

Cornell Chronicle

Volume 16, Number 15

Thursday, December 6, 1984

COLD! New Lab Will Near Absolute 0

A little bit of Ithaca will be the coldest place on Earth, if some Cornell physicists and materials scientists have their way.

They're not going to change the weather, already rated as "dreadful" by generations of Cornell students. Rather, scientists in the Laboratory of Atomic and Solid State Physics are building a machine to chill materials — including metals, semiconductors, and liquids — as near to absolute zero (minus 459.67 degrees Fahrenheit) as they have ever come.

The Microkelvin Laboratory, an addition to Cornell's Low Temperature Laboratory, will house a machine that physicists hope will achieve temperatures as low as one microkelvin, or one millionth of a Kelvin. On the Kelvin scale, absolute zero, or the absence of all heat and molecular motion, is zero Kelvin; water freezes at 273 Kelvin (zero degrees Celsius).

So far, the world's record is near 30 microkelvin, achieved in 1984 in Kyoto, Japan, and Lancaster, England. Nowhere on Earth, or anywhere else, do temperatures of absolute zero occur naturally — or unnaturally. Absolute zero is a limit that can only be approached.

More than breaking a record, the Cornell physicists and materials scientists are curious about the properties of matter as it approaches absolute zero. Among their questions:

—Are there new, unpredicted phenomena that occur as matter approaches absolute zero?

—For example, how does the electrical signal that produces noise in metals change



Provost Robert Barker swings a golden hammer to break ground, which was frozen by liquid nitrogen, at the site of the new Microkelvin Laboratory. From left are designers of the laboratory's equipment, Professor of Physics Robert C. Richardson, Research Associate Eric N. Smith, and Graduate Student David F. McQueeney.

as the metal is cooled?

—Are there new magnetic phases to be found?

"This facility will take us into an unknown area where there have been few — or no — experiments. That's why we're excited about this work," said Robert C. Richardson, professor of physics and one of the leaders in the Cornell low temperature physics program.

One practical application of the low temperature physics research is further insight into the phenomenon of superconductivity. A perfectly superconductive material should be able to conduct a given amount of electrical energy forever —

without loss of energy or further input. That's a property of great interest in the electronics, computer, and communications industries. Theoretically, most metals should be superconductors near absolute zero.

Similarly, studies at Cornell and elsewhere have found a related phenomenon, called superfluidity, in the liquid state of helium at very low temperatures.

The Cornell scientists responsible for designing the machine are no strangers to the chillier extremes of the temperature scale. Physics professors David M. Lee, John D. Reppy, and Richardson have been

examining the properties of materials at very low temperatures since 1959 at Cornell.

In 1980 Lee, Richardson, and graduate student Douglas D. Osheroff, now at Bell Laboratories, won the Buckley Solid State Physics Prize of the American Physical Society for their discovery of the superfluid phases of helium 3. Reppy received the 1981 Fritz London Memorial Award, considered the most prestigious prize in low temperature physics, for his work with superfluid helium and his invention of a superfluid gyroscope.

For this project, the three faculty mem-
Continued on Page 2

Major Changes Planned for 1985 Commencement

Several major changes, including times and seating arrangements in Schoellkopf Field, have been made for the university's 117th Commencement scheduled for Sunday, June 2, 1985.

Changes have been made to accommodate the growing attendance at graduation exercises in recent years, according to Robert B. Brown and Paul A. McIsaac,

co-chairs of the commencement committee.

The start of the Commencement ceremony has been changed to noon, instead of 2 p.m. as previously announced. The Baccalaureate Service in Bailey Hall will start at 9:30 a.m., instead of 10:00 a.m. The ROTC commissioning ceremony will be held at 8:00 a.m. in Statler Auditorium.

The Presidential platform, to be placed at the south end of the football field, will face the graduates, who will be in seats arranged on the playing field. In the past, the Presidential platform faced the Crescent with most of the graduates seated in the Crescent.

This new arrangement will allow the use of the west stands for guests and will provide a view for everyone. The combined capacity of the Crescent and the west stands is 25,597. Over the past few years, overflow crowds of more than 20,000 have attended graduation.

Family members and guests attending the Commencement ceremony are asked to be seated by 11:15 a.m.

The Processional will form in the Quadrangle of the College of Arts and Sciences

immediately following Baccalaureate. Graduates and other marchers will start for Schoellkopf Field at 11 a.m.

The President, trustees, and deans will review the Processional from a stand on the field near Schoellkopf House, instead of

from the terrace of Olin Library as in past years.

The reviewing party will join the end of the Procession and march down the middle of the field, between the seated graduates, to the Presidential platform.

Campus Help Sought in Protection Of Decorative Evergreen Trees

Cooperation of everyone in the Cornell community is being sought this year to prevent the destruction of decorative evergreens on campus by persons who cut them down for Christmas trees. Some of the trees are worth thousands of dollars.

Anyone who sees a tree being cut down, or knows or suspects that one has been cut down unlawfully, should notify the Department of Public Safety by calling 256-1111. All information will be kept strictly confidential.

Every year, a number of trees are stolen from Cornell property and private homes surrounding the campus. Many of the trees are valued at more than \$250, making their theft grand larceny, a felony, according to Richard Clark, a crime prevention officer at Cornell.

Theft of trees is a violation of both civil and criminal laws, as well as the University Judicial Code.

A number of cases have been prosecuted through the years with the guilty parties forced to pay restitution plus other fines and penalties, Clark said.

More Fulbrights Here This Year

Fourteen members of the Cornell faculty have received Fulbright scholar grants to study and do research abroad in 1984-85, the largest number from here in recent years.—Story on Page 6.

Publication Schedule

Cornell Chronicle will publish Dec. 13 and Dec. 20, then suspend publication over Christmas and New Year's, resuming on Thursday, Jan. 10, 1985.

Networking

This issue of Chronicle contains a four-page pullout section of Networking, a regular publication by employees and for employees.

Weather Policy: Annual Reminder on Procedures

Radio Stations in Six-County Area Participate in Broadcast Alert

The first snow-slicked roads already have been negotiated this almost-winter, and area residents are snow-tired and anti-freezed, ready for the inevitable.

It is also a time when William D. Gurowitz, vice president for campus affairs, reminds the community about the operating plans of the campus when weather conditions are hazardous.

According to Gurowitz, the university, with the cooperation of radio stations in the six-county area surrounding Ithaca, will be using a broadcast alert system this winter for announcing adjustments in, or cancellations of, university operating hours because of inclement weather.

The system, he said, is designed to insure the safety of members of the Cornell community. Every effort will be made to get the information regarding closings on the air by 5:30 a.m. An Inclement Weather Phone number also has been established on campus. That number is 256-3377.

Radio stations generally broadcast only closings and cancellations. If there is no announcement concerning Cornell, members of the university community should assume that the university will be open and operating as usual.

If early morning weather conditions force adjustments in the normal operating plans of the university, participating radio stations will carry one of four different types of announcements:

1. Delayed Opening: The entire university will be open and operating at a time specified. If it is not possible to specify an opening time, but it is expected that the university will open at some point during the day, an announcement to this effect will

be made by the local radio stations and on the weather phone (256-3377). Essential personnel who have to report before the announced opening time should park in B Lot where bus service will be available to Day Hall. Peak period service from A and B lots will start 30 minutes before the announced opening time.

2. Partial Closing: Classes, libraries, examinations, Health Services, Residence Life, Dining, Unions and Activities, Physical Plant, Life Safety, Public Safety operations and Cornell Information and Referral Service will continue as usual. The rest of the university will not be operating. If possible, a re-opening date and time will be given when the partial closing announcements is made by the media. Regularly scheduled bus service from both A and B lots will be maintained.

3. University is Closed: Classes, examinations, and all other services are cancelled except Health Services, Residence Life, Dining, Unions and Activities, Physical Plant, Life Safety, Public Safety operations and Cornell Information and Referral Service. When the closing is announced, a re-opening date and time will be specified if possible. The university will close if the sheriff has closed Tompkins County roads or indicates an intent to close Tompkins County roads, or if university conditions indicate a necessity to close.

4. Snow Emergency: A snow emergency is declared when snow conditions on the campus make it impossible to clear inner campus parking areas. During such conditions, no vehicular traffic will be allowed on campus except emergency and service vehicles and buses. During a snow emer-

gency, any vehicle registered with the university will be allowed to park in A and B lots. Campus buses marked "A" and "B Local" will run every ten minutes. No fare is charged on campus buses when a snow emergency is declared.

During a snow emergency, five areas will be specifically designated as drop points where employees may be dropped off by car and walk to the nearest bus stop. These drop points will be:

- (a.) The U parking lot off University Avenue behind Sibley Hall;
- (b.) The U parking lot off Campus Road next to Grumman Hall;
- (c.) The O parking lot off Judd Falls Road next to Stocking Hall;
- (d.) A lot;
- (e.) B lot.

In the event of a delayed opening, partial closing, or closing, regular full and part-time employees who are not required to report or remain at work will be paid at their regular rate for regularly scheduled hours not worked.

Those regular full-time or part-time non-

exempt essential employees who are required to work will receive pay at time-and-one-half for their normal rate for hours actually worked during the closing plus compensatory time off, equal to the hours worked during the closing. As an alternative, upon mutual agreement between the employee and the supervisor, the non-exempt employee may receive straight pay for the day plus compensatory time off equal to one-and-one-half times the number of hours actually worked during the closing.

Compensation during inclement weather for employees who are covered by collective bargaining agreements are subject to the provisions of their contracts.

The radio stations participating in the alert system are:

Ithaca: WHCU (870 AM, 97.3 FM); WICB (91.7 FM); WQNY (104 FM); WTKO (1470 AM); WVBR (93.5 FM). Auburn: WMBO (1340 AM); WPCX (107 FM). Binghamton: WNBF (1290 AM); WQYT (98 FM). Cortland: WKRT (920 AM); WOKW (100 FM). Elmira: WENY (1230 AM). Geneva: WGVA (1240 AM); WECQ (102 FM). Monroe Falls: WXXY (104.9 FM). Owego: WEBO (1330 AM). Watkins Glen: WGMF (1500 AM).

Three New Banking Services Now Available on Campus

Three new banking services have been added to those already available to university employees, according to Mary Jo Maydew, assistant treasurer.

They are:

An additional bank has been added to those participating in Cornell's direct deposit program — Geneva Savings Bank — bringing to nine the number of participating financial institutions. (Others are Security Trust Co., Citizens' Savings Bank, Tompkins County Trust Co., Marine Midland, First National Bank of Dryden, Cornell Federal Credit Union, Alternatives Federal Credit Union and First Federal Savings & Loan.)

The Statler Inn has made arrangements with the Tompkins County Trust Co. to locate an automated teller machine (ATM) on the Inn's lower floor near the Rathskeller.

Marine Midland Bank has entered into a share-ATM agreement with The National Bank of Geneva. This makes it possible for employees to have access to Marine Midland accounts, and to use Marine Midland as a direct deposit bank, via either of the two automated teller machines operated by The National Bank of Geneva, in addition to other Marine Midland locations.

The university's direct bank deposit program is now three years old. Since it began in October 1981, the program has grown from about 2,200 participants to 4,470 as of October 1984.

Employees eligible to participate include all regular full- and part-time employees, graduate and professional students employed by the university, as well as all employees in collective bargaining units. Any employee who wishes to participate in the program or change financial institutions, should contact the Endowed or Stataly payroll offices or the Geneva Experiment Station business office. These offices also have on file reference copies of the services offered by each of the participating banks.

Although the direct deposit program has worked very well to date, there are occasional problems. If an employee has difficulty with his or her direct deposit, both the bank and the assistant treasurer should be notified immediately. Maydew said the university should be notified so that it can be determined if there is a problem with the system, and whether or not others also have been affected. Questions can be referred to her in 308 Day Hall, or by telephone at 256-4618.

Staff and Student Directories Now Available on CUINFO

Users of CUINFO, the university's computerized information system, now have access to directory listings of Cornell staff and registered students.

Staff listings include department name, office address and telephone number as recorded with the Department of Telecommunications. For students, local address and telephone number are listed according to the records of the university registrar.

Both directories are updated weekly. The listings are arranged by last name and are grouped into "pages" of 17 names each. One page fills the screen of a computer terminal. When the CUINFO user enters the first few letters of a name, the page containing that name is automatically displayed. It is also possible to move forward and backward one page at a time.

The staff directory on CUINFO contains



almost 550 pages and the student directory contains approximately 1,100 pages. In addition to these directories, CUINFO also contains information about on- and off-campus restaurants, athletic facilities, bus schedules and numerous campus activities.

For users who have an account from Cornell Computer Services, CUINFO is accessible from any of the campus terminals. Anyone without such an account can use the public CUINFO terminals located at the Information and Referral Center in Day Hall and in the main lobby at the Gannett Health Center.

Cornell Chronicle

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Published 49 times a year except Thanksgiving, Christmas and New Year's weeks. 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.

PEOPLE

Kramer Wins Polymer Physics Prize

Edward J. Kramer, professor of materials science at Cornell University, is co-winner of the 1985 High Polymer Physics Prize for research discoveries that should lead to the further development of tougher, lighter, and more flexible plastics such as those used on boats, aircraft, and in outer space.

Considered the world's most prestigious award in polymer physics, it carries with it a \$3,000 cash prize and is awarded annually by the American Physical Society.

Sharing the prize with Kramer is Roger P. Kambour, a physical chemist at the General Electric Research and Development Center in Schenectady. The award — sponsored by the Ford Motor Company since its inception in 1960 — will be presented to Kramer and Kambour at the APS meeting March 25-29 in Baltimore.

They are being recognized for "outstanding contributions to the understanding of crazing in polymers." Crazes are microscopic defects which form just before a polymer glass (plastic material) fractures.

Kambour's work revealed that such crazes were not cracks, as had been thought, but were filled with tiny load-bearing filaments of highly aligned polymer molecules. Each filament is nearly 10,000 times smaller than a human hair.



EDWARD J. KRAMER

In experiments, Kramer and his research group in the department of materials science and engineering at Cornell discovered

the mechanisms by which these crazes form.

Kramer showed that the entanglement of the long polymer molecules — established when the plastic cools during manufacturing — control the mechanical properties of crazing and whether crazes will form at all. This knowledge has led to new ways to make plastic tougher.

Kramer is the fourth scientist affiliated with Cornell to win the APS high polymer physics prize. Two of them are Nobel Laureates: the late Peter J.W. Debye, a member of the Cornell chemistry faculty from 1940 to 1966, and Paul Flory, a member of the chemistry faculty from 1948 to 1956. The other is Pierre-Gilles de Gennes, an Andrew D. White Professor-at-Large at Cornell in 1977-83, whose prize-winning work was integral to Kramer's discovery.

A member of the Cornell faculty since 1967, Kramer holds a bachelor's degree from Cornell (1962) and a doctorate from Carnegie Mellon University (1966). He held a NATO postdoctoral fellowship at Oxford University, England, in 1966-67.

Kambour, who joined GE in 1960, holds a bachelor's degree in chemistry from Amherst College and a doctorate from the University of New Hampshire.



A Sage Chapel Christmas program.

Traditional Sage Christmas Concert Sunday, Monday

The university will ring in the holiday season on Sunday, Dec. 9, and Monday, Dec. 10, with the traditional Sage Chapel Christmas program. The program features the university's clock tower chimes, hand bell choirs, a choral group, organ music, and a reading of the Christmas story.

Both performances will begin at 7:30 p.m. when the Cornell chimemasters herald the program with 30 minutes of music from the Library Tower. At 8:15 p.m., two handbell choirs will perform with the Sage Chapel Choir, directed by Donald R.M. Paterson, university organist and Sage Chapel choirmaster.

Next, the choir will perform selections from Mendelssohn's "Oratorio Christus" and Bach's "Christmas Oratorio," medieval Irish carols, traditional French carols, 14th and 15th century German carols, and American spirituals. In addition, the choir will sing pieces written by Paterson ("Verses for Advent") and by Stephen May, the organ accompanist ("Collect for Advent").

Students and professors will read scriptural texts telling the Christmas story. Cornell President Frank Rhodes will take part in the Sunday evening program, and the Rev. Jack Lewis, director emeritus of Cornell United Religious Work, will read on Monday evening.

The greenery and plants which will decorate Sage Chapel during the free concerts are the work of Raymond Fox, professor, and students in the floriculture and ornamental horticulture department in the New York State College of Agriculture and Life Sciences at Cornell.

Dyckman Associate Dean in Johnson School of Management

Thomas R. Dyckman, the Ann Whitney Olin professor of accounting, has been named associate dean for academic affairs in the Samuel Curtis Johnson Graduate School of Management. His term will expire in July 1987.

Dyckman joined the Cornell faculty in 1964; four years later he was promoted to full professor. He is particularly interested in the accounting, statistical, and quantitative approach to decision making, and his research has dealt with the impact of alternate information systems on man-

agement decision making, and the behavioral effects of accounting on policy decisions.

Dyckman is the author of "Efficient Capital Markets and Accounting" for which he was awarded the American Institute of Certified Public Accountants' Gold Medal for Research in 1975. He also won this award in 1966. He is the author or co-author of seven additional books and over 50 papers. He has served as president and director of research of the American Ac-

counting Association and several times as a distinguished visiting faculty member on the Association's Doctoral Consortium.

Caputi Leads Comparative Lit

Anthony Caputi, an authority on dramatic literature, has been named chair of the department of comparative literature in the College of Arts and Sciences for a term ending June 30, 1989.

Caputi, who holds a joint appointment in the departments of English and comparative literature, served a two-year term as chair of the department of English (1976-78). He has been at Cornell since 1956.

His scholarly writings include the six-volume "Masterworks of World Drama," "John Marston, Satirist," and "Buffo: The Genius of Vulgar Comedy." He is editor of the "Norton Anthology of Modern Drama."

Peter U. Hohendahl, professor of German and comparative literature, is serving an additional year as chair of the department of German literature. He was named to a three-year term in 1981. He is one of the senior Germanists in the United States and has written extensively on 18th, 19th, and 20th century German history, language, and literature, especially in the areas of sociology of literature and literary theory.

Ravindra Nath Sudan, the IBM Professor of Engineering and professor in the departments of electrical engineering and applied physics, has been re-elected director of the Laboratory of Plasma Studies for a one-year term ending June 30, 1985. A member of the Cornell faculty since 1959, Sudan has been director of the Laboratory of Plasma Studies since 1975.

Lennart P. Krook, professor of veterinary pathology, has been reappointed associate dean for postdoctoral education at the State College of Veterinary Medicine. He has held the post since 1976. His appointment is through June 1985. Dr. Krook also holds joint appointments in the Division of Nutritional Sciences at Cornell and in the Department of Radiology at Cornell University Medical College in New York City.

Culler Director of Humanities Society

Jonathan Culler, the Class of 1916 Professor of English, has been named director of the university's Society for the Humanities for a term ending on June 30, 1987.

He succeeds Eric A. Blackall, director since 1980 and the Jacob Gould Schurman Professor of German Literature.

The Society for the Humanities at Cornell, founded in 1966, is intended to encourage and support imaginative teaching and research in the humanities. It annually brings outstanding scholars and speakers to campus. The society is located in the Andrew D. White House on campus, former home of Cornell's first president.

Peterson Acting Chair of Asian Studies Department

Charles A. Peterson, professor of Chinese history, is serving as acting chair of the department of Asian studies through June 1985.

A faculty member in the College of Arts and Sciences since 1966, he is an authority on medieval Chinese history. Peterson has worked in several capacities under the

Culler, who joined the Cornell faculty in 1977, is recognized as one of the country's leading exponents of contemporary literary theory.

He has published books on Flaubert and Saussure, and his book "Structuralist Poetics: Structuralism, Linguistics and the Study of Literature" earned him the James Russell Lowell Prize of the Modern Language Association.

His book "The Pursuit of Signs: Semiotics, Literature, Deconstruction" was chosen by The Reader's Subscription Book Club as its main selection in May 1981.

auspices of the American Council of Learned Societies to develop studies of the mid-imperial era of Chinese history.

He is currently editor of the "East Asia Papers," a series of publications on original research in the China-Japan region. The series, which now numbers nearly 40 book-length publications, was established in 1973 by Cornell's China-Japan Program.

Clara Straight, professor of design and environmental analysis in the New York State College of Human Ecology at Cornell University, has been awarded the title of professor emeritus. A member of the Cornell faculty since 1949, Straight was responsible for the basic design courses in her department. In addition to teaching courses in design, she has been a prolific artist with many exhibits to her credit.

George S. Oldfield has been promoted to professor of economics and finance in the Samuel Curtis Johnson Graduate School of Management. A member of the Cornell faculty since 1977, Oldfield is a specialist in the area of securities markets, particularly futures markets. He is the author of nearly 20 articles in his field and of the book "Implications of Regulation on Bank Expansion: A Simulation Analysis" (1979).

Thursday, December 6, 1984

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

World Hunger

World hunger should concern everybody. Learn more at the Alternatives Library in 122 Anabel Taylor Hall. Open to the public.

Hebrew Choir

Makhela (Hebrew Choir) meets every Sunday at 9PM in the Edwards Room. Call Jeff at 272-6907 for more information.

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. EARS counselors provide non-judgmental, short-term counseling and have access to a wealth of information about other services at Cornell, if appropriate. Walk into WSH Room 211 or call 256-EARS. Sunday through Thursday from 3-11PM, Friday & Saturday from 7-11PM.

Writing Workshop

Free tutorial instruction in writing. Monday through Thursday from 3:30-6PM and 7:30-10PM; Sundays 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.

CGSS at Health Services

The Contraception, Gynecology and Sexuality Service (CGSS) at University Health Services offers routine gynecological care, contraceptive services, pregnancy testing and sexually transmitted disease testing and treatment to the faculty and staff of Cornell University. Appointments are on a fee-for-service basis. Low cost over-the-counter and prescription contraceptive supplies are available. For more information or an appointment, call 256-3978.

Debate

Would stocking cyanide at Gannett Health Center be a useful way to reduce the probability and/or effects of a nuclear war? To broaden the discussion of this issue, the Dean of Students is sponsoring a debate in Kaufmann Auditorium, Goldwin Smith Hall at 8 p.m. on Thursday, December 6. All are welcome to listen and present their views. Attendees will be able to sign up for despair and empowerment workshops to be held December 8 and 9. For more information contact the Dean of Students Office at 256-2310.

Pre-Hannukah Party

Hillel and Young Israel are co-sponsoring a Pre-Hannukah party on Saturday, December 8 at 9 p.m. Event will be held in Noyes Center, 3rd floor lounge.

Housing Issues Group

Cushing N. Dolbear, Chairperson of the National Low Income Housing Coalition and Consultant on Housing Policy will speak on "The Challenge of Meeting Low Income Housing Needs" on Friday, December 7 at 12 noon in West Sibley Room 208.

Alternatives Library

Discover alternatives in education at the Alternatives Library, Anabel Taylor Hall, 122. Open to the public.

Dance

Monday

December 10, 4 p.m. Helen Newman Dance Studio. A twenty-five minute modern dance piece choreographed by dance faculty member Lonna Wilkinson, performed by advanced students from the dance division of the Theatre Arts Department and accompanied by a musical score of synthesizer and voice performed by musician/composer Mary Gemini. Dancers: Giovanni Felicioni, Natalie Fred, Laura Friedman, Romy Goldwasser, Bruce Jones, Dara Krim, Keira Kuhns, Karen Purcell, Yvette Sirker. Presented in conjunction with Luncheon Theatre and co-sponsored by Theatre Cornell Group, Willard Straight Hall Program Board, and Student Finance Commission. Free and open to the community.

Cornell Folkdancers

The Cornell Folkdancers teach folkdancing every Wednesday and Sunday night from 7:30-9 p.m.; followed by request dancing till 10:30 p.m. Beginners welcome, free, no partners needed. Information at 257-3156 or 256-7149. Location for Sundays is in the North Room of Willard Straight Hall, and for Wednesdays the lounge of Upson Hall, through October.

Cornell Jitterbug Club

The Cornell Jitterbug Club will dance on Wednesdays from 9-11 p.m. in the Anabel Taylor Edwards Room. Beginners taught from 9-10 p.m. For information call 273-5268.

Exhibits

Herbert F. Johnson Museum

"From the Age of David to the Age of Picasso: French Drawings from a Private Collection" through Dec. 23. "Photography in California: 1925-1970" through Dec. 23. "Pop Art Prints" through Dec. 23.

Olin Library

Samuel Johnson. Commemorating the 200th Anniversary of His Death. First editions of the "Dictionary," "Rasselias," and the "Vanity of Human Wishes." Hours: 10 a.m.-5 p.m. Monday through Friday, through Dec. 31.

Films

Unless otherwise noted films are sponsored by Cornell Cinema.

Thursday

Dec. 6, 12:20 p.m. 32 Warren Hall. Rural Sociology 104. "Controlling Interest: The World of the Multinational Corporation."

Dec. 6, 8 p.m. *Uris Hall Auditorium. "Flash Gordon" (1982), directed by Mike Hodges with Max von Sydow, Sam J. Jones, and Topol.

Friday

Dec. 7, 8 p.m. *Anabel Taylor Auditorium. "The Good Fight" (1984), directed by Noel Buckner, Mary Done, and Sam Sills, narrated by Studs Terkel.

Dec. 7, 10 p.m. *Uris Hall Auditorium. "Le Bal" (1984), directed by Ettore Scola, with Jean-Francois Perrier and Danielle Rochard.

Saturday

Dec. 8, 7 p.m. *Uris Hall Auditorium. "Le Bal."

Dec. 8, 8 p.m. Anabel Taylor Auditorium. "The Good Fight."

Dec. 8, 9:30 p.m. *Uris Hall Auditorium. "Richard Pryor: Here and Now" (1984), directed by Richard Pryor, with Richard Pryor.

Sunday

Dec. 9, 2 p.m. *Uris Hall Auditorium. "Meet Me in St. Louis" (1944), directed by Vincente Minnelli, with Judy Garland and Margaret O'Brien. Co-sponsored by Ithaca Youth Bureau.

Dec. 9, 8 p.m. *Uris Hall Auditorium. "Dead End" (1937), directed by William Wyler with Joel McCrea, Humphrey Bogart, and Sylvia Sydney.

Monday

Dec. 10, 8 p.m. *Uris Hall Auditorium. "Knock on Any Door" (1949), directed by Nicholas Ray, with Humphrey Bogart and John Derek.

Tuesday

Dec. 11, 8 p.m. *Uris Hall Auditorium. "The Blackboard Jungle" (1955), directed by Richard Brooks, with Glenn Ford and Anne Francis.

Wednesday

Dec. 12, 8 p.m. *Uris Hall Auditorium. "Band of Outsiders" (1964), directed by Jean-Luc Godard, with Anna Karina and Sami Frey.

Thursday

Dec. 13, 8 p.m. *Uris Hall Auditorium. "The Warriors" (1979), directed by Walter Hill with Michael Beck and James Remar.

Friday

Dec. 14, 10 p.m. *Uris Hall Auditorium. "Dan-

ton" (1983), directed by Andrezej Wajda with Gerard Derardieu and Patrice Chereau.

Friday & Saturday

Dec. 14 & 15, 7 p.m. *Statler Auditorium. "Star Trek III: The Search for Spock" (1984), directed by Leonard Nimoy, with William Shatner, DeForest Kelley, and James Doohan.

Dec. 14 & 15, 9:30 p.m. *Statler Auditorium. "The Compleat Beatles" (1982), directed by Patrick Montgomery, with the Beatles.

Saturday

Dec. 15, 7 & 10 p.m. *Uris Hall Auditorium. "Danton" (1983).

Lectures

Thursday

Dec. 6, 12:15 p.m. Uris Hall 360. "Soviet Political Strategy Towards Western Europe," Craig Nation, visiting professor with Peace Studies, Center for International Studies. He is an Assistant Professor on leave from the School of International Relations, University of Southern California. Sponsored by Western Societies Program.

Dec. 6, 12:20 p.m. 102 West Ave. "Observing the Contemporary Philippines," Jim Rush, Professor of History, Yale University. Southeast Asia Program Luncheon Discussion Group.

Dec. 6, 7:30 p.m. Stimson G-1. "Chemical Ecology: Some Studies on Insects," Dr. Thomas Eisner, Cornell. Jordani: Natural History Society.

Friday

Dec. 7, 4:30 p.m. Rockefeller 374. "The Culturing Emperor: Hongtaiji (Qing Taizong, 1626-1643)," Pamela Crossley, Visiting Scholar, China-Japan Program. Sponsored by the China-Japan Program.

Wednesday

Dec. 12, 4:30 p.m. McGraw 165, "Science and the Crisis of Civil Religion in a Democracy," Yaron Ezrahi, Professor, Hebrew University in Jerusalem, Political Science Department. Co-sponsored by History and Philosophy of Science and the Program on Science, Technology and Society and Western Societies Program.

Meetings

Thursday

Dec. 6, 2-4 PM Christmas Tea at the home of Mrs. Frank H. T. Rhodes, 603 Cayuga Heights Rd.. Carpools are strongly recommended: parking is limited.

Dec. 6, 7 p.m. Willard Straight Loft III. GayPac business meeting. Discussion to follow at 8 p.m. "Bisexuality."

Tuesdays

Corneliebians holds weekly meetings. Call 256-6482 for specific location and discussion topic.

Monday

Dec. 10, 8 p.m. Goldwin Smith 164. Student Pugwash of Cornell will meet to discuss academic secrecy restrictions imposed at Cornell for biotechnology, electronics and defense-related research. All are welcome.

Every Tuesday

The Cornell Outing Club meets weekly at 7:30 p.m. at Japes (behind Noyes Lodge with the canoes on the roof).

Music

Friday

Dec. 7, 8 p.m. *Bailey Auditorium. George Thorogood and the Destroyers. Rock'n' Roll, R&B. Presented by the Cornell Concert Commission.

Dec. 7, 8:15 p.m. Barnes Hall. An Evening of Javanese Music: Cornell Gamelan Ensemble directed by Sumarsam.

Saturday

Dec. 8, 8:15 p.m. Barnes Hall. Student Chamber Music. Works of Dvorak, Britten.

Sunday

Dec. 9, 8:15 p.m. Sage Chapel. Sage Chapel Christmas Program directed by Donald R.M. Paterson. Monday

Dec. 10, 8:15 p.m. Sage Chapel. Sage Chapel Christmas Program directed by Donald R.M. Paterson.

Religious Services

Jewish

Friday

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

December 1984						
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Dec. 7, 5:30 p.m. Anabel Taylor Chapel Shabbat Services (Reform Minyan).

Dec. 7 Call 272-5810 for information about Orthodox Shabbat Services.

Saturday

Dec. 8, 9:15 a.m. Anabel Taylor Edwards Room. Shabbat Services (Orthodox Minyan). Dec. 8, 10 a.m. Anabel Taylor Founders Room Shabbat Services (Conservative/Egalitarian Minyan).

Sunday

Dec. 9, 11 a.m. Sage Chapel. Sage Chapel Preacher: Ann Shumate, Associate Director, Residence Life, Cornell (Third Advent).

Tuesday

Dec. 11, 8PM Anabel Taylor Hall. Ecumenical Christmas Candlelight Service.

Sunday

Dec. 16, 11 a.m. Sage Chapel. Sage Chapel Preacher: Robert L. Johnson, Director, Cornell United Religious Work (Fourth Advent).

Catholic

Mon.-Fri., 12:15 p.m. Anabel Taylor Chapel Catholic Mass.

Every Saturday

5 p.m. Anabel Taylor Auditorium. Catholic Mass.

Every Sunday

9:30 & 11 a.m., 5 p.m. Anabel Taylor Auditorium. Catholic Mass. Sacrament of Reconciliation by appt. G-22 Anabel Taylor Hall Christian Science

Every Thursday

7 p.m. Anabel Taylor Founders Room.

Episcopal

Every Sunday, 9:30 a.m. Anabel Taylor Chapel.

Friends (Quakers)

Every Sunday Anabel Taylor Edwards Room Meeting for Worship at 11 a.m.: Adult Discussion and First Day School at 9:45 a.m. Baby sitting provided.

Korean Church

Every Sunday, 3 p.m. Anabel Taylor Chapel Lutheran

Every Sunday

10:45 a.m. Worship Service. Sunday Church School, 9:30 a.m. 109 Oak Ave.

Muslim

Every Friday, 1 p.m. Anabel Taylor Edwards Room. Juma' Prayer. Anabel Taylor 218. Zuhra Asr and other prayers.

Every Sunday

12:30 p.m. Anabel Taylor Hall Sunday meeting, discussion groups, children's classes, etc.

Protestant Cooperative Ministry

Every Sunday, 11:15 a.m., Anabel Taylor Chapel.



"Jean Wearing a Bonnet," 1896 work by Pierre-August Renoir, is one of the pieces in "From the Age of David to the Age of Picasso: French Drawings from a Private Collection," on exhibit through Dec. 23 in the Herbert F. Johnson Museum of Art.

Hauser, Cornell, 4:30 p.m. Thursday, Dec. 6, 1120 Snee Hall.

Geological Sciences: "Stratigraphy of the Utah Fold and Thrust Belts," Prof. Teresa Jordan, Cornell, 4:30 p.m. Thursday, Dec. 13, 1120 Snee Hall.

History and Philosophy of Science and Technology: "Science and the Crisis of Civil Religion in a Democracy," Yaron Ezrahi, senior lecturer, political science, Hebrew University, Jerusalem, 4:35 p.m. Wednesday, Dec. 12, 165 McGraw Hall.

Immunology: "Fc Receptors for IgE on B Cells," Dr. Daniel H. Conrad, Immunology, The Johns Hopkins University, 12:15 p.m. Friday, Dec. 7, G-3 Veterinary Research Tower, College of Veterinary Medicine.

Materials Science and Engineering: (Bard Distinguished Lecture) "Factory of the Future," Patrick A. Toole, president, Systems Technology Division, IBM, 4:30 p.m. Thursday, Dec. 13, B14 Hollister Hall.

Microbiology: "Physiological Responses to Ammonium Limitation by Two Different Strains of Methanotrophs: Polyglucose Accumulation and Nitrogen Fixation," Patti Murray, Microbiology, Cornell, 4:30 p.m. Thursday, Dec. 6, 124 Stocking Hall.

Ornithology: "The Laboratory on Long Island - A Look at Our New Seaford Research Center," Tom Litwin, Laboratory of Ornithology, 7:45 p.m. Monday, Dec. 10, Fuertes Room of the Laboratory of Ornithology.

Pharmacology: "Oncogenes, Transforming Growth Factors and Their Protein Kinase Connection," Dr. Efraim Racker, Biochemistry, Molecular and Cell Biology, Cornell, 4:30 p.m. Monday, Dec. 10, D-105 Schurman Hall.

Planning: "The Challenge of Meeting Low-Income Housing Needs," Cushing Dolbear, chairperson, National Low Income Housing

Coalition, 12:15 p.m. Friday, Dec. 7, 208 West Sibley.

Plasma Studies: "Incoherent Scatter Observations of the Plasma Line as a Diagnostic Tool in the Ionosphere," Prof. T. Hagfors, Cornell, 4:30 p.m. Wednesday, Dec. 12, Laboratory of Plasma Studies, 282 Grumman Hall.

Plant Biology: "The Tomato as a Model in Basic Plant Research," Martha Mutschler, Plant Breeding, Cornell, 11:15 a.m. Friday, Dec. 7, 404 Plant Science Building.

Psychology: "Cognitive Correlates of Schizophrenic Symptomatology," 3:30 p.m. Friday, Dec. 7, 202 Urs Hall.

Toxicology: "Some Interesting Lesions in Industrial Toxicology," Dr. John King, Pathology, Vet. College, Cornell, 12:15 p.m. Friday, Dec. 7, NG02 Martha Van Rensselaer Hall.

Sports

Friday

Dec. 7, 7 p.m. Helen Newman. Men's JV Basketball-Ithaca College.

Saturday

Dec. 8, 10 a.m. Grumman Squash Courts. Men's Squash -Lehigh.

Dec. 8, 1 p.m. Helen Newman. Women's Swimming-Columbia.

Dec. 8, 2 p.m. Teagle Hall. Men's Wrestling-Wilkes.

Dec. 8, 2 p.m. Lynah. Men's JV Hockey-Pickering Jr. B.

Dec. 8, 4 p.m. Grumman Squash Courts. Men's Squash-Hobart.

Dec. 8, 4 p.m. Teagle Hall. Men's Swimming-Columbia.

Dec. 8, 7:30 p.m. *Lynah. Men's Hockey-Harvard.

Sunday
Dec. 9, 1:30 p.m. Lynah. Men's JV Hockey-Pickering Jr. B.
Dec. 9, 7:30 p.m. *Lynah. Men's Hockey-Dartmouth.

Theater

Thursday-Saturday

Dec. 6-8, 8:15 p.m. Lincoln Hall, Drummond Studio. Theatre Cornell presents "Biedermann and the Firebugs," by playwright Max Frisch. Play directed by Jim Thorp. Admission is free and the limited seating will be given on a first-come, first-served basis.

CIVITAS

MANY HIGH SCHOOL TUTORS are still needed: Most students can be helped on campus after school, eves. or weekends. The time commitment is usually one hour once, possibly twice a week. Subjects for which help is sought are: ENGLISH, 9th and 10th grade level, GENERAL MATH, GEOMETRY, MATH 10H, GENERAL SCIENCE, BIOLOGY, SOCIAL STUDIES, HEALTH, AND BEGINNING SPANISH.

LOCAL ECONOMIC DEVELOPMENT COMMITTEE conducting survey of daycare needs in downtown Ithaca needs volunteers immediately to distribute surveys to business organizations. A few hours are needed during business hours, 9-5, M-F, or possibly Sat. Possibility of involvement in follow-up stages of the study if desired.

VOLUNTEERS SOUGHT FOR CRAFT

SALES BOOTH in downtown Ithaca. Run by non-profit organization which imports folk art from worker or church-owned cooperatives in Third World countries. Publicity, space and sales workforce are donated so that all profits are returned to the workers in the cooperatives. Instructions for volunteer salespersons are simple. For a few hours any day, Mon.-Sat., excluding Thurs., between 12-5 p.m. Booth opens Dec. 1, closes Dec. 24th.

NURSERY SCHOOL HELPER needed by on-campus nursery school second semester on Wed. mornings from 8:45-11:45 a.m. Now would be a good time to plan this volunteer work into your class schedule for next spring term. Come to CIVITAS for further information.

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 the 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 Friday staff meetings, 12:15-1:45 p.m., is required each week.

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

January 18, 1985 is the deadline for a January degree. There will be no exceptions granted. The Graduate School Office will be closed from December 25 through January 1.

University Registration will be at Barton Hall on Thursday, January 24, 1985. Students must appear in person to register.

December 31: Belgian American Educational Foundation, Inc. Graduate fellowships for study in Belgium, to be awarded for advanced study at Belgian Universities or other institutions of higher learning. Applicant must be an American citizen, preferably under thirty years of age, with a speaking and reading knowledge of French or Dutch. The candidate must have a Master's degree or be working toward a Ph.D. or equivalent degree. The award pays \$1000 in the United States prior to the Fellow's departure and \$7000 payable in Belgium in installments of \$1750. Applications are available at the Fellowship Office, Sage Graduate Center.

December 31: Fulbright Summer Seminars Abroad Program Applicants must: be U.S. citizens at the time of application; hold a bachelor's degree; have two years of fulltime teaching experience or three years of administrative experience at the time of application; be currently teaching or supervising in one of the following subject areas: humanities, world history or area studies of Europe, Asia, Africa, Latin America or the Middle East. The applicant must have proficiency in the written and spoken language of the host country. In most cases, round trip transportation, room, board, and tuition are provided. Applications are available from The Fulbright Summer Seminar Abroad Program, International Studies Branch, Center for International Education, U.S. Department of Education, Washington, D.C. 20202, (202) 245-2794.

January 1: Business and Professional Women's Foundation, Sally Butler Memorial Fund for Latina Research Supports research on a range of issues of importance to women: economic and employment issues and issues of concern to Latinas are a priority. Applicants must be Latin American women by descent or by citizenship and must be postdoctoral scholars or doctoral candidates whose proposal for research has been approved by academic authorities in an accredited graduate institution. Individuals able to demonstrate that the proposed research will be conducted under standards of scholarship recognized at the doctoral level may also apply. Postdoctoral candidates must have completed all coursework and passed their qualifying exams. Awards range from \$500 to \$3000. Fellowship support is for direct research costs and applicants may request any level of funding between those amounts. Applicants are required to write a one-page letter requesting an application form and include a concise statement about the proposed research subject and the applicant's academic level. Candidates should indicate Latina background in the initial letter. Applications will be sent only after eligibility is ascertained. Letters should be sent to Business and Professional Women's Foundation, Inc., 2012 Massachusetts Avenue, N.W., Washington, D.C. 20036.

Barton Blotter

Deliberate Flooding Damages Dorms

The sixth floor lounge of North Campus No. 5 dormitory was flooded early Saturday morning (Dec. 1) when someone deliberately plugged the drains of the women's bathroom and left the faucets running.

Damage was confined to stains to the carpeting on the sixth floor and stains to the ceiling of the fifth floor. No dormitory rooms were affected and the building did not have to be evacuated. The water was picked up with wet vacuuming. The flooding was discovered shortly after 5 a.m.

A second instance of deliberate flooding was reported in the basement of Sheldon Court, according to the morning reports of the Department of Public Safety for the period Nov. 26 through Dec. 2. A drain valve was opened sometime late Sunday (Dec. 2). Water damage was confined to a carpet, according to Safety.

In other incidents reported, three students were referred to the Judicial Administrator on charges of stealing an evergreen worth \$200 from the Plantations.

There were a number of incidents of criminal

mischief, in addition to the flooding, reported over the weekend: windows were broken in Goldwin Smith Hall, Boldt Hall, and Helen Newman Hall. A false fire alarm was set off shortly after midnight Sunday morning in Rand Hall; the Ithaca Fire Department responded.

A Carlisle man was charged with driving while intoxicated and four Ithaca high school students were charged with smoking marijuana on Hoy Field. They were turned over to city officials.

Furniture stolen from University Hall No. 3 valued at \$798 was recovered from a fraternity house and \$569 worth of furniture taken from Risley Hall was discovered in Rand Hall. The recovery of nine fire extinguishers valued at a total of \$208 was also reported.

In all, 11 thefts involving \$1,980 in losses of cash and valuables were reported during the seven-day period.

These included \$500 in cash in a wallet stolen on central campus and a duffel bag with \$96 in cash and clothing valued at \$500 taken from Lynah Rink. Other thefts included a \$250 leather coat, and three fire extinguishers valued at \$70.10.

Fulbright Exchange Sends 14 Abroad, Brings 15 Here

Largest Number of USIA Grants in Recent Years to Cornellians

Fourteen members of the Cornell faculty are among nearly 800 Americans receiving Fulbright scholar grants to lecture and conduct postdoctoral research abroad in 1984-85.

Fifteen foreign scholars will be visiting Cornell to lecture and conduct research, also through the Mutual Education and Cultural Exchange Program, better known as the Fulbright Program.

Fulbright scholar awards for university teaching and postdoctoral research are funded and administered by the United States Information Agency. The Fulbright Program, now in its 38th year, is intended "to increase mutual understanding between the people of the United States and the people of other countries." Fulbright scholars are selected by the Board of Foreign Scholarships, whose members are appointed by the President of the United States.

The number of Fulbright grants awarded to Cornellians is the largest in recent years, according to Beulah C. Miller, associate director of the Office of Sponsored Programs and Fulbright Program liaison officer. More than 3,000 persons applied for the grants to study and lecture abroad.

Cornell faculty members receiving 1984-85 Fulbright grants include:

— George N. Clements, associate professor of modern languages, who will research Swahili phonology and morphophonemics at the University of Nairobi, Kenya;

— J. Lin Compton, associate professor of extension education, who began a nine-month visit in June to Khon Kaen University, Thailand, where he is lecturing in humanities and social sciences;

— Rose K. Goldsen, professor of sociology, for research in the sociology of mass media communications at the National University, Bogota, Colombia;

— Martin F. Hatch, assistant professor of music, whose research in the role of traditional music in Malaysia took him to Kaya Seni, Kuala Lumpur;

— George A. Hay, professor of law, for nine months of legal research at Oxford University, England;

— Audrey R. Kahin, editor in the Southeast Asia Program of Cornell's Modern Indonesia Project, who will conduct nine months of research in West Sumatra in the role of Minangkabau entrepreneurs in the

Indonesian nationalist movement in the 1930s;

— Richard L. Liboff, professor of applied physics, who is lecturing in theoretical applied science at Tel Aviv University, Israel;

— Thomas A. Murray, lecturer in anthropology, who conducted research in archaeology at the Honduran Institute of History and Anthropology, Tegucigalpa, Honduras;

— John Robert Pankratz, lecturer in history, for a 10-month lectureship in American history at the University of Dakar, Senegal;

— Richard M. Phelan, professor of mechanical engineering, for six weeks of lectures on feedback control systems at the University of Zagreb, Yugoslavia;

— Robert S. Summers, professor of law, for a three-month lectureship on legal theory at the University of Vienna, Austria;

— Jaroslav Vanek, professor of economics, for lecturing and conducting research for three months in economics and solar energy technology at the Federal University of Pernambuco, Recife, Brazil;

— Kathleen M. Vernon, assistant professor of Romance studies, who will conduct research in Romance language and literature for 10 months at various institutions in Spain; and

— Anthony W. Wonderly, lecturer in archaeology, a four-month lectureship in anthropology at the Honduran Institute of History and Anthropology, Tegucigalpa, Honduras.

Foreign scholars visiting Cornell, and their hosts, include:

— Taufik Abdullah, research fellow at the National Institute of Economic Research, Jakarta, Indonesia, lecturing on Islam in southeast Asia (Benedict R. Anderson, professor of government and Asian studies);

— Helmi M. Abol Hag, lecturer in Arabic language and literature at Mansoura University, Egypt, research in Walt Whitman's influence on Egyptian poet Salah Abdel Sabour (Anthony Caputi, professor of English);

— Moises Boudourides, lecturer in mathematics at the Democritus University of Thrace, Xanthi, Greece, research in convection porous media (Paul H. Steen, assistant professor of chemical engineering);

— Zoran V. Cukic, researcher in water resources at the Jaroslav Cerni Institute for Development of Water Resources, Belgrade, Yugoslavia, research in application of vermiculture in treatment of organic wastes (Edward F. Neuhauser, research associate in agricultural engineering);

— Mamdou Diouf, assistant professor of history at the University of Dakar, Dakar-Fann, Senegal, research in American local and regional history and American historiography (David K. Wyatt, professor of Southeast Asian history);

— Vladimir J. Dukovski, associate professor of industrial engineering at the University of Skopje, Yugoslavia, research in design, testing and automation of machine tools and industrial robots (K.K. Wang, professor of mechanical and aerospace engineering);

— Marco Florez, director of university relations at San Antonio de Abad University, Cuzco, Peru, lecturing on the Quechua language (Donald F. Sola, professor of linguistics);

— H. Kidwai, reader in science education, Jamia Millia Islamia, New Delhi, India, research in educational technology (Donald Holcomb, professor of physics);

— Reinhard Lipowsky, research associate in physics at Ludwig-Maximilians University, Munich, West Germany, research in chemistry (Michael E. Fisher,

professor of chemistry, physics and mathematics);

— Masashi Orishima, associate professor of literature, Tokyo Medical and Dental University, Ichikawa, Japan, research in first person narrators in 19th century American fiction (Reeve Parker, professor of English);

— Kaarina Pihakaski, assistant in biology at the University of Turku, Finland, research in membrane flow of plant cells during freeze-thaw cycles (Peter L. Stenonius, professor of agronomy);

— Ulf Rehmann, professor of mathematics at the University of Bielefeld, West Germany, research in arithmetic properties of algebraic groups (Anil Nerode, professor of mathematics);

— Richard C. Shattock, lecturer in plant biology at University College of North Wales, Bangor, Gwynedd, United Kingdom, research in botany (William E. Fry, associate professor of plant pathology);

— Pamela Sodhy, lecturer in history at the National University of Malaysia, Bangi, Malaysia, research in U.S.-Malayan relations to 1966 (David K. Wyatt, professor of Southeast Asian history); and

— Ji-Cheng Xu, assistant in urban studies at the Liaoning Social Science Academy, Shenyang, China, research in urban planning and development (Sidney Saltzman, professor of city and regional planning).

Automated Library Catalog Systems Will Be Demonstrated Next Week

Demonstrations for the campus community of two automated library catalog systems being considered for University Libraries are scheduled for Monday, Dec. 10, and Thursday Dec. 13, in the ballroom of Statler Hall on campus.

Representatives from the Pennsylvania State University Libraries and Honeywell Information Systems, Inc. will offer demonstrations of Penn State's Library Information Access System (LIAS) from 9:00 to 9:40 a.m. and again from 1:30 to 2:10 p.m. on Monday.

Representatives of Northwestern University Library's Online Total Integrated System (NOTIS) will demonstrate that system during the same hours on Thursday.

These systems are among a number being considered for Cornell's library that, when completed, may include 434 terminals and 381 printers throughout the campus, including in dormitories.

The new system, scheduled to be in operation within three to five years, will perform many of the circulation and recordkeeping functions now done manually and will increase access to materials at Cornell and the nation-wide computerized library resources available to the Cornell community.

According to Ryburn M. Ross, assistant University librarian and director of the computer project, installation of the new system is expected to begin by late Spring of 1985.

PEOPLE

Joseph K. Campbell has been promoted to professor of agricultural engineering in the State College of Agriculture and Life Sciences. A member of the Cornell faculty since 1967, Campbell specializes in field power and mechanization for dairy and field crops. He serves as leader for Cornell Cooperative Extension programs in the department of agricultural engineering. Campbell holds several patents on farm equipment, and he has won numerous awards from the American Society of Agricultural Engineers for his educational materials useful for farm operations.

Olivia S. Mitchell, in the New York State School of Industrial and Labor Relations, has been elected associate professor with indefinite tenure. Mitchell, who has been an assistant professor since 1978, teaches courses in economic security and the economics of fringe benefits at the undergraduate level. At the graduate level, she directs a workshop in labor economics and teaches a course on the economics of earning differences. She is nationally recognized as a leader in research on the economics of fringe benefits, particularly

pensions and social security, and their effect on retirement behavior.

Bruce W. Turnbull, a leader in the field of biostatistics, has been elected professor of operations research and industrial engineering in the College of Engineering. Winner of the George W. Snedecor Memorial Award for the best publication in biometry in 1978, he has been associate director of the School of Operations Research since July of 1983. A member of the Cornell faculty since 1976, he was promoted to associate professor in 1978. The Snedecor award was for the development of new statistical techniques to evaluate the effects of low-level radiation on disease incidence in laboratory animals. Turnbull's research is in statistics and falls into three areas: problems of inequalities in stochastic processes; ranking and selection procedures; and analysis of life data.

Ramona K. Z. Heck, of the Department of Consumer Economics and Housing in the State College of Human Ecology, has been promoted to associate professor with indefinite tenure. The consumer economist is

a specialist in the development and testing of conceptual frameworks in family management and consumer credit behavior.

Leslie E. Trotter Jr. has been elected professor in the School of Operations Research and Industrial Engineering. Named director of the school in 1983, Trotter's specialty is in the field of theoretical combinatorial optimization, specifically polyhedral combinatorics. Currently on sabbatical at Ecole Polytechnique Federale de Lausanne in Switzerland, he has taught a wide variety of undergraduate and graduate courses. In 1977, he was awarded the Cornell Operations Research-Industrial Engineering Award for Excellence in Undergraduate Teaching; he was co-winner of the award in 1981.

Charles P. Yohn, manager of technical planning at Aluminum Company of America (ALCOA), has been named director of corporate relations in the College of Engineering. A specialist in technology planning and research and development portfolio evaluation, Yohn succeeds Donald F. Berth, who now serves as vice president for university relations at Worcester

Polytechnic Institute. Yohn's appointment became effective Oct. 1, 1984. Yohn earned a bachelor of mechanical engineering degree from Cornell (1950) and joined ALCOA that year.

John R. Wiesenfeld, a member of the faculty since 1972, has been promoted to professor in the department of chemistry. Among Wiesenfeld's research interests are the characterization of chemical reactions of importance to the atmosphere as well as the elucidation of energy storage and transfer mechanisms. These can be exploited in the development of novel chemical lasers, especially those operating on electronic transitions in the visible and ultraviolet spectral regions. In addition to his research and teaching activities, for which he has been awarded both a Sloan Research Fellowship and a Dreyfus Teacher-Scholar Grant, Wiesenfeld has served as Graduate Faculty Representative for chemistry.

Number 48
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. Job Opportunities lists current vacancies within the University, consistent with the University's commitment to promotion from within, affirmative action, and equal opportunity employment.

*Asterisks identify jobs that were not listed last week.

Job Opportunities

Cornell University is an equal opportunity, affirmative action employer.

Administrative/Professional

The minimum salaries listed are for recruitment purposes only.

*Position: Technical Consultant
 Department: Arts & Sciences Dean's Office
 Description: Provide technical advice and guidance in the use of microcomputers and some limited custom programming to faculty and staff of the College of Arts and Sciences.
 Requirements: Bachelor's degree or equivalent. Considerable years of experience with computer applications. Familiarity with software applications such as Lotus 1-2-3, SAS, Graphics. Strong public speaking, teaching and written communication skills. Please send cover letter and resume to Cynthia Smithbower.
 Minimum Starting Salary: \$25,000
 Job Number: PT483

*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. Programming ability in Pascal and IBM PC as well as familiarity with systems development and documentation necessary. Please send cover letter and resume to Cynthia Smithbower.
 Minimum Starting Salary: \$18,000
 Job Number: PT386

*Position: Manager of Maintenance Production
 Department: Maintenance & Service Operations

Description: Initiate, plan and schedule projects and supervise project coordinators. Assist in the management of the maintenance to the University's physical plant facilities which include building structures and mechanical systems, bridges, grounds and campus utility systems.

Requirements: Bachelor's degree or equivalent in engineering, architecture or business administration. Minimum of five years experience in building construction project management with strong technical background related to building construction and maintenance. Effective written and oral communication skills necessary. Work experience with computers desired. Please send cover letter and resume to Ralph D. Jones by December 20, 1984.
 Job Number: PA486

*Position: Senior Regional Director
 Department: Public Affairs Regional Offices, Metropolitan New York Regional Office
 Description: Plan, organize and direct a comprehensive regional public affairs program representing alumni affairs, development, public relations and alumni secondary schools committee activities. Recruit and manage an extensive alumni volunteer network in coordination with the University's central public affairs and college programs. Supervise one or more pro-

Please Post

N.Y. 14853. For more information on jobs listed, contact Staffing Services (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

December 6, 1984

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.

computer-related courses or equivalent combination of education and experience. Familiarity with IBM JCL, COBOL, NATURAL, MARK IV, MVS, CMS, MSDOS; experience with on-line computer applications and systems analysis/design techniques. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$17,656
 Job Number: PT472

Position: Applications Programmer II (Repost)

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: Executive Staff Assistant I

Department: Unions and Activities
Description: Administrative Assistant to the Director of Unions and Activities. Will function as office manager. Coordinate production of clerical work; schedule meetings and appointments; draft responses to correspondence, minutes of meetings, position papers, proposals and documents.

Requirements: Associate's degree or equivalent. Bachelor's degree preferred. 4-6 years as an administrative assistant, office manager or executive secretary. Ability to organize work of several others. Light typing. Please send cover letter and resume to Ralph D. Jones by December 13, 1984.

Minimum Starting Salary: \$13,625
 Job Number: PA474

Position: Executive Staff Assistant
Department: Law School

Description: Provide, under general supervision, executive staff support to the Dean and Associate Dean for Student Affairs of the Law School. Work independently with a high level of confidentiality on letters, reports, speeches, memoranda and class materials.

Requirements: Associate's degree or equivalent. Bachelor's degree or equivalent preferred. At least 5-7 years executive secretarial experience. Strong verbal and written communication skills. Knowledge of word processing on IBM PC desired. Medium typing. Please send cover letter and resume to Esther Smith.

Job Number: PC477

Position: Research Support Specialist II
Department: Integrated Pest Management, Geneva, NY

Description: Provide programming expertise and technical assistance to a project whose objective is to construct an expert system for use in fruit crop protection.

Requirements: Bachelor's degree or equivalent. Computer course work and general scientific training and background. Expert level knowledge of microcomputer systems. Experience with Pascal, Fortran and Lisp-Prolog programming language. Background in knowledge engineering. Some familiarity with artificial intelligence concepts. Ability to write well. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$13,625
 Job Number: PT475

Position: Associate Counsel
Department: University Counsel

Description: Provide legal services regarding taxation, estate planning, gifts, estates and trusts. Responsibilities include contact with donors, drafting of legal instruments, providing legal advice in wide range of tax and related business and corporate matters affecting the University.

Requirements: Law degree and admission, or eligibility for admission, to New York State Bar necessary. Five years of relevant experience. Please send cover letter and resume to Judith Morgan by December 15, 1984.

Job Number: P467

Position: Applications Programmer II

Department: University Registrar

Description:

Requirements:

Thursday, December 6, 1984

Job Opportunities

Position: Data Communications Specialist
Department: Computer Services - Network Communications

Description: Design and implement new and monitor old campus-wide communications networks including twisted pair circuits as well as broad band and base band local area networks; do performance and capacity analysis; provide consulting to campus customers and other computer professionals; do planning and product evaluations.

Requirements: Bachelor's degree or equivalent in electrical engineering or related field. Five to eight years experience with digital and analog hardware and associated protocols (including SNA, Synchronous and Asynchronous). Considerable knowledge of local area networks. Demonstrated excellent written and oral communications and interpersonal skills. Please send cover letter and resume to Cynthia Smithbauer.

Job Number: PT468

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, GR20
Department: School of Hotel Administration
Description: Provide administrative and secretarial support to the Director of Business and Administration and to the Executive Staff Assistant. Requires daily use of WANG word processor. Type and edit correspondence, forms, etc.; schedules appointments and meetings; accounting; handles special projects as assigned.

Requirements: High school diploma or equivalent. Associate's degree in business preferred. Medium typing. WANG word processor skills necessary. Familiarity with Cornell accounting system and ability to do accounting analysis preferred.

Minimum Starting Salary: \$11,739
 Job Number: C482

***Position:** Secretary, GR19
Department: University Library - Systems Office

Description: Provide secretarial support for Director of Systems Office Library. Prepare correspondence, minutes and other documents on a word processor; maintain files; schedule appointments and travel arrangements; act as receptionist for project staff. Other duties as assigned.

Requirements: Associate's degree or equivalent. Medium typing. At least one to three years secretarial experience. Knowledge of word processor. Strong communication (oral and written) and organizational skills. Library experience desirable.

Minimum Starting Salary: \$11,125
 Job Number: C488

***Position:** Audio Visual Aide, GR18

Department: School of Hotel Administration
Description: Set up and operate various types of audio visual and video equipment; provide equipment inspection, repair and cleaning; keep records of equipment types, serial numbers, maintenance costs, etc.; maintain all bookkeeping, billing, records and files; familiarity with and provide minor repairs on computer equipment (e.g., changing cabling). 7:30 a.m. - 4:30 p.m. and/or 10:00 a.m. - 7:00 p.m.

Requirements: High school diploma or equivalent. Some college courses preferred. Medium typing. Knowledge of audio visual equipment desirable. Demonstrated aptitude for machine (AV) maintenance preferred.

Minimum Starting Salary: \$10,500
 Job Number: C484

***Position:** Secretary, GR18

Department: School of Hotel Administration
Description: Provide clerical and editorial support for both the Career/Placement and School Publications Offices. Type and proofread correspondence; make reservations; use word processor for form letters; maintain mailing lists and schedule appointments; general receptionist duties to include answering telephones and receiving visitors. Full-time nine month appointment.

Requirements: High school diploma or equivalent. Business or secretarial school preferred. Medium typing. Word processing skills desirable. Understanding of print-production terms and processes as well as proofreader's

symbols desirable. Excellent spelling and grammar skills.

Minimum Starting Salary: \$10,500
 Job Number: C483

***Position:** Word Processor Operator, GR18
Department: Media Services - Printing

Description: Operate word processing-related work stations in Media Services - Printing. Daily keyboarding and formatting a wide range of material utilizing various word processing and networking work stations including, but not limited to, the Xerox models 860 word processor, 8010 "Star" and 16/8 personal computer.

Requirements: High school diploma or equivalent. Secretarial school preferred. Heavy typing. Formal training or equivalent experience with word processing, preferably with Xerox 860, 16/8 or 8010.

Minimum Starting Salary: \$10,500
 Job Number: C4810

***Position:** Secretary, GR18

Department: Laboratory of Nuclear Studies
Description: Provide secretarial support for a large high energy physics research laboratory. Type routine correspondence, reports and technical manuscripts (Greek/equations) using MASS11 on the Lab's computer system; serve as receptionist; answer telephones and operate building page system; arrange travel; handle reimbursements, meter and distribute mail; maintain various records including non-exempt vacation and sick leave accruals.

Requirements: Associate's degree or equivalent. Heavy typing. Excellent heavy typing skills; technical typing experience and familiarity with computers desired. Good interpersonal, organizational and communication skills required.

Minimum Starting Salary: \$10,500
 Job Number: C4811

***Position:** Office Assistant, GR16

Department: University Personnel Services
Description: Provide receptionist and clerical support to Staffing Services. Duties include routing a large number of daily phone calls; greeting visitors; handling inquiries (in person and on telephone); sorting mail; assisting in the maintenance of the applicant file system; distributing department materials. Other duties as assigned.

Requirements: High school diploma or equivalent. Some college course work desired. Light typing. At least one to two years office experience. Experience working with a switchboard and interest in personnel field preferred. Demonstrated excellent organizational, interpersonal and communication skills. Ability to work in a complex, active environment.

Please respond by December 14, 1984.

Minimum Starting Salary: \$9,494
 Job Number: C4812

Position: Administrative Aide, GR20

Department: Physical Education & Athletics
Description: Administrative Aide to Director of Athletic Public Affairs and assistant. Analyze and compile confidential records; review monthly expense statements; order office supplies; compile and maintain office budget; type and compose correspondence; arrange travel; handle special assignments as needed. Full-time regular until June 30, 1988.

Requirements: High school diploma or equivalent. Associate's degree or equivalent. Heavy typing. Knowledge of word processor and minicomputer. Excellent interpersonal and communication (written and oral) skills. Bookkeeping/accounting experience. Shorthand and dictaphone skills essential. Background in fund raising.

Minimum Starting Salary: \$11,739
 Job Number: C477

Position: Administrative Aide, GR20

Department: University Development
Description: Provide secretarial and administrative assistance to the Associate Director of Capital Projects. Type correspondence; arrange travel and meetings; file; answer telephones; handle special assignments as needed.

Requirements: Associate's degree or equivalent with several years work experience. Medium typing. Excellent communication (written and oral) skills. Good organizational and public relations skills required. Discretion in dealing with confidential materials. Proofreading ability.

Minimum Starting Salary: \$11,739
 Job Number: C475

Position: Secretary, GR19

Department: Animal Science
Description: Type and assemble teaching ma-

terials, books, manuscripts, grant proposals, progress reports and correspondence; arrange schedules of appointments for professors and staff; order research supplies; issue requisitions and process bills for payment; handle extensive telephoning relative to professors' positions in campus and national affairs; arrange travel plans; maintain a scientific bank of references in the field of physiology.

Requirements: High school diploma or equivalent. Business or secretarial school preferred. Heavy typing. At least 3-5 years experience in a busy office where person handles pressure of multiple deadlines. Highly experienced in and enjoys the challenge of adapting word processor to multiple needs. Experience in dealing with people from many countries and with technical and scientific terms.

Minimum Starting Salary: \$11,125
 Job Number: C4715*

Position: Office Assistant/Receptionist, GR18

Department: Career Center

Description: Handle all incoming calls and visitors for approximately 14 full-time staff; schedule appointments; assist and direct students to appropriate resources; provide support for on-campus recruiting program; responsible for daily mail distribution and compiling monthly office statistics; handle occasional special projects. Other duties as assigned.

Requirements: High school diploma or equivalent. Light typing. Some experience in fast-paced office environment with heavy telephone and visitor traffic. Familiarity with office procedures. Excellent communication skills essential. Willingness to learn a variety of tasks.

Minimum Starting Salary: \$10,500
 Job Number: C4722

Position: Office Assistant, GR18

Department: Dean's Office, Arts and Sciences

Description: Provide secretarial and administrative support to the Dean, his staff assistant and other members of the College staff. Type correspondence; make travel arrangements; process academic personnel records; keep accounting records. Other duties as assigned.

Requirements: High school diploma or equivalent. Heavy typing. Ability to maintain confidentiality. Excellent interpersonal and communication (written and oral) skills. Attention to detail. Ability to work under pressure and keep accounting records.

Minimum Starting Salary: \$10,500
 Job Number: C4716

Position: Secretary, GR18

Department: Agricultural Economics

Description: Provide secretarial support for two teaching faculty members. Answer telephones; maintain calendars; assist in management of 4-5 courses; coordinate teaching assistants; keep class records; collect assignments; recording grades; type class work and notes; responsible for handling routine matters generated by students who come in the office.

Requirements: High school diploma or equivalent. Medium typing. Knowledge of or willingness to learn IBM PC-XT and Word Perfect. Strong interpersonal skills. Ability to oversee and coordinate activities of 10-15 teaching assistants. Strong organizational skills.

Minimum Starting Salary: \$10,500
 Job Number: C4721

Position: Secretary, GR18

Department: Pharmacology

Description: Provide secretarial support to the Administrative Manager. Type complex technical manuscripts, abstracts, correspondence; operate word processors, microcomputers; answer and screen calls; arrange meetings, appointments and travel; handle mail; maintain files; perform library reference tasks. Other duties as assigned.

Requirements: High school diploma or equivalent. Business or secretarial school preferred. Heavy typing. At least 1-2 years experience. Excellent interpersonal and communication skills. Knowledge of medical terminology helpful. Knowledge of word processors and microcomputers desirable.

Minimum Starting Salary: \$10,500
 Job Number: C4713

Position: Secretary, GR18

Department: Center for International Studies

Description: Type and proofread correspondence, reports, meeting notices and agendas; assist in organizing special meetings such as Open House, special alumni meetings, etc.; voucher preparation; organize and maintain files; screen telephone calls and answer inquiries; schedule appointments; assist visitors, students, etc.; share in common duties of the

Center staff; mail sorting; opening and closing Center.

Requirements: High school diploma or equivalent. Medium typing. At least 1-2 years office experience. Knowledge of word processing. Good telephone techniques. Excellent interpersonal and organizational skills. Ability to work under pressure and to handle confidential information. Attention to detail.

Minimum Starting Salary: \$10,500
 Job Number: C4712

Position: Secretary, GR18

Department: Ecosystems Research Center, Center for Environmental Research

Description: Provide typing (word processing and some secretarial support to the Director, Associate Director and support staff of the Ecosystems Research Center. Word processing will constitute the largest percentage of time.

Requirements: High school diploma or equivalent. Business or secretarial school preferred. Heavy typing. Excellent typing and word processing skills. Good spelling and grammatical skills. Accuracy highly important.

Minimum Starting Salary: \$10,500
 Job Number: C472

Position: Editorial Assistant, GR18

Department: University Press

Description: Act as assistant to Acquisitions Editor responsible for acquisition, development and maintenance of product line of scholarly books. Routine office duties of typing, filing, follow-up. Regular, full-time two year appointment, renewable.

Requirements: Associate's degree or equivalent. Bachelor's degree preferred. Heavy typing. Prior experience with book publishing helpful.

Minimum Starting Salary: \$10,500
 Job Number: C476

Position: Secretary, GR18

Department: Entomology - Geneva, NY

Description: Type manuscripts, reports, research papers on word processor including text editing, formatting and producing drafts into final copies; some machine transcription; type general correspondence; answer telephone; assist with requisition and invoice typing; maintain reprint files and mailing lists. Other duties as assigned.

Requirements: High school diploma or equivalent. Heavy typing. At least 3 years office experience. Familiarity with office procedures and machines. Word processing experience helpful. Excellent secretarial skills.

Minimum Starting Salary: \$10,500
 Job Number: C471

Position: Secretary, GR17

Department: Cooperative Extension Administration

Description: Provide secretarial support for two professional staff. Open and sort mail; transcribe and type materials; maintain calendars; handle routine correspondence and inquiries; assist with filing and general office workload; assist with compilation of 4-H monthly newsletter; xeroxing of materials.

Requirements: High school diploma or equivalent. Medium typing. At least 2-3 years office experience. Knowledge or willingness to learn operation of various office equipment such as copiers, mimeograph machine, xerox word processor/computer. Good proofreading and editing skills.

Minimum Starting Salary: \$9,967
 Job Number: C473

Position: Secretary, GR17

Department: Cooperative Extension Administration

Description: Provide receptionist and secretarial support for 4-H office. Type correspondence, reports, development materials; maintain files; make travel arrangements; assist with distribution of monthly 4-H newsletter; handle xeroxing and mail. Assist with other duties as assigned.

Requirements: High school diploma or equivalent. Medium typing. At least 2-3 years office experience. Experience with or willingness to learn word processor, preferably Xerox. Accuracy and proofreading skills essential. Ability to work with a variety of people and work under pressure. Good communication (written and oral) skills.

Minimum Starting Salary: \$9,967
 Job Number: C474

Position: Secretary, GR16

Department: Preventive Medicine

Description: Type and xerox class and re-

search materials, manuscripts, grants and review for the department; answer telephone; handle mail.

Requirements: High school diploma or equivalent. Medium typing. Excellent typing (50 wpm) and accuracy. Some office experience. Word processor experience helpful.

Minimum Starting Salary: \$9.494
Job Number: C4710

Position: Secretary, GR16

Department: Computer Services (APS)
Description: Provide general secretarial and clerical services to staff in Administrative Programming Services and Administrative Production Control. Duties include acting as receptionist; answering telephones; handling mail; typing; copying; filing.

Requirements: High school diploma or equivalent. Medium typing. Excellent interpersonal and communication skills. Some office experience.

Minimum Starting Salary: \$9.494
Job Number: C4717

Position: Records Assistant, GR16

Department: Catalog Department - Olin Library
Description: File and type catalog cards; input bibliographic records in RLIN computer system. Other duties as assigned.

Requirements: High school diploma or equivalent. Medium typing. Ability to do detailed work with skill and accuracy. Previous library experience desirable.

Minimum Starting Salary: \$9.494
Job Number: C4720

General Service

*Position: Vehicle Mechanic, GR23

Department: Fleet - Geneva, NY
Description: Expedite all vehicle maintenance and services in Fleet Garage which includes regular cleaning and washing of pool cars and trucks; repair emergency power equipment in physical plant and research departments including welding and metal fabrication as assigned by Shop Foreman. In absence of Foreman, assume all duties required for Fleet operations as directed by Trade Supervisor and/or Department Head.

Requirements: High school diploma or equivalent with Associate's degree desirable. Two to four years experience in fleet vehicle maintenance and service necessary. New York State Vehicle Inspection certification required. Broad knowledge and skills in automotive equipment including hydraulic and electronic systems as well as stationary and portable emergency generators and related equipment and controls. Work experience in welding and metal fabrication is required.

Minimum Starting Salary: \$13.928
Job Number: S481

*Position: Custodian, SO16

Department: Care of Buildings - Endowed
Description: Provide maintenance and custodial care of buildings and grounds in immediate vicinity of assigned area. Wed., Thurs., Fri. 6:00 a.m.- 2:30 p.m.; Sat. & Sun. 4:00 a.m. - 12:30 p.m.

Requirements: Ability to operate a variety of heavy power operated equipment, climb an 8' ladder and lift 50 lbs.

Minimum Starting Salary: \$4.47/hour
Job Number: S483

Position: University Service Officer, CUSEU GR-2 (GR21)

Department: Public Safety
Description: Responsibilities include prevention and detection of criminal behavior; external and internal patrol of University property within his/her area for fire, safety and crime hazards; enforcement of parking regulations occurring on the property of Cornell University.

Requirements: High school diploma or equivalent. Further formal education, training and/or experience in the law enforcement field preferred. Satisfactory completion of basic University Service Officer training. Knowledge of Cornell University rules and regulations; U.S. citizenship; eyesight 20/40 corrected to 20/20; no record of convictions other than minor traffic infractions; NYS driver's license; ability to obtain a NYS pistol permit within 90 days of employment. Must pass physical examination.

Minimum Starting Salary: \$6.06/hour
Job Number: S474

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, GR19

Department: Animal Science

Description: Conduct endocrine experiments with rats and goats; collect tissues and blood; perform radioimmunoassays, enzyme assays and electrophoretic separations. Collect data and perform limited statistical analyses.

Requirements: Bachelor's degree or equivalent with endocrinology and/or biochemistry training and lab experience. Some experience in use of radioisotopes and handling animals. Familiarity with hapten radioimmunoassays and data reduction routines such as MINITAB.

Minimum Starting Salary: \$11.125

Job Number: T481

Position: Technician, GR19

Department: Physiology

Description: Carry out radioimmunoassays, column chromatography, blood sample collections and preparations, reproductive evaluations and endoscopy of dogs and canine semen collection and evaluation. Monday - Friday, 8:00 a.m. - 5:00 p.m., some nights and weekends.

Requirements: Bachelor's degree or equivalent. Some related college course work. Some previous work experience in techniques listed in job description desirable.

Minimum Starting Salary: \$11.125

Job Number: T473

Position: Computer Operator, GR22

Department: Animal Science

Description: As third shift operator, will independently maintain necessary records relevant to the operation of an IBM 4381 computer and determine cause of malfunctions. 11:30 p.m. 8:00 a.m., Tuesday - Saturday.

Requirements: Associate's degree or equivalent in data processing. 2-3 years operating experience essential. Familiarity with DOS/VSE multiprogramming environment, POWER/VSE, CICS and utility packages preferred. Ability to schedule jobs in above environment requiring full working knowledge of JCL essential.

Minimum Starting Salary: \$13.141

Job Number: T455

Position: Technician, GR20

Department: Agricultural Engineering

Description: Will participate in apple pomace anaerobic methane digester model design, construction and instrumentation; planning, design, execution and laboratory analysis of experiments; maintenance and operation of laboratory instruments; data analysis and computer manipulation; general laboratory upkeep; report preparation. Until 9/30/85.

Requirements: Bachelor's degree or equivalent experience in engineering or related sciences. One year experience involving wet chemistry analysis, operation of gas chromatography instruments, solids analysis, automatic scales and other complicated laboratory equipment; use of computer for data storage and analysis; experience in conducting biological experiments with bacteria.

Minimum Starting Salary: \$11.739

Job Number: T452

Part-time

*Position: Accounts Assistant, GR20

Department: Biochemistry, Molecular and Cell Biology

Description: Handle accounting for both State and Endowed accounts. Type requisitions, payment vouchers, telephone and miscellaneous billings; handle travel vouchers; reconcile operating statements and take trial balances; prepare monthly statement of each account; provide service for graduate students, postdocs and technical help as well as faculty. Provide backup phone service. Monday - Friday, 30 hours per week.

Requirements: Associate's degree or equivalent in accounting. Light typing. At least two years experience in bookkeeping. Knowledge of either or both state and endowed systems highly desirable.

Minimum Starting Salary: \$11.739/annual equivalent

Job Number: C487

*Position: Senior Night Supervisor, GR20 (Repost)

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 project and 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: Night Supervisor, GR18

Department: Music Library

Description: Supervise and assist in circulation procedures; provide information and reference assistance to patrons; assist with searching and ordering of music and books using RLIN terminal; responsible for security of Lincoln Hall during evening and weekend hours. Nights & weekends, 20 hours per week.

Requirements: Associate's or Bachelor's degree in music or equivalent with emphasis on music history. Medium typing. Reading ability in foreign language (German or French preferred); demonstrated supervisory skills.

Minimum Starting Salary: \$10.500/annual equivalent

Job Number: C486

*Position: Office Assistant, GR15

Department: Clinical Sciences

Description: File; check in records from the Small Animal Clinic on a daily basis; work with weekend census package and pull charts. Fill in during vacations. Monday - Friday, 2:30 - 6:00 p.m.; Saturdays 8:00 a.m. - 12:00 noon.

Requirements: High school diploma or equivalent. Light typing. Excellent organizational, interpersonal and communication skills.

Minimum Starting Salary: \$9.041

Job Number: C481

*Position: Bus Driver (Casual)

Department: C.U. Transit, Inc.

Description: Drive bus on campus and short charters on an as needed basis. Physically check bus, enforce rules and regulations, provide information and directions on campus, maintain conduct of passengers, maintain security and keep count. Days and hours vary, as needed.

Requirements: High school diploma or equivalent. Class II driver's license preferred. Must be able to pass a physical and other requirements of article 19A of the Motor Vehicle Department. Be on call as needed.

Job Number: S482

Position: Office Assistant, GR18

Department: Ornithology

Description: Under supervisor's direction, provide administration and maintenance of a correspondence course in bird photography. Administers sales of the Laboratory's photographer's observation blind; process applications for home study course; handle deposits; input data; maintain course enrollment. Other duties as assigned. Part-time hours to be arranged.

Requirements: High school diploma or equivalent. Medium typing. Knowledge of personal computers helpful. Accuracy and attention to details required. Excellent organizational skills. Ability to keep track of daily operations. Good communication skills very helpful.

Minimum Starting Salary: \$10.500/annual equivalent

Job Number: C4718

Position: Secretary, GR18

Department: Center For International Studies

Description: Type and proofread correspondence, reports, etc.; arrange meetings and activities, conferences; handle all travel and lodging arrangements and reimbursements; screen telephone calls; organize and maintain files. Monday - Friday, 12:00 noon - 5:00 p.m.

Requirements: High school diploma or equivalent. Medium typing. At least 1-2 years office experience. Excellent interpersonal and organizational skills. Ability to work under pres-

sure and handle confidential information. Good telephone techniques. Knowledge of word processing.

Minimum Starting Salary: \$10.500/annual equivalent

Job Number: C4711

Position: Collections Representative, GR17

Department: Controller's (Accounting)

Description: Telephone collections. Responsible for contacting debtors during evening hours. Monday - Friday, 4:00 p.m. - 8:00 p.m.

Requirements: High school diploma or equivalent. Previous experience helpful. Excellent communications skills a must.

Minimum Starting Salary: \$9.967/annual equivalent

Job Number: C478

Temporary

TEMPORARY OPPORTUNITIES: Cornell University has an ongoing need for qualified individuals willing to work on a temporary basis. We frequently need individuals to work as word processor operators, secretaries, typists, receptionists, office assistants, account clerks and data entry clerks. Requirements for these positions range from medium to heavy typing, some office/secretarial experience and knowledge of word processing equipment. If you have an interest in working on a temporary basis, please contact Tambi Benzon, Staffing Services, 256-5226, for more information.

*Position: Temporary Lab Technician, T-3 (Repost)

Department: Avian & Aquatic Animal Medicine

Description: Assist in investigations assessing possible interactions of environmental pollutants such as PCBs with disease resistance and immune responses of rainbow trout. Perform immunologic assays (mitogen stimulation and chromium release assays); maintain fish tissue cultures for virus isolation and perform virus isolation on fish tissue samples; prepare and collect tissues from fish for virological, immunological and histological analysis; perform calculations and statistical analyses of data collected. Monday - Friday, 8:00 a.m. - 5:00 p.m.; approximately six months with possibility of continuation.

Requirements: Bachelor's degree or equivalent in biological or biomedical sciences. Knowledge of fundamental tissue culture and aseptic techniques. Experience performing immunologic assays (mitogen stimulation) and in tissue culture and histology. Knowledge of fish anatomy.

Minimum Starting Salary: \$5.00-\$6.00/hour
Job Number: T471

Academic

Please contact department directly.

*Position: Assistant Professor, Section of Plant Biology

Department: Division of Biological Sciences

Job Number: A481

*Position: Assistant or Associate Professor, Hebrew Bible

Department: Near Eastern Studies

Job Number: A482

*Position: Assistant or Associate Professor, Hebrew Language and Literature

Department: Near Eastern Studies

Job Number: A483

*Position: Postdoctoral Associate

Department: Plant Pathology

Job Number: T483

*Position: Research Associate IV (Molecular Biologist)

Department: Veterinary Microbiology, USDA Animal Disease Center at Plum Island, NY

Job Number: A484

Position: Postdoctoral and Research Associate Positions

Department: Institute for the Study of the Continents (INSTOC)

Job Number: A472

Position: Faculty Position - Theriogenology

Department: Clinical Sciences, NYS College of Veterinary Medicine

Job Number: A471

Thursday, December 6, 1984

Bulletin of the Faculty

October 10, 1984
110 Ives Hall

Secretary's Note: Although minutes of FCR meetings are normally verbatim accounts of the proceedings, we believe a departure is in order for the meeting of October 10, 1984. Then, the body dealt with the report of the Ad Hoc Committee to Review the Promotion and Appeals Procedures. Without a copy of the Committee report in hand, it is almost impossible to follow the discussion. The Secretary begs your indulgence, as she offers this abridged version, in a combined narrative and verbatim form, of what took place on October 10th between 4:34 p.m. and 5:25 p.m. A verbatim transcript is available, however, and will be sent, on request, to any Faculty member who wants one. The final version of the legislation will be circulated to the Faculty after approval by the Board of Trustees.

F.A.H.

The Speaker, Russell D. Martin, called the meeting to order at 4:34 p.m. He called on Dean of the Faculty, Joseph B. Bugliari, for remarks.

Dean Bugliari: "I really don't have a lot of remarks to make. The Faculty Handbook is now to the point where we're doing the index and, hopefully, will come out next month."

"Before we get into the discussion of the report issued by the Committee that reviewed the Appeals Procedures, I want to say some very special thanks to the people who served on the Committee. (When I came into office, Ken Greisen told me that all I had to do was to get a committee to review the legislation because the three-year trial period was up, and it was time to do it. So one of the first things I did was to call some people I thought would be good people, and it turned out they were not only good' they were absolutely super. I told them, in fact, that their job would be over in December. I was fortunate enough not to have indicated which December — in the same way that I promised the President that we would have the Faculty Handbook out by the end of the year, but I didn't tell him which year. Nevertheless, the Committee spent a lot of time on this and gave the procedures a lot of consideration; and you now have the report which indicates how much the Committee went into the problem.)"

"I really want to thank all the people who were on the Committee, and particularly Ken Strike, who, as Chairman, really deserves a good round of applause from this body for what he did."

The Speaker then called on Professor Kenneth Strike, Chairman of the ad hoc Committee to Review the Appeals Procedures.

Professor Kenneth Strike, Education: "Please allow me to make some quick introductory remarks and then simply let you ask what questions you wish to ask."

"General appraisal of the Stein Procedures — I'm going to refer to the original set as the Stein procedures since Peter Stein was chair of the Committee that produced them. We think that on the whole they worked quite well; they have produced, I think, justice in the cases that have been heard. They have not consumed inordinate amounts of time, and it seems to me that the philosophy underlying those documents is sensible. In my opinion, we have not done anything which disturbs the basic underlying philosophy of the original documents. We have not made anything that I would consider a major or structural revision."

"Second, where did the problem list we worked on come from? Basically, the kinds of problems that we examined were problems that were suggested by people who had had some experience working with the procedures. Most of the problems came from individuals who were on various appeals committees. We wrote to a goodly number of people who had had some contact or some responsibility for the appeals procedures and asked them to give us their responses and we used those data to generate a problem list. I note that simply to suggest that the problems that we dealt with by and large are problems that real people working on real appeals really had, rather than the difficulties that one might have had in some abstract way. There are a few 'might-have-hads' and abstractions here, too. The experience was not that overwhelming, but characteristically the problems we worked on resulted from the experiences or concerns of those who actually had to interpret and work with the documents."

"The third observation is on community acceptance. Various drafts of this have been shipped to a goodly list of relevant and concerned people around the campus which includes, I think, college deans, representatives of various groups of faculty members — I think the sorts of people you would wish to have them sent to."

"We have also spent a fair amount of time in discussion of the Procedures with Mr. Relihan, the University Counsel, and with Provost Kennedy. I think I can say with reasonable confidence that we haven't gotten any howls of outrage about anything we have done

"...it was not meant to be a brief recital of reasons for denial of tenure, but was meant, instead, to be a full statement of the reasons and reasoning behind the decision."

from any particular corner of the community, and I believe the administration finds that what we are proposing to you now to be acceptable, so I think there is some reason to believe there is a decent amount of community consensus on what we are proposing.

"Having said that, I think I will simply move the resolution, and I am told that I can move it simply by saying that you've got it, and can refer to it. so I will not read it."

Speaker Martin announced that the resolution was on the floor and open for discussion.

Associate Professor David Young, Bailey Hortorium, opened the discussion by questioning the use of the word "preliminary" as characterizing the report which the legislation mandates the dean of a School or College to prepare in the procedure for appealing a negative tenure decision. A move was made to strike the word "preliminary" as being "vague and ambiguous."

In favor of the move to strike "preliminary" was Professor Robert Young, Associate Dean, College of Agriculture and Life Sciences, who noted that the word "preliminary" had been misunderstood in the past (it was, as Dean Bugliari noted, part of the original legislation). Dean Young noted that it was not meant to be a brief recital of reasons for denial of tenure, but was meant, instead, to be a full statement of the reasons and reasoning behind the decision.

Professor Peter Stein, Physics, and Chair of the Committee that produced the original legislation, observed that "preliminary" was used originally, to signal that the dean's statement should not be viewed as being "engraved in stone".

After a brief discussion, and a vote defeating the amendment to strike "preliminary", the Dean of the Faculty stated that the discussion had been particularly useful, because the FCR had explored and agreed upon a definition for the word in question.

Assistant Professor Timothy Murray, English, then proposed that the FCR focus on the following language in the legislation:

"Within one week after being notified that the departmental decision is negative, the candidate may request a written statement of the reasons for the decision and the nature of the evidence."

In Professor Murray's opinion, the statement would better serve all the parties were it to read:

"Within three weeks after being notified that the departmental decision is negative, the chair shall provide the candidate with a written statement of the reasons for the decision and the nature of the evidence. The statement shall respect the limits set by the need to preserve confidentiality."

Professor Murray's reasons were as follows: The chairman, and not the appellant, should carry the burden of forward movement; the legislation, as it is currently written, could "put the appellant in an automatically adversarial position vis-a-vis his/her own chair-person."

Professor W. Donald Cooke, Chemistry, suggested that while the adversarial position is a difficult one, the moving party should remain the appellant, since there may be a situation where "...an

"—We have to be concerned about enlarging the time frame, because as the procedure is now in practice, we come precariously close to having it take a full academic year."

unsuccessful tenure candidate...would not want a formal record...as to why they were not promoted." And, he added: "I would hate to see it forced on them if they don't want it."

Professor Murray then asked for clarification of the current language, asking: "Is it possible the candidate could simply not exercise the right to request a statement?...Could that constitute a waiver of the procedures?"

Professor Strike responded that his understanding of the legislation would ensure a "yes" answer to both of Professor Murray's questions. Strike then asked Professor Stein to comment.

Professor Stein then noted that the questions raised by both Cooke and Murray could be joined in a statement saying something like: "The candidate will receive such a statement unless she/he specifically declines to receive it."

The Speaker then asked Professor Murray if he would like to withdraw his amendment in favor of the new one. Professor Murray agreed, and there were no objections from the floor. But since Professor Stein is not now a member of the FCR, Professor Murray then offered the new amendment, which read:

"Within three weeks after being notified that the departmental decision is negative, the candidate will receive a written statement of the reasons for the decision and the nature of the evidence unless the candidate waives his or her right to receive the statement within one week of said notice."

The amendment was seconded, and placed on the floor for discussion. Thereupon ensued a lively discussion, led by Professor Raphael Littauer, Physics, Dean of the Faculty Bugliari, Professor Sally McConnell-Ginet, Modern Languages and Linguistics, Professor Wesley Gunkel, Agricultural Engineering, Professor Robert Cotts, Physics, and Professor Kenneth Strike.

In sum, the discussants' comments covered a wide range of objections:

— The candidate could be put into the position of saying:

— "Well, I understand what you're saying, but please don't put it in writing." (Littauer)

— It seems important to ensure that the chair has given a statement of reasons (McConnell-Ginet)

— We have to be concerned about enlarging the time frame, because as the procedure is now in practice, we come precariously close to having it take a full academic year (Strike)

— The amendment prolongs the procedure and puts an additional burden of work on both the department and the candidate (Gunkel)

After the discussion had ended, Dean Bugliari suggested that the Committee understood what the sentiment was for the provision,

and that if the amendment passed, the Chair would be asked to "clean-up the language" to reflect the consensus of the FCR as it had been expressed. The amendment was then reread, voted on, and carried. The Speaker then asked for further debate.

Professor Royal Colle, Communication Arts, wanted clarification on what constituted "unfair treatment" of a candidate.

Professor Strike replied as follows:

"I can tell you the problem that led to the response, and I hope

"There are two kinds of ways in which a person might be unfairly treated. First of all, you may consider irrelevant factors: that is...the person's hair color. The second is that you may consider a relevant factor — teaching let's say — in an irrelevant way."

that will also explain why it's there. The argument is as follows. There are two kinds of ways in which a person might be unfairly treated. First of all, you may consider irrelevant factors: that is, you may consider the person's hair color. The second is that you may consider a relevant factor — teaching, let's say — in an irrelevant way. Let us suppose we might agree, for example, that there is a certain right of academic freedom in discussing what a professor has in the content of one's course, in what one is teaching. Our curriculum instruction has this certain protection of academic freedom for that, and the person is responding to what is being taught. The teaching — that's a relevant consideration but is responding to a normally relevant consideration in a way which is irrelevant or inappropriate. So, it's the use of something which would normally be relevant in an irrelevant or improper fashion. Does that help?"

Professor Colle: "It helps, but it doesn't solve the problem. If it's perfectly clear to everybody else, I won't belabor the point."

A request was made for an example, which was given by Professor Mary Beth Norton, History: "What the Committee had in mind when we added this language was — I think Ken just gave a partial example of it — where a factor that would be considered to be relevant in the normal course of events is considered in an improper fashion. For example, say you had a history department that hates the Marxist approach to history and you have a Marxist member coming up for tenure. That person's books had received wonderful reviews; everybody in the country thinks that person is a wonderful historian, but the department is antagonistic to anybody who thinks there is anything in a Marxist analysis. That's what we mean by improper consideration of factors that, properly considered, would be material."

Professor Stein: "I, too, was similarly confused. I don't quite understand exactly because it seems to me that the example is covered without the added material. If the problem is that an historian is being denied tenure because he or she is a Marxist, that certainly includes factors that are normally unrelated, that's a political consideration, and so I would have thought that adding some political judgment to a tenure decision would be included under Section IV."

David Drinkwater, Dean of Students, then offered the following amendment which he believed would obviate the difficulty. At the end of "...collegial responsibilities of his or her position" add:

"or were factors which properly considered, would be material and relevant, but were improperly and unprofessionally raised and were so serious that the appeals committee believes that they affected the outcome of the tenure review."

The amendment was moved and seconded, and the Speaker opened the floor for debate.

Professor Colle: "I think we could spend a lot of time being troubled over the exact wording. I would recommend that the Committee be asked to simply examine that part and try to clarify it without suggesting exactly what the words should be."

Professor Strike: "I guess I would like to express an anxiety about that. Let me run through the kind of response to that that got aired in the committee. It seems to me that in essence what you're saying is that the idea of an irrelevant or improper factor includes the kind of thing which would be covered by the addition. I think the kind of argument that has been brought to bear says, well, some people don't understand it that way; that's how some people understand it and some people don't understand it that way; in fact, we had several people on committees who said, 'Gee, how about the improper consideration of a normally relevant factor?' Now, a lawyer may in fact read it the way in which you read it. What we're responding to is that there seem to be people who read this who were confused, who find it problematic and wish something to be done about it because they thought they could provide those kinds of examples, and they seemed to read this in a way which did not cover them. At worst, given your argument, it's redundant, so it does no harm to include it; at best, it clears up some confusion that somebody might have and includes some things that I think we would want included. This thing, I think, went through 87.2 rewordings. I would also suggest that the final one is the product of the University Counsel's office and given relatively protracted discussions over these sorts of things, I am a little antsy about touching something that we have negotiated and gotten approval for. That is a procedural reference subject to observation."

Dean Bugliari: "On the other hand, I don't think David's proposal amendment essentially changes it. In fact, the last sentence sort of hangs there by itself."

Professor Strike: "As far as I can see, Dean Drinkwater's

amendment essentially assumes that. I think our putting in the words 'provision shall be understood' was designed to recognize that essentially either Professor Stein's view is correct or a view which holds that irrelevant factors do not include the things covered under 2, and to leave that ambiguous but to say in effect, 'if you think they are not included, well, they really are.' As far as I can see, the difference in Dean Drinkwater's suggestion is to assume that they are not in fact approved, but that doesn't seem to change the result."

Speaker Martin was asked to read the proposed amendment: "The evaluation of the appellant was substantially influenced by consideration of factors unrelated to the performance of the appellant in carrying out the professional and collegial responsibilities of his or her position or were factors which properly considered, would be material and relevant but were improperly and unprofessionally raised and were so serious that the appeals committee believes that they affected the outcome of the tenure review."

Professor Stein: "I hate to be pickier than Cornell's Counsel, but let me tell you about what disturbs me a little bit about the wording that's added. There are two new words added in both the original wording and the wording in David Drinkwater's version, 'improper' and 'unprofessional' which are not in the original statement. I might wonder what's meant by 'improper' and 'unprofessional'."

Professor Strike: "Let me give you my off-the-cuff response to that. These are not my words, but I don't think it bothers me. I think in part you have other words that are potentially as problematic, such as 'factors unrelated to the performance of'. Now, that's a matter which could be given considerable dispute. That is, what is it that makes a factor unrelated to the performance of one's duty. I think, also, that 'improper' and 'unprofessional' are defined in part by being juxtaposed to the phrase 'material and relevant', which, I think, gives some additional sense. It does seem to me that we are in fact dealing with the kind of thing that is characteristically raised

in legal discussions by discussing whether or not that particular factor is a relevant ground for making a decision."

Professor Littauer then offered an amendment to Dean Drinkwater's amendment, both to clarify the substance of the language and make the wording 'grammatically correct, as follows:

The evaluation of the appellant was substantially influenced by

"Suppose we had a chemist who published a great deal, wrote books and had rave reviews, but the faculty in its wisdom felt that that field was not going very far. Now would that be an improper consideration?"

consideration of factors unrelated to the performance of the appellant in carrying out the professional and collegial responsibilities of his or her position, or by improper and unprofessional consideration of factors which, if properly considered, would be material and relevant.

The amendment was voted on and carried, and the Speaker declared the floor open for discussion on the amendment as amended.

Speaker Martin: "Is there any further discussion?" There was none, so the amendment was voted on and carried. "The amendment as amended is carried and becomes a part of the resolution. The resolution as amended is now on the floor for further debate."

Professor Cooke: "I'd like to go back to what we were discussing earlier for clarification. I think I know the answer, but perhaps not. The case that Professor Norton spoke of — the person who published a great deal, had rave reviews and obviously for a case of being Marxist, I understand — that's clear-cut, but let's get a little touchier, and let's refer to the Chemistry Department. Suppose we

had a chemist who published a great deal, wrote books and had rave reviews, but the faculty in its wisdom felt that that field was not going very far. Now, would that be an improper consideration?"

Professor Strike: "I think there's really a pretty quick answer to that; the answer is no, it would not be and that's spelled out quite clearly other places in the document."

Since there was no further discussion on the resolution as amended, it was voted on and carried.

Dean Bugliari: "First, let me again thank the Committee. Let me say that now that you've passed this, it looks like, unless something comes along, that we won't have a meeting in November. I would also call your attention to (the packet of material that went out to you) the note from Dean Drinkwater and the so-called Gray Sheet which has in it a list of counseling and advising services that are available — very useful for you if you are talking to students and want to find some information. Pay attention also to the memo on the blood pressure clinic; I find that very handy myself."

Professor Cotts: "I'm sorry, but I have another question on the resolution that I really didn't consider to be a part of it. There's a note on the section on Procedures for Appealing a Decision Not to Conduct a Tenure Review, and I don't understand the note. Is the note part of the resolution?"

Professor Strike: "I believe it is part of the resolution. The relevant question is whether or not it was inserted in the Academic Appointment Manual."

Dean Bugliari: "That was passed before; it was part of the original Procedures. What it means is that the Department just can't say we're not going to give you a tenure review when you've got a right to one."

Speaker Martin then asked if there was anything further to come before the FCR. Since there was not, the meeting was adjourned at 5:25 p.m.

Respectfully submitted,
Francine A. Herman, Secretary

— ACID RAIN —

More than 50 Researchers Here Studying Problem

From studying the effects of liming acidic lakes to calculating electricity customer costs of pollution, many Cornell University scientists are researching acid precipitation.

More than 50 people here are involved in research projects pertaining to the effects of acid rain, defined as precipitation including hail, snow, sleet, fog, gases, and dust that has high concentrations of sulfuric acid and nitric acid. Acid rain is a potential threat to lakes, rivers, agricultural crops, soils, forests, drinking water, and even to man-made objects such as buildings, statues, and painted surfaces, according to many scientists.

Several hundred lakes in New York State's Adirondack Mountains, for example, have become too acidic to support fish life and the cause is attributed to acid precipitation. Damage to forests in the Northeast, blamed by some on acid rain, is another concern.

Cornell research ranges from studies of water and terrestrial ecosystems, and atmospheric processes, to monitoring, economics, and communication. The following is a sampling of some of the Cornell projects.

AQUATIC ECOSYSTEMS

The effects of neutralizing the acidity of several lakes in the Adirondacks with lime and how long those lakes can sustain fish life again is being studied by Carl Schofield of the department of natural resources and Steven Gloss, Cooperative Fish and Wildlife Research Unit biologist.

Stream acidification in the Adirondacks and the Smokies, and aluminum cycling in relation to acid rain in forested watersheds is being examined by Schofield.

Brook trout that are resistant to at least marginal conditions of acidity are being developed by Schofield and Dwight Webster in an attempt to preserve the recreational value of the lakes in the Adirondacks. The fishery scientists point out that this is an interim measure until a permanent solution to the acid rain prob-

lem is forthcoming.

*How sodium bicarbonate — commonly known as baking soda — can neutralize Adirondack lakes and support fish populations is being analyzed by James Bisogni, associate professor of environmental engineering.

*Looking for the relationship between lake water chemistry and the kinds of algae and sediments present in acidified lakes is the project of Jesse Ford, a researcher in the Ecosystems Research Center. She is using that information to sort out the history of the biological and chemical effects of acid rain on New Hampshire and Vermont lakes.

*An analysis of why New Hampshire lakes, which receive as much acid deposition and have similar geological features as lakes in the Adirondacks, are not as adversely affected as upstate New York lakes is being conducted by Ford and Schofield.

*The effects of acid rain on aluminum transport in stream ecosystems is being researched by Christine Shoemaker, associate professor of environmental engineering. She is working on the development of a model that incorporates the effects of water hydrology on stream chemistry and aluminum mobilization.

TERRESTRIAL ECOSYSTEMS:

*The biological processes that take place in soil impacted by acid rain are being examined by soil microbiologist Martin Alexander, professor in the department of agronomy.

*Field and greenhouse experiments on the removal of pesticides from agricultural crops by acidic rain are being conducted by Laurence Heller and Joe Osmeloski of the Boyce Thompson Institute for Plant Research located at Cornell.

*To assess possible effects of acid precipitation on forest productivity, Philip Dixon, a graduate student in ecology and systematics, is analyzing long-term tree growth records from the eastern U.S. He hopes to determine whether patterns of tree growth and mortality have changed in

the past 30 years.

*The effects of acid rain and other pollutants and their influences on growth and productivity of agricultural plants is being studied by Jay Jacobson, a plant physiologist at Boyce Thompson Institute. He is also working on interpreting scientific evidence for the development of public policy.

*The influence of acid rain and ozone on photosynthesis and growth of northeastern forest tree species are being examined by Robert Amundson and Peter Reich, environmental biologists at Boyce Thompson.

*How sensitivity of forest trees to acid rain varies throughout the Northeast is the thrust of the work being done by researcher David Weinstein in the Ecosystems Research Center.

*How environmental stresses affect forest-tree physiological processes and forest ecosystem dynamics is being pursued by forest tree ecophysicist James Lassoie, associate professor of natural resources.

*The effects of acid rain on tree pollen is being studied by Debbie van Ryn, a graduate student in the department of natural resources.

*Soil chemical mechanisms responsible for interactions between forest soils and acid precipitation as well as spatial variability of forest soil chemical properties and the fundamental chemistry of acid forest soils are the projects of Susan Riha, associate professor, and Bruce James, research associate, both in the department of agronomy.

ATMOSPHERIC PROCESSES

*High elevation forests appear to be more seriously damaged by acid deposition than lower elevations. In an effort to find out why, Gene Likens, adjunct professor of ecology and systematics, is collecting cloud water chemistry data from several sites around the U.S., including Alaska and Hubbard Brook, New Hampshire.

*Particulate aerosols in the atmosphere, which lead to "dry" deposition, are being studied by Thomas Butler, a researcher in

ecology and systematics. He is trying to characterize the mineralogy of the dust particles to determine what effect they may have on the chemistry of rainfall.

MONITORING

*In a long-term monitoring project, Butler operates a site on Connecticut Hill (Tompkins County) which is part of the Multi-State Atmospheric Power Production Pollution Study (MAPPS), a network of nine sites in the eastern U.S. Butler monitors the chemistry of the rainfall of every storm.

*The background chemistry of rain in remote areas of the world is another project under Likens. The Global Precipitation Chemistry Project, with sites primarily in remote areas of the southern hemisphere, serves to collect rainwater that presumably is unaffected by pollution. The information gathered is to serve as a comparison for rain that has become acidic because of man's activities.

ECONOMICS

*Trying to model the physical and economic aspects of controlling sulfur emissions from power plants is the problem confronting Tim Mount and William Deehan, both in the department of agricultural economics. By examining in detail the utility industry in New York, which releases over half of the sulfur emissions in the State, the researchers are developing models that assess the customer costs of controlling pollution and the financial impact of reducing emissions on utilities.

COMMUNICATIONS

*A project to examine how news media coverage of research on sensitive national issues affects public perceptions has been initiated by Carolyn Glynn, an assistant professor in the department of communication arts. She will be using acid precipitation as a case study.

Acid precipitation is a complex, international issue. To understand the severity and implications of the problem requires many research projects in many fields of study.

Susan S. Lang

Thursday, December 6, 1984

Brief Reports

Editor Will Discuss Nicaraguan Troubles

Jose Barreiro, editor of "Indian Studies" and coordinator of the Indigenous Communications Resource Center, will address the topic of the Miskito (Indian)-Nicaraguan Government Peace Negotiations at a brown bag seminar from 12:15 to 1:30 p.m. today in 202 Uris Hall.

The Miskito Indians, from the rain forest-covered east coast of Nicaragua, have been at war with the country's Sandinista government fighting for control of their land and civil rights. Although they are often confused with the U.S. backed contras in the strife-worn central American country, the Miskitos, with their army of 3,000, have maintained their independence from those seeking to overthrow the Marxist government in Nicaragua.

Barreiro has interviewed and traveled with Brooklyn Rivera, leader of the Miskito Indian organization, Misurasata. It was Rivera who initiated the most promising peace initiative in the region thus far. Indeed, Sen. Edward Kennedy is one of many international supporters who have expressed support for Misurasata's peace program which has led to a series of negotiations with the Sandinistas.

In his talk, Barreiro will discuss the background of this unique conflict, which has become lost in the confusion and debate over U.S.-Central American policy, and where it today stands.

The seminar is free and open to the

public and is co-sponsored by the Latin American Studies Program, Cornell American Indian Program, Committee on U.S.-Latin American Relations, Department of Communication Arts, and the Department of Rural Sociology.

Grants, Writing Contest Sponsored by Sigma Xi

The Cornell Chapter of the Society of Sigma Xi is now accepting applications for its 1984-85 grants-in-aid program as well as entries to the Fuentes Memorial Prize writing contest.

Feb. 24, 1985, is the deadline for applications to the grant program, which offers small research grants to graduate students and advanced undergraduates. More information is available from Professor Paul L. Houston at 256-4303.

Also sponsored by the local chapter of the scientific research society is an annual contest for the best student-written article on a topic of current interest in the physical or biological sciences. First prize is \$350 and second prize is \$150. Professor Houston has more information at B46 Baker Laboratory.

Applied Math Series Has Fourth Speaker

Rutherford Aris, the Regents' Professor of Chemical Engineering at the University of Minnesota, will be the fourth speaker in the Special Year '84-'85 on Reacting Flows sponsored by the Center for Applied Mathematics.

The series is supported by the U.S. Department of Energy and the Army Research Office.

Aris' lectures will all be at 4:30 p.m. in Olin B (165). On Tuesday, Dec. 11, the subject will be "The Kinematics and Dynamics of Reaction." On Wednesday, Dec. 12, "Reactor Portraits," and on Thursday, Dec. 13, "Non-Conservation Equations."

International TA Training Scheduled

Persons who are currently teaching assistants or planning to be one, and whose native language is not English, are invited to attend The International TA Training Program.

ITATP is free to international students who are now serving as a TA or plan to be one next year. Scheduled for intersession (Jan. 10-22), the intensive English program involves instructing international TAs in the mechanics of teaching in a U.S. classroom, videotaping, role-playing, evaluation, and linguistic guidance.

The classes, which will be limited in size, will run daily from 9 a.m. to noon.

Applications are due this week and can be obtained from Erik Beukenkamp in 305 Morrill Hall. For more information contact him at 256-4863.

SAGE CHAPEL

Shumate Will Offer Sermon This Sunday

Ann Shumate, associate director of residence life here, will speak at Sage Chapel at 11 a.m. Sunday, Dec. 9. Her sermon topic will be "Mystery, Magic and Innocence."

Shumate came to Cornell in 1963 and has served with the Dean of Students' Office in various capacities. She holds a B.A. degree in psychology and sociology from Mary Washington College of the University of Virginia. She was graduated from Garrett School of Theology, Northwestern University in Evanston, Ill., with a Master's degree in education and counseling.

Shumate was a founding member of the Suicide Prevention and Crisis Counseling Center of Tompkins County and continues as a trainer of lay counselors. She has served as a member of the Board of Cornell United Religious Work and was a member of the special committee which studied the CURW Directorship and established the guidelines for the search for a new director in 1980.

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.

The Week in Sports

Weekend Features Last Home Action of '84 for Big Red Teams

By BILL HOWARD
Sports Information

The last action for Cornell sports teams before the new year takes place this weekend, and the schedule is highlighted by the home openers of the Big Red wrestling team, men's squash team and men's and women's swimming squads on Saturday. In addition, the men's hockey team has a big weekend planned with two contests scheduled at Lynah Rink.

Coach Andy Noel's wrestlers are scheduled to meet Wilkes College at 2 p.m. Saturday in Teagle Hall, while Pete Orschiedt's swimmers face Columbia in the Teagle Pool, the women's competition beginning at 1 p.m., and the men's events at 4 p.m. Saturday. The squash team, led by first-year coach Peter Briggs, will face two rivals at the Grumman Courts on Saturday, Lehigh at 10 a.m. and Hobart at 4 p.m. Saturday night, coach Lou Reycroft's hockey team takes on rival Harvard at 7:30 p.m. at Lynah Rink. Sunday evening, the Big Red skaters complete the home stand with a contest against Dartmouth here at 7:30.

In away action, the women's basketball team is at Lehigh, while the women's hockey team has road contests at Harvard on Saturday and at Providence on Sunday. The men's and women's track teams compete at the Syracuse Relays on Sunday. Finally, the men's basketball team closes out the action for the first semester with a contest at the University of Hartford on Monday.

The Cornell wrestling team will look to continue the success that has carried it to two straight Ivy League titles when it entertains Wilkes College. The Big Red, which opened the season at Syracuse on Wednesday, was picked as the fourth best team in New York state in the pre-season poll, and is seeking to pick up where it left off last season when it had a 10-2 overall record.

Leading the charge will be senior co-captains Pat Welch and Dave Chae. Welch is coming off a phenomenal 1983-84 campaign, in which he won the EIWA championship and earned a trip to the NCAA tournament. In addition he repeated as New York state champion and was a first-team All-Ivy selection for the second year in a row.

Welch added to his list of accomplishments by winning the 150-pound championship at the prestigious Penn State Invitational. He defeated five opponents on the way to the crown, topping the list of 32 competitors. On his way to the crown, he beat the defending champion of the Atlantic Coast Conference (from Clemson) and defeated Syracuse's Marty Lynch in the finals; Lynch defeated him twice in 1982-83. Welch is currently ranked first in the state and sixth in the nation at 150 pounds.

In addition to Welch and Chae, senior Steve Snyder, junior John Cvetic and freshman Wayne Krampel figure to lead the squad against Wilkes. Saturday's match marks the first meeting ever between the two schools.

The men's swimming team is currently 1-2 on the season and will be looking for revenge when it takes on Columbia Saturday. The Big Red lost to Columbia in New York City last year, 68-45, as Cornell tied the Lions and Harvard for a share of the Eastern Intercollegiate Swimming League championship (the first time that the Red ever gained a share of the EISL title).

Sophomore Steve Bannerot has enjoyed a great deal of success thus far, winning both diving events against Army last week after capturing the 3-meter dive against Princeton. Sophomore Dave McNeil captured the 500-yard freestyle last weekend.

The women's team will be looking for its first victory of the season on Saturday, as it is currently 0-3.

The Big Red hopes to have sophomore

Ursula Kurman back in the lineup this weekend. Kurman, who did not compete in the 83-84 loss to Army this past Saturday, won two events in each of the Red's first two dual meets of the season. She took firsts in the 100 and 1,000 freestyles against Pennsylvania, while capturing the 400 individual medley and 200 breaststroke against Princeton. Freshman Jill Leonone was the winner in the 200 butterfly in the meet with Army, while sophomore Kelly Scott won the 500 free. Nancy Biggs was the top competitor in both diving events.

The men's varsity squash program has its first full-time head coach in Peter Briggs. He graduated from Harvard, where he captained the squad and was named the nation's best player, leading the school to the 1972-73 National Collegiate Athletic Association championship. Last year, the men's squash team had an overall record of 13-11 (11-9 vs. U.S. competition) and tied for the No. 12 position in the final intercollegiate rankings.

The Cornell men's varsity hockey team returns home this weekend with hopes of snapping a three-game losing streak, after opening the season with two straight wins. The Big Red puts a 2-2 ECAC and 1-0 Ivy record on the line this weekend. Last weekend, the Red dropped decisions at Clarkson, 3-1, and St. Lawrence, 4-2.

Junior right wing Peter Natyshak, with two goals over the weekend, has taken over the scoring lead. The 5-9, 175-pounder has three goals and three assists for six points. Classmate Mark Canduro, a center, also has six points on one tally and five assists. Juniors Duane Moeser, a right wing, and defenseman Mike Schafer have 3-1-4 and 1-3-4 statistics, respectively. Senior center Gary Cullen also has four points on four assists.

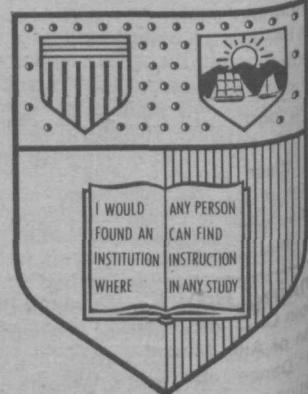
Coach Reycroft has been impressed with the performance of freshman goaltender Doug Dadswell. The 5-9, 170-pounder has a

goals-against average of 3.86 and a save percentage of .876.

Harvard is 6-0 overall and 4-0 vs. ECAC competition. The Crimson is also 3-0 in the Ivy League with wins over Yale, 3-1 Brown, 7-2, and Princeton, 4-3. The visitors are the defending Ancient Eight co-champions with Cornell. Dartmouth is 1-3 against ECAC competition and 0-2 in the Ivies.

Cornell leads Harvard in the series, 37-26-1, and last year the Big Red defeated the Crimson twice for the first time since 1980-81. Many people are still talking about the game at Lynah Rink when Cornell won, 2-0, at the 7:08 mark of the first period. The Big Red tied the score, 4-4, after two periods and won, 6-5, scoring an unanswered goal.

Dartmouth trails in the series, 39-23-5. The Red won both games last season, 5-1, Ithaca and 8-2 in Hanover.



Networking

A Cornell Newsletter Published by Employees for Employees

December 1984

R. Jack Tvaroha Named Dedicated Service Winner

R. Jack Tvaroha has been the custodian of Wing Hall for the past 30 years. Jack began his job in April of 1954. He is a very honest and dedicated man and well known for the excellent work he does and his willingness to fill in for others when they are out. Jack is very easy-going and a real joy to work with. He is always ready to help when needed.

Jack certainly is dedicated to his job here at Cornell. He is here whether rain or shine or under blizzard conditions. There are times when

he has to be reminded that his time has built up and he should take time off.

Jack has lived in Lansing for 49 years with his mother, Ruth. He has a cabin in the woods where he likes to take his dog for walks and relax by playing the guitar.

The length of time he has been at Cornell and his positive attitude toward his job and co-workers make the employees of Wing Hall feel unanimously that Jack deserves this award.



R. Jack Tvaroha

Endowed Health Care Rates Will Increase In January 1985

Contributed by University Personnel Services

As announced in the July 12, 1984 issue of Networking, rate adjustments for the Cornell Health Care Plan for Endowed Employees were deferred in order that the new health carrier, Aetna, would have enough information to determine the appropriate level. A review of the Plan experience now has verified the amount of the increase necessary for the 84-85 Plan year. The University again will cover the full cost of individual coverage, \$668.20 annually. Beginning with the January 17, 1985 exempt paychecks, the biweekly cost to employees for family coverage will go from \$21.11 to \$23.90. Families in which both spouses are endowed employees will pay \$14.98 biweekly for family protection, increased from the current cost of \$13.24.

The cost of group health coverage basically depends upon the total amount spent on medical care by the Plan's participants. Two factors greatly influence this amount: medical inflation and utilization. Medical inflation or "medflation" means that the same service costs more. Utilization refers to the amount of services used, specifically the types of service and frequency of use. Technological advances that now enable people to live longer, healthier lives increase the bottom line on total plan costs.

Although the experience of the Cornell Health Care Plan for Endowed Employees over the past year would indicate an even larger rate adjustment, the University will defer the additional amount until the impact of recently announced plan changes can be determined.

These changes are the result of concern over the continuing increase in costs. To help employees become wise consumers and reduce the utilization of unnecessary services, the new cost containment features previously announced by letter to participants' homes will be effective January 1, 1985. The University's objective in adding these provisions is to encourage the selection of the most cost-effective treatment methods, while maintaining benefits for high quality medical care.

Thinking Hawaii for New Year?
Join CRC now and talk with Al Reed, Daryl Dunn or Alex McCord at the Holiday Dinner and Dance about this and many other exciting activities.

Uncommon Truths About the Common Cold

Contributed by University Health Services

Will cold, blustery weather, exposure to drafts, wet feet, or even overheating a room cause a cold? Many of us have grown up thinking that all of these situations should be avoided to prevent "catching cold." Research, however, has shown that none of these environmental factors has much effect on the development or severity of a cold. What has been shown is that the cold virus is most frequently passed on when people handle a contaminated object and then rub their eyes or touch their nose. It would appear that the cold virus can live for days on objects such as telephones, pens, pencils, door knobs, faucets, towels, etc. To reduce your chance of contracting a cold, it is wise for the cold sufferer and those around him/her to wash their hands before eating or touching their eyes or nose. Surfaces that may be infected should be washed with a disinfectant.

It is important to remember that a cold is a viral infection and there are no known cures. Treatment consists of providing temporary relief from symptoms while waiting for the body's natural defenses to conquer the infection. Doctors recommend large quantities of fluids (at least 6-8 glasses a day) to decrease fever and loosen secretions in the throat and nose; eating well-balanced meals in accordance with your appetite to maintain strength and stamina; getting plenty of rest; avoiding strenuous exercise that will increase fatigue; avoid smoking which can inhibit the body's self-defense mechanisms; and gargle with lightly salted water to relieve a sore throat.

Many people ask about taking antibiotics to conquer their cold. Antibiotics, such as penicillin, are ineffective in killing the cold viruses and will not speed recovery or reduce symptom discomfort. In addition, antibiotics can affect the normal bacteria of the body, causing an ecological imbalance that can result in further illness. Some over-the-counter medications that are recommended for temporary relief of symptoms include:

For fever: aspirin or acetaminophen

For cough: an expectorant or an expectorant with a suppressant

For congestion: nose spray containing a decongestant or an oral decongestant.

Read the label on the preparations you intend to buy to check for the above-mentioned active ingredients. Your pharmacist can help if you have any questions. Always follow the directions provided on the label of the cold prepara-

tion you purchase. In some cases "a little extra" can do more harm than good.

Some commercially produced combination cold medications often contain aspirin, antihistamine, decongestant, and other substances. These medications are advertised for relief from a wide variety of cold symptoms. However, there is no clear evidence that such combinations are any better than the simpler medications recommended above. In fact, research has shown that antihistamines do not decrease severity or duration of illness; their main use is in the treatment of allergies such as hay fever. It may be more practical and economical to purchase single medications that allow you to be more selective in treating symptoms.

These self-care suggestions are usually sufficient to care for an upper respiratory infection caused by a cold virus. Sometimes, however, cold-like symptoms can precede or mimic more serious illnesses that do require professional medical assistance. The following is a list of symptoms that can be used as a guide for when

to consult a medical professional:

- an oral temperature above 101 F (38.8 C);
- unusual fatigue for more than seven days;
- sore throat persistent for more than three days;
- cough for over one week which is not getting better;
- bad pain in the chest, head, ears or neck glands;
- difficulty breathing associated with chest pain or a wheeze;
- enlarged tonsils or tonsils with white patches or spots on them.

If any one of these symptoms is present or if you have a chronic illness such as diabetes or heart disease, you should contact your medical care providers.

Remember, to prevent a cold, wash hands frequently, avoid touching the eyes and nose, and clean surfaces with a disinfectant. If you have a cold, follow the recommendations to get plenty of rest, drink lots of fluids, avoid smoking and medicate properly.

Cornell Careers Interviewing Skills—Part II

Contributed by University Personnel Services

The job description looked interesting, you've applied for a job, and the people seem pleasant — what else do you need to know? The third Cornell Careers session held November 8, 1984 focused on the practical aspects of interviewing for a job.

Linda Urban, a personal and career counselor formerly associated with Cornell's Employee Assistance Program focused her presentation on how to interview a potential employer in order to get a complete picture of the position's requirements, responsibilities and the work environment. Participants in the program discussed reasons people might feel hesitant to ask questions in the context of a job interview.

Linda cited a survey of over 200 hiring managers in which they were asked to rank twenty variables in terms of their importance in making hiring decisions. The top-ranked six characteristics were personality and demeanor, relevant experience, skills and qualifications, enthusiasm, questions and knowledge of the work setting.

"Asking questions conveys your interest."

said Linda. "If you don't ask questions, you won't be able to find out if this position can offer you what you need out of your work and work setting."

She suggested that a helpful way to evaluate your needs and wants in a new job would be to list the things you like about your current job and the things you don't like about your current job. In this way, you can develop a list of questions to help you determine if a new job will suit you when you are considering a career move.

Participants in the November Cornell Careers Program were given the opportunity to practice both interviewing and being interviewed in a brief role-playing exercise during the program. Linda emphasized that it is important to clearly state if you are interested in the job at the end of the job interview.

Use your interviewing time to stress your achievements and accomplishments, she said, and show how these are related to the activities of the job for which you are applying.

The final Cornell Careers session for 1984
Continued on second page

CRC News

Holiday Dinner-Dance Dec. 15 at TC3

By DENNY FERGUSON

The Cornell Recreation Club's annual holiday dinner-dance is rapidly approaching. The event will be held Saturday, December 15 at Tompkins Cortland Community College (TC-3), Dryden. Last year the dinner-dance was a big success and this year promises to be as good or better. A cash bar will be open from 6:00 p.m. until closing; dinner will be served at 7:00 p.m., followed by dancing to the Kentucky Road Band from 9:00 p.m. to 1:00 a.m. Tickets are available now through Thursday, December 6 at the CRC office in 165 Day Hall. No tickets will be available at the door, so be sure to pick up your tickets before the deadline. (Rumor has it that the tickets can be obtained as late as Thursday, December 13, but why take the chance? Get yours today.)

The CRC office is anxious to learn of interest in two upcoming trips. The first is a trip planned for this spring to Williamsburg, Virginia; the second is a trip to the Toronto Expo in August. Let the CRC office know if you have interest in these outings so that appropriate planning can continue.

The Membership and Public Relations Committee has selected club members to serve in their respective locations around campus as Ambassadors for CRC. In this and future issues of *Networking*, we will recognize these extremely helpful individuals and encourage each of you to contact the representative in your area if you have questions, requests, or suggestions. In this issue, we would like to recognize:

Martha Benninger - Balch Hall
Ruth Cain - Barnes Hall/Campus Store
Pat Lisk - Stocking Hall/Wing Hall
Elaine Ostrander - Wilson Lab/Print Shop
Ann Pendleton - Myron Taylor Hall
Priscilla Laurence - Morrison Hall
Carol Babcock Mann/Caldwell/
Warren/Comstock
Viola Maliski - Sibley Hall
Howard Cahalan - Bus Garage
Terri Tower - Sage Hall
Angela Stearns - Dickson Hall
Nancy Couch - Olin Library
Marge Woodford - Martha Van
Janet VanPelt - Stone/Roberts/Plant Sciences

Also we would like to inform you of the chairperson for the various CRC committees so that as questions or problems arise, you might know whom to contact. More importantly, however, these chairpersons are always looking for volunteers to serve on their committees and they would be delighted to hear from you. The committees and chairpersons are:

Recreation Committee: Kurt Kabelac - 256-5274

Public Relations/Membership: Donna Vose - 256-6358

CRC Park Fund Raising Committee: George Peter - 256-5274

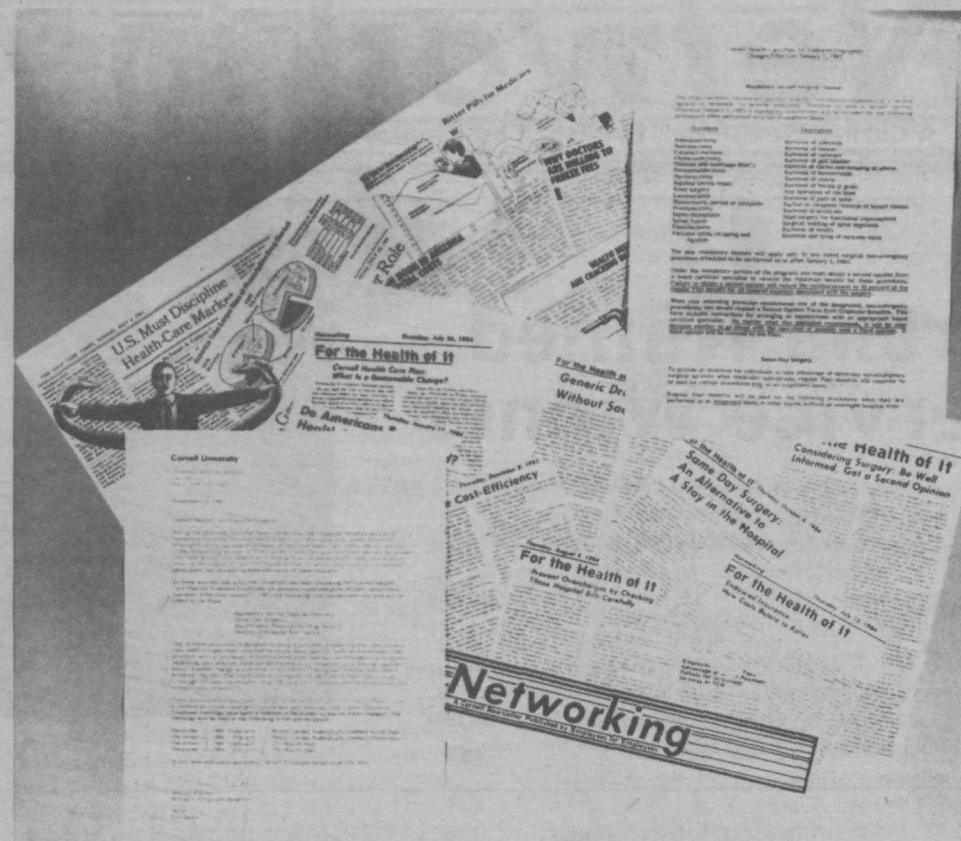
CRC Park Building Committee: Daryl Dunn - 256-4903, Al Reed - 256-4837

CRC Policy/Use Committee: Chuck Parkin - 256-4200

Have you ordered your CRC jacket? The next order will be sent on December 17. The jackets are very attractive and the price is right at only \$15.00. Why not place your order now? The first order of jackets hopefully will arrive before Christmas. For those who ordered early, be sure to check with the CRC office for the arrival date.

Employee Assembly Seat Vacant

One seat on the Employee Assembly will be vacant as of January 1, 1985. Self-nominations or nomination of colleagues are being accepted by an Employee Assembly representative and the Office of the Assemblies.



Materials describing health plan changes were recently mailed to the homes of all participants in the Cornell Health Care Plan for Endowed Employees. Employees will have an opportunity to learn more about the new cost containment features at meetings scheduled for December 11 and 12. If you have any questions, please call Employee Benefits at 256-3937.

December Meetings Scheduled for Participants in Health Care Plan For Endowed Employees

Contributed by University Personnel Services

The endowed faculty and staff who are presently covered under the Health Care Plan for Endowed Employees have received detailed information from Employee Benefits regarding the cost containment changes effective January 1, 1985. Effective on that date the following cost containment features will be added to the Plan:

- Mandatory Second Surgical Opinion;
- Same-Day Surgery;
- Maintenance Prescription Drug Service;
- Review of Hospital Bill Claims.

These changes are designed to encourage the selection of cost-effective health care choices.

The materials mailed to the homes of eligible participants also included invitations to informational meetings. Representatives from University Personnel Services and Aetna will be present to discuss the new benefit features at sessions to be held at the times listed below.

December 11, 1984

10:00 a.m. and 2:00 p.m.

Hollis Cornell Auditorium, Goldwin Smith Hall

December 12, 1984

10:00 a.m. and 2:00 p.m.

251 Malott Hall

If you have any questions, please call Employee Benefits, 256-3937.

Thursday, December 6, 1984

U.S. Savings Bonds Interest Rate Set At 10.94 Percent

Increased Rate In Effect November 1984-April 1985

Contributed by University Personnel Services

A 10.94 percent November-through-April interest rate for U.S. Series EE Savings Bonds has been approved, an increase of 0.99 percent from the 9.95 percent rate for the previous semiannual interest period.

This is the fifth semiannual rate to take effect since market-based variable rates for savings bonds were introduced on November 1, 1982. It also is the second highest interest rate declared since the start of the market-based interest program. The average rate for the five periods since November 1982 is 10 percent.

U.S. Treasurer Katherine D. Ortega, who also is national director of the savings bonds program, said the new rate "is excellent news for persons already holding savings bonds since it raises their average earnings." The U.S. Treasury Department maintains that this rate also should be an incentive for others to invest in bonds because they are a better buy than ever before.

"Rates paid on savings bonds remain competitive," Ortega said. "Increased confidence in the bond program is reflected by the 1.5 million people who joined the payroll savings plan, or increased their rate of savings, in 1984. The value of bonds outstanding has also increased \$3.1 billion during the past twelve months. With more than \$73.5 billion worth of bonds outstanding, the bond program is saving taxpayers nearly \$2 billion annually in interest costs on the debt."

Older Series E and EE Bonds and U.S. Savings Notes also receive the new market-based rate for six month interest-accrual periods starting between November 1984 and April 1985. All bonds must be held at least five years from the date of purchase or from November 1, 1982, whichever is later, to receive the variable rate.

The market-based rate is 85 percent of the market rate on Treasury five-year securities during the previous six months. The rates are changed semiannually, in November and May. Previous market-based rates, and the periods for which they were effective, are: 11.09 percent (November 1982 through April 1983); 8.64 percent (May 1983 through October 1983); 9.38 percent (November 1983 through April 1984), and 9.95 percent (May 1984 through October 1984).

Leadership Leads

Preparing and Giving a Talk: III

Based on Information Provided by Russell D. Martin, Professor, Communication Arts

This is the final part of a three-part series on oral communications - How to Prepare to Give a Talk (Part III). This series was borrowed from material prepared by Professor Russel D. Martin for a course in Communication Arts. The first two parts were in the November issue of *Networking*.

You may want to save this and all the series on Leadership Skills. They will make a useful notebook.

Write the Talk

Although you shouldn't plan to write out completely every speech you give, going through the exercise occasionally can be helpful.

A check on timing. The average speaker delivers about 120 words per minute. Writing the speech will help you stay within your time limit.

A check on arrangement. Although your outline may appear to be logical, writing the speech may show you how changing the order of some points can result in smoother transitions and a more effective style.

A check on expression. Test various ways of saying the same thing and remember that short

sentences are usually more effective than long, dragged out ones.

A check on you. After you have written your talk, put it in your desk and let it sit for a few days. Then take it out and read it aloud. What originally sounded so well done may now fall flat in some places. This gives you an opportunity to put on a final polish.

Practice Aloud

Having written your talk, you may want to memorize it. DON'T. It will sound memorized, and if you forget, you're lost. The exception to this rule may be the introduction and conclusion.

Interviewing Skills

Continued from first page

will be Thursday, December 13, 1984, at 12:15 p.m. in 202 Uris Hall. Diane Johnson, assistant director of Operations, Laboratory of Ornithology and Nancy Smith Scoones, development officer, University Libraries and assistant director, Special Gifts, will present "How to Network." This session will be particularly

helpful for those people interested in learning how one can best utilize personal and professional contacts as part of a career development plan.

All Cornell Careers sessions are open to the Cornell community.

Performance Appraisal: A Process — Not an Annual Event

Contributed by University Personnel Services
This is traditionally the time of year when a large number of Cornell supervisors and employees are either engaged in or are anticipating participation in an annual performance review. Employees and supervisors alike often view this season with an understandably wide range of feelings.

The performance appraisal process is most effective for all involved when it is treated as an on-going process, rather than an isolated annual "event." In fact, employees responding to the Employee Survey conducted in 1982 indicated that they desire and sincerely appreciate on-going performance feedback from supervisors.

The performance appraisal process within Cornell University is designed to assist employees and supervisors in achieving an accurate mutual understanding of the job, to serve as a mechanism to help guide efforts at performance improvement, to contribute to general employee development and to provide a basis on which to make salary improvement recommendations under the University's Salary Improvement Program.

Performance appraisals are a dynamic process and as such are constantly under review at the University. Changes implemented in the fall of 1983 included a revised standard performance appraisal form, along with the addition of a comprehensive set of guidelines for increasing the effectiveness of the annual performance review.

Ideally, an annual performance review might be expected to proceed as follows:

- In anticipation of the performance review session, the supervisor would review all relevant performance records for the period (usually one year).

- The supervisor would contact the employee to schedule the performance review session at a mutually convenient time, giving the employee sufficient time to prepare for the session.

- The supervisor would complete the performance appraisal form, in draft, using the worksheets provided.

- The supervisor and the employee would then review the draft appraisal while thoroughly discussing all points and related comments as appropriate, until mutual understanding of its contents is achieved.

- The supervisor would then normally revise the draft appraisal, incorporating any modifications agreed upon during the performance appraisal session, and then transfer the contents to the standard form and sign it.

- The supervisor would meet again with the employee. This meeting should give the employee an opportunity to review the completed appraisal form, sign the form, and to attach any comments related to his or her performance during the review period.

- The supervisor would give a copy of the completed performance review to the employee and file the other copy with the employee's department personnel record.

- And finally, the supervisor and the employee would make plans to follow-up on all plans for performance improvement and employee development as discussed during the annual review process.

While this sequence of events may be modified to meet the needs of individual departments and workgroups, it identifies the major components that are essential to the effectiveness of any performance review: preparation, analysis, discussion, understanding, and follow-through. A checklist "Guide to Conducting a Performance Appraisal," is printed on the front of each University performance appraisal form.

For additional guidance, consult the brochure entitled a "User's Guide to Effective Performance Appraisal" available from the Training and Development section of University Personnel Services. Guidelines on this page, "Key

Objective: No Surprises" are reprinted from a previous edition of *Networking*.

Training and Development can provide additional information and assistance to supervisors and employees involved in any aspect of the performance appraisal process at Cornell. Questions and comments may be directed to Jared Harrison, manager, Training and Development, 111 Day Hall, 256-7400.

User's Guide To Effective Performance Appraisal

Key Objective: No Surprises

How can you tell if your own performance appraisal is working for you and your department? The joint review of the employee's position responsibilities and job description should ensure that both parties are on the same wavelength when it comes to performance expectations. When the supervisor and the employee review and discuss the employee's performance over the present rating period (usually one year), specific evidence of performance, good or bad, should be cited and discussed.

A "good" performance appraisal should include specific plans for correcting any performance deficiencies and setting goals for future performance improvement, with specific target dates for following up on progress. The appraisal should include discussion of plans for general development and career growth, specific training programs, special arrangement for cross-training within the department, participation in academic courses, etc. All this happens in and around the formal "Performance Appraisal."

However, this process doesn't end there. Follow-up and on-going performance feedback are keys to increasing job understanding, improving communication, and improving employee performance and development. Supervisors and their employees need to keep in touch constantly to review performance, assess progress, address problems, and consider opportunities to make mid-course corrections in performance or development plans. If this is done, neither supervisors nor their employees will face unpleasant surprises during their annual performance review.

Life Safety Lines

The Holiday Season Presents Particular Safety Problems

like candy or food. Small children might try to eat them. Unplug decorations and tree lights if you leave for an extended period of time.

Shopping

- Purchase safe toys for younger children.
- Carefully inspect the toy for sharp edges and projections.
- Avoid playthings with small parts that could be swallowed.
- Follow age recommendations on package.
- Choose toys that are well made and sturdy enough to withstand hard use.
- Rule of Thumb. Toys for children three years old or younger should have no parts small enough to pass through a cylinder 1 1/4 inches in diameter.
- Gifts for senior citizens should be easy to open, easy to close, and not be too heavy.

Are you having difficulty finding a gift for that certain person or persons? Here are some suggestions. For the family with young children: child safety seats for the family car. For any family: smoke detectors for the home. Even if the family has one or two, one more can't hurt.

Most of all, be careful, a little common sense

goes a long way. The holidays are a joyous time for everyone. By using good judgment and applying these safety tips, you can be sure that you and your family will enjoy a safe and happy holiday season.

All of us at Life Safety Services would like to take this opportunity to wish everyone a happy, joyous and safe holiday season.

"Life Safety Lines" is presented by Cornell University Life Safety Services in cooperation with *Networking*. Questions or comments for Life Safety Lines should be addressed to: "Life Safety Lines," c/o Life Safety Specialist E. Thurston, Life Safety Services, Toboggan Lodge, Cornell University.

Cornell and I

Anonymous Contribution

You, alone, who are Cornellians, cannot claim Cornell. For she belongs to all those who pour out their energies, dedication and service to her. I walk the hills and watch the seasons flow. Year after year, I claim her as my own. Cornell is a part of all I've grown to be.

I am an employee.

And as such I am as much in possession of Cornell as one who may have earned her bachelor's or her PhD.

I am an employee.

I bring my gifts and talents and plant them here, year after year, and watch them grow, as I grow, and we quietly become one with each other, Cornell and I.

I am an employee.

There is no building named after me, nor will there likely ever be. But I am hers, nonetheless, as surely as she soaks up all of me which I pour out. I give myself, time after time.

I am an employee.

Cornell is mine.

Looking for a Unique Gift? Visit the Cornell Plantations

At the height of the season's festivity, visit the Cornell Plantations Garden Gift Shop for the annual Holiday Open House Saturday, December 15, from 1:00 - 4:00 p.m. The gardens may be asleep for the winter, but the shop will be filled with unique gift ideas. The Cornell Plantations Bake Sale offers delicious treats. Shopping is a pleasure in the warm, informal atmosphere of the Garden Gift Shop, and your purchases benefit ongoing projects at Plantations. Let us make your holidays extra special.

Decorations

Use only lights and electric cords that bear the Underwriters Label (UL).

Inspect the light strings and cords for fraying, bare wires, loose connections, and broken sockets. Light sockets and strings are difficult to repair. Therefore it is better to replace them.

Use only fireproof or fire-resistant decorations. Use only indirect lighting on metal trees. If a lighting cord is placed directly on a metal tree, it can become "charged" and dangerous. Do not decorate with small ornaments that may look

Employee Calendar

Events of Particular Interest to Cornell Employees

Thursday, December 6. Hypertension Screening Clinic for blood pressure reading, 2:30 p.m. to 4:00 p.m., Sage House.

University Assembly meeting, 4:45 p.m., 253 Malott Hall.

Saturday, December 8. Cornell Recreation Club 1984 children's holiday party, Helen Newman Lounge, 2:00 to 4:00 p.m. RSVP Martha Benninger, 256-5511 was required by November 30.

Monday, December 10. Hypertension Screening Clinic for blood pressure reading, 9:00 a.m. to 10:30 a.m., Olin Hall Lounge.

Tuesday, December 11. Meetings on Cost Containment Changes to Cornell Health Care Plan for Endowed Employees (Aetna), 10:00 a.m. and 2:00 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

Wednesday, December 12. Hypertension Screening Clinic for blood pressure reading.

8:30 a.m. to 11:30 a.m., Purchasing Department, 120 Maple Avenue.

Brown Bag Luncheon sponsored by Employee-Elected Trustees: "Holiday Wreaths," Professor Emeritus Ernest Schaufler, Floriculture and Ornamental Horticulture, noon, room 124, Martha Van Rensselaer Hall.

Meetings on Cost Containment Changes to Cornell Health Care Plan for Endowed Employees (Aetna), 10:00 a.m. and 2:00 p.m., 251 Malott Hall.

Thursday, December 13. Hypertension Screening Clinic for blood pressure reading, 8:30 a.m. to noon, Typewriter Division, 110 Maple Avenue, and 10:30 a.m. to noon, Traffic Bureau, 116 Maple Avenue.

Saturday, December 15. Cornell Recreation Club 1984 holiday dinner dance, Tompkins-Cortland Community College, in Dryden.

Wednesday, December 19. Employee Assembly meeting, 12:15 p.m., B-8 Roberts Hall.

Wing In Flight

By LEONA M. HOUSE

In the night Pegasus came
winged horse, on white winged flight . . .
to soar to the land of dreams . . .

where green is orange, orange is green;
apples grow like cherries and
cherries like bananas

children are like fairies and
fairies like berries.
Peace abides there . . .

in the land of sleep.
No lover is there to hug
and keep.

None needed, in the land of sleep.
Reality, does provide a need . . .
to hug and squeeze

the face and hands, even the knees
to say the words, I love you,
to hear them back . . .

important too.
Pegasus, bring me back to the real land.
Where I will take my lover's hand

and squeeze his knees
If I please!
Where there is need for him . . .

Editor's Note

The November 15 issue of *Networking* featured several illustrations created by Cornell employees. Credit for these illustrations was inadvertently omitted. The Thanksgiving illustrations, which appeared in both the *Chronicle* and *Networking*, were done by Stacey Coil, Department of Biological Sciences. The apple illustration, which accompanied the Around Cornell article, was done by John Bender of Maintenance and Service.

Networking Deadlines

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)

Classified Ads

For Sale: FUJI 10-speed bicycle, 23", 11 months old, \$175. (\$235 value). Great buy for next spring! Call 257-1785.

For Sale: IBM Selectric typewriter with 4 elements, \$400 or best offer. Two bed chairs, \$25 each. Call Celia, 256-2141, 273-5022.

For Sale: Adorable miniature dachshund, female puppy. Born October 16. Black and tan, with papers. Call 347-4153.

For Sale: Four 13" Sears all-season radials on Vega rims. Have less than 1,000 miles of use. All in excellent condition. \$40/each. 19" RCA color T.V., very good condition, \$150. Michael Ames, (607) 753-8915 evenings.

For Sale: 1973 VW Bug, excellent condition. New body and tires. AM/FM cassette, new engine, \$1,000 or best offer. Call after 5:00, 844-9328.

For Sale: Pontiac I-1000, standard. Phone 539-7522.

For Sale: Danish modern couch, black canvas duck cover, \$20. Burgundy wool carpet, 9' x 12', \$30. Pat Jones, 6-7236 or 273-8544.

For Sale: Two 13" studded radial tires, #P1850/R13, 25 percent worn. Call Linda 6-4981, days.

For Sale: 10-speed bike with lights and basket, trick stand and lock. \$120. Call 5-7169 or 273-0461.

For Sale: Atari 400 computer with Basic, Asteroids, Missile Command, operation manual. Sacrifice for \$200. Downhill skis, 3 pair at \$15 each, one pair men's ski boots size 8, \$5. Call Charlie, 273-7976, after 5 p.m. and weekends.

For Sale: Circular slide magazines for an Airequipt slide projector, \$1.00 each. Call Cathy 6-2100 or evenings and weekends, 564-3423.

For Sale: Brown tweed sleep sofa, barely used. \$150. Great buy! Helen, 277-2852 evenings.

For Sale: FIAT 128, 1976 dependable; motor and body above average. \$950. 272-1071, evenings.

For Sale: 1979 Oldsmobile Delta 89 Royale. Cruise control, air conditioning, tilt steering wheel. 533-7761.

For Sale: Legacy coal stove, two Polaroid cameras, two AM/FM receivers. Days, 6-4232, Suzanne, 387-9652 evenings.

For Sale: 1980 Dodge Mirada. Mags, air conditioning, 8 tires and rims, one owner, Ziebart, 52,000 miles, excellent condition. \$5,000. Call 6-4469 days or 594-3426 evenings.

For Sale: Radial snow tires for VW Rabbit. Mounted, balanced, used one winter. \$95. 257-3846.

For Sale: 1971 Plymouth Duster. \$150/firm. Call Rebecca after 5:00, 273-7541 or between 12:30 - 1:00, 6-7150.

For Sale: Tractor, Ford 8-N. Good condition, new rubber, \$1,500. Old Town Cedar Canoe, 75 years old, good condition. Needs a little work. \$300. Stock tank, 2' x 2' x 6', good condition. \$40. Call 6-5454, ext. 2445 or 589-6050, evenings and weekends.

For Sale: One Bentwood rocker, \$15; one-speed men's bicycle, \$20; one floor lamp, \$20. Call 272-0171.

For Sale: TRS-80, Model III, 2 disk drives.

48K, "Superscripts," "Dictionary," "Profile," and "Visicale" - added bonus. Call 6-5454, ext. 2766.

For Sale: IBM Selectric II elements: Elite 72 (12 pitch), Courier 72 (10 pitch) and Delegate (10 pitch). All good condition. \$10 each. Call 6-7233 days, ask for Sarah.

For Sale: 1930's gas range, classic beauty in cream and green enamel, \$90. Medium size gold refrigerator, \$90. Child's bicycle for 8-10 year old, 3-speed, \$40. Large silk screen (real silk) 3' x 4' with hinged backboard and squeegee, \$60. Violin, bow and case from Copenhagen, \$250. Call 272-3272, Monday-Tuesday, or 9:00 - 11:00 p.m.

For Sale: Wood stove with heat exchanger, 400 gallon bulk milk tank, burner for oil furnace. Sears manual typewriter, baleloader for barn, suspended ceiling (approximately 12' x 12') and two old milk cans that need work. Call 844-4271 after 5:00 p.m.

For Sale: Bar front (interior shelves missing) 8' x 2' x 42" high. Sewing desk, 4 drawers, drop leaf open to 6 sq. ft., work space. Frye boots size 7B (worn 1 year, like new) \$20. Call evenings, 257-1351.

For Sale: 1975 Olds Delta 88, 74,000 miles power steering and brakes. New brakes, AM/FM stereo, V-8 engine, A/C, automatic transmission, 2-dr. Engine runs well. \$500 negotiable. 257-5385 after 6:00 p.m.

For Sale: Snow tires, practically new, made in Europe, 165 SR13. \$65 for two. Call 257-7599, early a.m. or late p.m.

For Sale: Complete girls "Kitten" bedroom ensemble. \$50. Girls size 14 leather coat, \$35. All excellent condition. 257-5677.

For Sale: Snowblower for lawn tractor, \$60. IBM I/O Selectric printer, \$150; 300 baud modem, full duplex, RS232 Input w/20 ms current loop, \$60; 844-9423.

For Sale: Chevy Malibu '77, 3-speed, \$1,300 or near offer; crib and mattress, used only for 6 months, \$65. Call 257-4861 anytime.

Room for Rent: Bedroom in 2 bedroom apartment on small working horse farm, unfurnished, wood heat, washer/dryer. Cats, horse okay, no dogs. Must have own car. 347-4308, 6-6396, Becky.

For Rent: One bedroom apartment in lovely Northeast home. Private entrance. On bus line. Mature male preferred. \$350 inclusive. 257-5677

Wanted: Roommate to share 3 bedroom apartment on Hudson Street. \$165/month plus utilities. Young professional preferred. Call 277-0029 between 6:00 - 10:00 p.m.

Wanted: 100-200 gallon pressure tank or water heater; doesn't have to work, but can't leak. Call Terry 257-7000 (days) or 1-292-3313 (evenings).

Ride Wanted: Ride wanted from Trumansburg to be at work by 7:00 or 7:30 a.m. Willing to pay. Please call Amy 6-3495 or 387-5949 after 4:00 p.m.

Lost Cat: Small adult female black cat with white paws, nose and underside. Missing since Halloween. Disappeared from Northeast, but could be anywhere. Please call 257-7533 evenings.

Lost: A keystring containing seven or eight keys, week of November 4. Probably between Thurston Avenue and MVR. Reward for return. 6-8064 between 7:30 and 4:00.

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

UNIVERSITY PERSONNEL LIAISON
Jean Novacco
PRODUCTION
Theresa Rapacki

Weather Calendar

Sale at Mann Library

The Ithaca Weather Calendar is being sold every afternoon at Mann Library. It is full of valuable information such as average and record maximum and minimum temperatures for each day of the year, daily sunrise and sunset times, heating, growing and cooling days for each month. The calendar features Ricky Raindrop. They are on sale for \$2.50 by the Cornell Chapter of the American Meteorological Society.

For more information, contact Jackie, Grace or John at 256-3034.