altschuler received his B.A. in history from Brooklyn College and his M.A. and Ph.D. from Cornell.

In 1983, he was co-author of "Revivalism, Social Conscience and Community in the Burned-Over District" (Cornell University Press) and has had articles published in the Journal of Social History, Journal of Popular Culture, Foundations, and Church History.

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

## Job Opportunities

Continued from Page 7

office experience. Excellent organizational and interpersonal skills.

Minimum Starting Salary: \$9,967/annual equivalent

Job Number: C433

Position: CRT Operator, GR17

Department: Veterinary Pathology

Description: Provide clerical support for two service offices and departmental administrative office. Duties include processing reports; data entry on computer. Other duties as assigned. Monday - Friday, 6-8 weeks training hours 9:00 a.m. - 12:00 p.m.; regular hours later, 1:00 p.m. - 4:00 p.m.

Requirements: High school diploma or equivalent. Medium typing. At least two years experience in computer data entry/medical terminology and clerical/secretarial skills.

Minimum Starting Salary: \$9,967/annual equivalent

Job Number: C434

### Academic

Please contact department directly.

Position: Extension Associate III (Field Instructors Three positions)

Department: Family Life Development Center, Human Development and Family Studies (two in upstate New York, one in New York City)

Job Number: A432, A433, A434

Position: Assistant/Associate Professor  
Department: Neurobiology and Behavior  
Job Number: A431

Position: Public Services Librarian  
Department: Law School Library  
Job Number: A435

## The Week in Sports

### Ivy Women's Volleyball Championships Here This Weekend

Contributed by Sports Information

The Ivy League women's volleyball championships comes to Cornell this weekend, as the three-day event will take place at both Helen Newman and Barton Hall, starting on Friday at 5 p.m. Action on Saturday and Sunday will begin at 10 a.m., with all of Sunday's matches taking place at Helen Newman. One other team will see action on Friday — the freshman football squad, which entertains Army at 7:30 p.m. on Schoellkopf Field. Saturday morning, the women's field hockey team meets Pennsylvania in the Big Red's season finale at 11 a.m. at the Schoellkopf turf.

This will be the eighth edition of the Ivy League women's volleyball tournament, and the tourney was last held at Cornell in 1980. The championship is a round-robin format as each school will play every other team once.

On Friday, games will begin at 5, 7 and 9 p.m., with two games taking place concurrently at Helen Newman and one match at Barton. On Saturday, both sites will again be in use, with games beginning at 10 a.m.,

noon, 2 p.m. and 4:30; there will be no 4 p.m. game at Barton. On Sunday, all action will be at Helen Newman Hall, with starting times identical to Saturday's.

Pennsylvania, Princeton, Cornell and Brown, the top four finishers in the 1983 tournament, figure to be the top contenders once again.

The Cornell team is a young one, led by senior captain Elise Lincoln, a second team All-Ivy selection last season. The Big Red's record is currently 17-7, highlighted by a second-place finish at the Syracuse Invitational, where it defeated Brown in the semifinals. The Red is coming off a third-place showing at the Army Invitational this past weekend.

The freshman football team is 0-4 on the current campaign but it could very easily have a few victories under its belt at this point in the season. The Big Red has outplayed several of its opponents, only to fall short on the scoreboard. In last Saturday's 21-19 loss to Dartmouth on Alumni Field, the Big Red suffered four turnovers, including an interception at the Green's 7-yard line.



Leaders of Cornell women's teams are Leane Sinicki (left), who is top scorer for the field hockey team, and Elise Lincoln, captain of the volleyball team.

The women's field hockey squad closes its 1984 campaign by entertaining Penn on Saturday. Currently 5-8 overall (1-4 in the Ivy League), the Big Red will be trying to equal the total number of wins it

achieved last season when it went 6-9. In last season's meeting, Cornell was defeated by the Quakers, 3-0.

Cornell has been off since Oct. 24 when lost to Colgate in Hamilton, 3-1. Heading into the final contest, there is still a tight race going for team scoring honors. Senior Leane Sinicki has three goals and two assists for five points, but she is followed closely by junior Ellen Grant (three goals and one assist) and sophomore Kriste Levine (two goals and two assists). Freshman Julie Bantley also has three tallies on the season. Junior Sue Zieman figures to be in goal for Cornell this season. She has a goal's average of 1.72, as well as a save percentage of .843.

The women's tennis team wrapped up its fall campaign by winning the New York state championship for the first time ever this past weekend. It was the first time the Red ever won the state title, as the squad placed second a year ago. Sophomore Jane Klein won the singles championship at the tournament, while classmate Lauren Levine and freshman Carolyn Savage came in second in the doubles competition.

# Networking

A Cornell Newsletter Published by Employees for Employees

## Cora Courtwright Named Dedicated Service Winner for November

Cora Courtwright has been a dedicated employee in the department of Cornell Dining since September 18, 1957. On November 2, 1984, she retires after 27 years of service. Cora began working for Cornell Dining at Willard Straight Dining, then in 1967 transferred to Hughes Dining in the Law School. Cora is more than deserving of this award, with her dedication toward her position and responsibilities to serve the Hughes Dining customer. For the past 17 years, Cora has served the Law School faculty, staff and students. She's pampered the clientele by accommodating their special sandwich requests from the short order grill. She

also remembers each customer by name.

Cora's home is in Lodi, New York, 30 miles from Cornell, yet in the winter she arrives early to serve breakfast every morning and prepare lunch. In her leisure time, Cora enjoys life with her husband, their family of three children and three grandchildren. She's an avid camper and traveler, touring parts of New York State with her family in their motor home. Cora also enjoys needlework and quilting.

Everyone at Hughes Dining will surely miss Cora but wish her "Good Luck" in her days of leisure retirement, which she truly deserves and has earned.



Cora Courtwright

## January Changes Announced In Endowed Health Care Plan

Contributed by University Personnel Services

In an effort to contain the spiraling costs of health care coverage, the changes outlined below will be made to the Cornell Health Care Plan for Endowed Employees, offered through Aetna, effective January 1, 1985.

These changes are an attempt to hold down health care plan costs without lowering the quality of medical care received. They are designed to give participants incentives to help control health care costs by encouraging cost effective choices. Some of the provisions are designed to assist employees in obtaining the information they need to make more informed decisions about specific medical procedures, while another provision will provide incentives for making sure hospital bills reflect accurate charges. Another change expands the service of the Prescription Drug Coverage.

### Mandatory Second Surgical Opinion

Benefits are currently provided for the cost of obtaining a second surgical opinion to aid in decisions about undergoing any surgical procedure. All current benefits for voluntary second surgical opinions will continue.

For a specific list of non-emergency procedures, however, a second opinion will be mandatory effective January 1, 1985. Failure to obtain a second opinion for such a procedure will reduce the reimbursement of covered

surgical expenses to 50 percent of the regular Plan benefit. No matter what the second physician recommends, it remains your choice whether or not to undergo surgery. You will receive the regular Plan benefit as long as you have obtained a second opinion.

### Same-Day Surgery

Many surgical procedures can be safely performed on an out-patient basis and do not require a hospital stay. To promote the use of same-day surgery, the plan will continue to pay 100 percent of the reasonable and customary charges associated with the surgery.

Under the changes effective January 1, 1985 certain non-emergency procedures will be designated to be performed on an out-patient basis. If you choose to have these procedures performed on an in-patient basis when they could have safely been performed on an out-patient basis, reimbursement under the Plan will be limited to 50 percent of the reasonable and customary charges. If the surgeon can show medical necessity for having these non-emergency procedures performed on an in-patient basis, you will receive the regular Plan benefits.

### Maintenance Prescription Drug Service

Employees and their covered dependents who use maintenance drugs for long-term illnesses, or for conditions which require continuing medication, will now be able to purchase up to a six-month supply of medication through Employee Pharmaceutical, Inc. (EPI). Maintenance prescription drugs available under this provision will be ordered and distributed through the mail.

### Hospital Claims Review

To encourage employees to review their itemized hospital bills for accuracy, Cornell will pay employees for bringing billing errors to Aetna's attention. Once an error is verified by Aetna, and the overcharge is refunded, Cornell will pay employees 50 percent of the refunded overcharge, up to a maximum of \$500.

### Additional Information

Detailed information on these changes will be mailed shortly to participants in the Cornell Health Care Plan for Endowed Employees, at their home addresses.

## You Can Take the First Step in Resolving Concerns on the Job

Contributed by University Personnel Services

In a work environment as large and diverse as Cornell, problems and conflicts will occur. The University has both informal and formal means of resolving such problems. If you encounter problems on the job, there are a number of effective ways to resolve them which are readily available to you.

This is the first in a series of articles describing both formal and informal ways to solve job-related problems.

Employees are encouraged to use both the informal and formal complaint and grievance procedures to resolve their problems. Employees may not be discriminated against for using either process.

"Many problems and conflicts can be resolved informally, and in fact, that is the case here at Cornell," according to E. Peter Tufford, manager, Employee Relations. "Regular and open communication between employees and supervisors reduces the likelihood for the need of more formal review. When employees and supervisors talk through their concerns, problems such as working hours, vacation timing, and work assignments can often be resolved directly with the supervisor.

"An incident that seems to predict a personality conflict with a co-worker may have a simple explanation. We find that recurring conflicts are reduced or eliminated when people agree to specific types of cooperation."

To discuss a work-related issue, an employee should approach his or her supervisor as soon as possible after a problem is identified. Employee Relations encourages supervisors to respond to the employee's concerns immediately in an effort to resolve the situation so that it does not hinder the employee's working relationship and the productivity of the department. The major focus is to prevent a small problem from becoming a large one.

It may be that the concern can be addressed by informally raising the issue in the day-to-day working relationship. However, in some cases it may be necessary to schedule a meeting to address the problem.

In either case, do not be afraid to ask a question. Problems are not always resolved to

the satisfaction of the employee and the supervisor, however, there is little chance of reaching any solution until you raise your concern. In some situations a compromise may bring results.

Be aware that in seeking a solution to your problem or an answer to your concern that the supervisor must take into consideration the effect his or her decision will have on all employees. What appears to be a simple problem may not be. Therefore, by discussing the situation, the supervisor and employee can gain valuable information that enables both to place themselves in the other person's position. Learning the other person's viewpoint is an important step toward better understanding of the issue.

If an employee does not feel comfortable in bringing the problem to his or her supervisor, the employee can speak directly with a representative from the Employee Relations section of University Personnel Services at 256-7206. Working with the employee on an informal and confidential basis, an Employee Relations representative can be very helpful in providing assistance, exploring ways of resolution, or acting as a mediator.

Sometimes an issue centers around an awareness and understanding of policy. One of the functions of Employee Relations is to administer University personnel policies and to ensure that supervisors and employees observe and understand those policies. Employee Relations representatives can also provide you with advice on matters of policy interpretation and information regarding other regulations about the workplace and applicable laws.

Often the initial meeting with the Employee Relations representative is the first step.

Continued on fourth page

## Holiday Contributions Welcomed

Come fill the cup, we at *Networking* invite you to share your poetic words with us. Send along your favorite photos of winter scenes and holiday schemes for our holiday issue.

## Many Offices to Be Decided Next Tuesday

Tuesday, November 6, is election day. The presidential and vice presidential races receive a lot of attention, and most people are aware of the issues. Many other, and no less important, races will also be decided on election day. These include a New York State Assembly seat, a New York State Senate seat, the State Supreme Court Justice in the 6th Judicial District, three Congressional District seats in Tompkins County, and several town offices.

These offices represent a big piece of government. If you think your one voice won't be heard through your vote on election day, think again. A lot of people are listening.



## Opry Visitors

Left to right are (top row) Alice Klock, Charlotte Westbrook, Carol Pound, Kenneth Vanderzee, Donna Vose, Alga Vose; (middle row) Carolyn Jolly (guide), Audley Strickland, Mary Strickland, Gail Jackson, Jane Fowler, Ann Barden, Phil Barden, Evelyn Crawford, Floyd Crawford, Will Slater; (front row) Emma VanOrman, Shirley Riley, Judy Prottis, John Calhoun, Brenda Creeley, Ruth Camilli, Helen Vanderaee, Deloris Barlett, Mertie Decker, Clarence Decker, Pat Cooper (hostess), Don Cooper (bus driver).

# Notes from the Grand Ole Opry Trip (Some Musical and Some Otherwise)

By DONNA VOSE

Twenty-five country and western music fans from the Ithaca area had a great time recently in Nashville, Tennessee. Don Cooper, our bus driver and his wife, Pat, our hostess, were the most congenial and accommodating couple one could ask for. By the time we arrived home Monday evening, new and lasting friendships were made.

The weather was absolutely perfect and the trip to and from Nashville was brilliant with fall foliage colors. We left here on Wednesday, October 10, and spent our first night at the Columbus, Ohio Hilton Hotel. Late Thursday afternoon, we arrived in Nashville where we stayed at the Rodeway Inn and soon met our tour guide—a very lovely Southern lady, who

spent the next couple of days with us.

We spent the evening at Country Music U.S.A. and enjoyed a Southern barbecue followed by a show featuring Bill Munroe. Friday we toured Nashville. Some of the highlights were: The Auto Museum, Barbara Mandrell Country, the Parthenon (where our picture was taken), the Upper Room Chapel, Opryland Hotel, and famous stars' homes, plus much, much more. We all learned so much about Nashville from our guide. On Friday evening we had front row seats at the Grand Ole Opry. This excellent show featured such country stars as: Bill Anderson, Box Car Willie, Reba McEntire, Porter Wagoner, Grandpa Jones, Hank Snow, plus many, many more.

On our last day in Nashville we toured

Opryland. On Sunday we said goodbye to our gracious tour guide and headed home with another overnight stop at the Hilton Hotel in Columbus, Ohio. Monday evening, October 15, we arrived home.

If another trip is planned for Nashville, I heartily recommend it. Swarthout and Ferris did an excellent job of planning the trip and also of selecting our bus driver and hostess, Don and Pat.

### Future Events

**Mark Your Calendar** — Christmas Dinner Dance on Saturday, December 15, at TC-3. A good time for one and all.

Don't forget to stop by the CRC office and order your "CRC jacket." They are only \$15.00 and are in red with white letters or white with red letters.

Plans are underway for a trip to the Canadian National Expo in Toronto in August of 1985. Tentative plans are to go on a Thursday and return on Sunday with two days at the CNE or (if some would rather) one day at CNE and one day free—whatever. If you think you might be interested, or would like more information, please call Donna Vose at 256-6358 or Becky at 256-7565.

Don't forget the shopping trip to Charlestown on November 9. The bus leaves Ithaca at 7:30 a.m. and will leave Utica after the stores close at 9:00 p.m. The cost is \$9.00 to members and \$14.00 for non-members.

The New York City one-day trip will be held on Saturday, December 1. The bus will leave Ithaca at 6:00 a.m. and depart from New York City at 11:30 p.m. The cost is \$20.00 to members and \$25.00 for non-members.

## CRC Breakfast

Cornell Recreation Club Breakfast  
Sunday, November 4, 1984  
8:00 a.m. - 12:00 noon  
Big Red Barn  
Tickets Available At The Door Only  
Adults \$3.00  
Under 12 \$2.00  
5 and under Free  
Everyone Welcome

# Cornell Careers and Growing In Your Current Job

Contributed by University Personnel Services

Growing in one's current job was the topic of the October 11 Cornell Careers program. Devon Smith, assistant director of the Career Center, began by describing her own career evolution at Cornell as a living example that "Cornell really does offer possibilities to those who are interested in career growth — and career growth starts where you are."

Participants in the October 11 session were given a brief questionnaire to help them identify what aspects of work motivate them. "By recognizing your needs and the priority you put on having these needs met," Devon said, "you have already begun your personal career planning process."

She advised participants to analyze their knowledge in terms of the tasks they do and the skills they have, their relationships (how well they work with others), and their initiative (how well they follow up). According to Devon, this analysis helps to identify an individual's strengths which can be used to focus on opportunities in the job which utilize those strengths. She stressed that every individual can look for opportunities to do more in his or her

current job, but this does require work — going one step above and beyond.

"The punchline is this," said Devon. "If you were thinking about wanting to grow — in any area — the key is not to depend on anyone or anything besides yourself to move onward. Nourish the motivation in yourself. Even in an organization such as this, it is not an automatic progression — you must do it yourself, and you can do it by taking positive initiative to improve your situation."

The next program on November 8 will feature Linda Urban, who has been a counselor for the Employee Assistance Program, of the Family and Children's Service of Ithaca. Linda's presentation on "Interviewing Skills — Part Two" will address how you can successfully present yourself in the interview and questions you can ask the interviewer.

This program may be particularly helpful to staff who are interested in more tips and techniques on job interviewing. Cornell Careers seminars are held on the second Thursday of each month from 12:15 until 1:15 p.m. in 202 Uris Hall.

# Trustee Report

By GEORGE PETER and DOMINIC VERSAGE

You have read elsewhere about the \$20 million gift to the newly named *Johnson School of Management*. You have read also, about the announcement by Governor Cuomo of the proposed \$22 million appropriation for the Biotechnology Center at Cornell. The visits by the Samuel Johnson family and by the Governor were the highlights of the Trustee-Council weekend.

There is no way to define the excitement and impact that these events have made on Cornell. The impact is far reaching. Every part of the University will be affected in positive ways. These are exciting times for Cornell.

People have asked us, from time to time, "just what is the Cornell Council?" An answer: The Council is made up of approximately 400 active alumni who work to promote Cornell University. Members to the Council are elected by their peers through a nominating and election process. Officers are elected, committees appointed and agendas established as in any volunteer organization. The Council works in areas of fund raising, admissions, career placement and advising; advisory to schools and in many other areas. In some cases it has served as a testing ground from which trustees are nominated.

A new film was shown during Trustee-Council weekend. Perhaps the most classic statement in the film was a closing remark by Professor Lowi. He talked about the uniqueness of Cornell. He questioned why we compare ourselves with Princeton, Yale, Harvard or others. "Why should we compare," he said, "have nobody else in our class."

# President Rhodes Chats With Employees

By DONNA UPDIKE

Communication between employees and administrators is a topic of concern in most organizations, whether it be universities or public enterprise. The Employee Trustee Brown Bag luncheons are designed to give employees an opportunity to meet with senior administrators and have questions answered, air concerns or listen to the exchange of comments and ideas.

President Frank Rhodes was the guest at the October 10 Brown Bag luncheon which was attended by about 30 employees. The atmosphere was informal, with President Rhodes personally greeting each of those present. He spent a few minutes commenting on the outlook for the 84/85 academic year by touching upon topics including student body, financial outlook, fund raising campaigns, and new buildings. He talked about the status of the biotechnology program and the new telecommunications system. The remainder of the hour was spent with President Rhodes fielding questions about benefits, telecommunications, space issues, and the ever-popular transportation and parking.

Although the hour went too fast, there are other opportunities to meet with President Rhodes and other administrators as the year progresses. The Employee Assembly sponsors breakfasts and lunches with administrators as well as the Brown Bag series which is sponsored by the Employee Trustees. The October issue of *Networking* published a schedule for the Brown Bag lunches and the Employee Assembly breakfasts and lunches.

# Leadership Leads

## How to Prepare Yourself To Give a Talk (Part I)

*How To Prepare To Give A Talk (Part I)*

The following is borrowed from Professor R.D. Martin from a course he offers in Communication Arts. His material will be offered in parts. This is the first installment. *You may want to save this and all of the series on Leadership Skills. They will make a handy reference portfolio.*

This is a continuation on the subject of oral communications—how to prepare to give a talk.

### Have Something To Say

An effective speaker gets and holds the attention of the audience, expresses ideas that are organized and understandable, and leaves a clear idea of what has been said. He then follows the simple rule: Have something to say—say it—then stop. With practice, anyone who has normal vocal organs and is willing to follow the "Rule of the three S's can become an

effective speaker. In this training letter we shall be concerned with the first of the three S's; the others will be discussed later.

### Know The Subject

Obviously, you won't accept a speaking engagement unless you have a reasonable command of the subject or have time to research it thoroughly. Or will you? Too often we hesitate to refuse for fear of what people will think. Actually, you are doing yourself and your audience a favor by frankly admitting that you don't have the time to do an adequate job. They will respect you for it.

What about the program chairman who invites you to speak for fifteen minutes on a subject so broad that it would be impossible to cover it in a series of one-hour lectures? Insist that you be given a specific topic that you can cover in the time you have allotted. If you don't,

you are wasting everyone's time, including your own.

### Know The Occasion

Careful study of the occasion can help you make successful predictions about your audience. You should always be clear about:

1. The purpose of the gathering. Why was this meeting called? What information is needed? Is there a problem to solve or an appeal to be made? In short, why were you invited?
2. The nature of the gathering. Is this a meeting of the general public, is it limited to members of an organization, or does it include a combination of both?

If you don't have definite answers to these basic questions you, your audience or both may be in for an uncomfortable and unproductive session. If you do have the answers, you are

ready to consider some specific questions concerning:

- a. The complete program. How many speakers have been invited? Who are they? Is a business meeting scheduled? Will it be held before or after your presentation? Will refreshments be served? When? Will there be questions from the audience?
  - b. The place. Often, effective communication can be hindered by physical facilities. Consider the potential "listener-losing" factors such as room size, seating arrangement, temperature control, ventilation, lighting, and distracting noises.
  - c. The equipment available for "reaching" your listeners. Will a stand or table be provided for notes and materials? Will you be using a tape recorder, movie or slide projector, or
- Continued on fourth page*

# A Time For REFLECTION REFLECTION

By EDITORIAL BOARD

It is always a good idea to review, periodically, the mission or goals of an organization. In reviewing the purpose of *Networking*, we turn to the original statement of intent and some correspondence from the early days of its organization. Back then (four years ago) we stated:

"The need to improve communications has been for many years a concern of many people. There has been felt the need to emphasize to the community the important role of the employee. Too often the communities of many educational institutions have been defined as being composed of faculty and students. At Cornell people know that an element is missing in that definition. There is awareness that every job function is a necessary part of the total mission. This newsletter is dedicated to promoting the concept that each individual is valued as an important part of the Cornell Community."

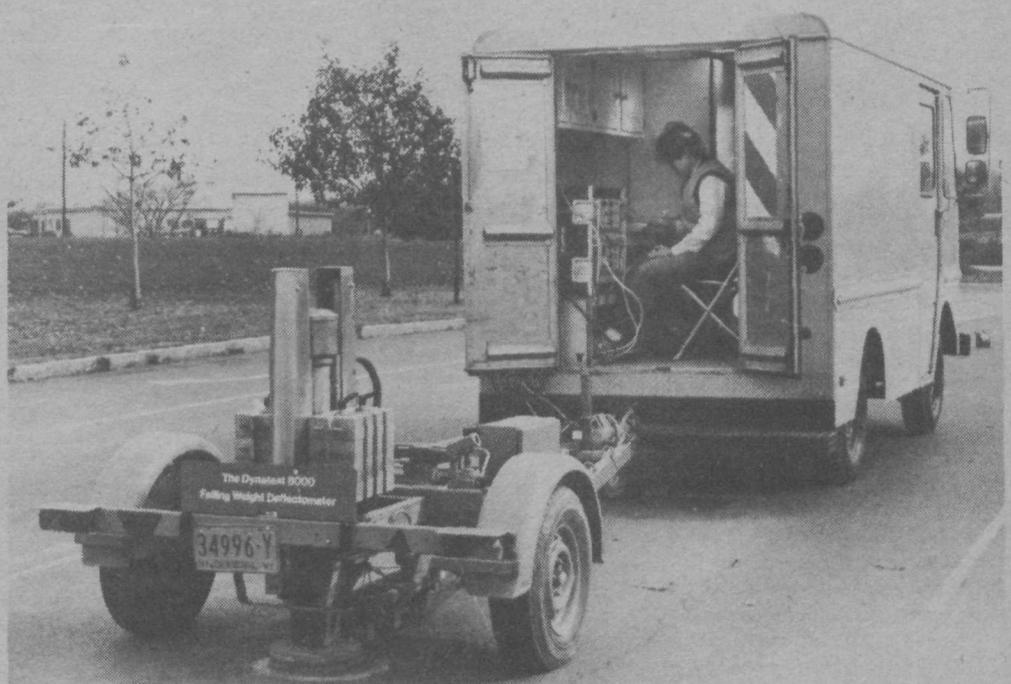
The newsletter is intended to be for the strict purpose of distributing news and information. It is not intended to serve any political cause or to act as a forum for special interest groups, but rather to share experiences and information between employees and between departments."

Past issues have featured human interest stories, the Dedicated Service Award, Around Cornell, CRC News, FOCUS on the Employee Assembly, a comic strip, safety, health, Trustee Reports, photo and poetry contests, Employee Calendar, Classified and Ridesharing Ads, poetry, Leadership Leads and more. The Office of Personnel Services have contributed articles on benefits, announcement of changes. EAP and a variety of news articles including seminar and course offerings.

The present Editorial Board reaffirms the original statement of intent. We look to the readers for suggestions to help fulfill the mission.

There may be other features that could better serve to fulfill the mission of *Networking*. Restated, the goals are: to improve communications in multidirectional ways, to promote self esteem of employees and to help one sense that she or he is an important part of the mission of Cornell.

If you believe that these are worthwhile objectives and that *Networking* is a viable medium for achieving them, we solicit suggestions and contributory material from you. With your help we could do better.



With graduate student Wei-Shih Yang at the controls, the falling weight deflectometer tests pavement conditions beneath the surface for the Cornell Local Roads Program.

## Around Cornell: Cornell Local Roads Program Helps Highway Officials

By NANCY GIVEN

For most rural towns and many small villages in New York State the expenditure for highways is by far the largest single item in the budget, yet many town and village highway officials have very little formal training in the field of highway engineering before they take office.

The Cornell Local Roads Program was founded in 1951 under the leadership of Jim Spencer (now Vice Provost). A part of the Agricultural Engineering Department, the Program's early activities focused on providing technical assistance to town highway officials through the Cooperative Extension Service.

In 1973, Associate Professor Lynne Irwin took over the Program's leadership. Its activities have escalated in frequency and numbers of participants. Training efforts have grown to include town, county, city, and village personnel. One-day workshops and small, intense training courses of longer duration, such as the 1983 Short Course on Bituminous Materials, have met with a very positive response. On a larger scale, the 39th Annual School for Highway Superintendents on the Cornell campus in June attracted over 500 registrants to its stimulating

three-day program. Over 150 individuals are expected to attend the upcoming 25th Public Works School which is held in Ithaca this October.

Extensive contact with local roads officials throughout New York State was begun in 1982 with the creation of a quarterly newsletter entitled "Nuggets and Nibbles." From an original subscription list of 1,500, the number of copies mailed each quarter has grown steadily to 2,200. New requests arrive weekly from local roads officials throughout the United States.

Recently the Cornell Local Roads Program was selected to serve as a Technology Transfer Center. Financial support comes through a grant from the New York State Department of Transportation and will be used to intensify the Program's educational efforts. In addition to the Program's existing activities, plans are underway to develop a series of traveling workshops that will take technical information to the highway officials and the development of a publication resource center where interested individuals can obtain printed materials relating to their jobs.

## Dedicated Service Award

Many individuals at Cornell University contribute to the success of their department and the University through the use of talents that may not be recognized in their official job description.

Do you know someone who takes particular pride in their work, who exhibits a willingness and cheerfulness in the dispatch of their duties, who provides service beyond the call of duty, and who makes life at Cornell a rewarding experience for those with whom they come in contact? *Networking* is looking for special people you feel should be recognized for their special contribution. The **Dedicated Service Award** is open to any Cornell employee, regardless of rank.

Nominate someone today by filling in this form and please note that you should accompany your ballot with a paragraph explaining why you wish to nominate this person and a list of signatures from other department members supporting your candidate. If your candidate is selected, we will be in touch with you to supply additional information.

For the **Dedicated Service Award**  
I NOMINATE

Employee's name: \_\_\_\_\_ Phone: \_\_\_\_\_

Department: \_\_\_\_\_

Working Address/Phone #: \_\_\_\_\_

Person submitting nomination: \_\_\_\_\_

Dept./Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Mail to: Carol Thurnheer, 216 Plant Science Bldg.

# Employee Calendar

## Events of Particular Interest to Cornell Employees

**Sunday, November 4.** Cornell Recreation Club breakfast, 8:00 a.m. to noon, Big Red Barn, tickets available at the door.

**Tuesday, November 6.** Breakfast/Lunch with Administrators, 7:15 a.m. to 8:30 a.m., Elmhurst Room at Willard Straight Hall; speaker: Carol O'Brien, director of Development; call 6-3715 for reservations.

Hypertension Screening Clinic for blood pressure reading, 9:00 a.m. to noon, Myron Taylor Hall, Seminar Room 3.

**Wednesday, November 7.** Employee Assembly meeting, 12:15 p.m., B-8 Roberts Hall; Hypertension Screening Clinic for blood pressure reading, 10:00 a.m. to noon, Newman Lab, and 1:15 p.m. to 4:00 p.m., Wilson Lab.

**Thursday, November 8.** Hypertension Screening Clinic for blood pressure reading, 8:30 a.m. to 11:30 a.m., Alumni House, and 1:00 p.m. to 2:00 p.m., 118 Ward Lab, and 8:30 a.m. to 10:30 a.m., Willard Straight Dining, and 2:00 p.m. to 4:00 p.m., North Campus Dining.

**Friday, November 9.** Cornell Recreation Club Charlestown shopping trip, 7:30 a.m., B Lot.

**Tuesday, November 13.** Hypertension Screening Clinic for blood pressure reading, 8:30 a.m. to noon, 214 Olin Library, and 1:00

p.m. to 4:00 p.m., Ives Hall Lounge.

**Wednesday, November 14.** Brown Bag Luncheon sponsored by Employee-Elected Trustees, noon, Martha Van Rensselaer, room 124; speaker: Lynn Steenberg, physical therapist, University Health Services;

Hypertension Screening Clinic for blood pressure reading, 1:00 p.m. to 4:00 p.m., Morrill Hall, 2nd floor lounge.

**Wednesday, November 17.** Employee Assembly meeting, 12:15 p.m., Day Hall, 3rd floor conference room.

**Wednesday, November 28.** Brown Bag Luncheon sponsored by Employee-Elected Trustees, noon, Martha Van Rensselaer, room 124; speaker: Senior Vice President Herbster.

**Saturday, December 1.** Cornell Recreation Club annual trip to The Big Apple.

**Tuesday, December 4.** Hypertension Screening Clinic for blood pressure reading, 8:30 a.m. to noon, Stocking Hall, 1st floor library.

**Wednesday, December 5.** Hypertension Screening Clinic for blood pressure reading, 8:30 a.m. to 4:30 p.m., Taylor Room, Statler Inn.

Submit listings for Employee Calendar to Jean Novacco, University Personnel Services, 130 Day Hall.

## Personnel Notes

### Holidays

After a review by the Employee Assembly, Dean's Council and Personnel Support Group last winter, the 1984 holiday period for Cornell employees was announced in the March 22 issue of *Networking*. The remaining holidays for 1984 include:

#### Thanksgiving Day

November 22 (Thursday)

November 23 (Friday)

#### Winter Holidays

December 25 (Tuesday)

December 26 (Wednesday)

December 27 (Thursday)

December 28 (Friday)

December 31 (Monday)

January 1, 1985 (Tuesday)

This year, the winter holiday will include six paid days off which provide an uninterrupted period for most employees from December 25 through January 1. Since December 24, 1984 is a regularly scheduled work day, supervisors will be encouraged to allow employees to extend their time off from work through the use of vacation, whenever possible.

## Job Concerns

Continued from first page

Relations representative will result in a resolution of the concern, or a better understanding of whether or not a violation of policy, law, or standard procedure has occurred. In the event the initial meeting does not resolve the concern, the Employee Relations representative may suggest that contact be made or a joint meeting be held with the supervisor. This is done only when the employee is in agreement that an Employee Relations representative contact the supervisor.

"Many employees have become quite skilled in bringing forward their concerns in ways that help problems be quickly resolved," explains Peter Tufford. "Others, however, do not approach their supervisor or the many offices on campus that can help."

In addition to Employee Relations, several other avenues are available on campus to assist the employee in resolving concerns. These will be described in the next article. If you have any questions about the information in this article, call Employee Relations at 6-7206.

In accordance with the current pay policy, overtime pay for non-exempt employees will be based on hours actually worked and any eligible holiday time which occurs in that standard work week. In other words, for the calculation of overtime pay, holiday time will be counted the same as time worked.

### Check W-2 Addresses

All employees should verify that the address currently shown on their paycheck is correct as all W-2 statements will be mailed to those addresses. Corrections should be sent to Operations, University Personnel Services, 147 Day Hall. Please include your full name, Social Security number and new address.

### Hiring Limited Until January 3

Consistent with past practices, hiring will be restricted from December 13, 1984 until after the first of the year, according to University Personnel Services.

No new employees may be put on the payroll as "Regular Employees" from December 13, 1984 through January 2, 1985 without the personal signature of the unit dean or executive officer. Transfers within the University will not be affected.

Questions may be directed to Staffing Services, 256-5226.

### Over 600 Attend "From Now to Retirement" Seminar

Over 600 participants in recent seminars had an opportunity to learn more about the retirement options and the flexibility TIAA/CREF annuities provide. TIAA/CREF participants nearing retirement age and their spouses attended retirement seminars held on campus October 15, 16, and 17, 1984, at the invitation of TIAA/CREF.

Specialists from the TIAA/CREF Policy Services Division covered such topics as regular and supplemental annuity contracts, diversification of retirement income, retiring and beginning annuity income, annuity income options, taxation of annuity benefits, and death benefits before retirement. In addition to the formal discussion, time also was set aside for questions and individual counseling.

This seminar was one of the many events sponsored by University Personnel Services as a continuing effort to better prepare employees for retirement.

## Classified Ads

**For Sale:** 16G shotgun, bolt action, Sears. \$75. Call 272-5946 after 5:00 p.m.

**For Sale:** 1981 Fiat Brava. New brakes, tires, AM/FM tapedeck, leather upholstery, A.C., \$2,950. Call eves. and weekends 272-1912.

**For Sale:** X-country ski boots, size 43 (9 1/2). New, vinyl, mid-height, \$15. Orvis, Sage and Fenwick 6-8 wt. graphite fly rods. D. Green, Cornell Biol. Field Sta., R.D. #1, Bridgeport, New York 13030.

**For Sale:** '75 Cutlass winter-rat, '75 Honda 500, '71 Honda 750, '63 Lincoln (parts), MGB

wire-wheels, trundlebed, push lawn mower. 272-5963, eves.

**For Sale:** Rowboat skiff, wood plank ribbed double ended, needs work \$150 or best offer. Call anytime 257-6755.

**For Sale:** Rose "Betty Prior," hardy Florida da shrub; abundant single deep pink flowers and other shrubs. Make offer. Also, aquarium equipment at modest prices. Bernstein, 273-2266, 256-4477.

**For Sale:** WORDSTAR by Micropro. For use with any IBM PC or compatible. New, never used; w/complete documentation. Retail \$495/first \$350 takes it. Call Dan Reynolds, 273-8102/8103, 8:00-4:30, 594-2825, eves. after 6:00.

**For Sale:** IBM Selectric, 2 elements, like new. \$350 Vivitar macrofocus zoom lens w/match 2x multiplier, 75-205 mm, f3.8 and slick tripod. Unused. \$185. 273-1910 after 5:00.

**For Sale:** Hide-a-bed, good cond., sleeps 2. Can be seen eves. after 6:30 at 387-6767. Call Arlene 256-4132. Price neg.

**For Sale:** IBM Selectric II, perfect condition, recently reconditioned by Cornell. Noise-reducer, ifier cover, pads, one element, all included. Jackie 6-3086 days, 533-4576 eves.

**Must Sell:** Adorable Sheltie (Shetland Sheepdog) puppy. Five months old, unneutered male. Has all shots, AKC registered. Owner unable to sacrifice. 6-4882 between 8:00 and 9:00 p.m. or 387-6741 anytime.

**Must Sell:** 2 bdrm, mobile home w/12 x 12 addition (family room and utility room) - deck, awning, backporch, storage shed, insulation, skirting. Call 273-7968 anytime, keep trying.

**For Sale:** Cast iron bathtub, good condition. \$30. Small bathroom sink, fair cond., \$5. Toilet bowl kitchen sink, good cond., \$20. eves. 272-4966.

**For Sale:** Jacobson 8 HP riding tractor, mower and wagon included (carb. needs work). Asking \$200 or best offer. Call 272-6891.

**For Sale:** Ladies Kilt - Dress Gordon Plaid, size 7/8. Purchased new 1/84. Asking \$257-6085 after 5:00 p.m.

**For Sale:** Midland 40 channel sideband radio, C.B. One 5/8 wave antenna, tri-pod for mounting, 50' or 75' of coax cable, TUI fine ext. speaker. \$350 takes all. Ron 347-4300 after 3:00 p.m.

**For Sale:** Reg. Morgan horses for sale. Yearling and weanling chestnut full sibling Sealpoint Siamese purebred male, available for stud service. Unreg. litters only. Call 347-4300 nights.

**For Rent:** Room available in apartment working horse farm. Wood heat, cats ok, washer/dryer. \$120/month including utilities. 347-4308, 6-6396, Becky.

**Moving Sale:** All must go, freezer, chairs, beds, pictures, etc. Call 838-3607.

**Home Needed:** Large, mature (Retriever/Collie mix) needs home. Good with children, needs space to run. Owner moving. Call 257-6352 eves.

Please submit all Classified and Ridesharing Ads to Linda English, NAIC, 61 Brown Road (campus mail). At this time, all Classified and Ridesharing Ads are free of charge to Cornell faculty, staff and graduate students. The deadline for the November 15 issue of *Networking* is November 5.

## Leadership

Continued from third page

overhead projector? Are electrical outlets available and are they conveniently placed? What other visual aides—chalk board, flip chart, diagrams, demonstration materials—could you use profitably? Which of these must you provide?

### Know Your Audience

Consider listeners both as individuals and as members of a specific group—the group you'll be addressing. Individual characteristics such as age, sex, language, family and community background, occupation, and economic standing can be determined quite easily. Depending on the subject of your talk, you may want to know special characteristics of the audience such as the nationality, religion, political beliefs, hobbies, aspirations, and general likes and dislikes.

Although you will talk to each listener as an individual, you will see him as a member of a group. The group characteristics can be profitably examined:

1. **Size.** How many members are there? What is their percentage of attendance and what response is anticipated for this meeting? Why?

2. **Affiliations.** Is this a formally organized group? What is its history? What is its organizational structure?

3. **Climate.** What is the group's "morale"? Are there any member conflicts? Are there opinion differences within the group concerning your topic?

The audience provides the justification for having a speaker. Your efforts to understand your listeners individually and within the group can help to make your planning meaningful.

### Know Yourself

Few speakers study themselves adequately before gathering information about a topic. There are two broad aspects to consider:

1. **Your attitude toward your audience.** Do you really want to talk with this group? Are you convinced that what you have to say is or should be important to the members? Do you expect them to be open-minded, responsive listeners? A positive attitude on your part helps to assure their acceptance of you and your ideas.

2. **Listeners' attitude toward you.** Do your listeners have any information about you? What reputation do you bring to this speech? What effect will it have on your listeners? Will your occupation help or hinder your efforts? How will they respond to such specific characteristics as your age, voice, and general personal appearance? You may not be able to change any of these attitudes but you should know what they are before you go very far in your speech preparation.

(to be continued in *Networking*.)

## Networking Deadlines

November 5 (November 15 issue)  
November 26 (December 6 issue)  
December 10 (December 20 issue)  
January 7 (January 17 issue)  
January 21 (January 31 issue)  
February 4 (February 14 issue)  
February 18 (February 28 issue)  
March 4 (March 14 issue)  
March 18 (March 28 issue)

## Editorial Board

Donna Updike	John Bender
Mary Jamison	Mark Ellen Jones
George Peter	Anna Moratz
Ron Parks	Dominic Versage
Linda English	Leona House
Margaret Seacord	Jim Kuehl
Stacey Coil	Carol Thurnheer
Nancy Hutter	

UNIVERSITY PERSONNEL LIAISON

Jean Novacco  
PRODUCTION  
Theresa Rapacki