

# Cornell Chronicle

Cornell Equal Times

A special four-page insert section of Cornell Equal Times, a publication of the university's Office of Equal Opportunity, is included in this issue of Chronicle.

Volume 16, Number 36

Thursday, May 30, 1985



Graduates, in foreground, join those on the stage in a round of applause for parents at the final convocation of the Cornell Law School's Class of 1985 Sunday in Bailey Hall.

## Up to 30,000 Expected for Commencement Sunday

As many as 30,000 people are expected to attend the 117th Cornell Commencement at 12 noon this Sunday, June 2, on Schoellkopf Field. Spectators are urged to bring attire appropriate for all weather possibilities.

The ceremony will be moved indoors only in the case of severe weather conditions. If conditions warrant, the procession from the Arts Quad may be canceled. Abbreviated ceremonies will be held at Barton Hall. If the site of the ceremony is changed, local radio stations will broadcast announcements beginning at 8 a.m.

President Frank Rhodes will deliver the commencement address, in keeping with Cornell tradition. Since 1869, the commencement address has been given by the university president; there have been just five exceptions.

In all, some 4,300 undergraduate and advanced degrees will be awarded Sunday. In keeping with another Cornell tradition, the university does not award honorary degrees; there have been two exceptions.

Two events Sunday morning will precede

Commencement — ROTC commissioning and the Baccalaureate Service. There are other events earlier in the week, too.

At 11:30 a.m. today, 33 graduating seniors will be honored as presidential scholars. The ceremony will be in the Johnson Museum of Art, sixth floor. This is the second year of the program that recognizes the seniors for "qualities of intellectual curiosity, energetic leadership, and ... potential for contributing to the betterment of society."

The Presidential Scholars will be joined by Cornell faculty members who have made the most significant contribution to their education. In addition, the scholars will honor the high school educators who inspired their academic pursuits; tributes written by the scholars appear in the convocation program, which will be sent to the teachers.

The University Convocation, Saturday at 3:30 p.m., will involve family and friends of the graduates, along with members of the faculty and administration, in a "celebration of the Cornell experience."

Convocation speakers include Stephen H.

Weiss, vice chairman of the Cornell Board of Trustees, and Kenneth Williams, a senior and a member of the Board of Trustees, who is considered one of the nation's leading collegiate speakers. Senior class president Jonathan Teplitz will also address the audience,

and the senior class gift will be presented during the ceremony. A performance by Cornell's Hangovers and a multi-media show produced by Miller, in cooperation with Visual Services and Media Services, will

Continued on Page 15

## Trustees Meet This Weekend

The Cornell Board of Trustees will meet on campus Saturday, June 1, in the Herbert F. Johnson Museum of Art.

Among items on the agenda are election of trustee officers, election of trustees, appointments and reappointments of deans, revisions of both the Cornell Children's Tuition Scholarship Program and the educational assistance program for employees to conform

to new tax codes, and a report on the status of women and minorities at the university.

Several recommendations will be presented concerning funding of programs that are undertaken with federal and state support, and several personnel actions will be recommended to the board.

## Six Open Sessions Are Scheduled

Six open sessions are scheduled in conjunction with meetings of the Board of Trustees here this weekend.

The Buildings and Properties Committee will meet in open session at 7:15 p.m. Friday, May 31, in the third floor conference room of Day Hall.

The Land Grant and Statutory College Affairs Committee will meet in open session at a breakfast meeting at 7:30 a.m. Saturday, June 1, in the Sun Room of the Statler Inn.

The Investment Committee will meet in open session at 8 a.m. Saturday, June 1, in

the Faculty Lounge of the Statler Inn.

The Academic Affairs Committee will meet in open session at 8:30 a.m. Saturday, June 1, in the West Lounge of Statler Inn.

The Executive Committee will meet in open session at 10 a.m. Saturday, June 1, in the Trustee Meeting Room of the Johnson Museum of Art.

The full Board of Trustees will meet in open session at 2 p.m. Saturday, June 1, in the Trustee Meeting Room of the Johnson Museum of Art.

## Libe Slope Concert Planned Saturday

An outdoor band concert is a traditional part of Cornell's Commencement weekend. This year the Cornell University Wind Ensemble will perform at 2:30 p.m. Saturday, June 1, on Library Slope. In the event of bad weather, the free public concert will take place in Bailey Hall.

Under the direction of Professor Marice Stith, the program includes Olympic Fanfare and Theme by John Williams, Festival Prelude by Alfred Reed, Bells by Ian McDougall, Free Lance March by John Philip Sousa, and selections by John Barnes Chance;

Incantation and Dance, Variations on a Korean Folk Song, Elegy and Blue Lake.

During Senior Week the 48 members of the Cornell Wind Ensemble have been on a brief regional concert tour, performing in Lake Placid, Plattsburgh and Montreal, Canada. Last year, their tour took them to Florida and Disney World. They will also participate extensively in Sunday's Commencement activities, playing for ROTC commissioning ceremonies, baccalaureate service and the graduation ceremonies.

## Special Parking, Bus Service Available

Special parking arrangements and bus service are available for graduates and their families attending Commencement Sunday, June 2.

Parking for bus service is available in a A Lot, B Lot, and C C Lot. The AB buses will operate from 8 a.m. to 5 p.m. A west campus bus will operate between 8 a.m. and noon at 10-minute intervals.

The AB bus will run a modified route along Tower Road and East Avenue from 8 a.m. to 2 p.m., and the regular AB route until 5 p.m. Between 10 a.m. and 2 p.m., the bus will run at 10-minute intervals at the two stops.

Before the ceremony, the bus will stop at the east end of Corson Hall so that passengers may cross Alumni Field to the Crescent. The bus will also stop at the Goldwin Smith shelter. After 2 p.m., the bus will stop at Corson upon request and at all regular daytime stops.

Persons with limited mobility may make arrangements by calling Cornell's Information and Referral Center at 256-6200 or the Commencement Arrangement Office at 256-5454, extension 2715.

Questions regarding parking or bus service may be answered by calling the CU Transit garage at 256-3782.

## The Graduates

The Class of 1985 shares its diversity with its predecessor classes at Cornell University. For a look at some of this year's graduates, see the series of profiles that starts on Page 2 of this week's edition of Chronicle.

# The Graduates

## Their Diversity Reflects Their University

By LISA H. TOWLE

It has been said that diversity of opinion is not only basic to a university but to the entire nation. Similarly, without a diversity of people, the spirit of any university would falter. Those receiving their degrees this Sunday, whether they be Ph.D., Master's or Bachelor's degree candidates, offer that essential di-

versity, spirit, talent, and sense of purpose deemed so crucial by Cornell's founding fathers. Following is a sample of this year's graduating class. They have helped shape Cornell into the institution it is today. We wish all the graduates the best.

### Dilmeran Dunham: Long Way Back to Her Homeland

Dilmeran Akgoze Dunham is the living embodiment of the proverb, "seek and ye shall find."

Raised in her native Turkey to revere the West and its ways, she left her homeland in her early 20s. Arriving in Missouri with only a rudimentary knowledge of the English language, she attended a teachers' college and then moved on to New York City where she worked in the apparel industry and attended the Fashion Institute of Technology, from which she received an associate's degree with distinction in 1969.

Dunham continued to work as a designer in New York until 1971, when she passed two major milestones in her life: she became a naturalized American and was accepted at Cornell. Two more years followed and she was graduated, again with honors.

Still seeking "knowledge for the sake of knowledge," Dunham decided to return to school after working an eclectic mix of jobs that included teaching, catering, dress design

and starting an electrolysis business. She has also taught Turkish and apparel design courses at Cornell.

This Sunday, the candidate for a master of science degree in design and environmental analysis from the College of Human Ecology will march at the head of the graduate school procession as a marshal.

Oddly enough, it was Cornell, the symbol of her new life and freedom, that led Dunham back to her native land and a finer appreciation for her cultural heritage. At the suggestion of anthropology professor Robert Ascher, she devoted her thesis to "The Hat as a Symbol of Westernization in Turkey."

"More than anything else," says Dunham, "the Turkish man's headdress symbolized his Moslem religion to the world. The headdress had been the cultural identity of the Turkish man." Changing the headdress was a way of symbolizing broad cultural reforms that were to follow.

She explains that in the last century, when

it was decreed fezes would be worn instead of turbans, riots broke out. In the early 20th century, Ataturk declared the fez to be "backward" and that from then on the Western style, brimmed hat would be worn. Again, there was resistance from those who argued that such a hat got in the way of the Moslem style prayer which requires kneeling and touching the head to the ground.

Such research helped Dunham, an oft-requested speaker on the subject of the preservation of historical costumes, "to appreciate the importance of the symbolic aspect of costume as a reflection of the culture to which it belongs."

She now hopes to find work in any number of fields, including theatre arts, development or public relations. Meanwhile, she continues to revel in an educational and governmental system that "allows such free discussion and great personal freedom. It is precious to me."



### Chris and Maria Chrysostomou: Engineers

Two heads are better than one, or so the saying goes. If that's the case, then certainly two engineers are better than one. At least that's what Chris and Maria Chrysostomou hope future clients will think.

In 1983, the then newly married couple left a temperate island home seeking further education in their chosen field — civil engineering.

After studying at the Higher Technical Institute in Cyprus and receiving the equivalent of an associate's degree, Chris found himself serving the compulsory two-year term in the Cypriot army. Maria, while waiting for her fiancé to return home, worked for a civil engineering firm.

Then, on to Cornell where Chris, an athlete, had an academic scholarship. The ad-

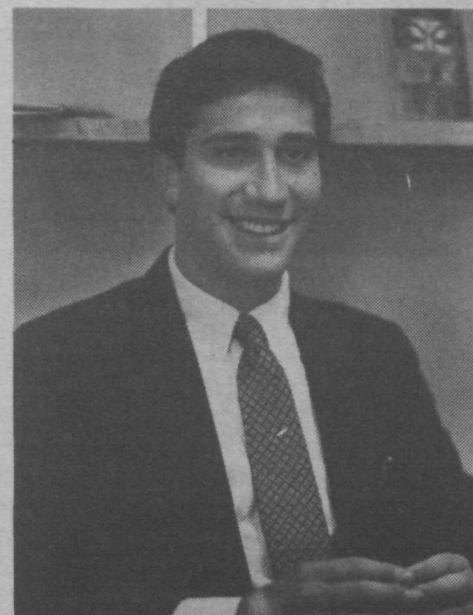
justment was not always an easy one. The biggest obstacles for the Chrysostomous were the cold weather and the "highly competitive atmosphere."

Facing those things as "a team" and viewing them as minor hindrances rather than major obstructions helped Chris and Maria during their first year here, as did friends in the tightly knit community of 17 fellow Cypriots. Perspectives were widened further after Chris joined Cornell's track team. Working out with teammates three to four hours a day, six days a week (five in the off-season), and attending meets, helped teach Chris "how Americans think." It also helped make him one of the university's long jump and triple jump stars.

The adjustments have successfully been

made. As of last fall, Maria was number one in her class while Chris was number two. After graduation, the couple will return home to rest up for next year when they will work toward Master of Engineering degrees here.

Eventually, they'd like to set up their own consulting firm, either in their young adopted country or their 3,000-year-old homeland. "We have learned how to get along in either place," Chris said.



### David Schechner

From the ancient gorges of Ithaca to the concrete canyons of Wall Street, David Schechner goes.

How he got from here to there is another story. As an economics major, the South Orange, N.J., resident had enjoyed dealing with the intangibles of economic and mathematical theory. So much so that he earned the distinction of being one of four economics majors graduating with honors. But beginning last September, 22-year-old Schechner knew it was time to unite theory and reality. After all, commencement day wasn't THAT far away. The job search was on.

Heading to the university's career center, he began honing his interviewing techniques and researching potential employers. Around Thanksgiving time, Schechner sent out 90 cover letters to private firms and investment and commercial banks. The face-

### Cornell Chronicle

EDITOR: Randall E. Shew

CONTRIBUTING WRITERS: H. Roger Segelken, Martin B. Stiles, Lisa H. Towle, Anne S. Moffat, David I. Stewart, Mark Eyerly, Yong H. Kim, Susan S. Lang, Jeanne Mackin, Joseph Leeming.

PHOTOGRAPHERS: Sol Goldberg, Charles Harrington.

CIRCULATION MANAGER: Joanne Hanavan.

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, \$15 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.

## Roberta Wallace: Living Every Child's Fantasy

Come next month, Roberta Wallace will be living every child's fantasy as envisioned in the classic movie, "Dr. Doolittle." She will not only be talking to the animals, she will be caring for the animals.

From the age of 15, Wallace, an Ithacan whose father, Bruce, used to teach population genetics in the College of Agriculture and Life Sciences, knew she wanted to minister to animals. So, after graduating from Indiana University as a biology major, she returned to Cornell's College of Veterinary Medicine.

Her goals have remained constant; the way of reaching them has evolved. Originally, Wallace, who is ranked number one in her class, had intended to go into private practice after graduation. However, it didn't take long for the thought of the challenges of zoo medicine to take hold. After working at Chicago's Lincoln Park Zoo as part of her

"externship" requirement, Wallace's conviction that she had found her niche was reinforced. After graduation, she begins a 15-month internship at the National Zoo in Washington, D.C., practicing medicine and some pathology.

Raised with ecological ideals, Wallace, 28, is the first to admit the excesses of her field. "The old zoos," she states, "were guilty of not practicing preventive medicine. Many times, they used animals and felt they had to have one of every species. There is a movement away from that type of thing now. Zoos are pushing nutrition, greater attention to reproductive cycles, and general upgrading of care. Those are the types of things I want to be a part of."

Nowhere is the emotion people invest in animals more apparent than in the conflict of vivisection. Veterinarians are not immune to the heartache of the issue. A realist as well

as an animal lover, Wallace explains she is not an anti-vivisectionist but she does believe "there's a lot of waste. Using rabbits for eye make-up experiments is frivolous in my opinion. However, I would rather have learned surgical procedures on an animal set aside for that purpose rather than on someone's beloved pet."

She continues, "There's a lot of sadness that comes with being a vet, especially when you're dealing with an insolvable problem and you have to tell owners, who are so attached to that animal, that there's no hope. Then it's time for tears, theirs and yours."

When the doctoring gets to be too much, she turns to various pastimes to relieve tension, including music, which, after all, has been guaranteed to soothe even the wildest beasts.



## Kenneth Williams: No Debate; It's Law School

To say that Kenneth Williams is self-directed is an understatement. Consider one of his favorite mottos: "You're only as good as your competition." And then listen to his follow-up statement: "If I want to be the best, I have to go where the best people are."

As a boy growing up in Okmulgee, Okla., Williams, 22, knew he had the gift of speech. That gift was realized when he began participating on his junior high and high school forensics teams. The constant challenge of public speaking and debate convinced Williams his niche was in the legal arena where winning courtroom battles can hinge upon the persuasive powers of a lawyer.

However, there were things to accomplish before entering law school — getting accepted by Cornell was one of them. Williams

pulls no punches when it comes to describing the case of nerves he had at leaving behind his familiar world and traveling to Ithaca, sight unseen. Any trace of that reticence has long since disappeared.

A government and Africana studies major, Williams made sure the past four years have been productive ones. He has worked as an information specialist for Cornell's Information & Referral Center; is in the midst of a two-year term as a student trustee after being elected by the student body; and has participated on the university's debate team — the number one team in the Northeast. He tells of being ranked number six overall in the Northeast for the individual events category (Cornell's team was number two), number ten in the poetry category, and sixth

in extemporaneous speaking nationally.

When the pressure began to build, Williams says he could always turn to his Christian faith as a resource. There will be plenty of times to draw strength from this source of comfort over the next three years. He has been admitted to Cornell's law school and begins classes — again — in September. In 1988, Kenneth Williams, J.D. to be, plans to return to the Southwest and even entertains thoughts of one day entering politics.

Before that, he will have more opportunity to stretch his mind and his abilities. This Saturday, he will address the student convocation, giving a retrospect of his first four years at Cornell.

## Richard Strassberg: Anachronism in Day of Yuppie

Richard Strassberg is an anachronism. In the day of the yuppie and the search for material gain, this 21-year-old Oceanside, N.Y. native has spent the last four years in the College of Human Ecology preparing himself to help others help themselves.

The thing is, Strassberg, a consumer economics major who is graduating with a 3.9 grade point average, doesn't see himself as being overly altruistic. It is simply that, "I was always fairly sure of what I wanted to do with my life, but Cornell helped me solidify my goals. Somehow I hope to make the world, or my part of it, a better place in which to live," he states.

Witness the kinds of work Strassberg has chosen to do: teaching assistant, research on adolescent self-esteem, field work with first

and second-time adult offenders at the Tompkins County Probation Department, and, thanks to the Cornell Tradition, organizer for a community agency in New York City devoted to helping victims of crime in five boroughs.

What does all of that have to do with consumer economics? "In each instance," explains Strassberg, who will be a College Banner Bearer on commencement day, "I was looking at various theories and trying to find out how they affected and could best work for the people."

More than anything, it was his "self-directed," 20-hour a week job with the probation department last year that helped set his future plans. Acting, in essence, as a probation officer, Strassberg was introduced inti-

mately to the legal system. Working with judges, district attorneys, and various social welfare organizations, he devised ways to "divert" the adult offenders from the paths they had chosen, paths that could hurt them — legally or emotionally.

Afforded the opportunity to work within the court system, he decided he wanted more. In fact, he resolved to make legal work his career for, he reasoned, only by working within the system can you hope to help those being used by the system.

Next fall, Strassberg will enter Harvard Law School. When he graduates from there, he's not sure where he'll end up working. One thing he does know, "I don't see myself headquartered on Wall Street."

## Elizabeth Bolgiano: Independent

Precious is the legacy of the American university system. Precious is the encouragement to think independently and express ideas. These are the thoughts of College Scholar major Elizabeth Bolgiano as she prepares to graduate.

Such appreciation, however, was born after experience. A year between high school and entrance to Cornell's College of Arts and Sciences was spent working and studying in Holland. Then, as a supplement to her self-designed International Relations and Foreign Languages Program, Bolgiano spent a year at the Sorbonne and the Sciences Politiques in Paris. It was there she grew to respect the differences between disparate systems, one which encourages "regurgitating facts" and the other "independent thought."

Thanks to her parents (father, Ralph, is a professor of electrical engineering at Cornell and mother, Elizabeth, is an assistant ombudsman) nurturing of her independent

spirit and helping her keep in check a perfectionistic streak, Bolgiano has earned a place in Phi Kappa Phi, Phi Beta Kappa, and on the Dean's List.

After graduating, Bolgiano, a swimming and film enthusiast, and Honda 125 devotee, will stay in Ithaca while seeking an international business or government slot. Before heading off to get a master's degree, she wants to work in a field which will allow her to use the knowledge gained from anthropology, economics, government, history, and three language courses.

She adds, however, "it's almost more important where I am as to what I'm doing. If you don't enjoy where you are physically you can't enjoy the work you do."



## Gorges to Wall St.

to-face interviewing process began in full force over Christmas break. For a 10-week period this spring, he interviewed some more, effectively limiting his on-campus time to two or three days a week.

In all, Schechner met with representatives of 30 companies. By April, the money, years of study, and time spent working for his fraternity's fund raising committee, as president of the Art and Sciences College student advisory program, and teaching assistant at the hotel school, paid off. Drexel, Burnham, Lambert offered Schechner a job as a financial analyst specializing in utilities. He accepted.

Now that the first two of Schechner's college components — working hard and fun — have been met, it's time for him to complete the third. "Sleep."



## Elaine Leeder: A Dedicated Route to a Ph.D. Degree

She came to central New York 13 years ago to homestead and start a family. But Elaine Leeder had no intention of staying indefinitely. On Sunday, Leeder, a clinical social worker, who has since had a daughter, faced the deaths of her parents, begun a private practice, written a book and become a professor at Ithaca College, will receive her Ph.D. in human service studies.

Not bad for a kid from Lynn, Mass. — a former shooftown on Boston's north shore — which helped foster her keen sense of social awareness.

A self-described "dedicated radical," 40-year old Leeder has spent her life working for social reform — in big and small ways. Her first march was with Martin Luther King Jr. in support of the budding civil rights

movement. Anti-Vietnam War rallies followed as did social work in poor but disparate areas such as Harlem and Chemung County in New York's Southern Tier.

By authoring "Emma's Daughters," an anthology of contemporary, anarchist, feminist writings, Leeder hopes to illustrate further that dedication to social change and action takes many forms which defy pat definitions.

"One of the reasons I wrote this was because I wanted to show that anarchists have gotten a bad name ... a bad reputation ... as bomb throwers. They are not merely bomb throwers. They are beautiful people, humanitarians, and idealists dedicated to changing injustice. I wanted to capture the elan these people have and the image the world has of

them," Leeder explains.

The next phase of her career will be one that she feels will truly give her a chance to effect change. As a teacher of and role model to 220 incoming Ithaca College freshmen, Leeder will have the opportunity to help them create a plan of study which will take them out of the "ivory tower" and into a realm of greater understanding about issues so prevalent today: nuclear war, racism, homophobia, ethnic differences, and sexism.

Her classroom, she hopes, will be the genesis for these young peoples' social conscience, sense of self and egalitarianism, just as others' classrooms help her reaffirm "my knowledge that I'm a survivor and a doer."

## Jed Greer: Soviet Studies Major Has a 4.1 GPA

The reasons why Florida native Jed Greer said "nyet" to the sunshine and "da" to Ithaca's not always ideal climate four years ago are understandable.

The 21-year old Russian-Soviet Studies major explains he wanted to attend an academically solid school that was located a fair distance from Boca Raton, with a "different" climate. "I had never seen snow," he adds.

Since that time, Greer, who plans to specialize in Soviet foreign policy after earning his master's degree at Columbia University's W. Averell Harriman Institute for Advanced Study of the Soviet Union and the department of political science, has seen plenty of

snow -- here and abroad. As one of 35 people participating in the United States sponsored Counseling for International Education Exchange program, he spent one semester of his junior year studying at Leningrad State University.

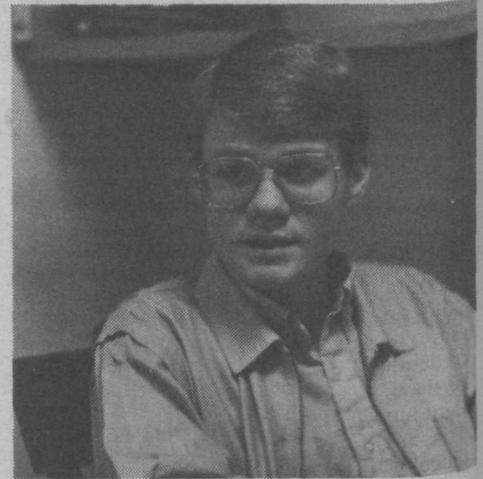
A single-minded dedication to his work is the mark of Greer who maintained a 4.1 grade point average, even while devoting himself to his 120-page thesis. He began working on the thesis two days before classes began last September.

And, even though he's been recognized for academic achievement by being chosen to act as a graduate marshal for the College of Arts and Sciences, Greer appreciates the ne-

cessity for other pursuits. He has participated in fraternity life by joining Alpha Delta Phi, in athletics by playing on Cornell's squash team, and he has even bused trays for Noyes Dining.

Through it all, Greer, who hopes to secure a position in government or academia, concentrated on cultivating contacts and friendships for that is what gives life its diversity and serves one in the end.

In fact, of his time in the Soviet Union, he recalls, "I got to know Leningrad, not from what I learned in the university but what I learned from the people."



## Elizabeth Dolinar: Green Grass and Flowers

For some, thoughts of Pittsburgh may evoke images of cold, steel, and gray winters. But for 22-year old Elizabeth Dolinar, her suburban South Park township means lots of green grass and flowers.

Indeed, it was Dolinar's forays into the backyard garden with her father that fueled an interest in what was to become her life's work — ornamental horticulture.

This Sunday, Dolinar, a general plant sciences major, will receive her bachelor's degree from the College of Agriculture and Life Sciences.

A dean's list scholar, Dolinar will continue her education this fall in the University of Delaware's program in public horticulture, working toward a master's degree as a Longwood Fellow in Ornamental Horticulture and Public Horticulture Administration. It was a feather in her cap to have received a Longwood Fellowship. A very limited num-

ber are given each year, and generally they are awarded to people who have graduated and been working — not to college seniors. Ultimately, she wants to become the director of an arboretum or public garden in the Northeast or Midwest.

It's not just studies that have filled Dolinar's last four years at Cornell. As president of AgPAC (the College of Agriculture and Life Sciences Positive Action Council), she has helped to keep open the channels of communication between students, administrators, and faculty and helped to improve student life. Additionally, she has served on the trustee committee for academic affairs, as an Ag Ambassador and as a member of the Hon-Nun-De-Kah Honor Society, the Quill & Dagger Honor Society and Phi Kappa Phi.

Leaving such a busy schedule behind won't necessarily be cause for relief, however. "There will be a definite sadness on grad-

uation day. I know it's time to go on to other things but I also know I'll cry at the thought of leaving Ithaca. The biggest thing I'll take with me is the important lesson I've learned while at Cornell — there are all kinds of opportunities out there and you can excel to any point you want," says Dolinar.

Dolinar's Cornell connection will continue to blossom and grow. She will act as the class of '85 alumni treasurer and will work with the alumni secondary schools committee recruiting high school students.

Applauding the graduate on commencement day will be her family, including twin sister Ellen who has chosen to excel in quite a different area: She works as a graphic designer in Manhattan. "We are," states Dolinar with a laugh, "not identical!"



## Thomas Gregory: Eclectic Journey to a Bachelor's

Thomas Gregory concedes, happily, that he can be "a bit of a radical," to say the least.

His life is perfect fodder for the book he ultimately hopes to write. Boy from the slums of Rochester graduates from high school, joins the Marine Corps, gets out and faces what has come to be known as an identity crisis. After traveling and holding odd jobs, he learns the iron trade and joins the union. A strong interest in science and a desire to better his life's circumstances lead to enrollment at Monroe Community College and, later, Syracuse University as a geology major. Then the money runs out. Three years later, in 1983, after working to add money to the family coffers and coming "face to face with myself in a rational way," Gregory heads to Cornell and the New York State School of Industrial and Labor Relations with wife, Joanne, and three children.

This Sunday, the 37-year-old Republican party member and construction worker for Ironworkers Local 33 in Rochester, will re-

ceive his bachelor's degree. With quiet understatement, he says, "It will be a significant moment."

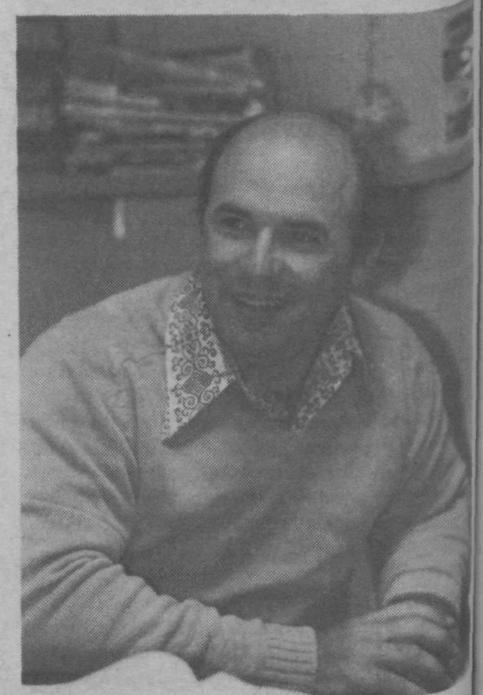
Being a "non-traditional student was both a help and a hindrance for Gregory who plans to write a book about his two years at Cornell. He would aim the book, he says, at the growing number of "older" people who are returning to college classrooms.

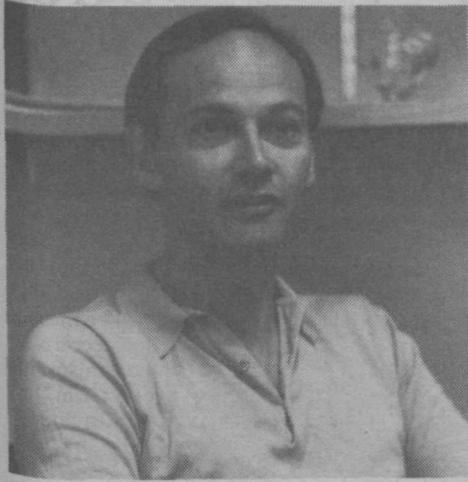
While the book is in the formative stages, more pressing concerns take precedence. For the immediate future, the new graduate hopes to land a job on the corporate — not union — side of Pittsburgh's steel industry. In this way, he would be able to couple an interest in the theory and application of organizational behavior. Ultimately, he hopes to teach organizational behavior at the college level.

After having served as a union leader, business manager for the ILR school's student publication, member of the student review committee, on the Board of Directors for Ithaca's Economic Opportunity Cor-

poration, policy council representative for the Head Start Program, and youth hockey coach, Gregory is in a prime position to "teach from having done."

It was worth the wait for the college experience, he adds. And for those times when he questioned if the experience equalled the effort, Gregory, who was also a Cornell Tradition Fellow, found support and a different perspective at the ILR office of student services. According to the degree candidate, it was a prime example of what a university is all about; that is, "a mutual assistance society where everybody learns from each other."





## Terry Gross: Tired of Writing, Now He's Doing

Issac Bashevis Singer has admonished writers to "write about the things and the people you know best."

Reverse that slightly to read "study about what you've written" and it doesn't seem so odd that Terry Gross would bid au revoir to a glamorous, well-paying job as financial editor and writer for Paris' International Herald Tribune to study at the Samuel Curtis Johnson Graduate School of Management.

"I got a little tired of writing about what others were doing," Gross explains. "I wanted to try doing myself."

In reality, choosing a place to earn an M.B.A. wasn't a difficult decision. Impressed with Cornell's "personalized mar-

keting approach," the New York State native opted for "the business school that wasn't number 1 — yet — but seemed determined to get there and able to do it because, as benefactor Sam Johnson put it, 'it's not bound by the cobwebs of tradition.'"

As it turned out, courses in international business, accounting and finance weren't as competitive as many people made them out to be. Indeed, states Gross, "Everyone wanted to help...it wasn't that cutthroat." When things did get overwhelming, Gross would do something "totally unrelated" to his studies such as reading Sartre in French.

Such mutual support, academic and personal, will continue to pay off as Gross expe-

riences life after Cornell. On July 1, the ex-journalist will settle in New York City, along with other management school grads, and begin a new chapter in his life as an investment banker for Smith Barney.

Secure in the knowledge that he helped his new alma mater as much as it helped him, by serving as chairman of the student-faculty committee and school spokesman, Gross is also sure, and excited, about forging ahead with his career switch.

"A friend of mine once said, 'this is not a dress rehearsal, you only live once.' I can always go back to journalism — I hope — but I can't return to a career in banking."

## Poh-Kok Ng: Helping Man to Manage Water

As steadily as the river flows to the sea, Poh-Kok Ng has worked toward his one, overriding goal — helping man manage that most precious of resources, water.

Now, more than a decade after beginning his journey, Ng has come to a point where he is in a position to reach that goal. With a Ph.D. in agricultural engineering virtually in hand, and his 400-page thesis complete, 34-year old Ng is armed with the knowledge and credentials needed to return to his native Malaysia and help his people — and others — fight hunger and poverty.

Astutely, Ng, himself the son of a subsistence farmer with 11 children, realized many years ago he would have to take a "holistic" view of the problems he saw if his work were to be truly effective. Looking beyond his

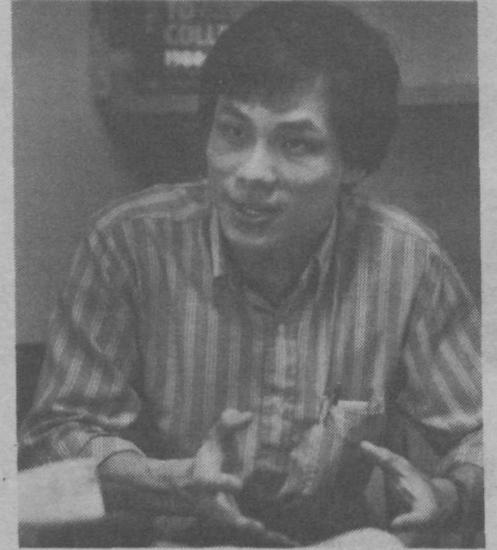
specialty of soil and water engineering, Ng "minored" in public administration, international economics and development, as well as taking courses in anthropology, government, sociology and philosophy.

"After receiving my master's degree (Cornell, 1976), I returned home, began lecturing at a university, and visited farmers to gather material for my classes. I saw problems with the ways soil and water were used. I also saw poverty, and many old customs and realized that as an engineer and an agriculturalist I had to be flexible in my way of thinking and approach," he states.

Cornell, which opened the door for Ng by offering him a scholarship as a freshman, also allowed for inter-disciplinary study. Such study encouraged his way of thinking,

which he believes will serve those he wants to serve. As he states in his thesis acknowledgment: "I would like to pay homage to the founder and the co-founder of this great university — Ezra Cornell and Andrew D. White. Their vision for and the legacy they bequeathed with Cornell University as 'an institution where any person can find instruction in any study' provided me with a niche to study and pursue the kind of integrative work which this thesis embodies."

However, had he, in 1971, foreseen the work needed to get to where he is today, Ng might not have jumped so quickly into the academic milieu. Fortunately, he concludes, "I was lucky enough to land at Cornell but was too naive to be scared."



## David Merritt: Graduate Learned to Organize Time

It is ironic the volleys that life sometimes shoots one's way. Take the case of David Merritt, soon-to-be hotel school grad.

A tennis player since the age of 12, Merritt was heavily recruited after high school graduation by colleges across the country that offered him lucrative tennis scholarships. However, it was Cornell and its hotel school that attracted the Fort Washington, Pa. native despite the fact no scholarships were in the offing.

Merritt, capitalizing on his personality strengths and ability to communicate with people, chose to major in hotel administration. After all, he says, the hospitality industry is basically a "personality business."

During his four years at Cornell there was ample opportunity to exercise his skills. He did everything from working behind the

counter at Cafe Rhea to interning at the posh Boca Raton Hotel and Club in Florida.

This is not to imply that the tanned and fit 22-year-old forsook athletics. As Cornell's number one men's varsity tennis player, Merritt devoted an average of 2½ hours a day, 6 days a week to his sport. That, plus Kappa Sigma Fraternity and Red Key (honorary) Society activities kept his calendar filled.

Schoolwork did not suffer as a result of his busy schedule. Indeed, Merritt is proud of the fact that he never handed in a paper late or missed a test because of his non-academic life. "One of the biggest things I've learned at Cornell is how to prioritize my time, how to organize. I know that skill will aid me when I start work," he adds.

Work in this case means a position with

the Philadelphia office of the international consulting firm, Laventhol & Howarth. A devout believer in keeping physically fit, Merritt has already scouted potential lunch-time and afterwork tennis partners at the company he joins June 24.

Meanwhile, there is the celebration of commencement day to consider. Helping him officially begin his entrance into the workaday world will be another Cornell graduate, older sister Jennifer — Human Ecology '84.

Thoughts of Ithaca will not be left behind. Merritt intends to make several trips back to Cornell starting next fall. The reason, he says with a smile, is Jeneane Schmidt, ILR, class of '86.



## Meredyth Smith: 'Time Now to Work on the Mind'

Mother knows best. Meredyth Smith will attest to that. After all, it was her mother who matter-of-factly unraveled Smith's academic and professional dilemmas by stating, "You spent the first 10 years working on your body, now you need to work on your mind."

Perhaps some explanation is required. An undergraduate degree in dance and theatre from Cornell in 1978 led to a stint as a professional dancer in Boston. Then it was two years at Sarah Lawrence College where Smith earned a master of fine arts degree.

But it was halfway through the MFA program that she had actually decided dance was too limiting a career choice.

Seeking a form of expression that would unite the emotional underpinnings of dance with the analytical, Smith opted for a career in law. Returning home to Ithaca, she audited classes for a year and in 1982 enrolled as a student at Cornell's Law School. On June 2, she will follow in the footsteps of brother Michael, who was graduated from the law school in 1981.

It is now time to see if Smith's career two-step was in fact the right move to make.

Waiting for her in Baltimore is the litigation department of Semmes, Bowen and Semmes, where she will handle either creditors' rights, medical malpractice, or product liabilities cases.

All of this would have been nerve wracking enough. But the realization of her goals is particularly sweet in light of the fact that the 29-year old head resident of Hughes Hall contracted mononucleosis last November and landed in the hospital.

Through everything, Smith continued her dancing but also felt confident enough in newly honed reasoning abilities to serve as student assistant for the "Law, Ethics, and Religion" program at the law school.

In evaluating the past three years, Smith's thoughts turn to her father, John Lee, dean of students for the Law School. She said with a laugh: "I guess I come by career switching naturally. My father started out as a Baptist minister in Texas, went back to school, and ended up theologian, philosopher and counselor."



More Graduates' Profiles  
May Be Found on Page 11



LISA SPRAGUE

## PEOPLE

### Public Safety Has Its First Woman Lieutenant; Lisa Sprague Is a Counselor as Well as Officer

It's a long way from Foster Air Force Base in Texas to Ithaca and the Finger Lakes region of upstate New York. Twenty-nine-year-old Lisa Sprague not only has made the trek, but has managed to shake a few stereotypes along the way, including becoming the first woman in Cornell's Department of Public Safety to be promoted to the rank of Lieutenant.

She never intended to become a trailblazer — nor does she consider herself one — however, the 5'3" wife, mother, and peace officer packs some punch, in her own quiet way.

The daughter of a retired Air Force officer, Sprague (who was born in Texas) and her family moved to Ithaca 18 years ago after bouncing from one air base to another. Her father, a pilot, took a job as manager of Tompkins County Airport, and her mother went to work for Cornell's Baker Institute.

Sprague spent two years studying at Tompkins Cortland Community College before heading for the warmer climate of Florida. She was graduated from the University of Miami-Coral Gables with a bachelor of science degree in education, with an emphasis in counseling. It was during her time

in Florida that she began to develop an interest in counseling those who had run afoul of the law. And she feels today that her education has been instrumental in helping her job performance.

Upon returning to Ithaca, she went to work at the former Rothschild's department store. But she had not forsaken academic life. Interested in the prospect of working with juvenile delinquents, she went back to TC3 to take courses in criminal justice. It was then that a professor, impressed with his student's interest in law enforcement, suggested she apply for a job that had just opened up at Cornell's Department of Public Safety.

That was five years ago. Sprague quickly rose through the ranks, from a University Service Officer operating a traffic booth, to a patrol officer, to a plain-clothes member of the crime prevention unit.

In January, she was promoted to Lieutenant. Her duties entail supervising patrol officers and university service officers, as well as assigning cases (i.e. burglaries, checking out suspicious persons), making sure crime reports are written and filed on time, etc.

On the whole, Sprague is pleased with the support and opportunities she has received. There's a two-fold reason why she enjoys her work and intends to keep at it — one, Cornell, because of its size, provides endless diversity; two, the chance to help create and implement "pro-active and not reactive" crime prevention is appealing.

As with any 24-hour, service oriented operation, the hours at the DPS are long and certain shifts demand that special effort be made to foster a good family life. At various times, Sprague, just two years married, has

worked the day watch (7 a.m. - 3 p.m.); the night watch (3 p.m. - 1 a.m.); and the overnight watch (11 p.m. - 7 a.m.). Husband Lawrence, an apartment manager, and 13-month old son Jonathan are on their own during the evening and early morning hours when Sprague works the overnight watch.

"That," she says, "is part of the job and just because I'm a woman doesn't mean I shouldn't work those hours."

Indeed, even though she is also the first female DPS officer ever to have come back to work after giving birth, Sprague is firm in her assessment of her duties and fervently feels she is capable of handling both motherhood and her job. This is despite some admitted resistance by a minority of her fellow workers to her dual role.

"The new programs we have, such as Operation Childfind, Officer Friendly, rape awareness, and building surveys, focus on preventing crime and not just reacting to it when it happens. You'd be surprised at the false sense of security many people have when they arrive here from larger cities. Ithaca may not be New York City, but there are problems here as anywhere. Some of our programs involve basic things like reminding people to lock dorm room doors," says Sprague.

She adds: "I think the department is given credence as a police and safety organization, even more than some other university safety departments, because we are here fulltime and we work hard to communicate with the community. There isn't a 'rent-a-cop' atmosphere here like some schools who hire private security guards instead of building their own safety program with personnel who are familiar with the campus and its people."

### Blackall Wins German Honor

Eric A. Blackall, the Jacob Gould Schurman Professor of German Literature, has been awarded the Order of Merit of the Federal Republic of Germany, First Class, in recognition of his scholarly achievements.

A member of the Cornell faculty since 1958, Blackall will be retiring June 30. He is a leading authority on German Romantic literature.

The Order of Merit was presented to Blackall by the consul general of the Federal Republic at the conclusion of a two-day symposium held in Blackall's honor on campus earlier this spring.

Blackall was cited not only for his contributions to the study of the German language

and literature, but also as one of the most articulate proponents of German culture during the period of the Nazi barbarism.

The German consul general, as well as the representative of the Austrian ambassador, stressed the extraordinary importance of Blackall's role in preserving German and Austrian culture in exile.

In 1973, the Austrian government awarded Blackall the Cross of Honor for Arts and Science, First Class, for scholarship and heroism. While a graduate student in Nazi-controlled Vienna in 1938, the British-born scholar rescued the papers and manuscripts of the Viennese author Arthur Schnitzler, a Jew.

### Reps Gets Nebraska Honor

John W. Reps, professor of city and regional planning here, was awarded an honorary degree of doctor of arts and letters May 11 by the University of Nebraska.

Reps was cited for "exceptional achievements as an educator and with respect for the unique perspectives and the depth of his knowledge in regard to the historical and cultural roots of our nation's urban development."

Reps is the author of nine books and more than 60 articles on historical and contemporary urban planning. In 1980, he received the American Historical Association's Beveridge Prize for the best book on American history.

Last year, he was named "Distinguished Educator" by the Association of Collegiate Schools of Planning, becoming the second person to be honored with the biennial award.

### Goehner 3rd in Design Competition

Werner H. Goehner, associate professor of architecture, has placed third in an international competition for a proposed \$30 million museum complex in Bonn, West Germany.

Goehner's design, for which he received a cash prize, was one of 249 submitted by architects from all over Europe. The competition was sponsored by the City of Bonn and the German federal government.

The first and second place winners will now submit their revised designs to be considered for the project.

In 1979, Goehner took first prize in a design competition for an \$8 million addition to the Cultural and Fine Arts Museum in Karlsruhe, West Germany.

Now under construction in West Berlin is his design for a four-story, urban villa type residential building. The design was selected as part of the International Building Exhibi-

tion (IBA) to take place in Berlin in 1987.

Goehner has been on the faculty of the Department of Architecture in the College of Architecture, Art, and Planning at Cornell since 1975.

### Gergely on Board Of Concrete Institute

Peter Gergely, professor and chair of the department of structural engineering has been named to the board of directors of the American Concrete Institute.

He is the first Cornell faculty member to sit on the board since 1932 when the late Solomon C. Hollister was president of the ACI. Founded in 1904, the institute has about 18,000 members from the U.S. and 100 other nations and more than 60 chapters worldwide.

### Sabouni First Winter Fellow

Abdul-Rhim Sabouni, a doctoral candidate in structural engineering, has been awarded the first annual George Winter Graduate Fellowship worth \$1,000.

The fellowship was established by the Department of Structural Engineering in memory of Winter, who died in 1982. He was the Class of 1912 Professor of Engineering and served as chairman of the department from 1948 until his retirement in 1975.

The winner of the fellowship each year "shall have an outstanding academic record,

inquisitive mind, and a promising future in research."

In the spirit of Winter's strong involvement in the humanities, the fellowship is also given to a person who demonstrates "genuine interest or skills in the humanities -- fine arts, music, languages, archaeology, etc."

In addition to his outstanding academic record, Sabouni, who is from Syria, is "a talented painter, calligrapher, and photographer who has also studied German at the Goethe Institute in Germany."

### Libraries Hire Conservationist

John Dean, chief conservator of the Johns Hopkins University Libraries, has accepted the newly established position of conservation officer at Cornell University Libraries.

Dean, who is scheduled to assume his new duties this summer, will address one of the libraries' major goals, the preservation of its collection of almost five million books, according to University Librarian Louis E. Martin.

Daniel J. Boorstein, the Librarian of Congress, has stated that the deterioration of books printed on acid paper since about 1850 is "one of the most unrecognized and serious perils that afflicts civilization."

In addition to the problem of brittleness created by acid paper, Dean will also be concerned with all aspects of preservation, including the decay of leather, general wear and tear, and outright vandalism of the collection. This includes individuals removing paragraphs or entire pages of a book or document with a razor.

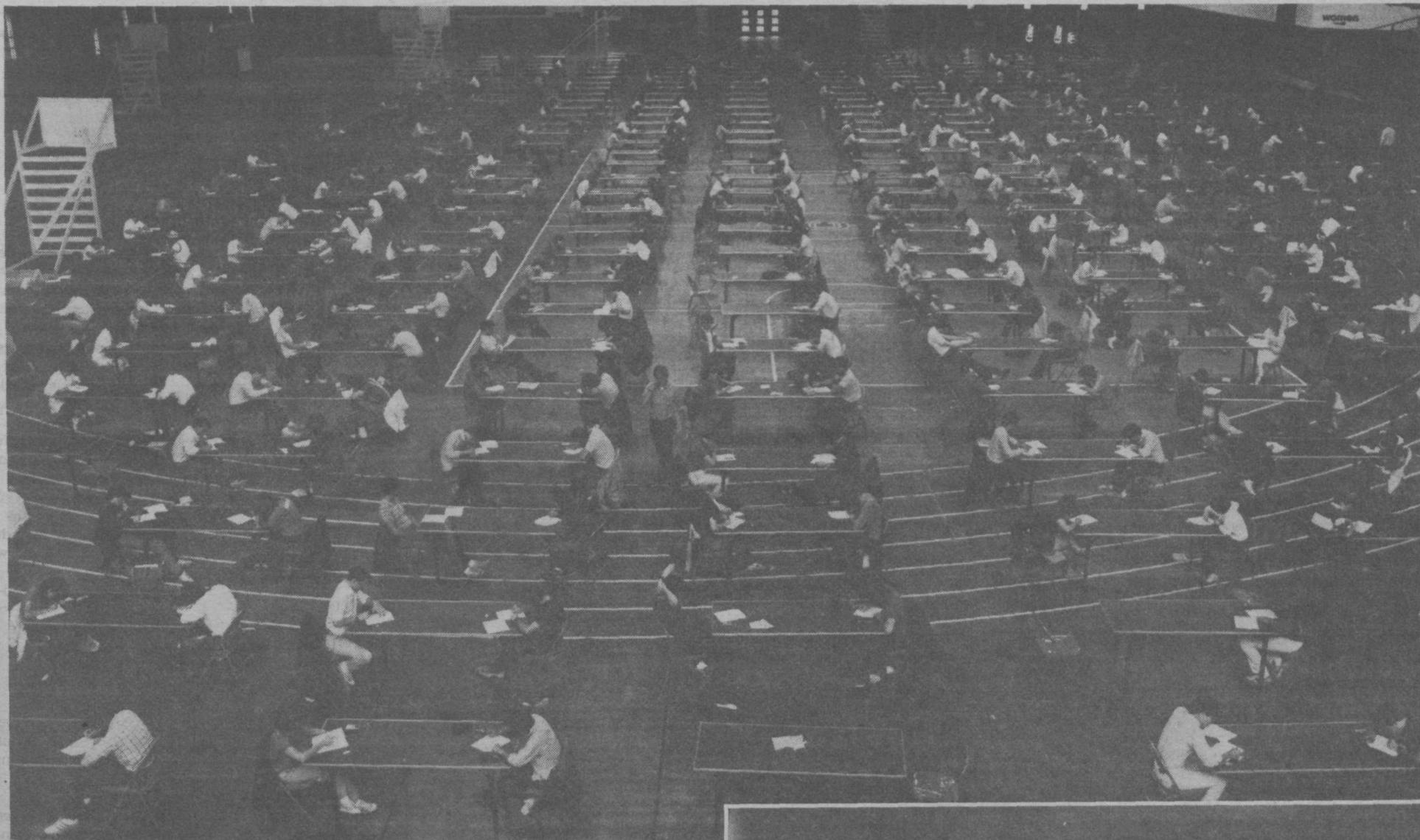
Dean, whose position is funded entirely by a grant from the State of New York, has had

25 years of experience in library conservation. He took his current job in 1975, after having worked six years at Chicago's Newberry Library.

At Johns Hopkins, Dean developed a conservation program noted for its broad approach to differentiated levels of conservation for all types of library material, and has conducted a binding apprentice program that has trained several people now working in other libraries.

Born in Yorkshire, England, he served a six-year apprenticeship followed by two years as a journeyman bookbinder. From 1960 through 1969 he was the binding foreman for the Manchester, England, Public Libraries.

Dean's training in book binding has been augmented by studies in paper conservation, art history, management, and library science.



Finals: The Class of 1985 presented much the same scene as other classes as it underwent that last ordeal before graduation...

## Study Here Could Save Utilities \$1.6 Billion

The nation's utility companies could spend up to \$20 billion to construct new transmission lines during the next 20 years, including \$1 billion to \$4 billion for the foundations to support new towers.

Research at Cornell, though, might cut the foundation costs by 20 to 40 percent, saving utilities up to \$1.6 billion, according to the Electric Power Research Institute, which is funding the five-year, \$2.45 million study of tower foundations.

"The only way our results will be visible to the public is in the bottom line of their electric bills; everything else will be underground," said Fred H. Kulhawy, the Cornell civil and environmental engineering professor directing the project.

The foundations sitting beneath the familiar, four-legged metal towers that carry electricity from power plants to consumers must meet two formidable challenges.

First, they must withstand both the compression or downward forces from the tower's weight and the uplift forces caused by strong winds, ice formations, or unequal loads that could cause the tower to tip over.

Second, the foundations must do their job in widely varying ground conditions. Unlike buildings or bridges that are designed for a specific site, transmission tower foundations must be designed for the differing groundwater, soil, and rock characteristics encountered by a power line that may stretch for hundreds of miles. The majority of the foundations used by utility companies are "drilled shafts," which are constructed by drilling a cylindrical hole ranging from three to 10 feet in diameter and 10 to 50 feet in depth, and then filling the hole with reinforced concrete.

Because it is often impractical and costly to study in detail the ground characteristics at each tower site, most foundations are designed to withstand the "worst-case" combination of weak soil and extreme weather-induced loads that might occur at that location, Kulhawy said. Such extreme conditions are unlikely to occur in combination at most tower sites, however, making the foundations more conservatively designed and more expensive than required, he added.

As utilities upgrade existing power lines and construct new ones, Cornell researchers are seeking more efficient methods of studying soil systems and foundation designs to produce foundations that are more cost-effective than those in use, Kulhawy said.

In a previous EPRI-sponsored project, Kulhawy and his geotechnical engineering group developed the first model that can predict how a foundation will perform in a soil type other than that for which it was designed.

The Cornell team is hoping to develop better, more reliable techniques for gathering and analyzing soil and rock from tower sites, and to use that information to predict the stress and strength conditions at tower locations.

The research also includes the use of three-dimensional computer graphics to simulate interaction between foundations and different soils, and the use of large-scale tests to calculate the stability of various foundations in several soil conditions.

Repeated loading behavior such as changes in wind speed or recurrent ice formation and melting, and normal loading combinations are also being studied.



...but the whole procedure is made easier with a little help from a friend. The student is Arts College freshman Paula Greeno from Cincinnati.

## Scholarship Fund Honors Fuerst

Friends and colleagues of Myron Fuerst, a leader of the beef cattle industry in New York state, have established a scholarship in his honor at the State College of Agriculture and Life Sciences here.

To be known as the Myron Fuerst Scholarship Fund, the income will provide scholarships to junior and senior students who have demonstrated a desire to remain involved, as alumni, in the future growth of the college.

The decision to establish the scholarship

fund came at a dinner held recently to pay tribute to Fuerst in Rhinebeck, N.Y., where he lives.

A 1929 graduate of Cornell with a B.S. degree in animal husbandry and a minor in farm management, Fuerst is president of Fuerst Brothers, Inc. of Rhinebeck in Dutchess County, and a marketing consultant in agribusiness.

Recognized nationally by the agricultural industry, Fuerst has been a prominent leader of beef cattle industry.

# Cornell Scientists Tell AAAS About Methane, Depleting W

## Gold's proving ground is now Sweden in pursuit of his theory on methane

For eight years, Thomas Gold has been challenging the belief that oil and gas were created solely by the decomposition of plants and animals, and that the world's supply of such fuels is perilously low.

Now, the Cornell University professor says he is on the verge of proving his theory that hydrocarbons, primarily methane, exist in abundance deep within the Earth, where they have been present since the creation of the planet 4.5 billion years ago.

His proving ground is Sweden, a nation of mostly granite rock that contains little of the sediments that would have teemed with centuries of biological decay. Sweden imports most of its fuel, and finding large quantities of methane there is "absolutely inconceivable" under conventional thought, Gold says.

Swedish geologists plan to drill a 15,000-foot well this fall that is likely to find a substantial pocket of methane, Gold told the American Association for the Advancement of Science during its annual meeting in Los Angeles this week.

If successful, "substantial new discoveries can then be expected to extend the world's fuel supplies, and to even-out its geographical availability," Gold predicted. "I don't see a shortage of fuels for a long time to come."

Some oil and gas deposits were probably created by biological decay in the crust of the Earth, Gold admitted. If that was the only source of those fuels, though, there would be "fairly sharp limits on what the Earth might provide."

"However, if oil and gas derived instead either wholly or in part from materials incorporated deep in the Earth at the time of its formation, then one would make quite different and very much more optimistic estimates of future supplies," Gold added.

Gold, the John L. Wetherill Professor of Astronomy at Cornell, is known as somewhat of a maverick for his studies of topics as diverse as the solar system and the inner workings of the human ear. He was first to explain pulsars as rapidly rotating neutron stars and to deduce that the moon's surface was a fine, powdery dust rather than sharp, volcanic rock — long before man or machine landed there.

When scientists first postulated that hy-

drocarbons were produced biologically, Gold explained, they did not know that hydrocarbons are a major constituent of other planets, their satellites, and comets. Carbon is now believed to be the fourth most abundant element in the solar system.

Meteorites, which consist of the materials used in the formation of the Earth, contain unoxidized carbon compounds. Those compounds were also trapped in the Earth, and the planet's intense heat causes the carbon compounds to release hydrocarbons. While hydrocarbons are usually unstable at high temperatures, the immense pressure deep within the Earth maintains their stability.

Over time, the hydrocarbons migrate toward the Earth's surface, becoming trapped in pockets of rocks where they are tapped by wells for use as fuel. The amount of hydrocarbons migrating upward from deep within the Earth is much greater than the quantities of oil and gas that have been discovered so far, Gold says. Any biological molecules found in petroleum are a result of the oil's seepage through sediments and bacterial alteration, and are not an indication that the oil was produced through biological decay, he adds.

To prove his theory, Gold set out to discover commercial quantities of gas at a site where such a discovery would be "extremely surprising" to supporters of the biological theory. His search took him to Sweden, where, he believed, that country's granite rock foundation could be obstructing the upward migration of gas.

In 1982, Gold convinced the Swedish State Power Board, Sweden's largest electric utility, to conduct a series of tests at a 28-mile-wide meteorite impact crater. The crater was ideal for the tests because the impact of the meteorite would have smashed the granite, making the rock more porous and allowing hydrocarbons to move closer to the surface.

Seven small wells drilled in the area have found combustible gas at a depth of 2,000 feet, Gold said. Soil studies have detected a residue that is left when methane seeps through the ground, and oil has been spotted trickling through the crater's surface.

"It has long been a puzzle to conventional geologists why methane seeps out of water wells in Sweden, because there is no sedi-

mentary crust that would have produced the gas," Gold says.

Sweden, encouraged by the results of the more than \$1 million in research so far, is planning a multi-million-dollar project this fall to drill 15,000 feet into the rock below the crater, a depth similar to many oil wells. The work will be funded by various Swedish organizations and the Gas Research Institute in Chicago, according to Gold.

"It's quite possible that we will find large commercial quantities of gas," he said. "The surface indications are as positive for a major gas discovery as they are at any site that is currently producing gas on a large scale. I'm quite confident."

If successful, the project will demonstrate that gas and oil are distributed based on regional patterns deep within the Earth and not according to surface geological conditions. Gas and oil could be found in areas not previously considered for exploration, Gold claimed.

For example, gas is being produced in geologically differing regions of Norway, East Germany, and the Soviet Union, but those sites are near Sweden and are probably tapping gas that originated at the same deep-Earth source as the gas being discovered in Sweden, Gold explained.

In the oil- and gas-rich Middle East, "The folded mountains of Persia, the Tigris Valley in Iraq, and the flat-bedded sediments of Saudi Arabia have little in common," he said. "Different sediments, periods of deposition, and cap rocks are involved, and no unifying feature has been recognized that would explain the enormous concentration of oil and gas there. At the same time, the petroleum of the whole area is recognized to have a very similar chemical makeup."

A test of wells in the Panhandle oil region of Texas and Kansas has found that wells there all yield a similar, well-defined ratio of methane, nitrogen, and helium, indicating that the wells are tapped into the same deep-Earth source. Elsewhere — such as in volcanic rocks in Japan, sedimentary rock with no evidence of fossils in Algeria, and a rift on the floor of the Red Sea — large quantities of methane that are being released from the Earth cannot be explained by the theory of biological decay, Gold said.



THOMAS GOLD

## Computers now helping scientists to predict pattern of plant evolution in shape and internal structure

Computers are helping scientists to predict the complex pattern of plant evolution in terms of the plant's shape and internal structure.

Paleobotanist Karl J. Niklas from Cornell said major trends in the evolution of land plants can be simulated by using computer models designed for analyzing plant shapes in terms of their engineering design principles.

Speaking at the annual meeting of the American Association for the Advancement of Science in Los Angeles (May 26-31), the Cornell scientist said that the computer-simulated patterns of plant evolution include a general increase in the size of plants and the evolution of progressively more complex internal, or anatomical, structures.

"The increase in plant size can be ex-

plained as a consequence of competition among plants for light and space," Niklas said. "The increase in the complexity of internal structures of plants relates to requirements for more water in vertical plant parts as plant size, or plant growth, increases."

A faculty member in the State College of Agriculture and Life Sciences, Niklas is a leading authority in the field of plant evolution and a pioneer in the application of mathematical and computer techniques to fossils and living plants to investigate their growth, mechanical properties, and systematic relationships.

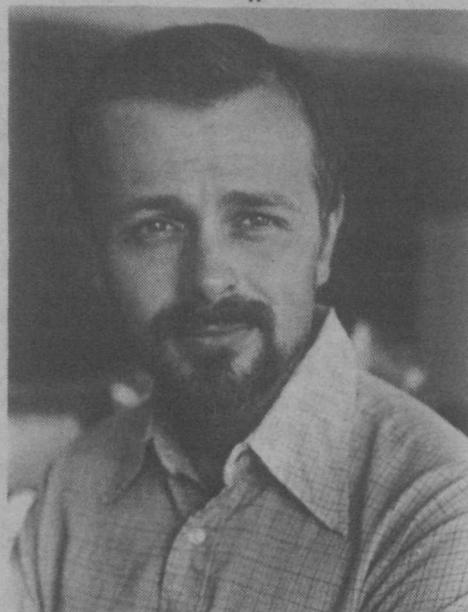
Niklas, who is also in the section of plant biology in Cornell's Division of Biological Sciences, said that mathematical analyses indicate that conflicting design principles exist among the three major tasks that need to be

performed by plants for growth — light interception, mechanical support, and hydraulics.

"Therefore," he said, "much of plant evolution appears to be the result of reconciling these conflicting demands to maximize the performance of these biologically imperative tasks."

By means of computer simulations, Niklas added, the manner in which these reconciliations are achieved can be analyzed for predicting the pattern of plant evolution.

The Cornell scientist discussed his methods in detail in his presentation — "Computer Simulations of Branching Patterns and Their Implications on the Evolution of Plants" — in the AAAS symposium on "Some Mathematical Questions in Biology."



KARL J. NIKLAS

# Old Forests, War Against Pests and Plant Evolution

## Disappearing forests around the world must be saved, have consequences for energy and production of food

Forests around the world are disappearing at such an alarming rate that one of the most important sources of energy in developing countries is endangered, and future food production is indirectly threatened by excessive soil erosion and loss of vital soil nutrients.

So said David Pimentel, professor of entomology and agricultural sciences here, at the American Association for the Advancement of Science meeting in Los Angeles this week.

If deforestation continues at its present rate, up to a million species of animals and plants also could perish, Pimentel warned. Not only ecosystems of enormous complexity, but also important sources of food, wood, energy, pharmaceuticals, genetic stocks valuable for improving the resistance of certain crops to pests and disease, and the role of forests in stabilizing the global climate would be disrupted.

"Yet forests are being invaded at a rate of 12 million hectares (30 million acres) a year while only one million hectares are replanted," said Pimentel, who teaches in the New York State College of Agriculture and Life Sciences at Cornell.

At the same time, a rapid growth in the world population has occurred because of adequate food, better health, and a relative abundance of fossil energy.

Still, he said, "about one billion humans now are malnourished — more than ever before in the history of humankind — and the problem is growing rapidly in severity."

Yet soil is eroding at dramatic rates, seriously limiting the productivity of cropland in many parts of the world. To compensate,

forests are being encroached upon to be converted into cropland. Furthermore, as fossil fuels are devoured for fertilizers and pesticides and for other uses, forests also are being invaded for their fuel potential.

Already, fuelwood shortages exist in 48 developing countries, and these shortages are responsible for some of the deforestation around the world. In Latin America, for example, about two-thirds of the original forests have been cut or seriously depleted; in Africa, about half the forests have been destroyed.

In fact, of the 4.9 billion hectares (12 billion acres) of closed forests that existed in 1950, only about half remain worldwide. If cutting continues at current rates, less than 2 billion acres will be standing by the year 2000.

As a result, many of the poor in developing countries, where about 90 percent of the energy comes from biomass, must use dung, which could be used for fertilizer, and crop residues for their energy.

"This, in turn, exposes more soil to the ravages of water and wind erosion and burns up materials that contain valuable nutrients that could have nourished the soil," Pimentel said.

The Cornell ecologist emphasized the need for a world policy that would reduce deforestation and increase food supplies. Pimentel recommended that crop yields on the world's most productive lands be doubled over the next few decades. This would ease the pressure on forests, and place more crop residues on land to help control erosion, as well as produce more food.

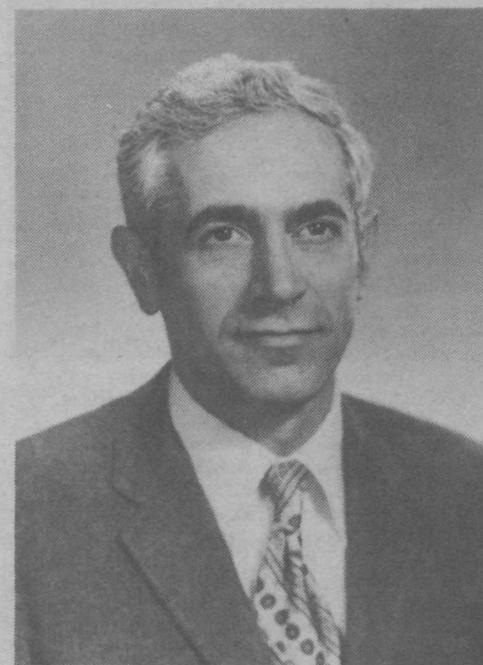
"With this approach, each calorie of fossil energy invested in agricultural production would be multiplied 30-fold in energy yields of both food and fuel," Pimentel calculated.

Pimentel stressed that, with such a policy, much less fertilizer and other energy-intensive agricultural practices would be used. In addition, Pimentel recommended that trees and crops be integrated in the same system in some areas. Trees could protect crops in windy areas and help minimize wind and soil erosion while providing valuable wood biomass. Nitrogen-fixing leguminous trees, in particular, could be planted on sloping lands to prevent soil and wind erosion and help provide valuable nitrogen for nearby crops.

"Ideally, social and economic development throughout the world should be based on a multidisciplinary approach. Ad hoc decisions ignore the interrelationships that exist among food and fuelwood systems and are inadequate for these complex problems," Pimentel said.

"With some foresight, our vital natural resources can be effectively managed to improve the world supplies of food and fuelwood — resources we can ill afford to squander."

Pimentel's paper — Deforestation: Interdependency of Fuelwood and Agriculture — was written with Wen Dazhong, a visiting scientist from People's Republic of China, graduate students Sanford Eigenbrode, Helen Lang, and David Emerson, and undergraduate student Myra Karasik. It was presented during the symposium, "Population Growth, Resource Use, and Environmental Changes: Interrelationships."



DAVID PIMENTEL

## Molecular genetic techniques raise hopes in the war of modern agricultural technology to control pests

Ever since humans began growing food many centuries ago, the war against agricultural pests has been going on unabated, with no signs of a truce in sight. Despite enormous successes achieved through modern agricultural technology in controlling some of the pests, the struggle continues, a Cornell scientist said this week.

"What's missing from this endless cycle of susceptibility and resistance is a clear understanding of both the disease-causing organisms and the plants they attack and of the molecular bases for their interactions," said Milton Zaitlin, a professor of plant pathology from the State College of Agriculture and Life Sciences.

But, modern genetic techniques, more popularly known as biotechnology, may now offer new powerful tools to devise more effective pest control measures, he says. Such techniques make it possible to gain the fundamental knowledge of the pests and their hosts in terms of genetics, biochemistry, physiology, and the interactions between them, among others.

"It may be possible, in the future, to devise the methods for transferring desirable traits for resistance into crop plants and, conversely, to genetically program certain organisms to attack some of the pests, including weeds," Zaitlin predicted.

The Cornell scientist, who serves as asso-

ciate director of Cornell's Biotechnology Program, made his observations in a presentation at the annual meeting of the American Association for the Advancement of Science in Los Angeles.

Zaitlin focused his talk on molecular bases of plant-pathogen interactions and modification of microorganisms for biological control in the AAAS symposium devoted to discussion of "New Directions for Biosciences Research in Agriculture: High-Reward Opportunities," a new study undertaken recently by the National Research Council (NRC), the working arm of the National Academy of Sciences.

The study was conducted by a panel of 18 university and industry scientists headed by Ralph W. F. Hardy, a visiting professor of life sciences at Cornell and president of Biotechnical International, a Boston-based biotechnology firm. Cornell's Zaitlin, who was on the panel, served as chairman of the group's subcommittee on plant diseases and insect pests.

The NRC study, which stressed the need to step up research to develop further molecular genetic techniques, including recombinant DNA technology, said that what scientists can accomplish through these new tools is awesome, but it warned, "to be slow in acknowledging and employing the power of these tools would be to delay the progress of

American agriculture."

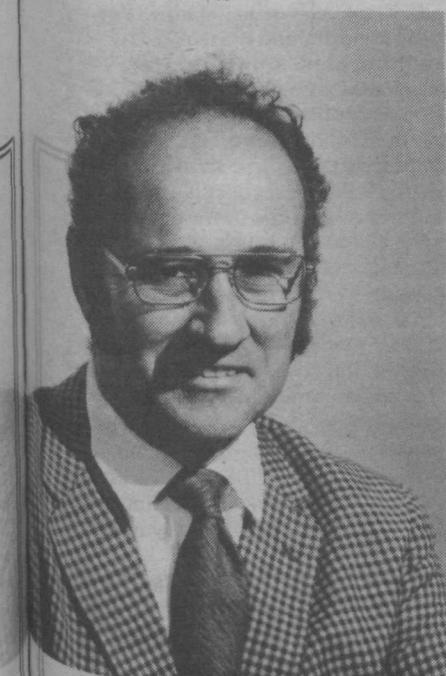
Basing his presentation on his subcommittee's work on plant diseases and insects, Zaitlin said that at present American farmers obtain dependable crop yields using disease-resistant varieties, biological control practices, and pesticides to control plant disease, insects, weeds, and other pests.

The cost of pesticides, excluding weed-killers, in 1983 was \$1.3 billion, he pointed out, adding that the potential crop losses in the absence of pesticide use greatly exceeds the cost of the pesticides used.

The tools of genetics and molecular biology, he said, now offer some new methods for gaining the basic understanding of the pests and their hosts (plants) in terms of genetics, biochemistry, physiology, and interactions between them, among other factors essential for devising new, control strategies.

Among areas of research requiring major efforts ahead, as outlined by Cornell's Zaitlin, are:

- the molecular bases of the factors that determine resistance and susceptibility;
- the basic understanding of the interaction between the host plant and invading pathogen; and
- the transfer of resistance traits to susceptible plants through the development of organisms for use in carrying genes from one species to another.



MILTON ZAITLIN

# 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

### Alternatives Library

Students who have overdue materials from the Alternatives Library in 122 Anabel Taylor Hall should return them by May 30. If not, replacement charges will be put on your bursar bill.

### Personal Effectiveness Seminar

This eight-week workshop with Let Davidson, Ph.D., empowers you to make your life work. Build the personal qualities and skills of self-confidence and self-awareness, integrity, commitment, creativity, vitality, relaxation and peace of mind. Define and realize your goals. Meets Mondays, from 7-10 p.m., beginning June 3. Call 272-4131. Co-sponsored by CRESF.

### Making Relationships Work

An eight-week workshop with Let Davidson, Ph.D., on creating loving and satisfying relationships and effective communication, for individuals and couples, meets Thursdays, from 7-10 p.m., beginning June 6. Call 272-4131. Co-sponsored by CRESF.

### Ears

On behalf of Empathy, Assistance and Referral Service, fondly known as E.A.R.S., I am happy to announce that we have recently expanded our hours. Friday hours have been extended from 7-11 p.m. to 5-11 p.m. Our regular hours Sunday through Thursday, 3-11 p.m. and Saturday, 7-11 p.m. continue unchanged. E.A.R.S. provides short-time peer counseling on a walk-in as well as telephone basis; we are located in Willard Straight Hall, room 211, and our phone number is 256-EARS. All services are free and completely confidential. As ever, E.A.R.S. counselors look forward to being of support to all members of the Cornell community.

### Gay Jews Support Group

A support group for Gay Jews is being formed, to share and explore related concerns and conflicts, possible ways to confront them, exchange religious and cultural context material. If interested in taking part, please call GayPac, 256-6482. Confidentiality ensured.

### Divestment Picket

Wednesdays, Noon-1 p.m. A faculty/staff picket in front of Day Hall every week in support of the divestment effort. Sponsored by Cornell Faculty and Staff Against Apartheid.

## Dance

### Cornell Folkdancers

The Cornell Folkdancers meet in the North Room of Willard Straight Hall every Sunday. From 7:00 till 8:30 p.m. a review of workshop dances, and 8:30 till 10:30 request dancing. Free, no partners needed, beginners welcome. For more information please call 257-3156.

### Jitterbug Club

The Jitterbug Club dances the 1st, 3rd and 5th Wednesday of every month from 9-11 p.m. in the Edwards Room in Anabel Taylor Hall. We teach beginners from 9-10 p.m. Call Jim at 273-5268 for more information.

### Scottish Country Dancing

Scottish Country Dancing. Everyone welcome. Teaching for beginners is 8-10 p.m. Sundays, except the 1st week of every month. We meet Mondays, 8-10 p.m. at 213 S. Geneva Street. For more information call 272-6229.

### Country Dancers

The Country Dancers meet each Tuesday 7:30-9:30 p.m. in Martha Van Rensselaer Hall (lobby near "Martha's") for English and contra dancing. No partners needed. Beginners welcome—each dance is taught. For more information call Connie at 272-1931.

### Israeli Folk Dancing

Israeli Folk-Dancing every Thursday from 8-11 p.m. in the One World Room, Anabel Taylor Hall.

Teaching from 8-9 p.m.; requests, 9-11 p.m. Call Sharon at 272-4176 for more information.

## Exhibits

**The Arts and Crafts Movement in New York State: 1890s - 1920s**, through June 23.

Organized by Coy L. Ludwig, director of the Tyler Art Gallery, and professor of Art at SUNY Oswego, this exhibition includes over 200 outstanding examples of arts and crafts, furniture, ceramics, metalwork, and art glass, graphic and book arts, textiles, and architectural renderings on loan from museums and private collections across New York state. The arts and crafts movement is recognized as a major influence in the development of American decorative art. The exhibition was made possible by grants from the National Endowment for the Arts and the New York Council for the Humanities, and is currently touring under the auspices of the Gallery Association of New York State.

**Selected Works from the Prinzhorn Collection**, through June 30.

This exhibition features approximately 300 artistic works by institutionalized psychiatric patients created in the 1920s by art historian and physician Hans Prinzhorn, is the first systematized attempt to present art of the insane. The exhibition was organized by Stephen Prokopoff, director of the Krannert Art Museum, University of Illinois, Urbana-Champaign, in collaboration with the Prinzhorn Collection of the University of Heidelberg. This is the first time it is traveling in the United States.

## Films

Unless otherwise noted, films are sponsored by Cornell Cinema.

### Thursday

**May 30, 8 p.m.** \*Uris Hall Auditorium. "La Cage Aux Folles," (1978), directed by Edovard Molinaro, with Ugo Tognazzi and Michel Serrault.

### Friday

**May 31, 7:30 p.m.** \*Uris Auditorium. "Rebel Without a Cause," (1955), directed by Nicholas Ray, with James Dean and Natalie Wood.

**May 31, 10 p.m.** \*Uris Auditorium. "Badlands," (1974), directed by Terence Malick, with Martin Sheen and Sissy Spacek.

### Saturday

**June 1, 8 p.m.** \*Uris Auditorium. "Badlands," (1974), directed by Terence Malick, with Martin Sheen and Sissy Spacek.

**June 1, 10:15 p.m.** \*Uris Auditorium. "Rebel Without a Cause," (1955), directed by Nicholas Ray, with James Dean and Natalie Wood.

### Sunday

**June 2, 8 p.m.** \*Uris Auditorium. "Follow the Fleet," (1936), directed by Mark Sandrich, with Fred Astaire and Ginger Rogers.

### Monday

**June 3, 8 p.m.** \*Uris Auditorium. "Shame," (1969), directed by Ingmar Bergman, with Max Von Sydow and Liv Ullman. Open.

### Tuesday

**June 4, 8 p.m.** \*Uris Auditorium. "The American Friend," (1977), directed by Wim Wenders, with Bruno Ganz and Dennis Hopper. Open.

### Wednesday

**June 5, 8 p.m.** \*Uris Auditorium. "The Lady Killers," (1955), directed by Alexander MacKendrick, with Alec Guinness and Cecil Parker. Open.

### Thursday

**June 6, 8 p.m.** \*Uris Auditorium. "Night of the Living Dead," (1968), directed by George Romero, with Judith O'Dea. Open.

### Friday

**June 7, 7:30 p.m.** \*Uris Auditorium. "Days of Heaven," (1978), directed by Terrence Malick, with Richard Gere and Brooke Adams. Open.

**June 7, 10 p.m.** \*Uris Auditorium. "Young Frankenstein," (1975), directed by Mel Brooks, with Gene Wilder and Marty Feldman. Limited.

### Saturday

**June 8, 7:30 p.m.** \*Uris Auditorium. "Young Frankenstein," (1975), directed by Mel Brooks, with Gene Wilder and Marty Feldman. Limited.

**June 8, 10 p.m.** \*Uris Auditorium. "Days of Heaven," (1978), directed by Terrence Malick, with Richard Gere and Brooke Adams. Open.

### Sunday

**June 9, 8 p.m.** \*Uris Auditorium. "Saboteur," (1942), directed by Alfred Hitchcock with Robert Cummings and Priscilla Lane. Limited.

## Music

### Saturday

**June 1, 2:30 p.m.** Library Slope. Senior Week

| May 1985 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| S        | M  | T  | W  | T  | F  | S  |
|          |    |    | 1  | 2  | 3  | 4  |
| 5        | 6  | 7  | 8  | 9  | 10 | 11 |
| 12       | 13 | 14 | 15 | 16 | 17 | 18 |
| 19       | 20 | 21 | 22 | 23 | 24 | 25 |
| 26       | 27 | 28 | 29 | 30 | 31 |    |

| June 1985 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| S         | M  | T  | W  | T  | F  | S  |
|           |    |    |    |    |    | 1  |
| 2         | 3  | 4  | 5  | 6  | 7  | 8  |
| 9         | 10 | 11 | 12 | 13 | 14 | 15 |
| 16        | 17 | 18 | 19 | 20 | 21 | 22 |
| 23        | 24 | 25 | 26 | 27 | 28 | 29 |
| 30        |    |    |    |    |    |    |

Concert: Cornell Wind Ensemble conducted by Marice Stith (Bailey Hall in event of rain). Sponsored by the Department of Music.

**June 1, 8:15 p.m.** \*Bailey Hall. Senior Week Concert: Cornell University Glee Club and Cornell Chorus conducted by Thomas A. Sokol. Sponsored by the Department of Music.

## Religious Services

Sabbat Services will begin as usual at 6 p.m. in the Founders Room on Friday evenings through May 31. Beginning on June 7, they will begin at 7:30 p.m. They will continue throughout the summer on Saturday mornings at 9:15 a.m. in the Founders Room.

### Catholic

**Monday-Friday, 12:15 p.m.** Anabel Taylor Chapel, as announced the previous Sunday.

**Every Saturday, 5 p.m.** Anabel Taylor Auditorium.

**Every Sunday, 10 a.m.** Anabel Taylor Auditorium. \*Exception: Sunday, June 2, Graduation Mass, 8 a.m., Anabel Taylor Auditorium.

### Friday

**May 31, 6 p.m.** Founders Room, Anabel Taylor Hall. Shabbat Services, Conservative Egalitarian Minyan.

### Saturday

**June 1, 9:15 a.m.** Edwards Room, Anabel Taylor Hall. Shabbat Services, Orthodox Minyan.

**June 1, 10 a.m.** Founders Room, Anabel Taylor Hall. Shabbat Services, Conservative Egalitarian Minyan.

### Sunday

**June 2, 10 a.m.** Bailey Hall. Baccalaureate Service, Harold S. Kushner, Rabbi, Temple Israel, Natick, Ma.

# Survey Shows 1984 Graduates Doing Well

Employment opportunities for 1984 Cornell University graduates were enhanced by the national economic recovery and a resulting upswing in the hiring of college graduates, according to the findings of a recently completed university-wide study.

Cornellians are well-represented in business and industry at competitive salaries, as well as in the top graduate and professional schools. The results are heartening to university administrators and to members of the class of 1985.

More than 3,600 questionnaires were sent to bachelor's and master's degree recipients from calendar year 1984. Responses came from 75.7 percent of the bachelor's degree recipients and 61.7 percent of the master's degree recipients. The study was coordinated by Thomas C. Devlin, director of the Career Center; Paige V. Ireland, director of Institutional Planning and Analysis; and the directors of career planning and placement in various colleges at Cornell.

Of the 2,282 undergraduates who responded, the vast majority were either employed or continuing their education. Almost 60 percent were employed and 31.7 percent were attending graduate or professional school.

The same pattern held true for those with master's degrees. Of the 353 respondents, 64.6 percent were employed and 28 percent were pursuing further graduate study.

Bachelor's degree recipients found employment in a variety of fields ranging from agriculture and natural resources to business, manufacturing, and social services. The three major employment sectors for bachelor's degree recipients were: manufacturing and industrial companies, which hired 361 grads at a median salary of \$24,500; hospitality and entertainment firms, which attracted 133 Cornellians with median salaries

## Seminars

**Chemistry:** "Recent Developments in the Chemistry of Terrestrial Natural Products," Dr. Isao Kubo, University of California, Berkeley, 2 p.m., Friday, May 31, Baker Lab.

**Chemistry:** "Recent Developments in the Chemistry of Marine Natural Products," Dr. D. John Faulkner, Scripps Institution of Oceanography, 3:30 p.m. Friday, May 31, Baker Lab.

**Biochemistry, Molecular and Cell Biology:** "Proline Transport and Oxidation in *Escherichia Coli*," Janet M. Wodd, associate professor, chemistry and biochemistry, University of Guelph, Canada, 4:30 p.m. Friday, May 31, 204 Stocking Hall.

**Microbiology:** "Inhibition of Respiratory Syncytial Virus by Mono and Diamidines," Dr. Edward Dubovi, Vet Diagnostic Laboratory, Cornell, 4:30 p.m. Thursday, May 30, 124 Stocking Hall.

**Rural Sociology:** "Small Business in Rural America: The Best Way to Create Jobs?" James P. Miller, economist, Economic Research Service, Economic Development Division, U.S. Department of Agriculture, 3:30 p.m. Monday, June 3, 32 Warren Hall.

## Graduate Bulletin

The next regular meeting of the Graduate Faculty will be held at 4 p.m. Friday, May 31, at Sage Graduate Center. The purpose of the meeting is to vote on the June degree list.

The deans and staff of the Graduate School cordially invite you to join us at a reception honoring our June 1985 graduates. The reception will be held Sunday, June 2, immediately following commencement (about 1 p.m.) in the Sage Hall Main Lounge.

of \$16,500; and the financial, insurance, and real estate sectors, which employed 120 people at a median starting salary of \$18,500.

Top employers of bachelor's degree recipients — those hiring five or more graduates — were Arthur Anderson, Digital Equipment Corporation, General Electric, General Foods, General Motors, Hyatt, IBM, Laventhol & Horwath, and Marriott.

The most popular fields of study for undergraduates going on to graduate and professional schools were medicine (20.2 percent), law (16.9 percent), and engineering (13.9 percent).

Master's degree recipients employed in the workforce at the time of the questionnaire had flocked to two primary, yet diverse fields. Just over 40 percent, or 77 of the graduates, were earning a median salary of \$30,600 in the manufacturing and industrial field; 12.5 percent, or 24 grads, were in the education, libraries, and museums category with a median salary of \$16,500.

Employers who hired three or more Cornellians with master's degrees were AT&T Technologies, Bell Communications, Data General, IBM, Laventhol & Horwath, Motorola, and Pannell Kerr Foster. Almost 45 percent of those responding were working in the New York/New England region.

Eighty-nine percent of those with master's degrees seeking further graduate study stayed at Cornell. The most popular overall fields of study were engineering, with a two-way tie for second between letters and physical sciences, other than chemistry, followed by business and management.

Copies of the study are available through the Career Center and the college career planning and placement offices.

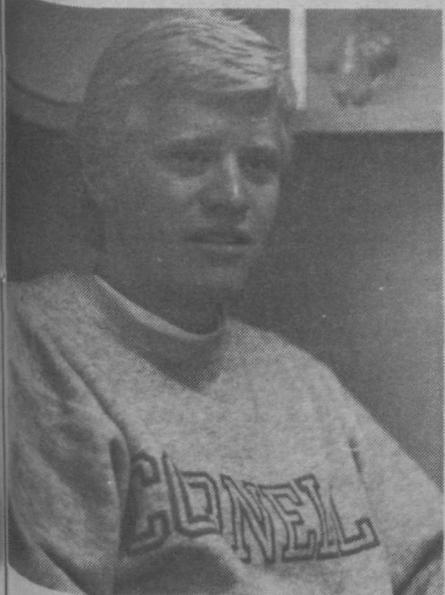
Graduates' Profiles Continued from Page 5

**Bruce and Lynn Clouser: Law School as a Team**

Under the best of circumstances, making a relationship work is a difficult task. Add to that the pressures of law school and it would be fair to say that any couple would be under stress. This year there are two Cornell law school graduates who haven't objected to the pressures on the grounds of love and marriage. Bruce and Lynn Clouser, aged 27 and 26, respectively, came to Cornell two years after graduating from Bucknell University; he as an accountant, she as a civil engineer. The son, grandson, and nephew of attorneys, it followed that Bruce would attend law school one day. It took Lynn a while longer to decide that her technical expertise

could be more creatively incorporated in her professional life if she became an attorney. The Clousers have used the busy days of the past three years to their advantage — in some cases taking classes together and almost always making the treks to the law library together. "Being married while in law school turned out to be a very positive thing. We worked together as a team," says Bruce, who was very involved in the campus intramural athletics system. Lynn, who served as a senior editor for the International Law Journal, adds, "I think it made it easier that both of us were in law school. We converse in the same language and understand the time con-

straints on each other." The two lawyers will now return to their home state of Pennsylvania where, in September, Bruce will go to work in the field of tax law for the Philadelphia firm, Rawle & Henderson; Lynn will work in the government regulation section of Philadelphia's Morgan, Lewis & Bockius. There are no immediate plans to open a Philadelphia branch of Clouser & Clouser. Both hope to eventually become partners in their respective firms. Until then, they will study for the bar exam, scheduled for July, and take a well-deserved vacation in August. Case closed.



**John Reed: Therapy Helped Lead to Architecture**

Ironically, it was partly a childhood disability that helped John Reed prepare himself for his future vocation — architecture. As a boy, 23-year-old Reed of Carlisle, Pa., had dyslexia. Therapy included looking at reversed pictures and drawing them correctly. The precision learned in the doctor's office proved useful to the budding architect. Not that Reed didn't have natural talent; he was born with a drafting pen in his hand. His grandfather was and his father is an architect, and his younger brother is studying to become one, also. Having completed five rigorous years of training, which included a summer of work in Vienna, Reed plans to attend Harvard's Graduate School of Design. Now that he is able to view the world "logically" and accept constructive criticism, this winner of the

architecture school's Charles Goodwin Sands Medal for exceptional merit for student work in architectural design is confident in his ability to compete in another atmosphere. Having empathetic classmates and role models to emulate helps when trying to steer a sure course in the world of structure and style. Reed is particularly grateful to his thesis critics, Jerry Wells, chairman of the architecture department, and professor John Miller, for "making me ask the hard questions I didn't want to ask myself about my work." When the questions and work came to be too much, Reed would exercise. "I got rid of the aggression during the day so I could draw all night." The independence and fortitude learned at

Cornell will be put to good use. Reed, following in his father's footsteps, hopes to open his own design firm. "I don't want to have to compromise or lose parts of what I consider to be a complete design. The only way to have that is to work for myself, by myself."

**Becky Greenberg: Don't Let 'Tradition' Intimidate**

Unintentional as it was, young Becky Greenberg never let "tradition" intimidate her. Otherwise, she might never have played catcher on the little league all-star team in her hometown of Parsippany, N.J., or striven to excel in math or science classes. That determination to do what she did best, despite gender biases, has helped grown-up Becky. She proudly carries the title of class valedictorian of the 1985 class in the College of Engineering. Such distinction, however, did not come without some pain. It was her father, also an electrical engineer, whom Greenberg turned to for help during her difficult freshman year when "I shouldn't allow myself to relax because college was just something to be scared of." By her sophomore year, she learned to find outlets in friends, by working as a tutor

and as a member of groups such as the Engineering Ambassadors, Tau Beta Pi, and intramural teams. Then her father died, leaving a void in the lives of Greenberg, her mother, her brother, and three sisters. "I learned after his death, says 20-year-old Greenberg with a wisdom beyond her years, "that academics is a part of life but not all of life. Death can't be reversed and living is what matters. I guess I realized it was time to put things in perspective." Thus, when Greenberg, a former exchange student in Ecuador, heard that her Ecuadorian "father" was seriously ill and had been flown to a Boston hospital for treatment, she dropped her schoolwork and stayed in Massachusetts with her second family until the crisis had passed. She still visits Ecuador when time and money allow.

It is on to the next chapter for the young scholar; that means earning a master's degree at Stanford, followed by a job with AT & T Information Systems. Ultimately, Greenberg wants to begin a family — her concession to female tradition. "After all," she concludes, "life is vital."



**Doris Ryan: Finishing a Job Started Years Ago**

After 44 years, three children, and working for what can be a pressure cooker in the New York State Assembly, Doris Ryan has learned the greatest lesson of all, "the lesson of self." Going from point A to point B wasn't an easy trip, said Ryan. But a nagging need to complete the schooling she had begun years before, and a working relationship with Stephen Johnson, director of government affairs for Cornell, convinced Ryan she should seriously consider applying to Cornell. After compromising with her fears of not being able to compete, she signed on as an extramural student. Ryan slowly adjusted herself to the rigors of study at Cornell. Then, "more or less confident" in her ability to compete, she enrolled as a full-time stu-

dent in the Department of Communication Arts in September 1982. Meanwhile, her oldest son, inspired by his mother's efforts, moved to Ithaca and began working his way into the Cornell system as an extramural student. The material sacrifices necessitated by college life and a tight budget were overshadowed by new-found communication between mother and son — "we began to talk the same language" — and a new-found sense of confidence. A Cornell Tradition fellowship and jobs in the College of Agriculture and Life Sciences and the Institute for Comparative and Environmental Toxicology, will go on Ryan's resume, as will her status as a charter member of Cornell's student chapter of the Public

Relations Society of America. Such experiences — and a degree — will attract job offers from the P.R. or government sectors, she hopes. As graduation day draws near, though, the thought uppermost in Ryan's mind is not that of work so much as it is of pride "... in myself for following through, doing it well, and getting a degree that counts for something. If I can do it, so can others."



Number 21

Please Post

May 30, 1985

# Cornell University

University Personnel Services  
Day Hall  
Ithaca, New York 14853  
607/856-8226

## 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.

Applications for employment are available at Cornell University's employment office at East Hill Plaza at the intersection of Ellis Hollow Road and Judd Falls Road in Ithaca, from 9:00 a.m. to 12:00 noon, Monday through Friday. Applications can be submitted through the mail to University Personnel Services, Staffing Services, 160 Day Hall, Ithaca, 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

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.

Position: Student Development Specialist II  
Department: Office of Instruction, Agriculture & Life Sciences

Description: Assist the Coordinator of Student Services in providing counseling services, planning and administering the activities of the office, and maintaining the faculty and student advising system for the College of Agriculture and Life Sciences.

Requirements: Bachelor's degree required. One or two years experience in human services area requiring independent decision-making; good organizational skills; strong interpersonal skills with ability to relate to student problems; ability to meet the public, make oral presentations, and write creatively; familiarity with computer and word processor desirable. Please send cover letter and resume to Ralph D. Jones by May 31, 1985.

Job Number: PA208

Position: Research Support Specialist I  
Department: Division of Nutritional Sciences

Description: Design and conduct child growth monitoring evaluation overseas for Cornell Nutritional Surveillance Program. Responsible for research design, field interviewing, and anthropometry, data analysis and assessing implications for health policy makers. Must be willing to relocate to Lesotho, Africa for the year. Full-time, regular until June 1, 1986.

Requirements: Master's degree in nutrition or epidemiology. One year experience in nutrition programs in developing countries. Please send cover letter and resume to Cynthia Smithbower by June 7, 1985.

Job Number: T208

Position: Athletic Trainer

Department: Physical Education & Athletics  
Description: Assist and oversee the daily management and operation of the Athletic Training Room; Requires the coverage of athletic teams and assisting in the rehabilitation of athletes.

Requirements: Bachelor's degree and National Athletic Training Association (N.A.T.A.) Certification required; Master's preferred. Please send cover letter and resume to Ralph D. Jones.

Job Number: PA201

Position: Athletic Trainer

Department: Physical Education & Athletics  
Description: Assist and oversee the daily management and operation of the Athletic Training Room; Requires the coverage of athletic teams and assisting in the rehabilitation of athletes.

Requirements: Bachelor's degree and National Athletic Training Association (N.A.T.A.) Certification required; Master's preferred. Please send cover letter and resume to Ralph D. Jones.

Job Number: PA202

Position: Administrative Supervisor II

Department: History  
Description: Responsible for managing all administrative and accounting—budgeting functions for the department.

Requirements: Bachelor's degree in business or equivalent. Two to three years administrative experience necessary. Applicant should be familiar with the University's administrative structure. Working knowledge of accounting and budgeting techniques and familiarity with office computers helpful. Please send cover letter and resume to Ralph D. Jones by June 7, 1985.

Job Number: PA207

Position: Director of Class Affairs

Department: Alumni Affairs  
Description: Develop and direct operational policies and plans for overall Cornell Class Programs; special units of the program involve Reunion Classes, Non-reunion Classes, and the Cornell Association of Class Officers.

Requirements: Bachelor's degree required. Five years experience in public relations, development or alumni relations. Strong organizational, communication and interpersonal skills. Cornell degree and travel required. Please send cover letter, resume and employee transfer form to Ralph D. Jones by May 31, 1985.

Job Number: PA197

Position: Residence Area Coordinator Band II

Department: Residence Life  
Description: Supervise five Residence Hall Directors, direct all staff training, coordinate program development, assist in policy development and implementation and in program budget development for an area of 1,200 graduate and undergraduate students.

Requirements: Master's degree in education or counseling, higher education administration or closely related field is desirable. Basic understanding of human development in an educational setting and three to five years live-in residential experience is essential. The successful candidate will

# Job Opportunities

Cornell University is an equal opportunity, affirmative action employer.

## Administrative/Professional

The minimum salaries listed are for recruitment purposes only.

\*Position: Director, Alumni Affairs

Department: Alumni Affairs

Description: Provide creative leadership in planning and implementing alumni involvement programs for Cornell. Responsibilities include setting goals and priorities for alumni activities; managing programs involving several thousand volunteers; influencing volunteers, administrators and faculty to lead, support or participate; coordinating central and college and unit programs; developing a plan for alumni communications.

Requirements: Bachelor's degree or equivalent required; Cornell degree strongly preferred. Strong management, communications and interpersonal skills required. Five to ten years management experience (preferably in non-profit setting) and/or experience with volunteer organization highly desirable. Knowledge of publications helpful. Please send cover letter and resume to Patricia E. Hutton by July 14, 1985.

Job Number: P211

\*Position: Director of NYS Mastitis Control Program

Department: Mastitis Control

Description: Will be responsible for directing for a field mastitis program; direct an applied research program for the NYS Mastitis Control Program; supervise field and research services and oversee fiscal and personnel matters of the state-wide program.

Requirements: Doctor of Veterinary Medicine required. Advanced training (MS and/or PhD) in infectious diseases and/or preventive medicine dealing with management and control of herd health desirable. Two years experience working with dairy cattle; experience in dairy herd health management and microbiological procedures preferred. Organization, management, mastitis research, and supervisory skills necessary.

Job Number: PA215

\*Position: Senior Research Support Specialist  
Department: Avian & Aquatic Animal Medicine - Eastport, LI (Off-Campus)

Description: Develop and implement independent and collaborative research programs dealing with infectious diseases of ducks. Participate in a program involving production and testing of duck biologics, and occasional back-up diagnostic service for the commercial duck industry.

Requirements: DVM or equivalent; or advanced degree in microbiology.

Job Number: PT212

\*Position: Senior Photographic Specialist  
Department: Publications - Geneva (Off-Campus)

Description: Assignments in graphic arts photography, scientific-industrial photography, public information photography, exhibit photography, and design. Other duties as required.

Requirements: Bachelor's degree or equivalent in photographic technology. Three years experience preferred. Versed in offset camera operations and other laboratory work. Good interpersonal skills desirable.

Minimum Starting Salary: \$16,895

Job Number: PS14

\*Position: Senior Staff Writer

Department: University Relations—News Services

Description: Write science and feature stories about Cornell research, programs, and people; respond to news media inquiries; track stories used by the media.

Requirements: Bachelor's degree in journalism, English, or related field; science courses helpful. Minimum five years full-time experience as a science / feature writer for a medium to major market newspaper, wire service, or magazine. Word processing skills helpful. Please send cover letter, resume and writing samples to David I. Stewart, News Service, 110 Day Hall, by June 20, 1985.

Minimum Starting Salary: \$16,895

Job Number: PC213

\*Position: Slide Librarian

Department: College of Architecture, Art and Planning

Description: Supervise—assign work to the Slide Library Photographer, the Assistant to the Slide Librarian and graduate assistants. Maintain Slide Library budget and slide collection; schedule projectionists; maintain equipment in classrooms and lecture halls and equipment inventory; prepare an annual report; manage the college dark-rooms. Full-time, regular position until July 31, 1986.

Requirements: Slide Library, library experience and Art or Architectural History background necessary. Previous administrative experience preferable. Knowledge of photographic techniques and reading ability in German, French, and Italian desirable. Please send cover letter and resume to Esther L. Smith by June 14, 1985.

Minimum Starting Salary: \$13,625

Job Number: PC216

\*Position: Technical Consultant III (Repost)

Department: Theory Center

Description: Coordinate educational and training activities to aid researchers using Cornell's Production Supercomputer Facility. Plan workshops to be held both on campus and nationally. Prepare documentation and instructional materials for supercomputer users.

Requirements: Bachelor's degree or equivalent combination of education and experience. Master's degree or equivalent preferred. Three to five years related experience. Strong written and oral communications skills and demonstrated teaching ability. Mainframe computing experience, preferably on Cornell's IBM mainframe systems. Ability to work closely with scientific researchers. Please send cover letter and resume to Cynthia Smithbower.

Job Number: PT185

\*Position: Systems Programmer—Analyst III (Repost)

Department: Theory Center

Description: Under general supervision, be responsible for system analysis, design, programming and documentation for a large variety of projects. Will be the major source of software support and technical leadership for both users and other Theory Center staff.

Requirements: Bachelor's degree or equivalent combination of education and experience. Master's degree or equivalent preferred. Three to five years experience. Strong technical and communications skills. Wide range of programming experience utilizing many languages. Considerable knowledge of the internal operations of operating

systems, especially MVS. CCS operations or operating systems experience preferred. Excellent writing skills. Please send cover letter and resume to Cynthia Smithbower.

Job Number: PT186

Position: Applications Programmer—Analyst II

Department: University Admissions Office

Description: Design, develop, modify, maintain and document straightforward applications software in support of a major administrative system under direct supervision. Develop interfaces from this system to micro computers for local processing. One and one-half to two year appointment.

Requirements: Bachelor's degree or equivalent with computer-related courses. Knowledge of applications for interactive and batch administrative systems, data base management systems, machine architecture, system utility programs, VM—CMS. Knowledge of at least two languages - PL—1, Natural, COBOL, Mark IV. Knowledge of at least two micro computers - Apple Macintosh, IBM PC, Hewlett Packard Touch Screen, or DEC Rainbow and associated software. Please send cover letter and resume to Cynthia Smithbower.

Minimum Starting Salary: \$18,000

Job Number: PT204

Position: Assistant Director

Department: Cornell Dining

Description: Plan, manage and oversee all service, production, personnel and financial aspects of multiple dining operations; assist director in setting policies, guidelines and standards; perform staff assignments and projects.

Requirements: Bachelor's degree plus three to five years experience or equivalent combination of related education and experience is required. Extensive management experience in food science industry is essential. Please send cover letter and resume to Ralph D. Jones by June 7, 1985.

Job Number: PA206

Position: Dining Manager II

Department: Cornell Dining

Description: Plan and manage all service, production, personnel and financial aspects of a full service vending operation and two cash ala carte dining operations.

Requirements: Associate's degree plus two years food service management experience or combination of related education and experience. Please send cover letter and resume to Ralph D. Jones by June 7, 1985.

Job Number: PA205

Position: Systems Manager

Department: Cornell Dining

Description: Plan, supervise and coordinate the development, implementation and maintenance of the department's Management Information System.

Requirements: Bachelor's degree or equivalent. Extensive computer and systems knowledge including considerable experience in implementation of major system is essential. Must be able to program in Basic plus one other high-level language. Knowledge of interactive administrative systems preferred. Familiarity with the Honeywell DP6 mini computer and IBM PC helpful. Background in the food service industry desired. Please send cover letter and resume to Cynthia Smithbower by June 15, 1985.

Job Number: PT203

possess highly developed multicultural programming, staff selection, counseling, communication, training and supervisory skills. Please send cover letter and resume to Ralph D. Jones by May 31, 1985.  
Job Number: PA199

Position: Director of Fiscal & Staff Services  
Department: Statler Inn  
Description: Responsible to the General Manager for the effective and efficient operation of Statler Inn, including personnel support services, the fiscal transactions and the accountability of funds and materials acquired or used by Statler Inn departments.

Requirements: Bachelor's degree in business or accounting required; Master's degree preferred. Experience in the hospitality industry and fund accounting desirable; must be high-energy individual, computer literate, who seeks expanded career opportunities. Please send cover letter and resume to Ralph D. Jones by June 15, 1985.  
Job Number: P1910

Position: Assistant Coordinator of Education  
Department: Herbert F. Johnson Museum of Art

Description: Assist the Coordinator of Education in planning, development, implementation and evaluation of museum's education programs.  
Requirements: Bachelor's degree in related area—museum education or equivalent. Previous teaching experience in museum education and—or art related programs is necessary. Good interpersonal and communication skills required. Ability to work independently. Willingness to work flexible hours. Please send cover letter and resume to Ralph D. Jones.

Minimum Starting Salary: \$13,625  
Job Number: PA198

Position: Administrative Manager I  
Department: International Agriculture  
Description: Under general supervision, responsible for management activities including administrative duties in the areas of personnel, budget and accounting. Provide staff support to Directors as requested.

Requirements: Bachelor's degree. One to three years administrative office supervisory responsibility and three to five years accounting—budget experience. Good verbal and written communication skills. Knowledge of Cornell accounting system helpful. Experience with computerized accounting and database management techniques preferred. Please send cover letter and resume to Ralph D. Jones by May 31, 1985.  
Job Number: PA193

Position: Student Development Specialist III (Repost)

Department: Career Center  
Description: Will serve as a career counselor providing individual career counseling to college students, supplemented by vocational interest inventories to help students explore their interests, values, and abilities in formulating their academic and career plans.

Requirements: Master's degree in counseling, psychology or related area. Experience in career counseling of college students; knowledge of vocational interest inventories, particularly the Strong-Campbell. Please send cover letter and resume to Ralph D. Jones by May 31, 1985.  
Job Number: PA1911

Position: Administrative Manager I  
Department: University Admissions Office

Description: Assume responsibility for the direction of administrative and financial areas of the unit, including payroll, purchasing, budgeting, and the management of departmental accounts, the inventory of supplies and materials, the coordination of all searches for new staff and the processing and maintenance of all personnel records, and the supervision of all clerical (non-processing) staff. Also prepare statistical reports detailing admissions activity as well as the University Admissions master calendar and will be responsible for supervising the UAO receptionists. The Administrative Manager will report directly to the Director of University Admissions. This position will sometimes require evening and weekend work.

Requirements: Bachelor's degree or equivalent. Three years administrative or supervisory experience. Knowledge of finance, accounting, budgeting and personnel policy. Excellent communication, organizational and interpersonal skills required. Computer and word processing familiarly helpful. Internal (Cornell) candidates only. Please send cover letter, resume and employee transfer form by May 31 to Ralph D. Jones.  
Job Number: PA196

Position: Health Associate I  
Department: University Health Services

Description: Using health associate physician approved guidelines, provide primary health care to university students, faculty and staff members. Emphasis is placed on continuity of care, health education, health maintenance and preventive care.

Requirements: New York State RN—PA license and a graduate of an accredited RN—PA program required. Experience and professional certification preferred. Please send cover letter and resume to Ralph D. Jones by June 30, 1985.  
Job Number: PA191

Position: Physical Therapist  
Department: University Health Services

Description: Evaluate and treat orthopedic and sports related problems. Responsible for planning and implementing physical therapy programs for referred patients. Maintain appropriate records in compliance with ethical and legal standards. Participate in in-service programs as appropriate. Participate in ongoing projects.

Requirements: Bachelor's degree or equivalent. Registered Physical Therapist in New York State required. Certification by National Athletic Trainer's Association preferred. Please send cover letter and resume to Ralph D. Jones by June 15, 1985.  
Job Number: PA1913

Position: Accountant I (Repost)  
Department: Electrical Engineering

Description: Work on special projects under the direction of the Administrative Manager. Update sponsored research accounts; develop inventory control system for school and internal budgets for school accounts. Regular, full-time one year from appointment date.

Requirements: Associate's degree in accounting or related field. At least two year's financial experience, preferably with sponsored research accounting at Cornell. Ability to work independently. Experience using Lotus 1-2-3 and—or dBase III on IBM PC. Please send cover letter and resume to Esther L. Smith by May 31, 1985.  
Minimum Starting Salary: \$13,625  
Job Number: PC194

Position: Development Officer  
Department: Johnson Graduate School of Management

Description: Plan, develop and implement annual fund drive to obtain support from private sources. Plan publications and financial reports. Coordinate School's drive with University Development Office.

Requirements: Bachelor's degree required; Master's degree preferred. Five years fund raising experience required. Good knowledge of computing and knowledge of Cornell desirable. Please send cover letter and resume to Ralph D. Jones.  
Job Number: PA159

Position: Design Engineer  
Department: Buildings & Properties, Geneva (Off-Campus)

Description: Responsible for supervising and implementing the design, preparation of plans, layouts, specifications, budget estimates for construction, renovation and installation of complex systems and equipment in the physical plant and research facilities.

Requirements: Bachelor's degree in mechanical engineering or equivalent combination of education and experience required. Three to five years actual experience in design and implementation of mechanical systems and equipment in physical plant facilities is required. Computer experience is preferred. Please send cover letter and resume to Ralph D. Jones by June 3, 1985.  
Job Number: PA183

### Clerical

**All applicants interested in positions requiring typing must take an official University test. Tests are given on Monday and Wednesday at 8:00 A.M. in Room 337, Statler Hall. Please contact Staffing Services for an appointment.**

\*Position: Administrative Aide, GR22  
Department: University Counsel  
Description: Provide administrative support for two litigation attorneys. Maintain filing system; prepare legal documents, memoranda and correspondence. Some bookkeeping. Other duties as assigned. Occasional overtime.

Requirements: Associate's degree in business or equivalent; concentration in law preferred. Heavy typing. Minimum three to five years work experience in law and—or administrative office (law office preferred). Experience in litigation matters preferred. Memory typewriter and Apple—Mac PC experience desirable. Excellent secretarial skills. Confidentiality essential. Typing 60 WPM plus shorthand preferred. Please send cover letter

and resume to Esther L. Smith by June 10, 1985.  
Minimum Starting Salary: \$13,141  
Job Number: C2111

\*Position: Administrative Aide, GR21  
Department: Computer Services  
Description: Responsible for distributing and tracking microcomputers and data communications equipment sold by Network Communications. Handle maintenance calls and coordinate repairs.

Requirements: Associate's degree in business or equivalent. Light typing. Strong interpersonal and communication skills. Ability to understand and apply technical details related to microcomputers and data communications technology. Ability to work under pressure and handle several tasks at once. Previous customer service experience helpful. Will involve lifting heavy (up to 50 lbs.) boxes. Please send cover letter and resume to Esther L. Smith by June 7, 1985.  
Minimum Starting Salary: \$12,469  
Job Number: C218

\*Position: Secretary, GR20  
Department: Public Affairs Regional Offices - Cleveland, OH (Off-Campus)

Description: Type correspondence, forms, vouchers and other materials; keep records, provide file maintenance and receptionist duties; handle meeting and travel arrangements for Director of North Central Regional Offices; handle special projects as needed; interaction by phone and in person with alumni.

Requirements: Associate's degree in secretarial science or equivalent. Medium typing. At least two to three years secretarial experience. Excellent organizational, interpersonal and communication (written and oral) skills. Must have ability to work independently. Experience with IBM XT or equivalent desirable.  
Minimum Starting Salary: \$11,739  
Job Number: C217

\*Position: Administrative Aide, GR20  
Department: Public Affairs—Vice President for Public Affairs

Description: Provide support to Assistant Vice President for Public Affairs and Staff Associate. Edit and type large volume of reports and correspondence; draft and type memos and correspondence; handle confidential information; aid in planning and execution of special events for Public Affairs in conjunction with the President's office; assist in setting up all Public Affairs workshops and seminars.

Requirements: Associate's degree or equivalent. Medium typing. Minimum two to three years of office experience required. Memory typewriter skills preferred. Excellent interpersonal skills and ability to work with important friends of Cornell. Strong service orientation. Ability to handle confidential material. Strong administrative secretarial skills required.  
Minimum Starting Salary: \$11,739  
Job Number: C2112

\*Position: Administrative Aide, GR20  
Department: Division of Summer Session, Extramural Study and Related Programs

Description: Assist in the administration of all aspects of the department of programs in professional education and summer session special programs. Maintain mailing lists and registration records; answer inquiries by mail and telephone; responsible for all aspects of program registration; initiate and maintain contact with Cornell faculty; supervise and delegate work assignments; maintain and implement computerization process. Other duties as assigned.

Requirements: Associate's degree in executive secretarial science or equivalent. Medium typing. Strong interpersonal and communication (written and oral) skills required, including excellent telephone manner. Familiarity with Cornell campus and academic programs highly desirable. Experience with word processing on IBM PC; Word Perfect experience preferable. Driver's license necessary.  
Minimum Starting Salary: \$11,739  
Job Number: C213

\*Position: Secretary, GR18  
Department: State Programs Office

Description: Provide secretarial—receptionist support to the Director and Assistant Director of State Programs Office. Assist and interact with approximately 150 Opportunity Program students; type and operate word processor; make travel arrangements; receive office visitors. Other duties as assigned.

Requirements: High school diploma or equivalent. Business or secretarial school desirable. Heavy typing. At least one to two years related experience. Strong interpersonal and communication

skills. Word processing experience desirable.  
Minimum Starting Salary: \$10,500  
Job Number: C211

\*Position: Personnel Assistant, GR18  
Department: University Personnel Services  
Description: Process Endowed and Statutory Academic and Non-Academic Payroll Authorization forms; prepare computer input. Other duties as assigned.

Requirements: High school diploma or equivalent. Light typing. Use of computer terminal. Knowledge of Cornell budget, accounting, and payroll systems. Excellent organizational, interpersonal and communication skills. Confidentiality essential.  
Minimum Starting Salary: \$10,500  
Job Number: C216

\*Position: Office Assistant, GR18  
Department: Division of Summer Session, Extramural Study and Related Programs

Description: Provide clerical, logistical and research support to the Director, Programs in Professional Education, Program Coordinator, Administrative Aide, and to the Department's programs. Operate word processor; file; make appointments; screen incoming calls; sort mail; manage printed information; run errands.

Requirements: High school diploma or equivalent. Business or secretarial school desirable. Medium typing. At least one to two years office and word processing experience. Excellent organizational, interpersonal and communication skills. IBM PC and Word Perfect experience preferable.  
Minimum Starting Salary: \$10,500  
Job Number: C212

\*Position: Stacks Assistant, GR16  
Department: Olin Library - Access—Circulation

Description: Under the direction of the Administrative Supervisor for Collection Management, maintain the book stacks of the library. Primary duties include shelving a large volume of materials; process incoming serials on a daily basis; maintain an orderly academic environment. Other duties include staffing the library security desks and working in Olin's book repair workshop.

Requirements: High school diploma or equivalent. Familiarity with libraries and an academic setting. Some public service experience desirable.  
Minimum Starting Salary: \$9,494  
Job Number: C219

\*Position: Office Assistant, GR15  
Department: Graphic Purchasing Services

Description: Provide receptionist support. Answer phone; receive customers and salespeople; general typing; process incoming mail; general copying functions; assist in preparation and processing of billing. Other clerical duties as assigned.  
Requirements: High school diploma or equivalent. Light typing. Strong organizational, interpersonal and communication skills required, including excellent telephone manner. Some experience in dealing with public.  
Minimum Starting Salary: \$9,041

Position: Dean's Office Secretary, GR20  
Department: Law School

Description: Provide secretarial and accounting support to the Law school's dean's office and building manager and the school's director of finance and personnel. Word processing; reception; vouchers, budget, quarterly reports, and payroll backup; filing; record keeping.

Requirements: Associate's degree or equivalent. Heavy typing. Word processing and accounting experience desirable. Strong verbal and written communication skills. Ability to work well with others.  
Minimum Starting Salary: \$11,739  
Job Number: C206

Position: Secretary, GR20  
Department: Public Affairs Regional Offices, New York City (Off Campus)

Description: Type correspondence, forms, vouchers and other materials; schedule appointments, maintain event calendar and assist in meeting arrangements, assist at public affairs events occasionally; interaction via phone and in person with alumni. Monday - Friday, 35 hours a week.

Requirements: High school diploma or equivalent. Secretarial school desirable. Medium typing. At least two to three years secretarial experience. Excellent organizational, interpersonal and communication (written and oral) skills.  
Minimum Starting Salary: \$11,739  
Job Number: C208

Position: Secretary, GR19  
Department: Career Center—Sage Hall

# Job Opportunities

## Continued from Page 13

**Description:** Provide secretarial support for Special Programs, such as Career Fair, on-campus recruiting, registration, etc., arrange staff meetings and seminars—workshops; compile and prepare office statistics; general word processing of correspondence and reports. Other duties as assigned.

**Requirements:** High school diploma or equivalent. Business or secretarial school desirable. Heavy typing. Word processing skills desirable. Previous work experience in a fast-paced office. Strong organizational, interpersonal and communication (written and oral) skills. Ability to work under pressure and with minimal supervision.  
Minimum Starting Salary: \$11,125  
Job Number: C2014

**Position:** Administrative Aide, GR19  
**Department:** Career Center—Barnes Hall  
**Description:** Provide secretarial support to three professional staff. Prepare client files; handle billing, appointment calendar, and typing (50), other 50 is testing technician: administer, score, profile standardized tests; keep statistical data; compute means, standard deviations, and percentiles.

**Requirements:** High school diploma or equivalent. Business or secretarial school desirable. Medium typing. Strong interpersonal, communication, and organizational skills required. Accuracy, attention to detail, and confidentiality essential. Knowledge of educational testing desirable.  
Minimum Starting Salary: \$11,125  
Job Number: C2013

**Position:** Accounts Assistant, GR19  
**Department:** Veterinary Medical Teaching Hospital

**Description:** Post hospital accounts using computer terminal; verify and reconcile accounts with the State Finance and Business Office; generate and interpret reports in coordination with the financial manager using financial and other data as needed.

**Requirements:** Associate's degree in accounting or equivalent. Light typing. Familiarity with computer input. Knowledge of general office procedures. Familiarity with Cornell University accounting system preferred.  
Minimum Starting Salary: \$11,125  
Job Number: C201

**Position:** Secretary, GR18  
**Department:** Career Center—Barnes Hall  
**Description:** Handle telephone calls, take messages and make appointments for four professional staff members. Handle office traffic including clients, recruiters, and those seeking information regarding counseling, credentials, health careers, professional, graduate and placement exams, and recruiting. Other duties as assigned.

**Requirements:** High school diploma or equivalent. Business or secretarial school desirable. Light typing. Strong interpersonal, communication, and organizational skills. Ability to work under pressure. Accuracy and confidentiality essential.  
Minimum Starting Salary: \$10,500  
Job Number: C2012

**Position:** Word Processing Operator, GR18  
**Department:** Agricultural Economics  
**Description:** Word processor operator to work in small group environment. Arrange travel; maintain files; coordinate mailings; transcribe dictation, provide backup for other support people. Full-time, regular, continuation contingent on funding.

**Requirements:** High school diploma or equivalent. Business or secretarial school desirable. Heavy typing. At least one to two years experience. Strong interpersonal and communication skills to work in team environment. Strong secretarial and typing skills required. Initiative, thoroughness and attention to detail are essential.  
Minimum Starting Salary: \$10,500  
Job Number: C202

**Position:** Building Attendant, GR16  
**Department:** Circulation—Olin  
**Description:** Perform library security functions, including working at the exit and stacks control desks. Responsible for opening, closing, and making regular tours of the building, also performs a variety of collection maintenance tasks such as shelving, inventory, and book repair. Full-time, regular position. Monday - Thursday, 12:00 p.m. - 8:30 p.m.; Sunday, 12:30 p.m. - 8:00 p.m.

**Requirements:** High school diploma or equivalent. Ability to work effectively with a variety of people at a public service desk. First aid training desirable.  
Minimum Starting Salary: \$9,494  
Job Number: C205

**Position:** Circulation Assistant—Building Attendant, GR16 (Repost)

**Department:** Circulation - Uris Library  
**Description:** Inspect knapsacks, briefcases, books, etc. of exiting patrons; answer general questions; perform a variety of clerical duties as assigned; prepare bills for bursar, collections, etc.; may assist with weekly overdue notices. Other duties as assigned. Monday - Friday, some weekend and evening hours.

**Requirements:** High school diploma or equivalent. Medium typing. Ability to work with a variety of people at a public service desk. Knowledge of basic accounting - billing procedures.  
Minimum Starting Salary: \$9,494  
Job Number: C166

**Position:** Administrative Aide, GR21 (Repost)  
**Department:** Africana Studies & Research Center

**Description:** Provide administrative and secretarial support to the Director of AS&RC. Type correspondence; assist with budget; supervise and train clerical staff as needed; handle special projects as assigned.

**Requirements:** Associate's degree or equivalent in education, experience and training. Medium typing. At least three to five years administrative experience. Excellent organizational, interpersonal and communication skills. Knowledge of accounting, budgeting, word processor or computer helpful. Supervisory experience desirable. Please send cover letter and resume to Esther L. Smith.  
Minimum Starting Salary: \$12,469  
Job Number: C1810

**Position:** Circulation—Reserve Supervisor, GR20 (Repost)

**Department:** Veterinary Library  
**Description:** Coordinate the daily operation of the Circulation—Reserve Desk and perform various circulation functions. Searches missing items; bills fines and replacements; maintains the reserve collection and stacks; staff the Circulation—Reserve Desk and answers directional and informational questions; trains and oversees 12 student assistants; coordinates non-ILL photocopy service.

**Requirements:** Bachelor's degree or equivalent experience and/or training. Light typing. Strong public service orientation essential. Previous library experience highly desirable. Ability to accurately perform and organize detailed work. Strong communication and interpersonal skills.  
Minimum Starting Salary: \$11,739  
Job Number: C4913

**Position:** Senior Special Collections Assistant, GR20 (Repost)

**Department:** History of Science - Olin Library  
**Description:** Catalog rare books using existing catalog copy; catalog special rare books such as manuscripts and graphics; provide specialized information service; supervise reading room and circulation; make decisions about binding and preservation; search bibliographic records; maintain departmental catalogs; other special projects as appropriate.

**Requirements:** Bachelor's degree or equivalent in the humanities and/or the sciences. Excellent reading knowledge of French; reading knowledge of Latin desirable. Ability to work independently and to interact effectively with graduate students, faculty and visiting scholars required. Initiative and a willingness to perform complex tasks in which sensitivity to detail and accuracy is necessary. Appreciation of the nature and significance of rare books. Ability to provide information service for collection users in their research needs.

**Minimum Starting Salary:** \$11,739  
**Job Number:** C024

## General Service

**\*Position:** Animal Attendant, S021  
**Department:** Poultry & Avian Sciences (Statutory)

**Description:** Responsible for health, welfare (daily care) of research laboratory animals being raised and maintained in support of genetics, physiology, nutrition, food science and extension research projects - Mid-Line Supervisor at Poultry Farm. Collect and record experimental data (as required for each project). Animal facilities and equipment maintenance and care.

**Requirements:** Associate's degree in animal science or equivalent combination of education and experience. Five to six years of experience working with animals in a research facility. Have or obtain AALAS accredited Animal Technician certification, pesticide application certification, NYS driver's license, and NYS Red Label certification.  
Minimum Starting Salary: \$6.42—hour  
Job Number: S212

**\*Position:** Custodian, SO16  
**Department:** Care of Buildings (Endowed)  
**Description:** Provide general maintenance and custodial care of building and grounds in immediate vicinity of assigned area. Monday - Thursday, 6:00 a.m. - 2:30 p.m.; Friday, 6:00 a.m. - 1:30 p.m.

**Requirements:** Ability to use a variety of heavy power operated equipment, climb an 8' ladder and lift 50 lbs.  
Minimum Starting Salary: \$4.47—hour  
Job Number: S211

**\*Position:** Custodian - Group Leader, SO17 (Repost)

**Department:** Residence Life - West Campus (Endowed)  
**Description:** Coordinate and assign all project work. Keep inventory records and issue supplies. Assist Housekeeping Supervisors with daily housekeeping operations. Monday - Thursday, 7:30 a.m. - 4:00 p.m.; Fridays, 7:30 a.m. - 3:00 p.m.

**Requirements:** High school diploma or equivalent. Supervisory experience helpful. Excellent organizational skills and record keeping. Excellent interpersonal skills to work with students, staff and visitors.  
Minimum Starting Salary: \$4.69—hour  
Job Number: S172

**Position:** Clinic Aide, SO15  
**Department:** Veterinary Medical Teaching Hospital (Statutory)

**Description:** Prepare linen for sterilization used in operating room. Package materials used for dressings in surgery and treatment room. Monday - Friday, 8:00 a.m. - 5:00 p.m.  
**Requirements:** High school diploma or equivalent.  
Minimum Starting Salary: \$4.63—hour  
Job Number: S203

**Position:** Sales Executive  
**Department:** WHCU Radio (Endowed)  
**Description:** Advertising sales for WHCU Radio Station. Some typing, salary, commission and expenses. Monday - Friday, 8:30 a.m. - 5:00 p.m.  
**Requirements:** Associate's degree in communication or business preferred. Some typing and car essential. Copy writing helpful and two years sales experiences.  
Job Number: S202

## 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:** Electronic Technician, GR24  
**Department:** Computer Services - NetComm  
**Description:** Responsible for installing and providing maintenance on computer terminals, personal computers, and on the Data Communications Network that links this equipment to large computers.

**Requirements:** Associate's degree in electronics or related field. Theoretical and practical knowledge of digital and analog circuits and of computer hardware and software technology pertaining to data communications. Three to four years experience diagnosing and repairing problems with computer terminals and data communications equipment. Please send cover letter and resume to Cynthia Smithbower by June 10, 1985.  
Minimum Starting Salary: \$14,779  
Job Number: T211

**\*Position:** Technician, GR22  
**Department:** Horticultural Sciences - Geneva (Off-Campus)

**Description:** Execute experiments involving recombinant DNA and plant transformation related to the genetic engineering of certain parasite resistance into crop plants. Duties include bacterial and plant transformation, screening—isolating—testing plant transformants, DNA extraction and purification as well as analysis, electrophoresis and southern hybridization. May include involvement in research planning.

**Requirements:** Bachelor's degree with some work experience; Master's preferred. Lab experience in molecular biology required. Ability to

work independently.  
Minimum Starting Salary: T212

**Position:** Environmental Safety Technician, GR23

**Department:** Environmental Health  
**Description:** Perform routine inspections of workplaces to evaluate health hazards, investigate reports of possible health hazards; perform environmental sampling, and maintain instruments.  
**Requirements:** Associate's degree or equivalent. Bachelor's degree or equivalent preferred, with coursework in chemistry, biology, or engineering. Some laboratory experience as well as health and safety training desirable; good interpersonal skills essential. Apply by June 7, 1985.  
Minimum Starting Salary: \$13,928  
Job Number: T202

**Position:** Technician, GR21  
**Department:** Applied & Engineering Physics  
**Description:** Operate vertebrate cell culture facility; provide technical advice, service and cells for clients of Center. Maintain and establish living cell cultures; provide cells for research, maintain the facility, obtain supplies and carry out experiments with tissue culture cells. Perform various biochemical assays, fluorescence staining and microscopic recording, and participate in experiments for ongoing membrane biophysics research.  
**Requirements:** Bachelor's degree or equivalent in cell biology or biochemistry. Knowledge and hands-on experience with vertebrate cell tissue culture necessary. Some experience with biochemical, biophysical and immunological procedures, fluorescence photomicroscopy, photographic dark-room techniques and minicomputer use would be helpful.  
Minimum Starting Salary: \$12,469  
Job Number: T205

**Position:** Technician, GR20  
**Department:** Division of Nutritional Sciences  
**Description:** Isolate, maintain and characterize plant tissue cultures with improved amino acids. Prepare stock solutions and media, transfer cultures aseptically, extract amino acids, and prepare extractions for amino acid analyzer. Full-time, regular until September 30, 1985; renewal contingent on continued funding.  
**Requirements:** Bachelor's degree in chemistry, biology or a related field or equivalent. Experience with basic lab equipment such as (pH) meter, fraction collectors, spectrophotometer and scintillation counter. Apply by June 7, 1985.  
Minimum Starting Salary: \$11,739  
Job Number: T207

**Position:** Technician, GR19  
**Department:** Ecology and Systematics  
**Description:** Perform starch gel electrophoresis including: pouring gels, dissections, tissue homogenizing, cutting gels, and glassware washing. Duties also include data processing, ordering chemicals, xeroxing and library searches.  
**Requirements:** Bachelor's degree or equivalent in biological sciences. General laboratory procedures. Preferably with experience in horizontal starch gel electrophoresis of salmonids. Apply by June 7, 1985.  
Minimum Starting Salary: \$11,125  
Job Number: T209

**Position:** Technician, GR19  
**Department:** Entomology - Geneva, NY  
**Description:** Perform assays of the interactions of neurotoxic insecticides with possible sites of action in nerve membrane preparations.  
**Requirements:** Bachelor's degree in biology or chemistry or Associate's degree in biology or chemistry with two to three years of practical experience. Training or practical experience in the use of radioisotopes in biological research.  
Minimum Starting Salary: \$11,125  
Job Number: T204

**Position:** Technician, GR19  
**Department:** Biochemistry, Molecular & Cell Biology  
**Description:** Carry out isolation, labeling and sequence analysis of DNA.  
**Requirements:** Bachelor's degree or equivalent in biochemistry or microbiology. At least 6 months of research experience with general biological and biochemical procedures.  
Minimum Starting Salary: \$11,125  
Job Number: T203

**Position:** Technician, GR18  
**Department:** Division of Nutritional Sciences  
**Description:** Perform standard biochemical procedures for research involving the study of fat-

tors affecting the amino acid and protein composition of plants. Full-time, regular until September 30, 1985; renewal contingent on continued funding.

Requirements: Bachelor's degree in biochemistry, chemistry, or a related field or equivalent. Knowledge of standard biochemical equipment (e.g. spectrophotometer, liquid scintillation counter) and procedures (e.g. colorimetric procedures) preferred. Apply by June 7, 1985.

Minimum Starting Salary: \$10,500  
Job Number T206

### Part-time

\*Position: Evening Supervisor, GR18  
Department: Engineering Library

Description: Under general supervision of Circulation—Reserve Supervisor, oversee all circulation—reserve activities during evening hours. Responsible for training and supervising student assistants; provide information services; photocopy maintenance and closing of building. Other duties as assigned (shelving and catalog maintenance duties). 20 hours per week; evening hours during academic year; afternoons and evenings in summer.

Requirements: Associate's degree or equivalent; Bachelor's desirable. Organizational and supervisory skills. Public-service background. Library experience strongly desirable.

Minimum Starting Salary: \$10,500—annual equivalent  
Job Number: C2110

\*Position: Electronic Technician, GR22 (Respost)  
Department: Theoretical and Applied Mechanics

Description: Maintain and repair departmental equipment; electrical, mechanical, microcomputer, and audio visual. Provide technical support for

teaching assistants during teaching labs. Procure materials and repair parts; move equipment and furniture; fabricate new teaching lab apparatus; set-up and maintain existing apparatus.

Requirements: Associate' degree in electronics or equivalent. Basic mechanical skills, machine shop practices, electronic trouble-shooting, micro-computer basics. Several years experience in equipment repair and maintenance.

Minimum Starting Salary: \$13,141—annual equivalent  
Job Number: T092

Position: Secretary, GR20  
Department: Public Affairs Regional Offices, Houston, TX (Off-Campus)

Description: Type correspondence, forms, vouchers and other materials; keep records; provide file maintenance and receptionist duties; handle meeting and travel arrangements for Director of Southwest Regional Office; handle special projects as needed; interaction via phone and in person with alumni. Thirty hours a week.

Requirements: High school diploma or equivalent. Secretarial school desirable. Medium typing. At least two to three years secretarial experience. Excellent organizational, interpersonal, and communication (written and oral) skills.

Minimum Starting Salary: \$11,739—annual equivalent  
Job Number: C207

Position: Records Assistant, GR16  
Department: Catalog—Olin Library

Description: Participate in project to convert catalog records in sciences and technology into machine readable form using RLIN system; input original catalog records into RLIN; photocopy catalog cards; sort and file worksheets; stamp shelf list cards. Monday - Friday, 20 hours per week.

Requirements: High school diploma or equivalent. Medium typing. Ability to perform detailed and repetitive work accurately. Knowledge of computer input helpful. Some office experience

helpful. Familiarity with at least one foreign language.

Minimum Starting Salary: \$9,494—annual equivalent  
Job Number: C2011

Position: Teaching Support Specialist II  
Department: Western Societies Program

Description: Supervise the planning and implementation of instruction directly sponsored by the Western Societies Program and taught within regular academic departments. Includes supervision of Teaching Assistants, co-ordination of course logistics and field work components. Serve as undergraduate student advisor for European Studies students; assist students studying and interning abroad. 20 hours per week, one academic year appointment.

Requirements: Bachelor's degree with background in Western Europe (history, government, language) required. Graduate degree preferred but not required. Work experience at Cornell required. Fluency in at least one modern European language helpful. Please send cover letter and resume to Ralph D. Jones by May 31, 1985.

Job Number: PA187

### 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 in the clerical area, please contact Tambi Benzon at 256-5226 ext. 266; in the general service area, please contact Sharon Warunek at 273-1179. Temporary opportunities in**

**the technical field are posted here, and applications are made with a general application, cover letter and resume.**

\*Position: Secretary, GR18  
Department: NYC Cooperative Extension (Off-Campus)

Description: Type and edit letters, memorandums, reports and educational materials. Act as receptionist, answer telephone inquiries regarding program; assist staff in scheduling and making arrangements for meetings and conferences; duplicate, collate materials and prepare folders needed for workshops and meetings; maintain and process petty cash, invoices and travel requests; maintain an accounting of funds expended and multiple files relative to programs. Order educational resources as needed. 22.5 hours per week until April 10, 1986, extension contingent upon funding.

Requirements: High school diploma or equivalent. Business or secretarial school desirable. Medium typing. One year secretarial work experience.

Minimum Starting Salary: \$10,500—annual equivalent  
Job Number: C215

Position: Temporary Staff Writer  
Department: Food Science

Description: Do library research on specific scientific topics, particularly nutritional aspects of fatty acids and—or food protein chemistry; conduct literature searches and collate publications; summarize scientific publications; assemble written overviews and write summaries. Monday - Friday, 20-25 hours per week. Three to six month position.

Requirements: Bachelor's or Master's degree in biological sciences—chemistry. Medium typing. Some research experience in appropriate areas. Evidence of writing ability. Competence in word processing (IBM).

Minimum Starting Salary: \$6.00—hour  
Job Number: C204

## User-Comfortable Computing Goal of Conference

Making computers understandable to a new generation of users is one theme of the fourth international Conference on Systems Documentation here June 18-21.

Sponsored by the Association for Computing Machinery, the Special Interest Group for Systems Documentation and Cornell Computer Services, the conference will include participants from government, industry and universities in West Germany, Brazil, Mexico, India and Canada, as well as the United States.

The conference is open to the general public for a registration fee.

"We are seeing a proliferation of all kinds of computers and they will soon be as com-

monly used as pencils have been," according to Diana Patterson, chairman of SIGDOC and president of SYSDOC International, Inc., of Toronto. "Before people can become really comfortable with the computer, they will have to understand how it works in the context of their lives and their jobs."

"As a result, there is a greater need than ever before for good documentation," Patterson said. "Everybody needs documentation, not just programmers."

Computer system documentation is the "proof" that computer programs can perform specific functions, explains Mary Margaret Fischer, conference chairman and staff writer for Cornell Computer Services. "Doc-

umentation is the evidence that analysis was done, that the system hangs together, and that even a child can make software work by following examples."

Session topics include humans and computers, automatic documentation, training, networks, use of human language, and graphics and text. Among titles of scheduled presentations are "Metaphors for Comprehension," "From Pencils and Paste-ups to VDTs and the Integrated Page," and "If Writers Can't Program and Programmers Can't Write, Who's Writing User Documentation?"

Keynote speaker at the conference is Kenneth M. King, vice provost for computing at

Cornell and one of the principal investigators in the recently established supercomputer facility at Cornell, the Center for Theory and Simulation in Science and Engineering.

During the conference, the Joseph C. Rigo Award for significant contributions to international documentation will be presented to Sergio Figueroa, director of the Division of Science and Engineering at the Universidad Autonoma Metropolitana, Mexico City.

More information on the conference and registration materials are available from Mary Margaret Fischer, G-08 Uris Hall, Cornell University, Ithaca, N.Y. 14853-7601, or by calling (607) 256-4981.

## Commencement

Continued from Page 1

also be part of the one-hour convocation program.

Several faculty and staff members at the university will conduct a separate convocation for graduating students involved in the investment protests on campus this spring. It is scheduled from 2 to 4 p.m. Saturday, June 1, in Anabel Taylor Auditorium.

ROTC commissions will be awarded at 8 a.m. Sunday, June 2. The breakdown includes 29 Army, 24 Navy, 1 Marine Corps, and 25 Air Force Commissions. The Cornell Wind Ensemble, under the direction of Mar-

ice Stith, will provide music for the ceremony, which will take place in Alice Statler Auditorium. Honored guests will include the

speaker, Rear Admiral Robert H. Shumaker, a Vietnam veteran and former P.O.W.

who now serves as Superintendent of the Naval Post-Graduate School in Monterey, CA.

Other guests will be President Frank Rhodes and Dean of Faculty Joseph Bugliari.

The Baccalaureate Service, sponsored by Cornell United Religious Work and the Dean

Stage Sermopn Fund, is at 9:30 a.m. Sunday in Bailey Hall. Giving the Baccalaureate ad-

dress at the one-hour interreligious celebration will be Rabbi Harold S. Kushner of Temple Israel in Natick, MA. Kushner, the author of the best selling "When Bad Things Happen to Good People," will speak to the topic "The Best and the Brightest."

The service is a celebration honoring graduates and their families and retiring faculty and employees of the university. Participants in this year's service include President Rhodes and members of the staff and communities of CURW: Rabbi Laurence Edwards, university Jewish chaplain; the Rev. Robert L. Johnson, director of CURW, Gail V. Riina, assistant director; and Joe Regenstein, associate professor of food science and of poultry and avian science.

Music for the service will be provided by the Cornell University Glee Club and Chorus under the direction of Thomas A. Sokol, and the Cornell University Wind Ensemble, brass section, directed by Marice Stith.

For the Commencement ceremony, guests may begin entering Schoellkopf at 10 a.m. and should be in their seats by 10:30 a.m. for the academic procession, which will start at 11 a.m. under the direction of the university

marshal, Professor J. Robert Cooke. The university mace bearer is Professor Frank B. Miller. In the event of inclement weather, indoor services for the degree groups will be held at the following times and places:

—12 p.m. at Barton Hall for Architecture, Art, and Planning; Graduate School; Human Ecology; Samuel Curtis Johnson Graduate School of Management; Engineering; Hotel Administration; Industrial and Labor Relations; and Veterinary Medicine.

—2 p.m. at Barton Hall for the College of Agriculture and Life Sciences and the College of Arts and Sciences.

Admission to the indoor ceremonies will be by ticket only.

Special provisions can be made in advance for guests who have mobility impairment. Those guests who meet requirements for mobility impaired status will be provided transportation from the Kite Hill parking area to the Baccalaureate services and to Schoellkopf Field. Due to the limited seating, only one person may accompany the impaired person on the special transportation and in the designated seating area.

## Henry Guerlac

Henry Guerlac, the Goldwin Smith Professor Emeritus of the History of Science, died yesterday morning at Tompkins Community Hospital after a brief illness. He was 74. Considered among the pioneers in the development of the academic field of the history of science, he was a member of the faculty of the College of Arts and Sciences from 1946 until his retirement in 1975. He held a bachelor's degree (1932) and a master's degree in biochemistry (1933) from Cornell and a doctorate in European history (1941) from Harvard University.

# Summer Schedule to Be a Busy One on Campus

The chairman of the U.S. Commission on Civil Rights and an Australian folk singer will be among the dozens of speakers and entertainers appearing at Cornell University this summer.

The nearly non-stop series of concerts, lectures, and other activities — almost all of them free to the public — will run from June 24 to Aug. 11.

Focusing on the 1985 summer theme "Illusion, Imagination, and Reality," many of the activities "will consider how we perceive what is real and how we may be intellectually deceived in our perceptions," said Mary Gloster, assistant to the dean in the Division of Summer Session, Extramural Study, and Related Programs.

Clarence M. Pendleton Jr., chairman of the U.S. Commission on Civil Rights, will discuss "Civil Rights: Where Do We Go From Here?" at 8:15 p.m. July 24 in Statler Hall Auditorium.

Other speakers in the six-week, Wednesday night summer lecture series will include Stephen Prokopoff, director of the Krannert Art Museum at the University of Illinois, who will discuss "Madness and Art: The Prinzhorn Collection and Modern Art" on June 26; Thomas S. Szasz, professor of psychiatry at the State University of New York Upstate Medical Center in Syracuse, who will discuss "The Myth of Mental Illness"

on July 10; and former U.S. Rep. Barber B. Conable Jr., who will discuss "Realities of Representative Government" on July 31.

Seven Cornell faculty members will discuss supercomputers, women's rights, and the Oneida Indian land claim case, among other topics, during informal talks at noon on Thursdays in G94 Uris Hall.

Musically, Australian folk and protest singer Judy Small will perform June 27 at 7 p.m. on the Arts Quad in one of 11 Tuesday and Thursday night outdoor concerts that will also include pop rock, bluegrass, country, and other performers. The Paul Robeson Performing Arts Company, Nick Seeger, and Bristol Mountain Bluegrass are among the scheduled entertainers.

Festival of Traditional Jazz will be held July 13 from noon to 6 p.m. on the Arts Quad, featuring performances by Carol Leigh, Dick Wellstood, Jack Maheu, Marty Grosz, The Tarnished Six, Bourbon Street Parade, Charlie Mussen's I Love Jazz Band, and Ithaca's own Peggy Haine and the Lowdown Alligator Jass Band.

A Monday evening concert series will offer classical music performed by Cornell artists and visiting performers, including Cornell's internationally acclaimed pianist Malcolm Bilson on July 8. Local musicians will be showcased during the six-night Terrace Concert Series, sponsored by Union and Activ-

ities, on Fridays from 5 to 7 p.m. An outdoor rock 'n' roll festival featuring The Burns Sisters, The Drongos, and Urban Blight will be held July 27 from 1 to 6 p.m. on Libe Slope.

This summer's Shakespeare Festival will include 12 performances each of "Macbeth" and "As You Like It" in the Anabel Taylor Courtyard from July 4 through Aug. 11. There will also be six noontime lectures on the costumes, stage, and language of the Bard.

American independence will be celebrated with band performances and a brilliant fireworks display on July 1. (More information

on the 1985 community-sponsored fireworks show will be provided later.)

Other activities will include tours of the Prinzhorn Collection at the Herbert F. Johnson Museum of Art, the Cornell Plantations Herb Garden, and walking tours of Cornell architecture, among other sights.

The only public program for which a fee will be charged is a series of week-long medical updates being taught by faculty members from the Cornell Medical College. The entire series of 10 presentations requires a \$25 pre-registration fee to cover the cost of materials. Topics will include heart disease, breast cancer, AIDS, painful joints, and others.

To obtain a complete schedule of classes, programs, and events, contact the Division of Summer Session, Extramural Study, and Related Programs, B-12 Ives Hall, Cornell University, Ithaca, NY 14853, or call (607) 256-4987.

## Nature Documentary To Be on WCNY-TV

An award-winning nature documentary featuring the work of Cornell researchers Thomas Eisner and Jerrold Meinwald will be shown June 4 on WCNY-TV 24 in Syracuse.

"The Garden of Eden," a half hour film about preservation of the natural world, has been honored with a blue ribbon from the American Film Festival, a first place in the American Outdoor Writers Film Festival, a CINE Golden Eagle award, and honorable mentions in the San Francisco International Film Festival and the International Wildlife Film Festival. Produced by Florentine Films for the Nature Conservancy, the documentary also received a 1985 Oscar nomination for best documentary short subject by the American Motion Picture Academy.

Included in the "The Garden of Eden" is a discussion of studies by Eisner and Meinwald of the Polyzonium millipede, a species that exhibits some unusual chemical properties. Eisner, the Jacob Gould Schurman Professor of Biology, and Meinwald, the Goldwin Smith Professor of Chemistry, are specialists in chemical ecology.

The documentary will be shown at 10:30 p.m. Tuesday, June 4. WCNY-TV, a PBS affiliate, is available on most cable television systems in central New York State.

## Newfield, N E T Buses Set Summer Schedules

The summer schedules for the Newfield bus service to Cornell and other areas in the City of Ithaca and the North-East Transit bus to Cornell have been announced.

Beginning Monday, June 3, there will be three morning runs from Newfield to Ithaca and the Cornell campus, instead of five.

As of Tuesday, May 28, nighttime service of NET buses was suspended for the summer months. Regular weekday and Saturday service for both NET routes will continue with the last run leaving the Green Street shelter at 5:35 p.m., and the Cornell Dairy Store at 5:44 p.m. and Uris Hall at 5:49 p.m.

Revised bus schedules are available from drivers, the Cornell Information and Referral Center in Day Hall, the Cornell Traffic Bureau at 16 Maple Avenue, or by calling TOMTRAN at 274-5286.

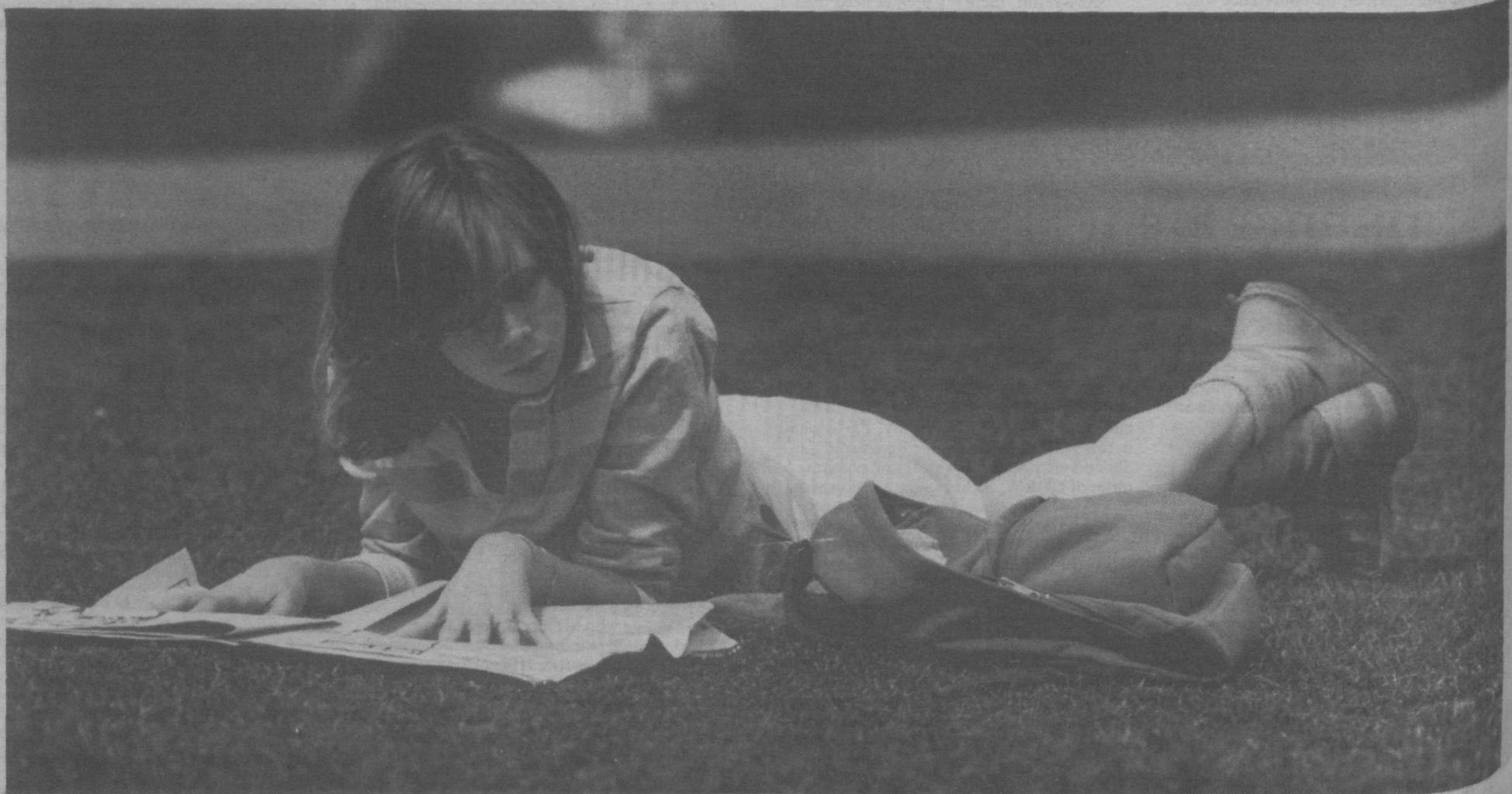
## Reunion Run Open to Community

Reunion will be celebrated the weekend of June 13-16 with many events, including the third annual Reunion Run sponsored by the Cornell Association of Class Officers. The run, with two and five-mile routes, will start at 8 a.m. Saturday, June 15, on East Avenue near Goldwin Smith Hall.

The two-mile event will be a flat route through center campus to Campus Road, around Barton Hall on Garden Avenue, onto Tower Road to the turnaround point at the traffic booth near Stocking Hall, and return to the finish line on East Avenue via the same route.

The five-mile event will be a scenic run, out Tower Road, through Parking Lot B onto Caldwell Road to Plantations Road, through the F. R. Newman Arboretum, re-tuning to the finish line on East Avenue via Plantations Road and Forest Home Drive bordering Beebe Lake.

Members of the Ithaca and campus communities are encouraged to join the Alumni in the run for a \$6 entry fee. All those interested in running should contact Kitty Cantwell at 256-4850. In order to receive a T-shirt, runners must register and pay entry fees by June 3rd.



NEWS  
FROM THE  
OFFICE  
OF EQUAL  
OPPORTUNITY

# CORNELL EQUAL TIMES

## Everything an Employer Always Wanted to Know But ...

■ "My weakness? Well, I'd like more management experience," Bob answers confidently. He's intelligent and energetic, and looks as though he's available at fine stores everywhere. The interviewer leans back and asks, "I notice you wear very thick glasses. What's your vision like?" "Huh?" Bob stammers.

■ "We offer great benefits," the supervisor states, describing vacation and sick leave, dental coverage, and optional retirement. "And we pay for individual health insurance, or would you want a family plan?" "Yes, I would," Cathy replies, "for three children."

■ Ann has just completed what she's sure is a successful interview. Then the employer confides, "I'll be honest. We're very interested in you. But the next two years of this job are critical. You're not by any chance planning a maternity leave?"

Those interviewers may believe they are asking about necessary job qualifications, but there is a difference between qualifications and qualities. The questions asked of Ann and Bob are improper. **Pre-employment interviews and application forms must relate directly to job requirements, that is, bona fide occupational qualifications (BFOQs).** The accompanying table gives examples of proper and improper questions that might be asked by a prospective employer.

Other proper inquiries include questions about availability to work overtime nights and on weekends, education and work experience, and place and duration of residence. Other improper practices include requesting a list of clubs, societies, and lodges to which the applicant belongs, or the applicant's photograph.

Questions that are otherwise considered improper can legitimately be asked under specific circumstances; for example, some disabilities may disqualify potential equipment operators. Most such requirements are usually stated in the job advertisement.



Some employers (Cornell University is not one of them) believe any question is proper if it is asked of *all* applicants and not used to screen out particular groups. However, if the information (for example, about pregnancy) has a proven adverse impact on protected-class members (for example, women), the employer may be liable for discrimination.

### What to Do

What if a request seems innocent or a candidate isn't sure a question is improper? Bob could have responded, "I'm not sure what my glasses have to do with the job. What is the vision requirement?" Confirming the connection between the question and the job gracefully alerts the interviewer that Bob is aware of improper practices.

What about Ann? Questions about maternity are improper in any context, but telling a prospective employer, "That's an improper question, and I don't have to answer it!" is an option she may believe she doesn't have. If she's not planning a family, Ann may think it's advantageous to say so. But that sets up an intrusion into her private life that may be unwelcome later on. How should she answer? Responding to the interviewer's concern rather than to the specific question is useful. She could say, "If you mean, 'Would I make this job a priority?' the answer is, 'Of course.' On my last job I seldom took a sick day."

Cathy unnecessarily volunteered personal information in her interview. Others do so on

*Continued on page 3*

## Cornell's Minority Résumé Bank

Cornell University is now one of several universities, colleges, and institutions that have a résumé bank primarily for minorities. The Minority Administrative and Professional Résumé Bank was developed, and is maintained, by the Office of Equal Opportunity (OEO). Cornell believes that recruitment is a vital part of the affirmative-action-equal-opportunity program. That belief serves as a foundation for the résumé bank.

From inception the primary goal has been twofold: (1) to develop a file of minority candidates interested in administrative and professional positions, and (2) to increase the number of minority employees at Cornell. About 320 résumés have been received since the first advertisement appeared, in April of 1984. Almost every state is represented by at least one résumé, and résumés from citizens of other countries are also included. Participants in the minority résumé bank are requested to file a curriculum vitae that includes an up-to-date job chronology and that highlights skills applicable to a university environment.

The résumé bank is maintained by an automated system. A report is produced by taking specific qualifications required for available positions and matching them with the qualifications and experience of participants in the bank. After a careful screening, matches are referred to University Personnel Services, which in turn refers them to the hiring department. Since the participants' range of degrees (associate to doctoral) and fields (administration to zoology) is wide, applicants may be referred for several jobs. Departments may contact the Office of Equal Opportunity directly; OEO also makes weekly referrals for positions listed in the *Cornell Chronicle*.

Questions and requests for additional information concerning the Minority Administrative and Professional Résumé Bank should be directed to the Office of Equal Opportunity, 234 Day Hall, 256-3976.

## Grievances: How, What, When, and Whether

The Office of Equal Opportunity receives many requests for information and for assistance with problems. Such requests do not constitute (nor do they automatically trigger) formal grievances, which are intended for use when communication has broken down or other efforts to resolve the problem have failed. The following summary of the grievance process includes information on how the process works, what and whom grievances cover, and what they can and can't accomplish.

*Why are there eighteen grievance procedures?*

Each procedure covers a specific situation; the procedure used depends on whether the parties involved are students or staff or faculty members. That specificity ensures that grievances are heard in a fair and timely manner by the appropriate person or committee and kept as confidential as possible.

*What kinds of issues are grievable?*

**A grievance can only be filed when a University policy has been violated or misapplied, or by a person who believes she or he has been discriminated against because of race, creed, color, national origin, age, religion, handicap, marital status, or sex. Complaints of discrimination based on violation of local laws regarding sexual preference can be filed with the University if they involve University employment or educational services rendered by the University.**

*When should a grievance procedure be used? Who decides whether or not I have a grievance?*

If a situation, act, or decision such as those referred to above occurs, first talk to the persons involved. Most procedures require that grievances be filed within a specific amount of time after attempts to solve the problem directly prove ineffective.

*What if the grievance is against my supervisor? Won't that make it impossible to stay at my job?*

The first step under most procedures is writing a memorandum to your supervisor outlining what occurred and why you believe it is unfair. If the situation isn't resolved, others can be asked to hear your case. Your supervisor must be informed that you are planning to do so, and he or she cannot prevent it. Explain before filing that you don't agree with your supervisor's action and feel strongly enough to request a review. You are protected against retaliation.

*Review by whom?*

For staff members, the review usually is conducted by representatives from Employee Relations and, if discrimination is alleged, the Office of Equal Opportunity. For students on whose behalf the efforts of the Office of the University Ombudsman or the Dean of Students Office have been unsuccessful, the process is detailed below. For faculty members, the grievance committee usually consists of one person selected by the faculty member, one chosen by the other party, and a third agreed upon by those two.

*Are the procedures used often? Do they actually work?*

That depends on what you mean by "work." For example, if saying "no" once doesn't stop sexual harassment, filing a grievance usually brings some sanction against the harasser. Filing does not guarantee that what you want (for example, having someone fired) will happen; only that

you will get a fair review. The outcome may clarify or interpret existing policy but will not in and of itself change or add to University rules.

*Is the process really confidential, or will I get a reputation as a complainer?*

All formal grievance procedures require notifying the persons named in the complaint; the office hearing the grievance may contact the dean or director in whose unit the situation exists, and must notify the Office of Equal Opportunity if discrimination or harassment is alleged. Supervisors are informed if the complaint involves them or someone who reports to them. If your supervisor is not directly involved, he or she should be made aware (by you) of any situation that affects your work. Strict confidentiality is required of all parties.

*Can a friend, a lawyer, or someone from the Office of Equal Opportunity be there?*

Since grievances are internal voluntary mechanisms for problem resolution, a lawyer is considered unnecessary; if you hire a lawyer, you must pay for the lawyer's services. A friend or coworker can be your advocate if she or he isn't directly affected by the grievance outcome. Staff members in the Office of Equal Opportunity can try to resolve problems informally and do attend formal grievances of discrimination or sexual harassment, but they cannot act as personal advocates. The Office of the University Ombudsman, the Dean of Students Office, and the Women's Caucus know of persons who may serve as advocates. Bring copies of any letters you wrote to resolve the complaint, of responses, of any notes or other documentation kept, and of your latest performance appraisal if you feel you were unfairly or misleadingly evaluated.

*Who makes the final decision, and what if I don't agree?*

Each procedure has several review stages and a mechanism for appeal.

*Who gets the results? Will I get a bad reference?*

Written findings are sent to the complainant, the person or office being grieved against, and the dean or director of the affected unit. The grievance record remains closed, and future employers will not know that you filed a grievance. However, if your grievance is found to be justified, a letter may be placed in the offender's file and made a part of his or her references.

Cornell's grievance procedures are summarized below. Complete procedures are available from the Office of the University Ombudsman, the Office of Equal Opportunity, Employee Relations, the Dean of Students Office, and the offices of the deans of the various colleges.

### Procedures for Faculty and Academic Professional Staff Members

The faculty and academic staff grievance procedures apply to professors, associate and assistant professors, all ranks of visiting and adjunct professors, instructors, senior lecturers, lecturers, senior research associates, research associates, senior extension associates, and extension associates. They do not apply to degree candidates who hold appointments as extension assistants, teaching assistants, research assistants, or graduate research assistants.

Each of Cornell's statutory and endowed colleges has a specific academic grievance procedure, which may be obtained from the dean of the unit. There are differ-

ences among the procedures, but all require first trying to resolve the problem through the department chairperson or dean before requesting a grievance committee hearing. Final appeal can be made to the dean, the University provost, or the faculty Committee on Academic Freedom and Responsibility, depending on the unit.

In 1981 the Faculty Council of Representatives adopted a specific University-wide grievance procedure for matters relating to appointment, reappointment, promotion, and tenure.

### Procedure for and against Graduate Students

The procedure applies to graduate students who have a grievance about assigned teaching or research responsibilities, and to faculty or administration members who want to initiate action against a graduate student.

If the problem cannot be resolved by a professor or the department chairperson, the graduate faculty representative, or the dean of the unit involved, final appeal can be made to the General Committee of the Graduate School.

### Student-Administrative Staff Grievance Procedure

The procedure applies to student complaints against staff members; if a complaint cannot be resolved by the ombudsman's office, the grievance is considered by the staff member's supervisor or the executive officer of the department or office involved, and finally, if necessary, by a tripartite grievance committee, whose decision is final.

### Student-Academic Staff Grievance Procedure

The procedure covers student complaints against faculty or academic staff members. A complaint is first considered by the ombudsman's office, followed, if necessary, by the department chairperson, the dean of the unit involved, and a tripartite grievance committee. Final appeal can be made to the University provost.

### Employee Complaint and Grievance Procedure

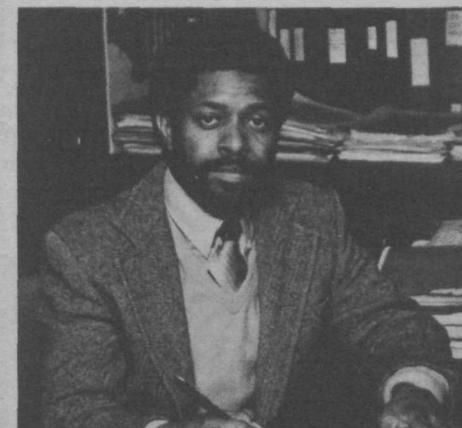
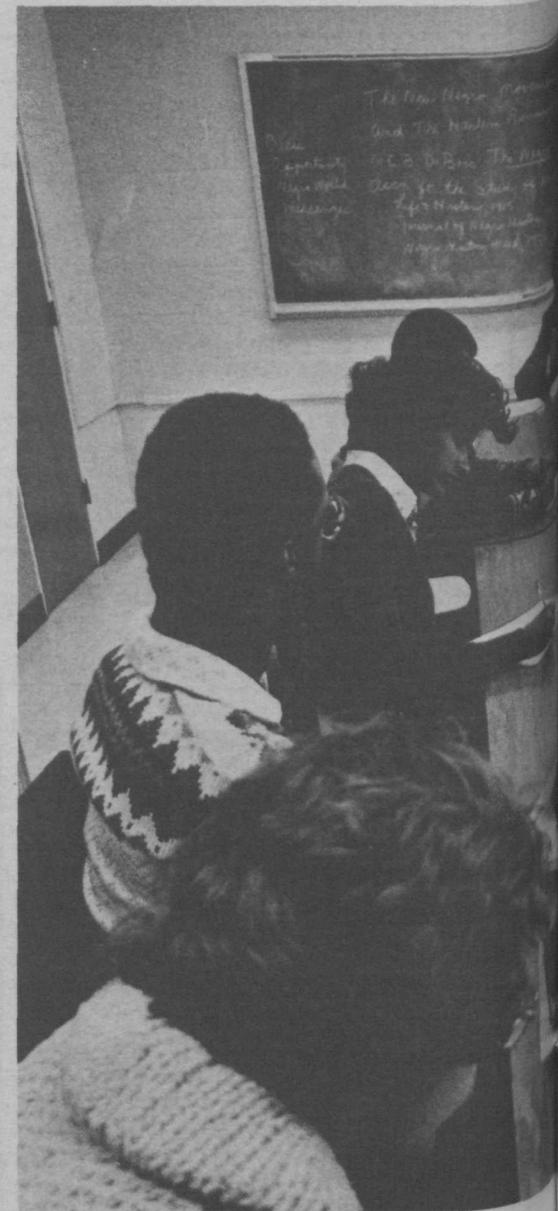
The procedure applies to regular exempt and nonexempt nonacademic Cornell employees except members of a collective-bargaining unit, student employees, unclassified employees, and those working in Puerto Rico or at the Cornell University Medical College.

If a letter and visit to the department head do not resolve the problem, a hearing with the director of employee relations should be requested in writing. The director's decision is final unless the grievance involves suspension or dismissal. In such cases, appeal by nonexempt employees can be made to a three-member panel from the University community or an arbitrator selected in accordance with the procedures of the American Arbitration Association. Appeals by exempt employees are heard by the University provost or the senior vice president.

### Student Employee Grievance Procedure

The procedure covers all hourly nonacademic student employees enrolled at Cornell and students employed between consecutive semesters of enrollment.

If the problem cannot be resolved by the student's immediate supervisor, the ombudsman's office, or the director of student employment, in that order, a mutually agreed upon arbitrator is selected.



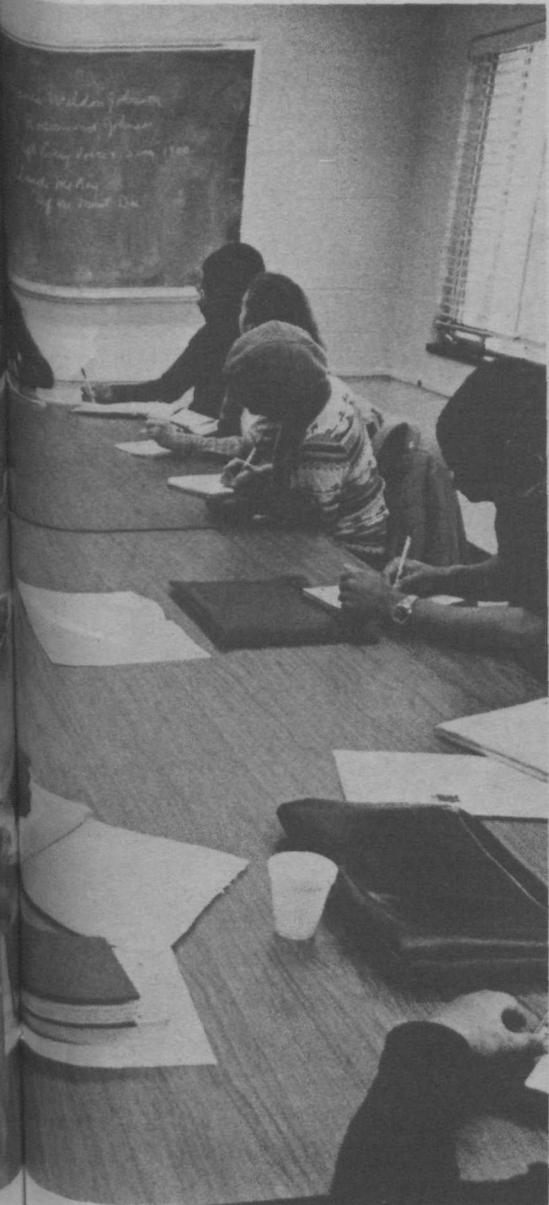
### Library Academic Staff Procedure

A written complaint should first be submitted to the employee's supervisor, the assistant University librarian, or the unit's personnel officer, as appropriate. If the situation is not resolved, the grievance is then submitted to an ad hoc panel selected by both parties. Final appeal rests with the University provost.

### Procedure for Processing Student Complaints against Other Students

The complaint is first brought to the Dean of Students Office. If no satisfactory resolution is reached, the judicial administrator will process the complaint according to the procedures outlined in the Campus Code of Conduct.

**The above is intended as a general guide. Those seeking more information about informal and formal resolution processes should contact the Office of Equal Opportunity, the Office of the University Ombudsman, Employee Relations, or the Dean of Students Office.**



## Advisory Committee on the Status of Women

The Advisory Committee on the Status of Women (ACSW) reviews current University policies and procedures that affect female students and staff and faculty members at Cornell, recommends changes to the associate provost and the Office of Equal Opportunity, reviews reports on the status of women and minorities, and identifies issues and strategies to be addressed. Issues addressed in past years have included affirmative-action and hiring procedures, dual-career couples, management training for supervisors, dependent care, parental leave, upward mobility for clerical workers, and the status of nonprofessorial professionals.

The committee consists of twenty-one representatives, who serve staggered two-year terms. Five new representatives are elected and five are appointed by the president of the University each year. To nominate someone for membership (self-nominations are welcome) or for more information, call Natalie Kazmierski, coordinator of women's services, Office of Equal Opportunity, at 256-7596.

Members of the 1984-85 committee are Eugenia M. Barnaba, manager of technical services, Cornell Laboratory for Environmental Applications of Remote Sensing; Florence J. Cherry, senior extension associate, Department of Human Development and Family Studies; Rita C. Chi, senior systems analyst, Cornell Computer Services; Avis H. Cohen, senior research associate, Section of Neurobiology and Behavior; Alice H. Cook, professor of industrial and labor relations emerita and member of Women's Study Board; Anne C. Evens, engineering physics '85; Jennie T. Farley, associate professor of industrial and labor relations; Jane E. Fisher, graduate student in English language and literature; Nancy A. Kaplan, director, Writing Workshop, College of Arts and Sciences; Donna Kline, research support specialist, Department of Poultry and Avian Sciences; Diane D. LaLonde, administrative aide, Associate Dean's Office, College of Agriculture and Life Sciences; Julie L. Menter, administrative aide, School of Operations Research and Industrial Engineering; Schelley E.

Michell-Nunn, assistant director of state programs, Office of Minority Educational Affairs; Catherine L. Murray-Rust, associate librarian, University Libraries; Sharon Kay Obendorf, associate professor of design and environmental analysis; Karen E. Redmond, director of public information, College of Veterinary Medicine; Margaret E. Rich, research support specialist, Department of Materials Science and Engineering; Cassandra Simmons, student development specialist, Career Center; and Glenna I. Thaler, assistant executive director, Cornell University Council. Ex officio members are Joän R. Egner, associate provost; Donald N. Johnson, director, Office of Equal Opportunity; and Natalie M. Kazmierski, coordinator of women's services, Office of Equal Opportunity. Nancy L. Hicks, assistant director of personnel services, serves as liaison to University Personnel Services.

ACSW meetings are held on the second Tuesday of every month during the academic year, from 3:00 to 5:00 p.m., in the Day Hall Board Room. The meetings are open to all but require registration; call Catherine Murray-Rust, the ACSW chair, at 256-3319.



### Everything, continued from page 1

application forms. That is hard for the best-intentioned interviewer to ignore. Questions like "What are your outside interests?" and "Tell me about yourself" are not invitations to discuss personal matters. They should mean, "What other work-related skills do you offer?"

### Also Remember ...

Applicants should remember that the persons interviewing them are human, too. They may be inexperienced at interviewing, frazzled by having to fill an unexpected vacancy, or pinch-hitting for someone else. Interviewers should keep in mind that to a tense and hopeful applicant, "You'll be doing thus-and-so in this job" may imply an offer. Applicants should remember that it does not.

Anticipation and tension are present in every interview. Improper questions (even unintentional ones) need not be.

**Applicants who believe that they were improperly interviewed at Cornell should notify Staffing Services (256-5226) or the Office of Equal Opportunity (256-3976). Confidentiality will be protected.**

| Subject             | Proper Inquiries and Comments  | Improper Inquiries and Comments  |
|---------------------|--|--|
| Name                | Have you ever worked here under another name?<br>Do we need another name to check your work record or references?  | Were you ever known by another name?<br>What is your maiden name?<br>What's your original name?  |
| Sex                 | None.  | Do you want to be addressed as Mrs., Ms., or Miss?   |
| Marital Status      | None.  | Are you married, divorced, or separated?<br>Are you planning to have children?<br>Do you have children? How old? Are you responsible for taking care of them?<br>Is there a spouse we can notify in case of emergency?<br>Where does she or he work?               |
| Race or Color       | None.  | Questions about, or references to, skin color, complexion, or race.  |
| Disability          | Will any physical, mental, emotional, or medical impairments interfere with your ability to do this job?<br>Are there types of work you shouldn't be considered for because of physical, mental, emotional, or medical impairments?        | Do you have a handicap?<br>Were you ever treated for _____?<br>Have you ever filed a disability or worker's compensation claim for _____?  |
| Age                 | Are you between the ages of eighteen and seventy?  | How old are you? What's your date of birth?<br>Please submit a birth record.   |
| Religion or Creed   | None.  | Questions about religious beliefs or holiday observance.   |
| National Origin     | Are you a United States citizen, or do you intend to become one?<br>Do you have the legal right to remain here, and do you intend to?<br>What languages do you speak and write fluently?<br>Have you ever been arrested as an enemy alien? | What is your nationality? Ancestry? Parentage?<br>Of what country are you or your parents citizens?<br>May we see your naturalization papers?<br>Please give the date you obtained citizenship.<br>Is _____ your native language?<br>What is your native language? |
| Military Experience | Inquiries about military experience in a particular branch of the United States armed forces or a state militia.   | Inquiries about general military experience.   |
| Arrest Record       | Were you ever convicted of a crime?<br>If so, please give details.   | Have you ever been arrested?   |

## Affirmative-Action Units and Representatives

The Cornell University work force (faculty and staff members) is organized into hiring units to increase the effectiveness of the monitoring for affirmative-action compliance of searches and appointments. The deans, the academic directors, the director of the libraries, and the executives of support-service operations who report to the provost or to the senior vice president have designated staff members to serve as unit representatives.

Unit representatives recommend and implement University academic and nonaca-

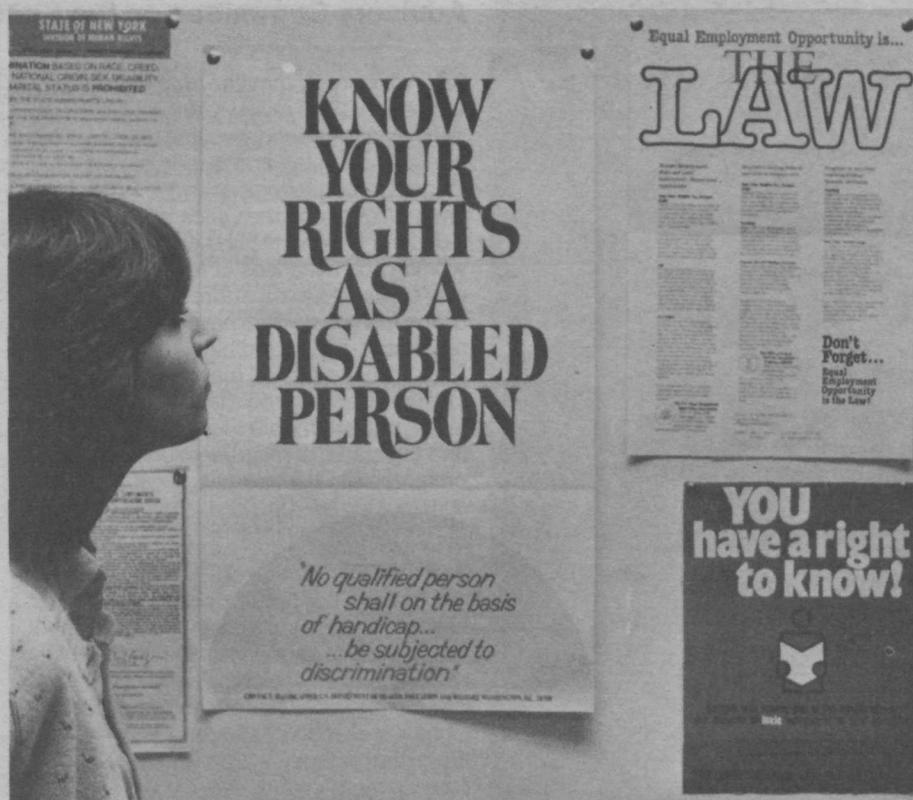
dem policies and procedures, including the monitoring of requisitions and search-plan proposals, affirmative-action statements, applicant flow analyses, and personnel transaction reports. Cornell community members who have questions or concerns pertaining to those policies and procedures should feel free to contact their unit representative. The representatives meet the third Wednesday of every month with staff members of the Office of Equal Opportunity and University Personnel Services. The current representatives are as follows:

### Affirmative-Action Units

Agricultural Experiment Station—Geneva  
Agriculture and Life Sciences  
Architecture, Art, and Planning  
Arts and Sciences  
  
Biological Sciences  
Campus Affairs  
Office of University Controller  
Cooperative Extension  
University Counsel  
Engineering  
Facilities and Business Operations  
Graduate School  
Hotel Administration  
Human Ecology  
Industrial and Labor Relations  
Law School  
Libraries  
Johnson Graduate School of Management  
Media Services  
Nutritional Sciences  
Personnel Services  
Physical Education and Athletics  
President's Office  
Provost's Office  
Public Affairs  
Research  
Statler Inn  
Statutory Colleges Finance and Business Office  
Treasurer's Office  
Veterinary Medicine

### Unit Representatives Telephone No.

|                         |         |
|-------------------------|---------|
| Charlene Robinson       | 122-203 |
| Rebecca Coles           | 6-3211  |
| Vicki Goss              | 6-4912  |
| Jack Lowe (nonacademic) | 6-7507  |
| Lynn Abel (academic)    | 6-3386  |
| Harry Stinson           | 6-5043  |
| Bobbie Derlin           | 6-3352  |
| Mary Jo Maydew          | 6-4618  |
| Alice Moore             | 6-3225  |
| Thomas Santoro          | 6-5124  |
| G. F. Rankin            | 6-4326  |
| Ron Mathews             | 6-4842  |
| Anna Moratz             | 6-4993  |
| Frances Enders          | 6-3766  |
| Helen Pai               | 6-3113  |
| Susan Willower          | 6-3154  |
| Jane Hammond            | 6-7236  |
| Carol Pyhtila           | 6-4239  |
| Nancy Culligan          | 6-5037  |
| David Watkins           | 6-5431  |
| Ruth Constantine        | 6-5411  |
| Judith Morgan           | 6-5226  |
| Harold Hall             | 6-5220  |
| M. Joy Wagner           | 6-5201  |
| Wendy Kissock           | 6-5358  |
| Ann McCann              | 6-7249  |
| Betty J. Bortz          | 6-3661  |
| Carol Lang              | 6-4678  |
| John Hartnett           | 6-4425  |
| Mary Jo Maydew          | 6-4618  |
| Rita Harris             | 6-5454  |



## DECTalk

Thanks to the generosity of Delta Gamma sorority, the commitment of Cornell University, and the efforts of blind students, visually impaired students now have independent access to the University's computer systems through DECTalk, a talking computer.

A DECTalk unit has been installed in Upson Hall. The unit is connected to a computer terminal, which can be used to access all Cornell systems. DECTalk translates the information on the CRT screen into synthesized speech. A blind student uses the keyboard to select a voice (eight different voices are available) and a listening speed (50 to 300 words a minute), and with a few simple commands is ready to have the DECTalk "read" and speak. The DECTalk unit can also be used as a regular computer terminal.

Before the DECTalk was installed, blind students at Cornell were dependent on others to read back to them the information they generated on a computer. This is the first time a DECTalk unit has been used by a college or a university as a teaching tool. Digital Equipment Corporation (the manufacturer of DECTalk equipment), Cornell Computer Services (a consultant on the project), and the Office of Equal Opportunity are very excited about the DECTalk's potential to serve students who have visual limitations.

Contact Kathleen Donovan, coordinator of services for the disabled and Vietnam era veterans, at 256-3976 for further information regarding the use of the DECTalk equipment.

## CORNELL EQUAL TIMES

*Cornell Equal Times* is a quarterly publication of the Office of Equal Opportunity. It is intended to reflect and support the University community's diversity and to provide a forum for perspectives, insights, and concerns that affect all Cornell community members. The office seeks to foster understanding of affirmative action principles and efforts in all aspects of University education and employment. Please send comments or suggestions for articles to Natalie M. Kazmierski, Editor, *Cornell Equal Times*, Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, New York 14853-2801.

Cornell University is an equal opportunity, affirmative action educator and employer.

Office of University Publications  
585 1J

## The Office of Equal Opportunity

In addition to monitoring the implementation of Cornell's Affirmative Action Plan and recommending strategies to increase the numbers of women and members of minorities and other protected groups in all levels of the University community, the Office of Equal Opportunity provides the following services:

- Maintains a minority résumé bank to help match potential candidates with appropriate opportunities.
- Develops recruitment strategies for units or departments seeking to identify qualified female, minority, and disabled applicants.
- Provides job-search assistance, informal counseling, and practice interviewing sessions for minority and female applicants.
- Provides to disabled students services and assistance, including readers, note takers, recorded books, and help with housing and parking needs.

- Encourages the employment of older persons on the basis of ability rather than age.
- Focuses on issues of concern to the Cornell community: dual-career couples, upward mobility, networking, and mentors.
- Provides information on affirmative action, equity, discrimination issues, and protected-class status.
- Monitors legislative actions and interpretations affecting protected classes.
- Provides workshops, resources, and training aimed at preventing sexual harassment.
- Assists in resolving allegations of discrimination and grievances, including those involving sexual harassment.

The Office of Equal Opportunity is available to all members of the Cornell community for consultation on issues involving equality of opportunity, affirmative action, and discrimination. The mailing address and telephone number are 234 Day Hall, Ithaca, New York 14850-2801, 607/256-3976. Office hours are 8:30 a.m. to 4:30

p.m. Monday through Friday, and by appointment.

The staff consists of:

Donald N. Johnson, director  
Joyce M. Hawkins, assistant director  
Kathleen Donovan, coordinator of services for the disabled and Vietnam era veterans  
Natalie M. Kazmierski, coordinator of women's services  
Mary A. Ward, coordinator of minority staff services  
Raquel Mercado, administrative aide  
Pamela A. Denmark, secretary