

Cornell Chronicle

Networking

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Divestment Session Provides Exchange on South Africa

By ROGER SEGELKEN

Students favoring divestment of Cornell's South Africa-related holdings and two dozen trustees had their most civil exchange of views so far at a public meeting last Friday afternoon.

Given the opportunity to inform trustees of the reasoning behind the last several months' of pro-divestment protests, the three students showed impressive command of their subject. Trustees displayed genuine interest in the student positions, with most questions of the "Here's-where-I-stand-but-try-to-convince-me-otherwise" variety. The majority of the audience of some 300 in Ives Hall was clearly on the pro-divestment side, judging from their applause and the heckling of the one student speaking against divestment.

Early in the two-hour meeting, which was arranged by the Proxy Review Committee and the office of the university counsel, an attempt was made to turn the format around, with students quizzing trustees on their positions. But the program moderator, Dean of Faculty Joseph B. Bugliari, decreed that the original format must continue — with students expressing views and trustees asking questions.

The only student scheduled to speak against divestment was Donald Staffen, a 1985 industrial engineering graduate now enrolled in the Johnson Graduate School of Management. Claiming to abhor apartheid as much as the protestors, Staffen said a pull-out of U.S. companies was not a satisfactory solution, but instead would wreck the economy for all South Africans.

"Selling our stock would forfeit our right to have a say in what they (South African government) are doing," Staffen said. "Selling stock would be washing our hands and

would send a message contrary to what we believe."

He suggested instead a program of mutual research and grants aimed at improving conditions in South Africa, and urged trustees "not to make a futile gesture on the wishes of a small minority."

That "small minority," the Cornell Coalition for Divestment, had designated as their representatives three graduate students — Susan M. Sauve, James A. Sinner and Philip T. R. Gasper.

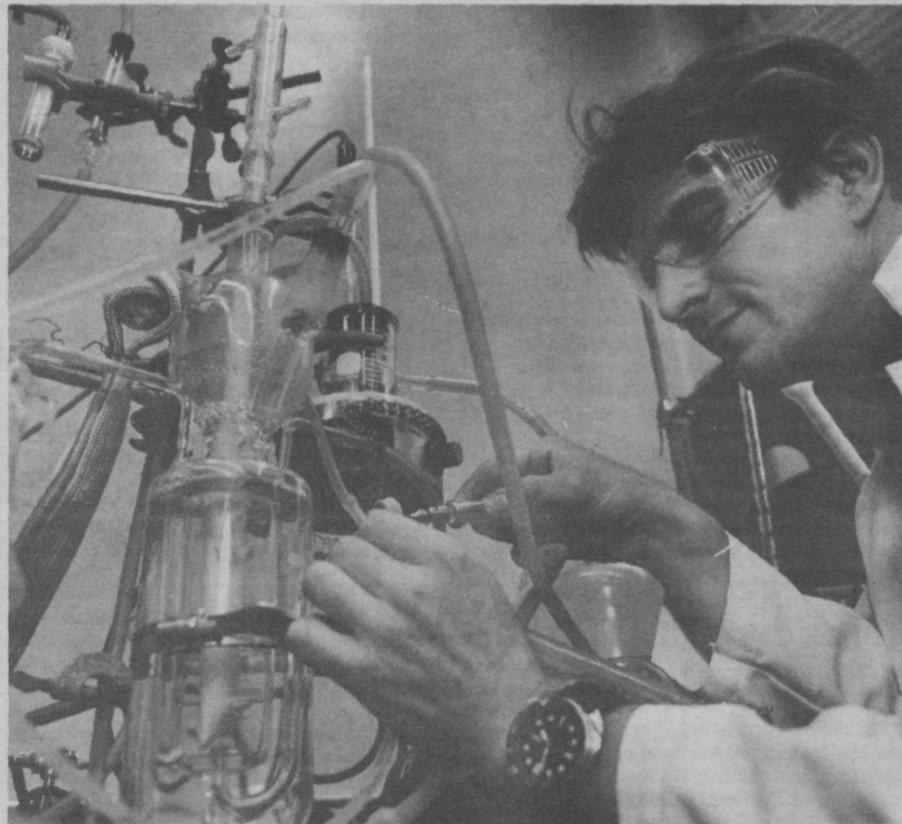
Contradicting statements made earlier this year by Trustee Nelson Schaefer, Jr., Sinner said the cost of divestment would be outweighed by the advantages. "Cornell already sells 30 percent of its stock each year," he said, quoting figures he said were provided by the university investment office. The cost of selling South Africa-related stocks and purchasing others could be reduced by spreading divestment over three years, according to Sinner.

"There is no evidence that divestment has hurt any other university," Sinner said. "As other major universities divest, corporations will continue to provide grants. To divest would enhance, not tarnish Cornell's reputation."

Graduate student Gasper argued against the university's strategy of maintaining investments in South Africa in order to influence policy there, by proxy votes in corporations and other means. "Cornell's proxy voting record has not been very impressive," he said, noting that shareholder resolutions usually do not pass, anyway, and are not binding on the corporations.

U.S. companies employ only four-tenths of 1 percent of the non-white working population in South Africa, Gasper said, dismissing

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Genetically engineered bacteria, entrapped by the membrane within the glass bioreactor (lower left), are producing useful proteins for chemical engineering graduate student Jeffrey Chalmers.

Useful Proteins Produced By Genetic Engineering

Large amounts of useful proteins can be produced inexpensively by using genetic engineering techniques and bioreactors developed by chemical engineers here.

The new system is expected to reduce production costs of recombinant proteins because of the continuous nature of the bioreactor and ease of protein recovery, Michael L. Shuler, a professor of chemical engineering, reported at a biotechnology symposium held on campus Tuesday and Wednesday.

The symposium focused on the topic, "Bioengineering and Government Regulation."

If the increased efficiency of the new process can be applied to larger systems capable of producing proteins, the lower costs of proteins could have a significant impact on the food and chemical industries, according to Shuler.

"More efficient systems are needed to

manufacture protein products in large quantities, including enzymes as catalysts for the chemical industry, proteins as food sweeteners, and proteins as 'super adhesives,'" Shuler said.

Bioreactors, also known as biological reactors, employ living microorganisms to make useful products. The bacteria are held immobile in the bioreactors with a variety of systems, including tiny beads of gel, hollow fibers, and cylindrical membranes.

The Cornell team used *Escherichia coli*, a bacterium commonly found in the human stomach that quickly reproduces itself along with any genetic instructions that are "spliced" into it. *E. coli* is the world's best understood organism at the genetic level, and is the organism of choice for fundamental studies of molecular genetics.

In the Cornell research, the bacterium was genetically engineered with instructions for producing B-lactamase, a treatment for penicillin allergy, on a plasmid (the molecule of DNA that serves as a transfer vehicle for foreign genes).

Apparently, the induction of protein synthesis from these hybrid genes results in "leaky" outer membranes in the host bacteria, allowing the proteins to pass into the fluid of the bioreactor, where they were harvested. The excreted protein is up to 90 percent pure B-lactamase, greatly simplifying the recovery and purification process. Immobilized in the bioreactor, the bacteria work diligently for months on end.

One such system has been producing B-lactamase for more than 130 days, Shuler said in his presentation, "Immobilized Cell Bioreactors for Production of Plasmid-Encoded Proteins."

Although *E. coli* is attractive for sophisticated genetic manipulations, its long-term potential for large-scale systems had been thought to be limited because of a characteristic of the organism: *E. coli* tends to retain proteins manufactured within itself, rather than excreting them, making the recovery of proteins an expensive process.

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Record 17,476 Enrolled at Ithaca; Freshman Applications Top Mark

Greater in number than in any previous year, 17,476 students are enrolled at Cornell's Ithaca campus this fall, Provost Robert Barker told the university's Board of Trustees last Friday.

A record 19,848 freshman applications were received for the fall of 1985, Barker said during his annual report on enrollment trends. Of those, 6,053 were accepted and 2,955 entered Cornell. The entering class is smaller than that of 1984, thus the enrollment increase posted by Cornell came in the upper classes, Barker said.



Coretta Scott King, widow of civil rights leader Martin Luther King Jr., lectured at Cornell this week on women's issues and the situation in South Africa. King, who is shown above responding to questions from local and regional news reporters, spoke in favor of economic sanctions against South Africa.

The entering class recorded higher Scholastic Aptitude Test (SAT) scores than any previous class, the provost said. The mean SAT scores of entering freshmen for the entire university were 659 in math and 593 in verbal, he explained. In 1984, the mean test score in math was also 659, but the mean verbal score was 589.

The combined SAT scores of this year's freshmen are higher than those of any entering class over the past five years. Three out of every four students in the entering class

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Renewable Resources Could Replace U.S. Gasoline Needs

By JOSEPH SCHWARTZ

There are enough renewable resources growing in forests and on farms of the United States to replace all the gasoline that this country needs, if scientists can unlock the biological secrets that prevent the widespread use of those energy sources.

Two scientists at the State College of Agriculture and Life Sciences are working on ways to convert plant material into ethanol economically and efficiently. Ethanol is widely used as an industrial solvent, in alcoholic beverages, and as an additive to gasoline.

Steven V. Beer, a plant pathologist, and David B. Wilson, a biochemist, are trying to change some common bacteria into organisms that will convert hemicellulose and cellulose into ethanol on an industrial scale. Hemicellulose and cellulose are major components of plant cell walls.

Beer and Wilson are particularly interested in using hemicellulose and cellulose as ethanol sources because they exist in abundance in agricultural waste products. Another Cornell scientist, Robert K. Finn, a professor of chemical engineering, is collaborating with Beer in his work on ethanol production.

Wilson and Beer discussed their research at a two-day conference — "Cornell Bio-technology: Bioengineering and Government Regulation" — held on campus Tuesday and Wednesday.

During the conference, Beer gave a talk titled "Toward the Engineering of a Novel Bacterium for Ethanol Production." Wilson's talk was on "Regulation, Cloning and Characterization of the Products of Thermophilic Cellulose Genes."

Ethanol production from agricultural products is not new. However, the research by Beer and Wilson is different because their projects target agricultural wastes as sources of ethanol, rather than using corn, sugar cane, starch, or other marketable products.

Beer, an associate professor in Cornell's Department of Plant Pathology, is using two bacterial plant pests in his research. One of the bacteria, *Erwinia chrysanthemi*, causes soft rot in potatoes, corn, and ornamental plants. The second bacterium, *Erwinia amylovora*, causes fire blight in apples and pears.

Beer is attempting to convert these pests into microbial factories powerful enough to convert pentose sugars contained in hemicellulose into ethanol. He plans to accomplish this by transferring a genetic trait from one bacterium to the other, in effect creating a new strain of bacteria.

"We hope to produce a new bacterium that is capable of doing what neither of the parent strains can do," Beer says.

The new bacterial strain will convert two pentose sugars that are contained in hemicel-

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Annual Fall Break Begins Saturday

Students who can make it home and back in a few days will be leaving campus this weekend for fall recess, which formally begins at 1:10 p.m. Saturday, with instruction scheduled to resume Wednesday, Oct. 23. Chronicle will publish as usual next Thursday, Oct. 24.

Tax-Deferred 'South Africa-Free' Portfolio Explored

Cornell is exploring the possibility of providing an optional "South Africa-free" portfolio for faculty and staff members who participate in the university's tax-deferred supplemental retirement program.

A 10-member committee, including representatives of the university's offices of the treasurer and personnel services, has identified one investment firm that offers such a retirement fund. The specific policies and the investment performance of the fund are now being reviewed by the university's Committee on Tax-Deferred Options. The search for additional funds with a South Africa-free portfolio is continuing.

While the search and review are under way, the committee points out that Fidelity Group, one of the four firms participating in Cornell's tax-deferred plan, already has a fund comprised of U.S. treasury bills and short-term bonds that, by its nature, is free of investments in companies doing business in South Africa.

"In light of the identifiable concern on the part of many faculty members and other employees regarding this matter, and in keeping with university policy of providing options for them to choose from when investing their

own money, another alternative is being explored," according to Lee M. Snyder, director of University Personnel Services.

Tax-deferred investments allow employees, on a voluntary basis, to use a portion of their biweekly paychecks to augment the basic pension plan provided by the university, Snyder said.

Currently, Cornell offers four alternative investment options, but Snyder says "they have no restrictions on investment policies in regard to matters such as companies that do business in South Africa." The options currently available to Cornell employees are TIAA/CREF, Equitable, Union Mutual, and Fidelity.

"We are trying to determine whether the

investment performance of the fund in question warrants consideration, if the company considers Cornell a viable market place, and if its administrative procedures are compatible with the needs of the university," Snyder explained.

No timetable has been established for adding another South Africa-free option for Cornell employees, but Snyder said it usually takes at least six months to make the arrangements necessary to add a new investment option.

Snyder commented that until Congress decides on changes in the tax code, very few insurance or investment companies will be willing to spend the money to establish new options, such as a South Africa-free fund.

The committee responsible for reviewing and selecting alternatives to the University's Tax-Deferred Plan is comprised of: William C. Douglas, University Personnel Services; William T. Genter, Employee Assembly; John J. Hartnett, Statutory Colleges Finance and Business Office; Nancy L. Hicks, University Personnel Services; Eddy L. LaDue, Committee on the Professional and Economic Status of the Faculty; John S. Ostrom, controller; Marilyn Paluba, University Personnel Services; John W. Rudan, Cornell Computer Services; James A. Sanderson, University Investment Offices; Lee M. Snyder, University Personnel Services.

TIAA/CREF Pushes Sullivan Principles

James G. MacDonald, chairman of the TIAA-CREF pension system in New York City, has pressed the chief executive officers of 43 portfolio corporations having subsidiary operations in South Africa to sign and implement the Sullivan Principles.

Although MacDonald did not disclose specifically what TIAA-CREF's next step will

be if the portfolio companies refuse to sign and implement the Sullivan Principles, he stated that TIAA-CREF's management and trustees will be considering aggressive actions with regard to portfolio companies that do not adopt "policies and improved procedures for implementing and evaluating their progress toward desirable economic and so-

cial objectives" in South Africa.

TIAA-CREF's policy regarding South Africa and the U.S. corporate presence there is set forth in its Statement of Principles on Investments and South Africa, which views signing of the Sullivan Principles as a first step in effecting desired change there.

American Birds Editors Share 1985 Arthur A. Allen Ornithology Award

For their efforts in bringing together amateur birders and professional ornithologists, American Birds editors Robert S. Arib and Susan Roney Drennan will share the 1985 Arthur A. Allen Award presented by Cornell University's Laboratory of Ornithology.

The award will be presented in a ceremony Friday, Oct. 18, at the Sheraton Inn, Ithaca. The event is open by invitation to members and friends of the Laboratory of Ornithology.

Presenting the award will be Roger Tory Peterson, noted author, artist, and ornithologist who received the first Allen Award in

1967. Peterson will be available to autograph his guides at the laboratory from 11 a.m. to 12:30 p.m. Oct. 18.

Guest speaker Carl E. Bock, professor of biology at the University of Colorado, will lecture on "The Biogeography of North American Birds."

The award is named for Arthur A. Allen, an eminent ornithologist who taught at Cornell for nearly 50 years. It is given annually by the administrative board of the laboratory in recognition of distinguished service to ornithology.

Bacon to Discuss Chinese Architecture

Architect and planner Edmund Bacon, who is credited with the rebirth of downtown Philadelphia, will discuss classical Chinese architecture and planning as a source of contemporary design during a public lecture here Friday, Oct. 18.

Bacon's talk will be based on his experiences while working in mainland China, in 1934-35 and on his visit to Beijing this past summer with several Cornell faculty members. Bacon's lecture will be at 4 p.m. in Room 115, Tjaden Hall.

"I came back 51 years older to find everything looking 500 years younger," Bacon has said about his return trip to China this year.

His talk is titled "Principles of Classical Chinese Architecture and Planning as a Source for Contemporary Design." The lecture is being sponsored by the university's Program in International Studies in Planning, the city and regional planning department in the College of Architecture, Art, and Planning, and by Cornell's China-Japan Program.

Bacon will also take part in a brown bag lunch discussion with the Cornell faculty members who accompanied him to China this summer. The discussion, to be held at 12:15 p.m. in 208 West Sibley Hall, will be open to the public.

Enrollment

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were graduated in the top tenth of their high school class, he said.

Four of Cornell's colleges had the most selective year in history, he added. The College of Agriculture and Life Sciences accepted only 31 percent of those who applied; College of Arts and Sciences, 28 percent; School of Hotel Administration, 19 percent; and College of Human Ecology, 36 percent.

Minority enrollment at Cornell increased overall by 4.8 percent in comparison to the fall of 1984, Barker said. Minority students, numbering 2,527, now comprise 15.6 percent of U.S. citizens enrolled at Cornell. Most of the increase was attributable to a growth in Asian enrollment. The number of Asian or

Pacific Islander students rose to 1,202 in 1985 from 1,068.

Black and Hispanic enrollment, however, decreased by 2.1 percent and 1 percent respectively. The number of black freshmen declined from 194 in 1984 to 139 this year and the number of Hispanic freshmen fell from 152 in 1984 to 103 this year, he said.

Overall, 704 black students are enrolled at Cornell this fall compared to 719 last year, 573 Hispanic students enrolled compared to 576 a year ago.

The geographical origin of Cornell freshmen continued to broaden, according to Barker. Foreign students increased from 96 in 1984 to 109 this year. Increases were also posted in the number of Cornell students from the Midwest and New England regions of the United States.

Renewable Resources

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lulose into ethanol. The pentose sugars — xylose and arabinose — are major components of certain plant waste. Hemicellulose is found in significant amounts in agricultural waste products such as sugar beet pulp, rice bran, wheat straw, apple pomace, and corn stalks.

Wilson, a professor of biochemistry and molecular cell biology, is also using certain kinds of bacteria in his approach to ethanol production, but he is working with cellulose instead of hemicellulose.

"Cellulose is the largest renewable resource that exists, but at the present time, we do not have efficient means of utilizing it," Wilson says. "If it is fully utilized, it will be the only renewable resource that can replace oil as a fuel."

Agricultural waste products, such as almond shells, straw, wood chips, and cotton linters, are abundant sources of cellulose, Wilson explains.

In his work, Wilson is using a common bacterium that is found in most backyard compost heaps. He is interested in this particular bacterium, *Thermoplasma fusca*, be-

cause it produces a heat-tolerant enzyme complex that converts cellulose into glucose. Glucose is readily converted to ethanol through yeast fermentation.

The heat-tolerant properties of the enzyme, Wilson says, are important because of their inherent stability for storage and for their use in fermentation.

The ultimate goal of Wilson's research is to develop a method whereby cellulose can be efficiently converted into glucose on an industrial scale. The glucose, then, can be fermented into ethanol, or it can also be used for food production.

Through the use of genetic engineering techniques, along with other methods, Wilson hopes to find a way to modify the bacterium's enzymes so that they can be used to convert cellulose into glucose in a more efficient and economical manner than the bacterium does in its natural state.

Once techniques for converting cellulose into ethanol are perfected, this country has the potential of growing enough agricultural products to replace oil as a fuel, Wilson predicts. "There is no other resource that has this potential," he says.

Genetic Engineering

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The Cornell system circumvents this problem. The new system allows the manufactured protein to be secreted through the cells' inner and outer membranes as it is produced, and the protein does not build up inside the cell. By controlling temperature and nutrient levels in the bioreactor, further growth of the *E. coli* cells can be regulated or halted altogether, and the bacteria continue to produce protein efficiently for extended periods.

It is not known exactly why the cell membranes become leaky, the Cornell researchers acknowledge. They speculate that the presence of the non-essential protein at the inner membrane may partially block passage of substances that the outer membrane needs for its own construction. The result seems to be incomplete outer membrane — and a very beneficial leak.

As genetic engineering has progressed from the experimental stage to commercial production, Shuler notes, "target proteins have been primarily low-volume, high-value products such as insulin, human growth hor-

none, and interferon. With such systems, the engineering challenge is simply to produce the product and production inefficiencies are not crucial, particularly since systems can operate at relatively small scales."

"However, many proteins of potential commercial interest will be produced in large volumes and low production costs will be essential to commercialization."

Having proved the system works, the Cornell engineers are trying to better understand why the system works and how to control it to sustain high levels of productivity.

"This system can substantially reduce costs, due not only to a more efficient bioreactor," according to Shuler, "but also to a substantial reduction in recovery costs."

The new system is the work of Shuler, chemical engineering graduate student Jeffrey J. Chalmers and George Georgiou, and David B. Wilson, a professor of biochemistry at Cornell. Development of the system was supported by grants from the Cornell Biotechnology Program and the National Science Foundation.

Divestment Meeting

Continued from Page 1

the argument that American involvement is improving their lot. In the meantime, taxes of U.S. companies support the oppressive South African police and military, he said, claiming "corporate responsibility" in South Africa has failed.

Among questions from about 10 different trustees came one from Paul R. Tregurtha: "If it could be shown that the presence of U.S. companies in South Africa is effecting change, would you change your position?" And the answer, essentially, "Perhaps, but we don't think it is."

James D. Stocker asked, "Can you write off the loss of jobs in American companies for a greater good?" To which Mark A. Vandeyar, a graduate student from South Africa who was lending support and factual information to the three panelists, replied that such temporary dislocations would be justified "as a means to shorten the days of

bloodshed and suffering."

Earlier, Vandeyar had said the Sullivan Principles that guide some U.S. companies in South Africa "have done nothing to change the essentials of apartheid." That country's non-white majority still must obey the pass laws and lacks the right to vote, he said, adding that the Sullivan Principles and involvement of American companies "do not help the position of the black people."

One Cornell Council member who identified himself as an officer in a company that does business in South Africa said, "This has helped crystallize my thinking, but was all the sloganeering and 'Shanty Town' and spray-painting necessary to bring this meeting about?"

"There was not all the spray-painting you were led to believe," said Philip Gasper. "But until the divestment movement got going, there weren't meetings with the trustees."

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Definitely not your average bear, and despite his ferocious visage, the Big Red mascot can be a very friendly fellow at home football games.

Fiscal Report Shows 58% of Funds Spent Went for Salaries, Fringes

The university reported \$667 million in revenues for current operating expenses during 1984-85, an increase of 15 percent from the \$579 million received the previous year. Expenditures for annual operations also were up, however, as the university spent \$622 million to meet its 1984-85 operating expenses, a 12 percent increase above the previous year's expenditures of \$553 million, according to University Controller John S. Ostrom.

The figures were included in a financial report for the fiscal year ending June 30, 1985. The financial report, presented to Cornell's Board of Trustees last Friday, summarized figures from 401 university departments. Of those, 140 have annual budgets of more than \$1 million.

Quoting a recent statement by Cornell President Frank Rhodes, Ostrom told the trustees that "financial health is not an indicator of academic excellence but is the foundation on which it can be built."

The 1984-85 fiscal year "was a good year for that foundation," Ostrom added.

The report noted that more than 58 percent of the total expenditures went to salaries, wages, and benefits, reflecting the people-intensive nature of higher education, according to Ostrom.

By function, the \$622 million in expenditures were allocated as follows. The figures, given in millions of dollars, incorporate employee wages and benefits:

- instruction, \$119.6;
- research, \$164.5;
- public service, \$44.5;
- academic support, \$39.3;
- student services, \$23.8;
- institutional support, \$43.3;
- operation and maintenance, \$44.2;
- scholarships and fellowships, \$32;
- medical college faculty practice plan, \$3;
- enterprise and service operations, \$7.7.

Excluding the \$362 million for employee wages and benefits, \$42.5 million, or 6.8 percent of the \$622 million, was spent on new equipment and buildings: \$176.2 million (28.3 percent) on general expenses, such as materials, supplies, services purchased, utilities, computing, and communications; and \$112 million (6.6 percent) on student aid.

The expenditures covered the operating costs of all statutory and endowed units and associated operations on the Ithaca campus and at various other locations around the world, and at the New York Hospital-Cornell Medical Center in New York City.

About 21 percent, or \$141 million, of Cornell's 1984-85 revenues came from tuition and fees, Ostrom said. Government grants and contracts, primarily federal support of research, provided \$149 million, up 16 percent from the previous year.

Other government appropriations, includ-

ing \$98 million from the State of New York, accounted for \$110 million. State funding provided 47 percent of the funding for operating expenses in the statutory units at Cornell.

Gifts provided \$91.9 million to the university, while sales and services for items including ice cream, apples, dormitory rentals, and computer services provided \$88 million. Earnings from investments were \$41.2 million. Revenues from faculty medical practices at the New York Hospital-Cornell Medical Center were \$72 million.

Cornell's total invested funds reached a record \$707 million in 1984-85, an increase of 21 percent from a comparable \$585 million in 1983-84, the board was told. Gross income from investments increased by 23 percent from \$42.8 million to \$52.5 million.

The year-end balance in the Short-Term Investment Pool was \$144.4 million, up from \$111.1 million the previous year. The Short-Term Investment Pool includes funds to be used over a three- to five-year period in support of projects in colleges and departments and for physical plant improvements. Cornell's endowment and similar funds reached \$549 million for 1984-85, up \$105 million from the previous year.

The Long-Term Investment Pool, in which the preponderance of the endowment funds are invested, reached a record high of \$466.8 million for 1984-85, a 25 percent increase over the previous year. The Long-Term Investment Pool was boosted by a \$53.5 million appreciation in market value and \$20.5 million in net additions.

Cornell's total invested funds include the Short-Term Pool, the endowment, and other funds.

While 1985's investment gains made 1984-85 "a banner year" for Cornell's portfolio, the pay-out from the long-term pool continued to exceed income earned during 1984-85.

In 1984-85, the long-term pool paid out \$1.92 per unit while earning \$1.86 per unit, a six-cent gap. In 1983-84, the long-term pool paid out \$1.83 per unit while earning \$1.48, a 35-cent gap.

"We made tremendous gains in 1984-85 toward balancing pay-out and income," according to James Sanderson, Cornell's chief investment officer. "Preliminary projections indicate that we may close the gap completely in 1985-86. We felt it was important to maintain significant endowment support of programs and departments while we closed the gap."

"Our pay-out rate, after expenses, was about 6 percent of the endowment, which is a full percentage point higher than most of our peer institutions," Sanderson said.

The difference between pay-out and income has been met over the past few years by drawing down a reserve created from capital gains several years ago.

Theory Center Committee Has Diverse Disciplines

Six Cornell faculty members representing a diversity of scientific disciplines have been named to the executive committee of the university's Center for Theory and Simulation in Science Engineering.

The executive committee, which is responsible for establishing Theory Center policies on membership, programs, financing, and staffing, will report to Joseph M. Ballantyne, vice president for research and advanced studies. The Theory Center is one of four national advanced scientific computing centers established in February by the National Science Foundation to enhance the nation's scientific and technological standing in the world community, by providing the supercomputing power required by researchers.

Members of the executive committee are: David Caughey, professor of mechanical and aerospace engineering; Donald Greenberg, the Jacob Gould Schurman Professor of Computer Graphics, professor of architecture and engineering, and director of the Program in Computer Graphics; Juris Hartmanis, professor of engineering and computer sciences; Robert McGinnis, professor of sociology and director of the Cornell Institute of Social and Economic Re-

search; Anil Nerode, professor and chairman of the Department of Mathematics; and Edwin Salpeter, the James Gilbert White Distinguished Professor in the Physical Sciences and director of Cornell's Center for Radiophysics and Space Research.

In addition, seven ex-officio members, six of them from Cornell, serve on the executive committee. They are: Vice President Ballantyne; Kenneth G. Wilson, the James A. Weeks Professor of Physical Science, recipient of the 1982 Nobel Prize in physics, and director of the Theory Center; Ravindra Sudan, the IBM Professor of Engineering, professor of electrical engineering and applied engineering physics, and deputy director of the Theory Center; Alain Seznec, Dean of the College of Arts and Sciences; William B. Streett, Dean of the College of Engineering; and Kenneth King, Vice Provost for Computing. King, Sudan, and Wilson are the three principal investigators at the Theory Center.

The seventh ex-officio member is William Buzbee, deputy division leader for computing and communications at the Los Alamos National Laboratory, and chairman of the computer policy subcommittee.

Gift Total for '84-85 Record \$91.9 Million

Gifts to Cornell for 1984-85 reached a record high of \$91.9 million, according to Carol L. O'Brien, director of university development.

About 95 percent of the total gift support was for restricted purposes designated by donors.

The \$91.9 million includes \$10.4 million in grants from corporations and foundations to Cornell's endowed units. This component was not included in previous years.

In comparable dollars, 1984-85 gifts to Cornell totaled \$81.4 million, a 12 percent increase above the \$72.8 million received in 1983-84. Over a two-year period, gifts to Cornell have increased 32 percent.

The new record, O'Brien said, includes only gifts actually received and does not include pledges made during 1984-85. Those pledges include a \$20 million commitment to the Samuel Curtis Johnson Graduate School of Management by Trustee Samuel C. Johnson, a 1950 graduate of Cornell; his wife Imogene Powers Johnson, a 1952 Cornell graduate; his family, and associates.

Gifts and bequests for all purposes from alumni and friends came to \$52.4 million, an

11 percent increase over the \$47.1 received in 1983-84. The Cornell Fund, the university's annual giving program, received \$11 million, an increase of \$700,000 over the previous year. Reunion classes gave a record \$7.4 million, up 4 percent from \$4.9 million, according to O'Brien.

Corporate gifts reached a record high \$25.5 million, a 78 percent increase over the previous year's \$14.3 million. Private foundations gave \$13.9 million, a 22 percent increase over the \$11.4 million in 1983-84.

"Corporate giving to institutions of higher education is increasing nationally as corporations strive to work more closely with colleges and universities," O'Brien explained.

The \$91.9 million in total gifts for 1984-85 included:

- \$58.2 million for current use, of which \$54.4 million was for restricted or specified uses;
- \$18.7 million for endowed and similar funds;
- \$7 million for plant improvement;
- a \$5.7 million value in gifts to Cornell, including paintings, land, and books.

Junior Named to Trustee Academic Affairs Committee; One of Several Students Serving

Jennifer McEnroe, a junior in the New York State College of Human Ecology, has been named a non-voting member of the academic affairs committee of the university's Board of Trustees.

Her election at the Board of Trustees meeting last Friday makes her one of three non-trustee, non-voting members of that committee and one of several such members serving on board committees.

The other non-trustee members of the Committee on Academic Affairs are William A. Alba, a senior in the College of Arts and Sciences, and Eli Manchester Jr., a former trustee.

"The academic affairs committee is particularly interested in undergraduate education and has found from past experience that student members have much to contribute to its deliberations," said Vice Provost Barry Adams.

"This year, the committee will be examining the relationship between professional or

pre-professional studies and liberal education, and plans for integrating social and academic life at Cornell."

Non-voting members of Board committees — including students, faculty members, alumni, and former trustees — "give the Board and its committees access to ... expertise and advice ... in some important areas of the Board's policy-setting deliberations," according to a 1983 plan that led to the restructuring of the Board and provided for the appointment of non-voting, non-trustee committee members.

Non-trustee members "provide an opportunity for some of the University's constituencies to make a contribution to policy decisions in matters of direct concern to those constituencies," the Board explained.

Eight non-voting, non-trustee members serve on three other trustee committees — Buildings and Properties, Development, and the Committee on Land Grand and Statutory College Affairs — in addition to academic affairs.

Mueller Named Auditor

Glen C. Mueller, a division vice president for information services with the Greenwich, Conn.-based Amax Inc., was named Cornell auditor Saturday by the university's Board of Trustees.

Mueller's appointment became effective Oct. 14. He holds a B.S. in economics (1972) and an M.B.A. in finance and accounting (1974) from Cornell. Mueller succeeds Leo Collins, who retired June 30 after 25 years as university auditor.

Cornell's new auditor, who has been with

Amax since 1979, has 10 years of experience in managing information systems and computer-based audits for Fortune 500 firms.

In 1974, he joined Arthur Young & Co., where he became a certified public accountant and senior auditor. In 1979, he became manager of computer auditing for Amax, a position he held until 1982 when he was named director of information services for an Amax division in Colorado. He was named a vice-president of Amax in 1984.

Calendar

October 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		

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

Personal Growth Workshops

A second series of Personal Growth Workshops will begin the week of Oct. 28. Topics include Assertiveness, Building Self Esteem, Building Satisfying Relationships, Stress Management, General Personal Growth and Women, Food and Self-Esteem. There will also be an advanced group for participants who have already attended a Women, Food and Self-Esteem group (Women, Food and Self-Esteem II). All workshops are free and confidential and emphasize building skills. They are short term. Open to everyone in the Cornell community. Signups begin Oct. 17. For more information or to sign up, please stop by 103 Barnes Hall or call 256-3608.

Medieval Manuscripts

Information is currently being sought on the presence of medieval manuscripts in private collections in the Ithaca area for the purpose of compiling a census. If you own a medieval manuscript or a page from a manuscript, please contact: Professor R.G. Calkins, Department of the History of Art, Goldwin Smith 35, Cornell University. Identity of owners will remain completely confidential.

Study Abroad in China

The Dept. of Asian Studies is sponsoring an informational discussion session on study abroad programs in China for interested undergraduates. Come - talk with other students who have studied in China. Wed., Oct. 23, 4:30 p.m., Lounge, 374 Rockefeller Hall.

Intramural Basketball (Men, Women, Co-ed)

Deadline on entries is Fri., Oct. 25 at 4 p.m. in the Intramural Office, Helen Newman Hall. Play will begin Mon., Nov. 11 in Barton Hall (for all leagues). Mon. through Thurs. evenings: Please specify your preferred day of play (1st, 2nd, 3rd choice) on your roster. Minimum of 9 to enter. Co-ed minimum of 10 to enter. Equal number of men and women. Forfeit fee of \$10 per team, due with your roster to enter. If you do not forfeit any of your regularly scheduled games we will void your check at the end of play. Checks only, payable to "Dept. of P.E. & Ath., Intra. Div." Post-date checks Mar. 21, 1986.

CUSLAR Rummage Sale

A rummage sale to raise funds for CUSLAR (Committee on U.S./Latin American Relations), will be held Friday and Saturday, Oct. 25 and 26, from 10 a.m. to 6 p.m. each day, in the One World Room in Anabel Taylor Hall. Donations of rummage may be dropped off at the CUSLAR office in G-29 Anabel Taylor, but check first to see if someone is there by telephoning 256-7293. Volunteers are also needed to transport, price, and sell rummage.

Dance

Cornell Folkdancers

Cornell Folkdancers will meet on Sun., Oct. 20. Location to be announced. There will be no dancing on Oct. 27.

Israeli Folk Dancing

Dancing will be held on Thursday evenings at 8 p.m. in the One World Room of Anabel Taylor Hall. Beginners and experienced dancers welcome.

Jazz Exercise

Adult Jazz Exercise Dance Class. Tuesdays and or Thursdays, 7-8 p.m. Call 256-4231 mornings, or 257-5677 for further information.

Every Wednesday

The Jitterbug Club meets 7:30-9:30 p.m. in the Edwards Room, Anabel Taylor Hall. Beginners taught 7:30-8:30 p.m. For more information call Jim Krebs at 256-5034 or 257-4692.

Friday

Oct. 25, 8 p.m. *Statler Auditorium. Cornell Dance Office presents Hannah Kahn Dance Company.

Exhibits

Fasanella Workshop Planned

The Johnson Museum will present a family workshop from 10:30 a.m. to noon Saturday, Oct. 26, to complement "Urban Visions: The Paintings of Ralph Fasanella," an exhibition that reflects the lives and struggles of American workers and their families.

The workshop is based on one of Fasanella's themes, *Lest We Forget*, an inscription that appears in several of his paintings. Through this theme the artist reminds us to remember our family and cultural heritage. Participants will view Fasanella's works, which depict events from his own life, and then be asked to share stories about their own lives and heritages. Where did they grow up? What events do they remember? What games did they play?

Parents, guardians and grandparents are invited to take part in this special event with their children and grandchildren. All children under 10 must be

accompanied by an adult. The workshop will be conducted by Barbara Marmora, assistant coordinator of education, and Suzette Lane McAvoy, curator of the exhibition.

Those wishing to participate are asked to contact Barbara Marmora at 256-6464 to register in advance for this free program.

Herbert F. Johnson Museum

"Cornell University Art Department Faculty Exhibition, through Oct. 20. "Urban Visions: The Paintings of Ralph Fasanella" through Nov. 10. "From the tree where the bark grows": North American Basket Treasures from the Peabody Museum, Harvard University, through Oct. 27. "Tejonkwahontasen: Basketmakers of Akwesasne" through Oct. 27. The Herbert F. Johnson Museum of Art, located at the corner of Central and University Avenues, is open Tuesday through Sunday, from 10 a.m.-5 p.m. The Expanding Cinema returns to the Museum this fall with its most ambitious schedule yet, making it one of the country's most extensive surveys of experimental film and video works. Expanding Cinema programs will be shown throughout the academic year, every Sunday at 2 p.m. in the museum's Lecture Room. Guest film and video artists, lecturers, and critics will be featured regularly. The Expanding Cinema is a joint program of Cornell Cinema and the Johnson Museum. All programs are free and open to the public. Sunday, Oct. 12, 2 p.m.: the film "Ruckus Manhattan" by artist Red Grooms will be presented in conjunction with the Ralph Fasanella exhibition.

The Herbert F. Johnson Museum of Art, located at the corner of University and Central Avenues on the Cornell campus, is open Tuesday through Sunday from 10:30 a.m. to 5 p.m. Admission is free.

Films

Unless otherwise noted films are sponsored by Cornell Cinema. Cornell Cinema asks all those who are interested in co-sponsoring series or individual films in the Spring to submit their proposals by Oct. 20. Please direct any questions or requests for assistance to Richard Herskowitz at 256-3522.

Thursday

Oct. 17, 12:20 p.m. Warren Hall 32. Rural Sociology 104: Proseminar: Issues and Policies in Rural Sociology. "Budworks" (pesticides).

Friday

Oct. 18, 7:30 p.m. *Uris Hall Auditorium. "Confidentially Yours" (1983), directed by Francois Truffaut, with Fanny Ardant and Jean-Louis Trintignant.

Oct. 18, 10 p.m. *Uris Hall Auditorium. "The Man Who Would Be King" (1975), directed by John Huston, with Sean Connery and Michael Caine.

Saturday

Oct. 19, 7:30 p.m. *Uris Hall Auditorium. "Confidentially Yours."

Oct. 19, 10 p.m. *Uris Hall Auditorium. "The Man Who Would Be King."

Sunday

Oct. 20, 2 p.m. Johnson Museum. "Urban Peasants: An Essay in Yiddish Structuralism" (1975).

Oct. 20, 8 p.m. *Uris Hall Auditorium. "The Reckless Moment" (1949), directed by Max Ophuls, with James Mason and Joan Bennett. Shown with "The Great Lie" (1941), directed by Edmund Goulding, with Bette Davis, Mary Astor and George Brent.

Monday

Oct. 21, 8 p.m. *Uris Hall Auditorium. "Knife in the Head" (1978), directed by Reinhard Hauff, with Bruno Ganz.

Tuesday

Oct. 22, 8 p.m. *Uris Hall Auditorium. "I'm All Right, Jack" (1960), directed by John Boulting, with Peter Sellers, and Ian Carmichael. Co-sponsored by Johnson Museum and ILR School.

Wednesday

Oct. 23, 8 p.m. *Uris Hall Auditorium. "Husbands" (1972), directed by John Cassavetes, with Ben Gazzara, Peter Falk, and John Cassavetes. Co-sponsored by Cornell Men's Network.

Thursday

Oct. 24, 12:20 p.m. Warren Hall 32. Rural Sociology 104. Proseminar: Issues and Policies in Rural Sociology: "Looking for Organic America." This film allows audience to tour the world's largest feedlot and egg ranch and juxtaposes their "economies of scale" with organic family farms. Some of the latter turn out to be extensive operations, and the contrast is really not in size but in approach.

Oct. 24, 8 p.m. *Uris Hall Auditorium. "The Green Wall" (1982), directed by Armando Robles Godoy, documentary. Co-sponsored by the Language House.

Friday

Oct. 25, 8 p.m. *Anabel Taylor. "Brief Encounter" (1946), directed by David Lean, with Celia Johnson and Trevor Howard.

Oct. 25, 10 p.m. *Uris Hall Auditorium. "Stop Making Sense" (1984), directed by Jonathon Demme with The Talking Heads.

Oct. 25, 12 mid. *Uris Hall Auditorium. "Stop Making Sense."

Saturday

Oct. 26, 7:30 & midnight *Statler. "Stop Making Sense" (1984).

Oct. 26, 7:30 & 9:45 p.m. *Uris Hall Auditorium. "A Nos Amours" (1983), directed by Maurice Pialat, with Evelyne Kerr.

Oct. 26, 10 p.m. *Statler. "Rope" (1948), directed by Alfred Hitchcock with James Stewart, John Dall, and Farley Granger.

Sunday

Oct. 27, 2 p.m. Johnson Museum. "The Case of Marcel Duchamp." Co-sponsored by CCPA.

Oct. 27, 8 p.m. *Uris Hall Auditorium. "The

Story of Adele H." (1975), directed by Francois Truffaut, with Isabelle Adjani and Bruce Robinson.

Lectures

Thursday

Oct. 17, 12:20 p.m. 102 West Ave. Ext. Southeast Asia Program: "American Foreign Policy and the Indonesian Revolution," Motoko Shuto, Associate Professor, Faculty of Law, Komazawa University, Tokyo, and SEAP Visiting Fellow.

Oct. 17, 4 p.m. 374 Rockefeller. "Miamonides," Professor Avi Ravitzky. Sponsored by Hillel, Near Eastern Studies, Progressive Zionist Alliance.

Oct. 17, 4:30 p.m. Goldwin Smith Hollis Cornell Auditorium. Messenger Lecture Series: "Evolutionary Biology and Philosophy: Lecture III: Evolution and Ethics," Ernst Mayr, Agassiz Professor, Emeritus, Museum of Comparative Zoology, Harvard University.

Oct. 17, 4:30 p.m. Goldwin Smith Lecture Room D. English Department: "Periphrasis, Power, and Rape in A Passage to India," Brenda R. Silver, Associate Professor, Dartmouth College.

Friday

Oct. 18, 12:15 p.m. Uris Hall 360. Brown bag lunch: "The Historian and Disease: The Case of Anorexia Nervosa," Joan Jacobs Brumberg, Director, Women's Studies, Assistant Professor, Human Development and Family Studies/Women's Studies, Cornell University. Sponsored by Western Societies Program.

Wednesday

Oct. 23, 4:30 p.m. Thurston Hall 205. College of Engineering: "Acoustic Emission Source Characterization of Micro-Fracture," Dr. Takanori Ohira, Research Associate, Institute of Industrial Science, University of Tokyo.

Oct. 23, 7:30 p.m. Anabel Taylor One World Room. America and World Community: "The Blind Misleading the Blind" (Soviet and American Misconceptions of Nuclear War), Richard Ned Lebow, Professor of Government and Director of Peace Studies.

Thursday

Oct. 24, 12:20 p.m. 102 West Ave. Ext. Southeast Asia Program: Lecture by Tony Day, Department of Indonesian and Malayan Studies, University of Sydney, Australia. Topic to be announced, Southeast Asian history.

Oct. 24, 5:30 p.m. Tjaden. Cornell Architecture Lecture by Christopher Tadgell.

Oct. 24, 7:30 p.m. Anabel Taylor One World Room. America and World Community: "The Blind Misleading the Blind" (Soviet and American Misconceptions of Nuclear War), Richard Ned Lebow, Professor of Government and Director of Peace Studies.

Friday

Oct. 25, 12:15 p.m. Africana Studies and Research Center, Hoyt W. Fuller Room. Africana Roundtable: A Brown Bag Luncheon Discussion Series: "How Not to do African Philosophy," Anthony Appiah, Fellow, Society for the Humanities.

Music

Therese Schroeder-Sheker in Concert

Recording artist Therese Schroeder-Sheker will be in concert for one evening only on Wednesday night, Oct. 30, at the Anabel Taylor Chapel on the Cornell campus. She is renowned for bringing the spirit of medieval music alive with her extraordinary collection of romanesque, gothic, and wire-strung Iris harps and psalteries, and the combination of her fine soprano voice accompanied by the

transparent ringing of bronze cast White-chapel bells.

The theme of this concert is the experience of the pilgrim of the late middle ages, travelling from a home village to Chartres Cathedral, on through the south of France, over the Pyrenees and on to Santiago de Compostela, the farthest tip of northwestern Spain.

The concert is free and open to the public.

Every Sunday

Anabel Taylor Edwards Room, 9 p.m. Sing with the "Makhela: Hebrew Choir."

Sunday

Oct. 20, 8:30 p.m. Bound for Glory will be playing records from WVBR Studio during Cornell's fall break.

Thursday

Oct. 24, 8:15 p.m. *Statler Auditorium. Faculty Committee on Music Concert: Kalichstein-Laredo-Robinson Trio. Works of Haydn, Mendelssohn, Beethoven.

Friday

Oct. 25, 8:15 p.m. Barnes Hall. Cornell Contemporary Ensemble directed by Fred Cohen. Sponsored by Cornell Council of the Creative and Performing Arts.

Saturday

Oct. 26, 8:15 p.m. *Sage Chapel. Homecoming Concert: Cornell University Glee Club conducted by Byron Adams. Works of Palestrina, Mozart, Vaughan Williams, Elgar, Adams; Cornell Song Band conducted by Marice Stith. Works of Bernstein, Prokofiev, Wagner, others.

Religious Events

Thursday

Oct. 24, 4:30 p.m. Anabel Taylor G-34. Women's Ministry Meeting.

Oct. 24, 5 p.m. Anabel Taylor G-34. Student Struggle for Oppressed Jewry meeting.

Religious Services

Sunday

Oct. 20 Fall Recess: No Sage Chapel Preacher.

Sunday

Oct. 27, 11 a.m. Sage Chapel. Sage Chapel Preacher: Rosemary Ruether, Harkness Professor of Applied Theology, Garrett Theological Seminary.

Seminars

Seminar notices, unlike other calendar notices, do NOT go to Central Reservations in Willard Straight, but should be delivered to the Chronicle office, 110 Day Hall, in writing by noon Friday before publication. Each notice can be run only once, so on Thursday events please note whether you wish it published the day of the event or the week before. Please include the name and telephone number of someone who can be reached if there are questions.



The Kalichstein-Laredo-Robinson Trio will perform at 8:15 p.m. Thursday, Oct. 24, in Alice Statler Auditorium. The trio includes (from left) cellist Sharon Robinson, pianist Joseph Kalichstein and violinist Jaime Laredo.

Minority Student Exchange Program Ends First Year

By JAMES McGRATH MORRIS

Two dozen minority students from four leading research universities participated this summer in an exchange program aimed at attracting more black, American Indian, and Hispanic students into doctoral programs.

The Presidents' Summer Research Exchange Program, the first of its kind, was administered by Cornell. The program was established in March 1985 by Cornell, Princeton, Stanford, and the University of California at Berkeley.

The effort was funded by a three-year, \$392,000 grant from the Ford and Mellon foundations.

Participating students, all college sophomores and juniors, spent eight weeks on one of the four campuses working side-by-side with professors on research topics in the biological, physical, and social sciences, and the humanities.

The exchange program was launched at the initiative of Cornell President Frank Rhodes to increase the number of minorities seeking teaching and research careers.

"Unless we do something, the affirmative action efforts of the universities will fail because there simply will not be enough minority academics to fill faculty positions," explained Joycelyn R. Hart, assistant dean of Cornell's Graduate School.

"By the year 2000, minorities will make up 20 percent of the undergraduate population

in our colleges," Hart said. "If colleges don't increase the number of minority faculty members, they will fail to provide a proper balance or role models for all students. We won't represent the outside world," she said.

Currently, blacks, Hispanics, and Native Americans comprise slightly more than 2 percent of Cornell's faculty. Universities such as Cornell are finding it difficult to hire more minority faculty members because the number of minorities in the academic labor pool remains small.

In 1983, for example, of the 25,563 U.S. citizens who received doctoral degrees, there were only 1,000 blacks, 604 Hispanics, and 80 Native Americans. "You can see it is a very dismal picture," said Hart.

The idea behind the new exchange program is to expose minority undergraduate students to graduate research during the summers before their senior years, which is when they will decide whether to seek an advanced degree, Hart explained.

Previously, most minority recruitment programs have focused their attention on the identification of college seniors and on the provision of financial support for those minority students who pursue additional schooling. The exchange program differs because it affords the students an opportunity to see graduate research first hand and learn about the various ways to fund a graduate

education.

At Cornell this summer, the five scholars in the exchange program were joined by six other minority students sponsored by National Institute of Health's Minority Access to Research Careers (MARC) program and Cornell's College of Human Ecology. In all, eleven students from nine different colleges and universities came to Cornell.

For nearly a decade, the MARC program has brought minority students to research centers across the country. The exchange program, however, represents an effort by the universities themselves to seek and nurture minority graduate students Hart said.

Cornell, Princeton, Stanford, and Berkeley minority students with grade point averages of 3.0 or better were encouraged to apply for the exchange program. After a review of the applications by deans at the respective institutions, Cornell placed the students by matching their interests with appropriate research projects. In placing the students, an effort was made to afford them the opportunity to study away from their home campuses. In most cases the students were sent to a campus other than their own.

Each of the 24 students selected in 1985 received a stipend of \$3,500 and round-trip travel expenses. At Cornell, the Division of Summer Session, Extramural Study, and Related Programs established a scholarship fund to pay the tuition of students placed at

the university.

The students attending Cornell made acquaintances that may serve them professionally, according to Hart.

"One of the strongest points of my summer project was that I was given the opportunity to exchange ideas and views with the members of the research group (other professors and graduate students) to which I was assigned," one of the exchange students at Cornell wrote. "I was always treated as an equal and valuable member of the group."

The students all completed work at a level expected of graduate students and were rated "good" to "outstanding" candidates for graduate school by their faculty advisers, according to Hart.

Planning for next summer has already begun. Among the proposed improvements is helping the universities provide students with more background on their particular research projects before placements are made in June.

It will be a number of years before the program will be judged a success, Hart admitted. Nonetheless, Hart is confident that the program will make a difference.

"Although we are talking about a relatively small number of students, if we can get these students into Ph.D. programs it will be a meaningful contribution to the faculty pool," she said.

African Development: "Agricultural Priorities for Sub-Saharan Africa," Christopher L. Delgado, coordinator for African research, International Food Policy Research Institute, Washington, D.C., noon Thursday, Oct. 24, 320 ILR Conference Center.

Agricultural Economics: "Agricultural Policy and Financial Stress," Marvin Duncan, senior deputy governor of the Farm Credit Administration, (5th annual W. I. Myers Memorial Lecture in Agricultural Finance) 4 p.m. Wednesday, Oct. 23, 401 Warren Hall.

Archaeology: "Ebla: Between Egypt and Mesopotamia," Prof. Giovanni Pettinato, Society for the Humanities, 4:40 p.m. Thursday, Oct. 24, 105 McGraw Hall.

Astronomy: "Orbits in Spiral Galaxies," George Contopoulos, University of Athens, noon Friday, Oct. 18, 415 Space Sciences.

Atomic & Solid State Physics: Theory Seminar: "The Spin-Glass Problem on a Bethe Lattice," Professor David Thouless, University of Washington, Thursday, Oct. 17, 1:15 p.m., 701 Clark Hall.

Atomic & Solid State Physics: Solid State Seminar: "Fluid Metals at High Temperature and Low Density," Dr. John Shaner, Los Alamos National Laboratory, Wednesday, Oct. 23, 2 p.m., 701 Clark Hall.

Atomic & Solid State Physics: Theory Seminar: "Title to be Announced," Dr. J. W. Cahn, National Bureau of Standards, Thursday, Oct. 24, 1:15 p.m., 701 Clark Hall.

Biochemistry: "Mechanism and Control of Homologous Recombination," Dr. Gerald Smith, Fred Hutchinson Cancer Institute, Seattle, 4:30 p.m. Friday, Oct. 18, 204 Stocking.

Biophysics: "Ionic and Electrical Controls of Cell Movement," Dr. Mark S. Cooper, University of California, Berkeley, 4:30 p.m. Wednesday, Oct. 23, 700 Clark Hall.

Chemistry: "The Chemistry of Museum Objects," Lambertus Van Zelst, Analytical Conservation Laboratory, Smithsonian Institute, 4:40 p.m. Thursday, Oct. 17, 119 Baker Lab.

Chemistry: "Stereoselective Cyclization Reactions," Richard Chamberlain, UC Irvine, 4:40 p.m. Tuesday, Oct. 22, 119 Baker Lab.

China-Japan Program: "The Social Consequences of China's Economic Reforms," Wang Hsiao-Lin, political economist and vice president of Tsinghua University, People's Republic of China, with Edward Gunn, modern Chinese literature; Victor Nee, sociology, and Vivienne Shue, government, all of Cornell; moderated by Sherman Cochran, professor of modern Chinese history and director of the China-Japan Program, Cornell, and with Mark Selden, professor of sociology, SUNY Binghamton as discussant, 4:30 p.m. Thursday, Oct. 31, 374 Rockefeller Hall.

CISER, Western Studies, International Political Economy and Government: "Thatcherism and Public Sector Unions in Britain," Robin Gaster, University of California, Berkeley, 12:20 p.m. Wednesday, Oct. 23, 145 McGraw.

CLEARs: "The Natural Resources of NYC — An Urban Approach to the Inventory and Management of Parklands," NYC Department of Parks & Recreation, USFS, SUNY Syracuse, CLEARs, 7-9:30 p.m. Wednesday, Oct. 23, 135 Corson.

Ecology and Systematics: "Experiments with Blackbirds," Frances C. James, Biological Sciences, Florida State University, Tallahassee, 11 p.m. Friday, Oct. 18, Cole Room, E351 Corson Hall.

Ecology and Systematics: "Phylogenizing in the Genus *Drosophila*: The Value of Electrophoretic Data," Ross J. MacIntyre, Cornell, 4:30 p.m. Wednesday, Oct. 23, Morison Seminar Room, Corson/Mudd Hall.

Floriculture and Ornamental Horticulture: "Characteristics of Urban Soils and Their Problems," Philip J. Craul, soil science, Environmental Science and Forestry, Syracuse University, 7:15 p.m. Thursday, Oct. 24, 37 Plant Science.

Genetics and Development: "Molecular Organization of the 2B5 Ecdysterone-Responsive Puff in

Drosophila," G.M. Guild, Biology, University of Pennsylvania, 4 p.m. Monday, Oct. 21, 135 Emerson.

History and Philosophy of Science and Technology: "Toward a History of Human Experimentation," David C. Rothman, College of Physicians and Surgeons of Columbia University, 4:35 p.m. Wednesday, Oct. 23, 165 McGraw.

Immunology: "NZBxSWR (F1) as a Model for Systemic Lupus Erythematosus: Contributions of the Normal Strain of the Development of the Disease," Jerry Gavalchin, Cancer Research Center, Tufts University, 12:15 p.m. Friday, Oct. 18, D-105 Schurman Hall.

International Nutrition: "National Efforts to Avoid Famine During Kenya's 1984 Drought," Prof. David Lewis, City and Regional Planning, Cornell, 12:40 p.m. Thursday, Oct. 17, 130 Savage Hall.

International Studies: "Breaking with Moscow: Revelations of a Soviet Diplomat," Arkady Shevchenko, Bartels World Affairs Lecturer, 4:30 p.m. Thursday, Oct. 24, 701 Clark Hall.

International Studies: "The Making of Soviet Foreign Policy: An Insider's View," Arkady Shevchenko, Bartels World Affairs Lecturer, 10 a.m. Friday, Oct. 25, 202 Clark Hall.

Material Science and Engineering: "Polyimides," F.W. Harris, University of Akron, 4:30 p.m. Thursday, Oct. 24, 140 Bard Hall.

Neurobiology and Behavior: "Cooperative Societies of Tropical Wrens: How Can the Effects of Kin Selection and Reciprocity Be Separated?" 12:30 p.m. Thursday, Oct. 17, Morison Seminar Room, Corson/Mudd Hall.

Physiology: "1,25(OH)₂D₃ Receptors as Intracellular Mediators of Vitamin D Action: Hormone-Dependent Receptor Phosphorylation and Mediation of Hormone Action," Dr. J. Wesley Pike, Biochemistry, University of Arizona Health Science Center, Tucson, 4:30 p.m. Tuesday, Oct. 22, G-3 Veterinary Research Tower.

Plant Biology: "Osmoregulation in Dunaliella," Mordhay Avron, Weizmann Institute of Science, Rehovot, Israel, 11:15 a.m. Friday, Oct. 18, 404 Plant Science.

Plasma Studies: "Dense Z-Pinch Research at NRL," Dr. John Sethian, Naval Research Laboratory, 4:30 p.m. Wednesday, Oct. 23, 282 Grumman.

Psychology: "Concepts, Word Meaning and Cognitive Development," Frank Keil, Psychology, Cornell, 3:30 p.m. Friday, Oct. 18, 202 Uris Hall.

Pomology/Vegetable Crops: "The United States Import Situation for Fruits and Vegetables," Dr. David Blandford, Agricultural Economics, 4:30 p.m. Thursday, Oct. 24, 404 Plant Science.

Statistics: "Some 'New' Ideas on Statistical Design of Experiments in Product/Process Design for Manufacture," John S. Ramberg, Systems and Industrial Engineering, University of Arizona, 3:30 p.m. Wednesday, Oct. 23, 250 Caldwell Hall.

Theoretical and Applied Mechanics: "Acoustic Emission Source Characterization of Micro-Fracture," Takanori Ohira, research associate, Institute of Industrial Science, University of Tokyo, 4:30 p.m. Wednesday, Oct. 23, 205 Thurston.

Theatre

More premiere readings of new plays by American playwrights will be performed Thursday, Oct. 24 and Friday, Oct. 25, with Russell Davis' *The Last Good Moment of Lily Baker*, both at 8 p.m. at the Drummond Lab Theatre in Lincoln Hall.

Susan Gregg, former director of script development at the New Dramatists in New York, has returned to Ithaca for the month of October to direct the play.

Davis' plays have been produced at Center Stage in Baltimore, the Winterfest of new plays at the Yale Repertory Theatre, and at Pennsylvania Stage Company. Currently he won a McKnight Fellowship for playwrights.

Thurs.-Sat.

Oct. 17-19, 8 p.m. *Willard Straight Theatre; Theatre Cornell presents "The Trials of Brother Jero" and "Jero's Metamorphosis" directed by David Feldshuh. Season subscriptions are available now. Prices range from \$14 to \$21. For information please call 256-5165.

Graduate Bulletin

The deadline for dropping courses and changing the grade option is Oct. 25. After that date, a special petition will be required for adds, drops, or changes of any kind, in addition to the \$10 late processing fee.

Approaching fellowship deadlines are listed below. Information on these and other fellowships and awards is available in the Fellowship Office, 116 Sage Graduate Center or in your graduate faculty representative's office.

Nov. 1: American Schools of Oriental Research. Fellowships, professorships, grants, and scholarships are available in Jerusalem, Amman, Nicotia, and the Middle East.

Institute of International Education, International Doctoral Research Fellowship—Western Europe. Open to doctoral candidates enrolled at American or Canadian universities who will have completed all requirements for the Ph.D. except the dissertation by the start of the grant. For students in the social sciences and humanities. Topics particularly encouraged include anthropology, economics, social psychology and sociology.

The American-Scandinavian Foundation. Awards for study in Scandinavia, 1986-87.

French Institute/Alliance Francaise. Offers scholarships for graduate study and research in all fields. Awards enable American graduate students to study in France and French students to study in the United States.

New York State Assembly Intern Program. Scholars use their policy analysis and research skills in Assembly leadership staff units. Applicants must be matriculated in, or have completed, a graduate degree program. Scholar's assignments include research, program development and policy analysis. Up to 10 graduate scholars receive an \$8,500 stipend.

U.S. Department of Health and Human Services, Public Health Service, National Center for Health Services Research and Health Care Technology offers grants for health services dissertation research. Students must be enrolled in an accredited doctoral degree program in the social, medical, management, or health services and conducting or planning to conduct dissertation research on the organization, delivery, financing, or quality of health care services.

There were 22 thefts involving losses amounting to \$3,590 in cash and valuables on campus during the period Oct. 7 through 13, according to the morning reports of the Department of Public Safety.

These included three thefts of cash: \$160 from Mary Donlon Hall, \$23 from a Statler Hall locker room, and \$99.07 from the Stocking Hall Dairy Store. Also, three bicycles worth a total of \$282 were reported stolen.

Other thefts included a \$379 television taken from Lyons Hall, 80 feet of chain worth \$130 taken from Schoellkopf Field, a \$750 portable radio missing from the Stewart Ave. area, and a camera and sunglasses worth a total of \$417 taken in the vicinity of Garden Avenue.

Also reported stolen were a \$108 portable stereo, a \$153 cordless telephone system, a \$150 gold bracelet, and two men's suits and a jacket worth a total of \$580.

Two persons were referred to the Judicial Administrator on charges of jumping up and down on a bicycle damaging it extensively.

CIVITAS

PAINT WALLS WITH YOUR FRIENDS.

School needs people, a small group of people to paint classrooms. Experience with painting preferred. Contact CIVITAS.

DOWNTOWN SOUP KITCHEN needs volunteers for kitchen work, general office work, or just to talk and make friends with guests 2-4 hrs./wk. for a semester. Choose from M, W, F 10 a.m.-2 p.m. or T, Th 4-8 p.m. Training sessions will be provided.

CONTRACEPTION, GYNECOLOGY, & SEXUALITY SERVICE (CGSS) invites men and women to apply for Spring '86 training. Medical assistants help prepare patients for exams; interviewers obtain a history and discuss birth control methods with clients. Must be available for 3-4 hour shifts weekly for two semesters after training. Apply 3rd floor, Gannett Health Center or call 256-3978.

CAMBODIAN REFUGEE from TC3, needs help with basic physics. Lives downtown, but can meet on campus. 1 hr./wk for a semester.

TALK WITH KIDS, spend some time and play games with youth. Pick a time, anytime, M-F 3-6. This club is in a rural community outside Ithaca served by Tom Tran transportation. You will be reimbursed by organization.

TUTORS SOUGHT HELPER SOUGHT for Cornell Nutrition Major Teaching Ethnic Foods and Nutrition to elementary aged children. Tues. afts., 2:30-5:00 p.m., at conveniently located youth center downtown.

AFTER SCHOOL PROGRAM needs volunteers to teach various subjects to 5-13 yr. olds. Presently, help is needed for the art programs (Mon, and Tues., 3-5 p.m.), and organized sports (Thurs. 3-5 p.m.). Evening program for teens seeks helpers for weight lifting (Mon. and Wed. 6:30-9:30 p.m.) and photography (6:30-9:30 p.m. any night, M-F).

BLIND STUDENT starting a job search, needs volunteer to help do research of various companies (basically at Career Center). Graduate student volunteer also needed for tutoring in various advanced Mechanics and Aerospace courses. Should know material tutored. Please contact CIVITAS, between 2-4. Conveniently located downtown.

SEVERAL ITHACA HIGH SCHOOL STUDENTS need tutors in math (esp. geometry and beginning algebra) and sciences (biology, chemistry, physics). Some high school students can come to campus after school, eves. & wknds, at mutual convenience of tutor and tutee. We also need help for students (some are refugees) who cannot come to campus, so tutors are needed who can go to the high school betw. 2:30-3:30 p.m. M-F, or the Public Library downtown after school, eves. and weekends. Once a wk. for about an hour is the usual time commitment. Please contact CIVITAS.

TO OFFER YOUR HELP, come to CIVITAS, 119B Anabel Taylor Hall, or call 256-7513. Open M, W, F, 9:00-3:00; T, Th, 10:00-2:00.

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

Barton Blotter

There were 22 thefts involving losses amounting to \$3,590 in cash and valuables on campus during the period Oct. 7 through 13, according to the morning reports of the Department of Public Safety.

These included three thefts of cash: \$160 from Mary Donlon Hall, \$23 from a Statler Hall locker room, and \$99.07 from the Stocking Hall Dairy Store. Also, three bicycles worth a total of \$282 were reported stolen.

Other thefts included a \$379 television taken from Lyons Hall, 80 feet of chain worth \$130 taken from Schoellkopf Field, a \$750 portable radio missing from the Stewart Ave. area, and a camera and sunglasses worth a total of \$417 taken in the vicinity of Garden Avenue.

Also reported stolen were a \$108 portable stereo,

State of the University

President Rhodes Tells Trustees, Council Highlights of Past Year

Delivering his annual State of the University address to members of the Board of Trustees and Cornell University Council on last Friday, President Frank Rhodes expressed gratitude to both groups for their outstanding leadership and continuing support. He also reviewed the highlights of the past year and discussed the role of big science in the University community.

The substance of his speech, as presented, follows:

• • •

By FRANK H.T. RHODES

Members of the Board of Trustees, members of the Cornell Council: I am pleased to welcome you to this annual joint meeting of Cornell's most devoted leaders, alumni, and friends. We are indebted to all of you for the substantial achievements of the year just past. Much of what has been accomplished this past year is the result of your devotion and support.

It is no easy thing for an incumbent president to give you an impartial assessment of what the State of the University really is. I am reminded of the story Trustee Sol Linowitz tells in his recent book of the first time his family watched a television program that he hosted. When he arrived home after the first program his family had seen, his bubbly daughter came rushing to the door and threw her arms around him. "I loved it, Daddy," she shouted, "except for two things: the way you looked and the way you talked."

University presidents, just like TV personalities, need an impartial rating and fortunately the *Scientific American* has provided one for us.

Exactly one hundred years ago, in October 1885, the *Scientific American* described Cornell in these words:

"Cornell University...has already, just 20 years after the date of its incorporation, become one of the distinctively great collegiate institutions of the United States. Whether considered with reference to the number and magnitude of its buildings, the extent and beauty of its grounds, the largeness of its endowments, the munificence of its founders and benefactors, the number and completeness of its courses of instruction, the practical usefulness of its outfit of apparatus and machinery, the number of its students, or, most important of all, the number and character and fame of its little army of professors and teachers, it stands well among the three or four admittedly pre-eminent colleges and universities in our country."

Of course, reputation and tradition can, as John Gardner once observed, serve as effective cosmetics for fading institutions, but Cornell, in every area mentioned by the *Scientific American* a century ago, has maintained a level of distinction that is truly remarkable, given the great blossoming of higher education that has occurred in the intervening years.

We begin the year with five new Deans: Robert Doherty in the School of Industrial and Labor Relations; Bernard Horowitz in the Graduate School of Medical Sciences; Susan Murphy in Admissions and Financial Aid; Robert Phemister in the College of Veterinary Medicine, and William Streett in the College of Engineering. Jay Morley joined us this summer as vice president and treasurer. All these people bring to their new administrative positions records of professional distinction and proven leadership, and we are delighted that they have agreed to accept these new challenges.

Our "Little Army of Professors and Teachers" here and at the Medical College, now some 2,000 strong, gathered during 1984-85 an impressive array of national awards and honors. Eight members of the faculty won Guggenheim Fellowships, tying us for fourth place in the nation. In each of the last five years we have always been in the top four places in these awards. Our younger faculty members received nine of the 100 Presidential Young Investigator Awards this year, placing us first in the Ivy League and third in the nation. In addition, nine faculty members were elected to the National Academy of Sciences, the National Academy of Engineering, and the American Academy of Arts and Sciences.

Nobel Laureate Roald Hoffmann in chemistry and Wendell Roelofs in entomology secured two of the 19 National Medals of Science awarded by President Reagan this year. Alison Lurie, Professor of English, won the 1985 Pulitzer Prize for her novel, "Foreign Affairs." One of our Nobel Laureates in physics, Hans Bethe, won the Vannevar Bush Award from the National Science Board.

On the international scene, astronomer Thomas Gold received the 1985 Gold Medal of the Royal Astronomical Society; Eleanor H. Jordan was awarded the Order of the Precious Crown by the Emperor of Japan in recognition of her teaching of Japanese in the United States; and Eric A. Blackall received the Order of Merit of the Federal Republic of Germany, first class, in recognition of his contributions to the field of German Romantic literature.

We are continuing to replenish our supply of talent through the appointment, since July 1984, of 133 new faculty members including 30 women and 16 members of minority groups.

Our faculty are supported by a professional staff of some 6,950 men and women of extraordinary competence and dedication. Day in and day out their skills and commitment contribute to the well-being of the University.

"What we have loved, others will love, and we will teach them how," William Wordsworth wrote in "The Prelude," and those words continue to find expression today in the work of the Cornell faculty. Indeed Cornell's commitment to teaching may

school careers, increasing personal contact with prospective students throughout the admissions cycle, cooperating with our Ivy League colleagues in joint efforts, and continuing our efforts with minority alumni groups in major cities.

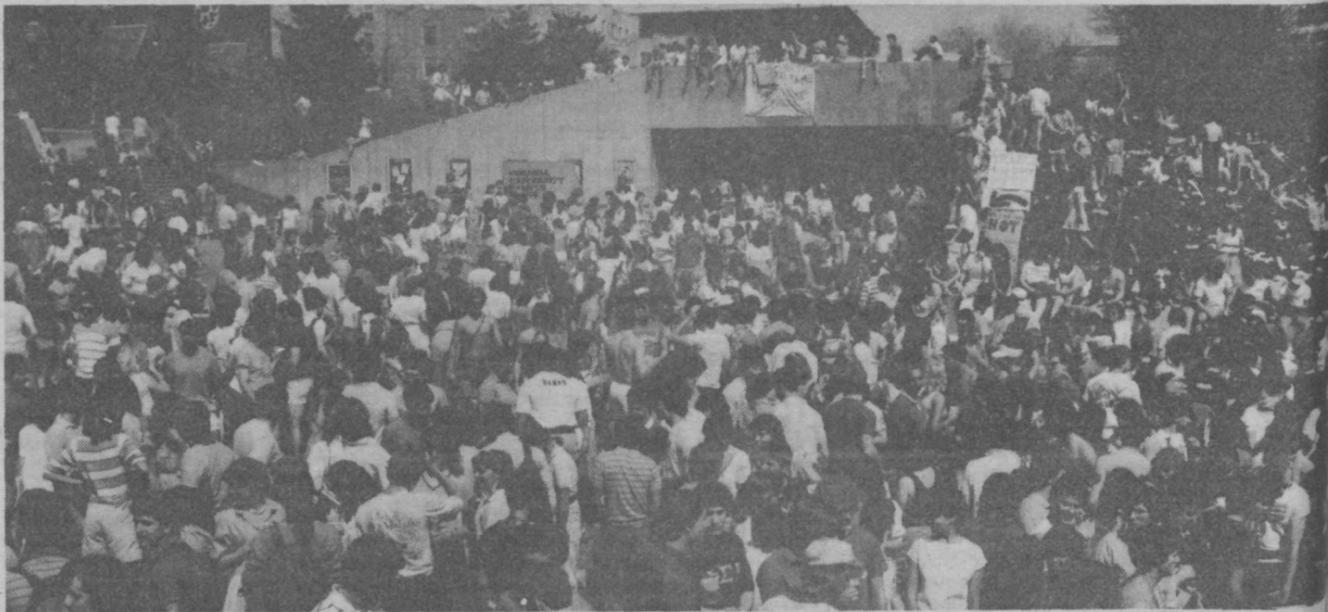
A related problem of very serious proportions is the lack of talented minority students in advanced graduate and professional programs, from which colleges and universities will draw the next generation of faculty. For example, blacks, Hispanics and Native Americans make up 19 percent of the U.S. population, but receive only 8 percent of the doctoral degrees annually. Moreover, according to a recent Ford Foundation estimate, the proportion of black graduate students has declined from 6 percent to 4.2 percent over the past five years. This summer Cornell created a new program designed to encourage promising minority students to continue their education beyond the baccalaureate level and to consider careers in academe. In cooperation with Princeton, Stanford and Berkeley, and with generous support from the Ford and Mellon Foundations, the program made it possible for 24 talented minority students from the participating institutions to work

science and technology and the other on reason, social values and policy. These new programs are designed to bring about fruitful combinations and recombinations of studies too often separated within present disciplinary structures.

• As part of a continuing effort to lower artificial barriers between learning and living on campus, we have instituted a "faculty fellows" program to complement our faculty in-residence program. Some 40 members of the faculty have volunteered to hold office hours in dormitories on North and West Campus, and to eat many of their meals with students.

• Project Ezra is a program supported by a gift of \$8 million from IBM, which has enabled us to use personal computers extensively in our instructional efforts. Some 214 members of the faculty, a full 11 percent, now involved in some 155 different initiatives under Project Ezra.

• We have also greatly expanded our international programs. This year we expect that some 255 Cornell students will be studying at 20 institutions in 7 countries under the auspices of our still-developing Cornell Abroad Program. We also have informal agreements



"Last year we received 19,848 applications for the 2,800 places in the current freshman class, a 1.9 percent increase from the year before, a 20 percent increase over four years ago, and an all-time high for Cornell."

be one reason for the university's continuing success in attracting students of exceptional talent and promise.

With some 17,500 students enrolled last year on the Ithaca campus and 528 at the Medical Center, we have grown considerably beyond the student body of 573 that so impressed the *Scientific American* in 1885, but even more impressive have been the strength of applications for admissions and the quality of our entering students.

Last year we received 19,848 applications for the 2,800 places in the current Freshman class, a 1.9 percent increase from the year before, a 20 percent increase over four years ago, and an all-time high for Cornell. This is particularly gratifying when the college-age population in the north-eastern region has declined by some 20 percent over this same period. As a result, the quality of our entering class is even higher than last year. Combined SAT scores for those admitted averaged 1252, an increase of 15 points over four years ago. A full 76 percent of the Class of 1989 ranked in the top 10 percent of their high school classes compared with 65.6 percent for the Class of 1985.

I am particularly pleased that some 14 percent of our new students are children of alumni, an increase of 1.4 percent over last year, and tangible proof that the best advertisement in the world is a satisfied customer.

We enrolled 582 new minority students, representing 19.6 percent of the entering class, this fall. This number reflects a slight decrease from the all-time high in minority enrollment achieved in 1984, and during the coming year, we shall be taking several steps to improve our minority recruitment effort. We shall be identifying and contacting promising minority students earlier in their high

with a faculty member or research group for a 10-week period. In the program's first summer, seven Cornell students were placed at cooperating institutions, and five minority students from elsewhere came to Cornell. The early reports suggest that this is likely to be a successful program.

Through the similar Minority Access to Research Careers (MARC) Program, we brought three students from historically black colleges to Cornell for summer research experience, and through a third program, three minority students undertook study in our College of Human Ecology.

Efforts such as these are building for the longer term, but ultimately they may be our most effective strategy for attracting talented minority students into careers in teaching and research.

Last year I spoke of our efforts to improve undergraduate education and so make Cornell, with its unique combination of liberal and professional studies, the flagship research university for undergraduate education. Let me describe just five new initiatives in this important area.

• Last spring we transplanted ivy from the Ithaca campus to the permanent new home of our Cornell-In-Washington program on O Street, and I am happy to report that both the ivy and our Washington-based programs in architecture and public policy are flourishing. K.C. Parsons, who assumed the directorship of the program this summer, is exploring ways in which the program might be expanded to the fine arts and humanities to make fuller use of the rich cultural setting provided by the nation's capital.

• With a generous grant from the Mellon Foundation, we are launching two new programs, one in the history and philosophy of

with several other universities, including Cornell, where 10 of the undergraduates enrolled are from Cornell.

This program builds upon a tradition even in Cornell's early years, to provide a global perspective and to serve not only people of our own region or nation, but peoples of the world. Study abroad is a way street. Students from some 20 foreign countries were enrolled at Cornell as early as 1904, and Cornell was especially popular with Chinese students in those early years. Indeed to Hing Kwai Fung, Cornell Class of 1911, belongs much of the credit for the modernization of Chinese agriculture.

During recent visits to China, I have been privileged to meet many of these Chinese Cornell graduates, and I have been touched to hear of their fond recollections and loyalty to Cornell. These long-established links with China remain strong, and today some 200 students and scholars from the People's Republic of China.

Part of the vigor of our own campus community derives from the large population of international students on campus. Last year Cornell enrolled 1,602 students from 100 foreign countries in its undergraduate and professional programs. Particularly noteworthy are the five black and one student from South Africa, recruited and supported by the Graduate School program now in its fifth year.

International and area studies are a growing portion of our curriculum. Cornell is one of only two universities in the nation to receive federal funding under Title VI of its area centers this year. I am told that now teach 45 languages on the campus. Language houses have waiting lists of

ants equal in number to their residents. We also have a long tradition of active involvement in international research and service. For almost 20 years, the Medical College in New York City has had an exchange program with the University of Bahia in Brazil for research and education in the area of tropical diseases. With support from the National Cancer Institute, the College is also investigating AIDS/Karposi's Sarcoma, as seen in the population of Haiti, in order to gain insight into how the disease in Haiti compares with that found in the U.S. T. Colin Campbell, Professor of Nutritional Biochemistry, has been working in collaboration with Chinese colleagues on a large nutritional assessment survey of China. One important objective of the study is to investigate the relationship of certain forms of human cancer with diet.

A group of faculty members from the College of Architecture, Art and Planning spent the summer in Beijing, at the invitation of the Chinese government, in an intensive study of urban planning and development.

Another group, supported by a grant of \$2.4 million from the U.S. Agency for International Development, is mounting a major Nutritional Surveillance Program, aimed at gathering practical information to combat hunger in developing nations.

We have also, over the past year, begun to consider how Cornell might orient a significant portion of its teaching, research and service activities to the long-term problems of African development, with special emphasis on food and nutrition. I have asked the Provost and a small group of senior faculty members to take the lead in this, and they and visiting scholars are meeting regularly during the fall to design a long-term program on African development, for which we hope to obtain external funding.

Such involvement in global affairs is a natural outgrowth of Cornell's Land Grant mission, and it builds upon our successful effort, begun in 1952 and extending over two decades, to improve nutrition and food production in the Philippines through close collaboration with the University of the Philippines' College of Agriculture at Los Banos.

These undertakings, taken together, reflect Cornell's commitment not only to train engineers, lawyers, historians and others of high technical competence but also to nurture human beings able to look beyond their own disciplines and to confront issues of larger social and ethical significance.

Given Cornell's enduring commitment to this wider sense of responsibility as a necessary complement to professional training, it is hardly surprising that many of our members — students, faculty and staff — have become deeply concerned about our institutional response to a number of national and international issues.

Of particular concern, on this campus as well as on many others nationwide, is the university's investment policy, especially its policy concerning corporations that have operations in South Africa. At issue is not the merit of apartheid, which all find repugnant, but rather the effect that withdrawal of university investments from corporations doing business in South Africa will have.

In addition to sparking continuing campus protests, the divestment issue was recently the subject of a faculty referendum, which drew one of the largest responses in recent history. The faculty voted 651 to 516 to support a May 1 resolution calling on the Board of Trustees to sell its stock in companies that do business in South Africa.

A broadly based trustee committee chaired by Patricia Carry Stewart is currently reviewing Cornell's investment policy. The committee will make its report to the Investment Committee in December and to the full Board in January.

But there is another issue that must be addressed in view of the demonstrations and disruptions of recent months. It concerns the nature of the university in the larger society it serves.

The distinctiveness of the modern university lies in its remarkable openness to controversy. It thrives on debate; it embraces contention. This institutional openness and pluralism is not the result of academic indecision; it is the foundation on which our community rests. The work of the university — its scholarship and service — requires for its conduct a community of unusual openness and restraint, hospitable to every viewpoint, open to competing beliefs. Unlike members of a church, a political party, a labor union, a trade association, or a lobbying group, members of a university community are united by no single conviction except that of personal freedom of study, conclusion and expression.

Universities have existed for almost 1,000 years, but such openness is a feature of only the last century or so. In that short span, however, universities have contributed more to the sum of human knowledge and progress than in all the ages past.

But our current openness is as fragile as it is new. It is strained by those who seek to impose their views on others, not by reasoned review and persuasive discourse but by repeated confrontation.

My chief concern as we contemplate recent disruption is that such behavior tends to erode the basic learning environment on which the university's existence depends, tends to threaten the tolerance of other viewpoints and undermine the civility of reasoned discourse. Our remarkable freedom depends on goodwill, patience, restraint and openness within the university community.

We all have a stake in maintaining that tolerant pluralism which is the foundation of the learning environment of the university. That is why we have been working with various campus groups to revise the Regulations for the Maintenance of Public Order

to produce a facility we can be proud of and one which we can afford.

Other major renovation and construction projects are also being planned for the campus. These include Academic I, a State-funded building designed to house three academic departments and the administrative offices of the College of Agriculture and Life Sciences and a 500-vehicle parking facility to relieve the critical shortage of parking in the central part of campus. In addition we are planning a major renovation and expansion of the Statler Inn and Hotel School facility; major renovations and additions to our athletic facilities, and the construction of additional student housing, which we hope to have available for the start of the next academic year.

A second objective, which has been high on our list of goals for the past few years,

in applied mathematics.

We have come a long way since the time, still within the memory of our most senior professors, when virtually all physics experiments conducted in Britain depended for their vacuums upon red sealing wax from the Bank of England and when Otto Frisch, father of the atom bomb, could buy some of his research equipment at Woolworth's.

Bill Vaughan once said that it's never safe to be nostalgic about something until you're absolutely certain that there's no chance of its coming back. I, therefore, hesitate to say that we shall never again be large users of sealing wax and string in modern physics. But the fact remains that in many fields, progress is simply impossible without the kind of large, specialized and expensive facilities that Cornell has had the good fortune to obtain. In high-energy physics and supercom-



"But our current openness is as fragile as it is new. It is strained by those who seek to impose their views on others, not by reasoned review and persuasive discourse, but by repeated confrontation."

contained in the Campus Code of Conduct. These efforts to devise some system for enforcing reasonable rules of behavior are encouraging, and I hope we shall be able to submit some proposals for approval at the December meeting of the Executive Committee.

In preserving the freedom and fundamental strength of the university, we have been aided immensely by the interest and concern of those of you who serve on the University Council and the Board of Trustees, as well as by the solid responsibility and good sense of the overwhelming majority of members of the campus community.

Bob Cowie has already shared with you the details of Cornell's superlative record of \$92 million in private support for the year just past. "The Munificence of (our) founders and benefactors," to use the Scientific American phrase, has been multiplied many-fold during the past century. In a recent nationwide comparison of universities, Cornell ranked fifth in terms of overall private support received and second only to Harvard in individual giving. Our level of private support is particularly remarkable since it was achieved without the stimulus of a major campaign, and I should like to thank each of you for the vital role you have played in our fund-raising efforts.

Thanks in large measure to your interest and support, the general financial health of the university is sound. Continuing the trend of recent years, all three major divisions — endowed Ithaca, the statutory colleges, and the Medical College — concluded the year with balanced budgets and with operating results meeting or modestly exceeding the goals set in the original operating plan.

Our total revenues were up over \$80 million this year to \$670 million, reflecting growth in fund raising, sponsored research programs and investment income. Needless to say, our expenses have also risen. We have learned from experience that the best time to buy anything was last year.

That is particularly true in the case of our long-sought-after Performing Arts Center, where the low bid received for the actual construction was approximately \$5 million over our \$12.5 million original estimate. Our Facilities and Business Operations Group is working with the project's architects and an independent construction consultant group

has been achieved during the past few months. As part of the lessening of state regulation of the State University of New York, Cornell's statutory colleges have been given greater flexibility in their organizational and budgetary relationships to SUNY. One key element in the program permits Cornell, in the event that SUNY does not support some of its budget requests, to submit arguments and comments directly to the Division of the Budget. This new flexibility could bring substantial benefits to Cornell over the longer term.

With your support we have also made major progress in a third objective during this past year: to undergird the research capacity of the University.

Perhaps the most striking feature of the year just past is the extent to which "Big Science" continues to be woven into the fabric of university life.

A grant of \$20 million, together with a low-interest loan of \$10 million, which Governor Cuomo announced last October, has been the key to funding a new facility for biotechnology research at Cornell. Final schematic drawings for the building will be ready in November, and we hope to begin construction by late spring 1986. The building, designed to complement nearby Corson-Mudd and the recently completed Comstock (formerly Academic II) halls, will consolidate Cornell's position as a leader in a field of growing importance.

Designation of Cornell by the National Science Foundation as one of the first four National Centers for Advanced Scientific Computing, together with a commitment of some \$30 million in equipment and services from IBM, have provided our Center for Theory and Simulation in Science and Engineering with the support it needs to play a leadership role in the development and application of supercomputers.

A commitment of \$36 million from the National Science Foundation to upgrade CESR (the Cornell Electron Storage Ring) at the Wilson Synchrotron Laboratory will enable high-energy physicists from Cornell and elsewhere to advance our fundamental understanding of the structure of matter.

A grant of \$12.5 million over five years from the Army Research Office for a Mathematical Sciences Institute, will allow us to expand fundamental, unclassified research

puting, radio astronomy and microelectronics and in a host of other fields, advances depend upon the sophistication of the facility as well as on the creativity of the researchers using that facility.

Satisfying as these events are, they raise a troubling question. Clearly, the allocation of these large sums of money indicates that Cornell is a good place for Big Science. But is Big Science good for Cornell? That is a question we need to think about together, reflecting on both its benefits and its hazards.

Big Science (i.e. science funded through large block grants directed at a particular scientific objective, rather than through support of many individual projects) accounted for only about 16 percent of Cornell's more than \$200 million of research expenditures last year, but its impact upon the University has been far greater than dollars alone would indicate. It involves at least five obvious benefits.

- High quality, well-funded research centers, with which Cornell is so amply blessed, draw to the university the country's most capable teachers and researchers. At least seven distinguished faculty researchers have come to Cornell over the past few years specifically because of our national submicron facility, and another eight have come because of the opportunities afforded by our program in biotechnology. Competition for outstanding faculty members in these and other fields is intense, and Cornell is fortunate to have been so successful in its recruiting efforts.

- But good research begets good teaching. Alfred North Whitehead referred to knowledge as "the lighted torch which passes from hand to hand," and of teaching and research together forming "the seamless coat of education." In areas of "Big Science," as in all other aspects of university education, the presence of a distinguished faculty enhances beyond measure the quality of education available to students, both graduate and undergraduate. It is no accident that since the formation of the submicron facility, for example, a full 10 percent of the graduate students in the College of Engineering have come to Cornell expressly to work at the facility. And such new fields rapidly spill over



"Nobel Laureate Kenneth G. Wilson (right), director of Cornell's Theory Center, recently remarked that supercomputers ... will pave the way for nothing less than a Second Renaissance."

Continued from Page 7

into undergraduate teaching.

• The presence of "Big Science" facilities also makes it possible to attract funding from multiple sources. At Cornell's Theory Center, for example, we expect combined government and industry support to total more than \$90 million over the next five years.

In more established facilities, the complement of funding sources is also apparent. The National Science Foundation, for example, provided \$1.67 million plus supplemental funding for capital equipment last year to our submicron facility, but approximately \$4 million more, primarily from industrial sources, came to Cornell as a direct result of the facility's presence on campus. In Biotechnology, the commitment of three corporate sponsors of \$2.4 million each over a six-year period is being augmented by a \$1 million annual grant from the New York State Science and Technology Foundation. Such diversified financial support is vital to the continuing strength of our research effort.

• There is a fourth benefit to be derived from Big Science at universities. It counterbalances the dangers of excessive specialization. As our scientific endeavors have become more complex, we have found increasingly that the most challenging problems are found often, not at the core of existing disciplines, but at their boundaries.

Big Science facilities, with their capacity to link departments and foster new associations among faculty researchers, are immensely effective vehicles for addressing such complex problems, and at Cornell we now have some 20 cross-disciplinary centers, embracing subjects ranging from environmental toxicology to materials science to plasma studies. These centers encourage a cross-fertilization which has a major impact upon the character of both teaching and research on the campus.

We saw the value of such cross-disciplinary interaction just last month in the elucidation of the three-dimensional structure of a human cold virus by a team of Purdue biologists using data collected at the Cornell High Energy Synchrotron Source. The study, which provides insight into how a virus works and suggests ways for developing vaccines for the common cold as well as for other viral pathogens, involved Purdue biologists and computer scientists, Cornell physicists and biophysicists, and biochemists from the University of Wisconsin.

In our new Theory Center, we have theoretical physicists and social scientists, ecologists and engineers, and many others united in widely varying research enterprises by their need to apply the power of supercomputers to their analyses.

• There is a fifth benefit of "Big Science" which is of surpassing importance: It offers potential rewards in scientific insight and technical development that are immense, few of us can visualize the scale of this promise.

Nobel Laureate Kenneth G. Wilson, Director of Cornell's Theory Center, recently remarked that supercomputers such as those being developed and used at Cornell could pave the way for nothing less than a Second Renaissance. They will foster new modes of communication and expression through computer networking and computer graphics. They will establish wholly new ways of scientific analysis, modeling and experimentation, through computer simulation of real and invented worlds. They will create new art forms, new intellectual alliances, new ways of comprehension and description.

Perhaps most important of all, Cornell's Theory Center is already helping to nurture a new generation of men and women with very broad vision, in much the same way that the original Renaissance did.

With so much new, useful and highly sophisticated research going forward on so many fronts, it is sometimes difficult to maintain perspective. So let me suggest that in our enthusiasm for "Big Science" facilities we not lose sight of fundamental principles upon which the character of the university and the strength of its research and scholarship depend. Of these, six seem to me most critical.

• First, we must continue to insist that federal funds for research facilities are distributed according to the merit of the research workers and institutions involved and the research topic proposed rather than according to the political power of any one lobbying group.

You may recall how, in the early 1960s, Oklahoma's powerful Senator Bob Kerr won President Kennedy's support for a bill restricting the importation of zinc.

Kennedy had received Kerr in the Oval Office, and said, "Bob, I'm sorry but it's a bad bill."

Kerr drawled, "Mr. President, you are my leader and I will abide by your decision... But Mr. President, my people were pretty mad when Ike vetoed that same bill, and I will have to go back to Oklahoma and spend full time defending your action."

"I really appreciate that," the President said.

"But, Mr. President, you understand that if I'm away in Oklahoma, your tax bill, which lies in the Finance Committee which I chair, will never come to the floor."

"Bob, this is the first time anyone really explained the zinc bill to me — I'll sign it," was Kennedy's prompt reply.

From Massachusetts to Florida, from New York to Oregon, some universities have been lobbying hard and successfully for their own zinc bills, seeking to bring to their institutions facilities funded without the time-honored benefit of peer review of scientific merit.

The pressures that have moved universities in this direction are straightforward enough. Since its high point of funding in the 1960s, the federal government has virtually eliminated funding for university research facilities, other than specialized national centers. Roland Schmitt, chairman of the National Science Board, has estimated that total needs for research facilities at universities over the next 20 years will be between \$5 and \$20 billion dollars — far more than can be met without renewed federal support.

Still, we at Cornell feel strongly that the best research is done at institutions chosen for their capabilities, not for their effectiveness in the political arena, and we have recently declined to seek a major facility that would have required us to deviate from that policy. We shall best preserve the strength of our nation's basic research enterprise when all universities adopt the same attitude.

• The second essential characteristic of university research is the freedom it gives individual researchers and students to pursue areas of interest without pressure to produce a specific result on a specific timetable. To some, this individualized, fluid, relatively undirected approach to research seems grossly inefficient and wasteful. Yet, time and again, basic research produced in universities has paved the way for major advances with great practical significance. The entire nuclear energy industry, a major, if controversial, energy source for much of the developed

world, arose from the flowering of basic physics research that began during the second World War. Similarly, biotechnology, whose large-scale commercial application is probably still 5 to 10 years away, began in university laboratories some 30 years ago as fundamental investigations in molecular and cell biology.

Centuries ago, Francis Bacon urged, "...from experience of every kind, first endeavor to discover true causes and axioms; and seek for experiments of light, not for experiments of fruit. For axioms, rightly discovered and established, supply practice with its instruments not one by one, but in clusters, and draw after them trains and troops of works." And the successes of the basic research effort, most of it carried out in the research universities, has shown many times over the wisdom of his philosophy.

• But if universities are to continue to advance knowledge and understanding, they must be careful not to compromise another essential principle that has figured prominently in their past successes. Essential to the success of university research is the full and open exchange of information among scholars and between scholar and student.

"Publish or perish," that doleful lament of the untenured professor, is as important to the advancement of knowledge as it is to the advancement of the individual scholar pursuing that knowledge. Scholars can serve neither their disciplines nor their students in an atmosphere of secrecy. One can envision a host of untenable situations including, for example, the case in which a faculty member might allow a graduate student to work on a problem that had already been solved or to pursue an unproductive avenue of inquiry simply because giving proper guidance would require the disclosure of classified or proprietary information.

Or consider the case of the foreign graduate student or visiting scholar prevented from taking part in departmental seminars or using certain specialized equipment at a university because the information or technical skills might be useful to a potentially hostile nation.

The possibility that the university might be forced into the position of limiting access of certain foreign scholars to Theory Center supercomputers prevented us, for a time, from signing the agreement. A much more appropriate method of controlling use, and one which the State Department and the National Science Foundation are currently discussing, would be through visa restrictions and by ensuring that all supercomputer use is thoroughly monitored by the user community and by the professional staff of the facility. This seems to us a reasonable process to apply to an extremely scarce resource for which there is great competition.

We are heartened as well by the new national policy announced by the White House in late September, to allow the results of fundamental research, the kind normally done by universities, to remain unrestricted "to the maximum extent possible." We are also glad that in those few areas where fundamental research generates information which must be tightly controlled, the government would formally classify the work rather than simply prohibiting the exchange of information at scientific meetings, in publications or in conversations with foreign scientists.

In a related matter, many members of the Cornell community have become concerned about President Reagan's Strategic Defense Initiative, commonly known as Star Wars. More than 700 members of the faculty, research staff and student body have pledged not to accept funding under the program and are urging their colleagues to do likewise.

It is proper that members of the research community should look beyond the technical challenges of their disciplines and examine

the larger ethical and moral issues involved. It is also proper that the university should shelter the debate on this complex and important issue.

As an institution, however, our position is one that protects the rights of each individual investigator to participate — or not participate — in any research endeavor that is consistent with the university's commitment to openness and with its research protocol.

• Another aspect of Big Science deserves consideration: Universities do not adapt easily to the changes that come from the sudden infusion of large funding and major programs that big science requires. Thoughtful preparation is needed to assimilate new people, new facilities and new programs into the larger community. Such programs also require some assurance of reasonable continuity. For all its problems, the startup of a new program is much easier than its close-down or phase-out. The federal government, in inviting the universities to accept big science, must take seriously its long-term obligations in this respect.

• Big Science also poses a national policy question which is fundamental: Will Big Science and federal mega-projects — SDI, SSC, the space program and all the rest — squeeze out small science? The investigator-originated proposals for small projects have been the basis of our remarkable scientific vigor and success. These are the life-blood of science. There are real concerns that Big Science may involve pressure for near-term results and early payoff which will distort the balance between Big Science and its programmatic research, on the one hand, and small science on the other. For small science is a precious and a vulnerable thing. It is the private bewilderment, the personal hunch, the audacious extrapolation, the sudden intuition, the individual flare that have been and still are the motive forces for all fundamental science, big and small.

• Beyond all this, one thing more is needed to safeguard the strength of the University's research effort, and it, too, is an essential characteristic of academic science itself. We need to maintain a larger balance. In our rush to embrace Big Science, we must not lose sight of our more important and encompassing goal.

"The university," as Bartlett Giamatti has written, "is the guardian of the imagination that both defines and asserts our humanity."

If we are to fulfill that role, we need, and urgently need, to maintain the balance between the useful and the beautiful; between the urgent and the timeless; between experiments of fruit and experiments of light; between the precise and the general.

Our graduates benefit from the rich mix of talents and interests that power big (and little) science at Cornell. In the continuing national debate on matters from arms control to toxic chemicals, for example, Cornellians bring a perspective informed by the scientist no less than by the philosopher and the historian. But they benefit as well from their life in a community that values the humanities. Their education is enriched just as much by the visual and performing arts and religious studies as it is by supercomputers and submicron facilities.

This balance between the abstract and the concrete, the rational and the intuitive, the costly and the priceless, is often lost in the clamor of daily life. It is a balance not easily achieved in the American research university of the late 20th century. Maintaining that balance will never be static. It will often be controversial. But perhaps, in its expression in individual character, it is the University's greatest gift to humanity.

And it is in the crafting and the giving of that precious gift, trustees and council members, that I ask for your continuing guidance, devotion and support.



"For small science is a precious and a vulnerable thing."

Number 41

Please Post

October 27, 1985

Cornell University

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

Please Note:

Job Opportunities is a publication of Staffing Services and is distributed each Thursday through the Cornell Chronicle. Job Opportunities lists current vacancies within the University, consistent with the University's commitment to promotion from within, affirmative action, and equal opportunity employment.

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.

Consult on the use of statistical methods; help users interpret statistical results. Diagnose problems users may have with hardware and software; help users select hardware and software configurations that are suitable for their data analysis needs.

Requirements: Master's degree in statistics or related area or equivalent. Extensive coursework and/or experience applying statistical methods to social science research applications preferred. Programming experience to include at least one high level language; expertise in a variety of mainframe and microcomputer statistics packages; proficiency in CMS, MVS, and DOS. Please send cover letter and resume to Cynthia Smithbower.
Job Number: PT317

Position: Staff Writer II (Repost)
Department: University Development
Description: Create and write promotional brochures, articles, proposals and letters related to fund raising and—or public relations. Carry out special communication assignments and develop communication strategies working with various University faculty and staff.

Requirements: Bachelor's degree in English, journalism, marketing or communication arts or equivalent. Minimum one year experience as a writer in fund raising, advertising, public relations or higher education. Please send cover letter, resume and writing sample to Esther L. Smith.
Minimum Starting Salary: \$14,170
Job Number: PC375

Position: Accountant I
Department: Electrical Engineering
Description: Work on special projects such as developing school budgets and rates for internal charges of services and supplies. Prepare and monitor accounting transactions and status reports for sponsored research accounts using Cornell's accounting system and IBM XT. One year position from appointment date.

Requirements: Bachelor's degree in accounting or related area. Minimum 3 to 5 years financial experience. Familiarity with Cornell's accounting system. Experience with IBM XT, Lotus 123, dBase III essential. Excellent analytical, organizational, and interpersonal skills. Please send cover letter and resume to Esther L. Smith.
Job Number: PC385

Clerical

Current Cornell employees should submit an employee transfer application, resume and cover letter. Outside applicants for clerical positions should submit an employment application, resume and take a Cornell University typing test (please contact the receptionist at 256-5226 for an appointment). Applications and resumes typically remain active for three months; typing test scores remain on file for one year. The clerical section uses an automatic referral system; applicants are referred to positions for which they are considered qualified and competitive. Unless otherwise advertised, requests to be referred to a specific position will not be accepted. Applicants who are referred to a department for review will be contacted by the department if an interview is necessary.

NOTE: Outside applicants with training and/or experience in the following areas are encouraged to apply: typing, word processing, data entry and accounting.

*Position: Administrative Aide, GR20
Department: City and Regional Planning
Description: Provide secretarial—administrative support to the department chairman. Type correspondence, etc.; maintain files; arrange appointments; supervise temporary staff and assist students and faculty in the absence of the Administrative Supervisor. Other duties as assigned.

Requirements: Associate's degree or equivalent. Heavy typing. Minimum two to three years experience as a secretary in either an educational, governmental or business setting. Excellent secretarial skills essential. Experience with transcription, photocopying and word processing. Microcomputer skills (training available). Ability to handle detailed and confidential information.
Minimum Starting Salary: \$12,209
Job Number: C417

*Position: Collections Representative, GR19
Department: Bursar
Description: Collect delinquent student accounts and student loans through telephone and written communications.

Requirements: High school diploma or equivalent; Associate's degree or equivalent preferred. Medium typing. Collection experience preferred. Excellent organizational, interpersonal and communication skills.
Minimum Starting Salary: \$11,570
Job Number: C411

*Position: Secretary, GR18
Department: Center for International Studies - Western Societies Program
Description: Compose and type letters, reports and papers; arrange seminars and luncheons; contact with faculty, staff and students; conference organization.

Requirements: High school diploma or equivalent. Some college, business school training desirable. Medium typing. Editorial and accounting skills. Cornell working experience desired.
Minimum Starting Salary: \$10,920
Job Number: C415

*Position: Secretary, GR18
Department: Residence Life
Description: Provide secretarial support for Assignment and Summer Housing office using complex housing assignment computer system. Handle word processing and screen mail for the office; assist with housing assignments. IBM PC-XT and

Continued on Page 10

Job Opportunities

Cornell University is an equal opportunity, affirmative action employer.

Administrative/Professional

The minimum salaries listed are for recruitment purposes only.

Position: Administrative Manager II
Department: Center for Applied Mathematics - Mathematical Sciences Institute
Description: Provide administrative support to Director of Mathematical Sciences Institute; establish and implement financial management system including account and impact analysis; oversee all academic appointments; organize workshops and conferences; coordinate visits by government officials to Institute; prepare proposals and participate in negotiations with government agencies; develop management data files for reports; participate in planning as required; supervise secretarial support staff.

Requirements: Bachelor's degree in mathematics or engineering highly desirable; Master's degree in business preferred. Experience with computers with knowledge of programming. 3-5 years experience in budgeting and general financial management; background in fund accounting and sponsored research essential. Please send cover letter and resume to Patricia E. Hutton by October 31, 1985.
Job Number: P4110

*Position: Technical Consultant III
Department: Theory Center
Description: Provide full range of consulting services to researchers using resources of the Cornell Theory Center, including the Production Supercomputer Facility, Theorynet, and possibly the Experimental Facility.

Requirements: Bachelor's degree (study in either computer science or one of the physical—biological—engineering sciences). 3 to 5 years experience with mainframe computers essential, with VM—CMS and array processors desirable; fluency in at least two programming languages; demonstrated ability to work with complicated, scientific programs; strong written and interpersonal communication skills. Please send cover letter and resume to Cynthia Smithbower.
Job Number: PT411

*Position: Senior Compensation Specialist
Department: University Personnel Services
Description: Assist in development and administration of Cornell's non-academic compensation programs; review, evaluate and classify exempt and non-exempt positions; review and write job descriptions. Organize, coordinate and direct special projects; other responsibilities as assigned.

Requirements: Bachelor's degree or equivalent combination of education and experience. 4 to 6 years personnel experience with at least 2 years compensation experience. Strong analytical, organizational and communication skills. Please send cover letter and resume to Patricia E. Hutton by October 31, 1985.
Job Number: P419

*Position: Personnel Officer
Department: Campus Store
Description: Responsible for recruiting and selection of staff; formulation and implementation of personnel policies, procedures, practices; employee relations; staff training and development; payroll and appointment processing. Act as liaison with University Personnel Services.

Requirements: Bachelor's degree or equivalent education and experience in personnel related field. 3 to 5 years experience in personnel functions. Excellent verbal and written skills. Organizational skills, knowledge of retail environment, and business record keeping preferred. Please send cover letter and resume to Ralph D. Jones by October 31, 1985.
Job Number: PA418

*Position: Applications Programmer-Analyst III
Department: Vet Computing Facility
Description: Develop applications at the NYS College of Veterinary Medicine using the MUMPS language - including all analysis, design, programming, and documentation.

Requirements: Bachelor's degree or equivalent. Four or more years of experience in systems analysis and design and in programming in a high level

language. Extensive experience in data base design and with interactive medical or administrative systems is essential. Minimum of two years experience in MUMPS language and operating system is required. Apply by November 1, 1985 to Cynthia Smithbower.
Job Number: PT413

*Position: Applications Programmer-Analyst II
Department: Vet Computing Facility
Description: Develop and maintain applications at the NYS College of Veterinary Medicine using the MUMPS language including all analysis, design, programming, documentation, debugging and user support.

Requirements: Bachelor's degree or equivalent. Two or more years of experience in systems analysis and design and in programming in a high level language. Experience in data base design required. Apply by November 1, 1985, to Cynthia Smithbower.
Job Number: PT417

*Position: Executive Staff Assistant I
Department: Public Affairs—CU Council
Description: Provide assistance to the Associate Executive Director. Responsibilities include carrying out plans for organization, implementation and production of the Council's annual meeting; draft correspondence; edit reports; attend meetings; maintain department accounts; help with activities of Council Administrative Board and other Council committees; act as liaison with alumni and other council staff; handle special projects as assigned.

Requirements: Bachelor's degree or equivalent. At least one to three years office experience. Excellent organizational, interpersonal, communication and supervisory skills essential. Accounting and budgeting knowledge. Experience with micro computer strongly preferred. Ability to work independently. Familiarity with Cornell's policies and procedures. Please send cover letter and resume to Esther L. Smith by October 28, 1985.
Minimum Starting Salary: \$14,170
Job Number: PC415

*Position: Research Support Aide
Department: Entomology
Description: Provide research support to medical entomology program to include planning, preparation, conducting, and analysis of experimental projects dealing with biting flies, particularly mosquitoes and black flies. Also, a portion of the job will involve working with selected fly-transmitted pathogens such as filarial worms, and hemosporean protozoa.

Requirements: Bachelor's degree with major in biological sciences; coursework in chemistry and entomology desired. Two years experience in rearing and maintaining cultures of mosquitoes and black flies; experience in handling filarial and/or protozoal pathogens in the lab; proficiency in operation of standard lab equipment and cryopreservation techniques; field experience in collecting and identifying biting flies, particularly black flies and mosquitoes. Please send cover letter and resume to Cynthia Smithbower.
Minimum Starting Salary: \$13,625
Job Number: PT414

*Position: Executive Dietitian (Repost)
Department: Cornell Dining
Description: Coordinate campus-wide Nutritional Awareness program and manage an independent dining unit.

Requirements: Bachelor's degree or equivalent and certified Dietician (American Dietician Association). Two to three years experience as dietician and dining manager required. Teaching experience desirable. Please send cover letter and resume to Ralph D. Jones by October 31, 1985.
Job Number: PA263

*Position: Systems Analyst III (Repost)
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.
Job Number: PT203

Position: Applications Programmer—Analyst II

Department: Vice President for Campus Affairs
Description: Under direct supervision, design, develop, modify, maintain and document approved computer applications as needed for the Division of Campus Life departments.

Requirements: Bachelor's degree or equivalent with computer-related courses. One to three years related experience. Working knowledge of applications for batch and—or interactive systems, JCL, machine architecture, data-base management systems, e.g. ADABAS, dbase, and system utility programs is necessary. Two programming languages required: PL—1, Natural, COBOL, PASCAL, BASIC. Please submit cover letter and resume to Cynthia Smithbower by October 25, 1985.
Minimum Starting Salary: \$18,000
Job Number: PT403

Position: Accountant II
Department: Statler Inn
Description: Responsible for the accurate and timely recording and reporting of financial information for the Statler Inn, Statler Club and the Statler Auditorium. Supervision of the accounting staff (10 employees).

Requirements: Bachelor's degree in accounting required; CPA or MBA desirable. Four to six years experience with diversified accounting and computer systems. Minimum 2 years staff supervisory responsibilities. Knowledge of Cornell accounting system desirable. Knowledge of hotel accounting procedures helpful. Please send cover letter and resume to Esther L. Smith by October 18, 1985.
Job Number: PC404

Position: Executive Staff Assistant I
Department: Human Service Studies
Description: Administration and financial management of Social Service Training project. Conceptualization and preparation of proposal budgets; plan and monitor expenditures; interview, supervise and evaluate support staff; edit and report writing; liaison with college and university offices including F&BO and OSP. Full-time, regular until September 30, 1985; renewal contingent upon funding.

Requirements: Bachelor's degree in social sciences. Strong organization skills and interpersonal skills. Familiar with Operating and Analysis Statements. Knowledge of Cornell accounting essential. Experience in preparing a budget highly desirable. Please send cover letter and resume to Esther L. Smith by October 18, 1985.
Job Number: PC401

Position: Personnel Associate I
Department: Theory Center
Description: Assist in administration of all personnel activities of Theory Center, including recruitment, maintaining records, employee evaluation and classification recommendations, implementation of office procedures and training, supervision of clerical support staff.

Requirements: Bachelor's degree or equivalent administrative experience. Excellent verbal and written communication skills and organizational skills required. Familiarity with University resources and procedures (e.g. accounting, personnel procedures, benefits, etc.) Use of microcomputer and appropriate software helpful. Please send cover letter and resume to Patricia Hutton.
Job number: P406

Position: Senior Systems Programmer (Repost)
Department: Theory Center
Description: Provide, under general supervision, systems support to an advanced graphics laboratory. Primary responsibility will be participation in the development of a UNIX-based scientific workstation to be used in conjunction with the Cornell supercomputer facility. Will design, implement, and evaluate low-level software such as kernel modifications, device drivers, and distributed processing communication protocols.

Opportunity to work on higher level software. Requirements: Bachelor's degree or equivalent with related computer courses. Three to five years experience. Strong background in UNIX, C, and Assembler. Please send cover letter and resume to Cynthia Smithbower.
Job Number: PT124

Position: Senior Technical Consultant (Repost)
Department: Computer Services - Academic Computing
Description: Provide teaching and consulting support for statistical computing applications.

Job Opportunities

Continued from Page 9

IBM 3270's equipment used.

Requirements: High school diploma or equivalent. Secretarial school desirable. Medium typing. Minimum 1 to 3 years experience. Word processing and computer data entry experience. Strong organizational, interpersonal and communications skills essential. Excellent skills in spelling, grammar and punctuation required.

Minimum Starting Salary: \$10,920
Job Number: C416

*Position: Secretary, GR18

Department: City and Regional Planning
Description: Provide secretarial support to several full time faculty. Type correspondence, coursework, etc.; arrange appointments; maintain calendars; handle phone calls; record keeping; interact with students. Other duties as assigned.

Requirements: High school diploma or equivalent. Secretarial school desirable. Heavy typing. Minimum 1 to 3 years secretarial experience. Ability to handle detailed information. Typing at least 60 WPM. Excellent organizational, interpersonal and communication (written and oral) skills. Knowledge of word processor.

Minimum Starting Salary: \$10,920
Job Number: C418

*Position: Secretary, GR18

Department: Agricultural Economics
Description: Mail handling and distribution for approximately 11,000 correspondence students, including mailing of 250 books and related materials per week; filing; special mailings; type letters; word processing; label and handle heavier than usual bulks of mail matter.

Requirements: High school diploma or equivalent. Business or secretarial school desirable. Medium typing. 1 to 3 years experience. Excellent organizational, interpersonal and communication skills. Knowledge of word processor.

Minimum Starting Salary: \$10,920
Job Number: C417

*Position: Secretary, GR18

Department: Consumer Economics & Housing
Description: Type Cooperative Extension teaching materials, research proposals and reports, correspondence; make travel arrangements; arrange Extension meetings.

Requirements: High school diploma or equivalent. Medium typing. Minimum 2 years secretarial experience. Ability to use IBM PC word processor, compose letters and handle inquiries and correspondence independently. Some knowledge of working with NYS Extension Program helpful.

Minimum Starting Salary: \$10,920
Job Number: C414

*Position: Secretary, GR18

Department: Agronomy
Description: Provide secretarial support for soil, water and plant analysis laboratory. Data entry; mail reports; billing; answer phone. Other duties as assigned. Full-time, regular; 9 month position - September 1 - May 31.

Requirements: High school diploma or equivalent. Secretarial school desirable. Heavy typing. Minimum 1 to 3 years secretarial experience. Familiarity with computers desirable.

Minimum Starting Salary: \$10,920
Job Number: C419

*Position: Senior Records Assistant, GR18

Department: A.R. Mann Library
Description: Process monographic titles in the Catalog Unit; route material through the unit; work on the RLIN terminal; file into various card catalogs; handle descriptive cataloging of theses; compile monthly statistics for the unit; train other employees. Other duties as assigned. Full-time, regular, Monday - Thursday, 8:00 - 5:00; Friday 8:00 - 4:00 (may include evenings).

Requirements: High school diploma or equivalent. Medium typing. Library experience desirable, preferably in technical services. Some language background helpful. Ability to organize and perform a variety of detailed assignments is essential. Willingness to work a schedule which may include evenings.

Minimum Starting Salary: \$10,920
Job Number: C4111

*Position: Accounts Assistant, GR17

Department: Cornell Dining
Description: Maintain financial records and accounts for a dining operation.

Requirements: High school diploma or equivalent. Light typing. Minimum 2 years experience in related field. Accounting experience helpful.

Minimum Starting Salary: \$10,366
Job Number: C4115

*Position: Circulation—Reserve Assistant, GR16

Department: A.R. Mann Library
Description: Responsible for the processing of overdue. Works at circulation and reserve desks and assists in the responsibility for training, evaluating and general supervision of student assistants who work on overdue, in the periodical room and in the photocopy service during daily shifts. Shelves books and maintains collection on several tiers. Serves as back-up in various other department tasks.

Requirements: High school diploma or equivalent. Some college experience desirable. Light typing. Ability to work with a wide variety of people in a public service capacity. Organizational and interpersonal skills essential.

Minimum Starting Salary: \$9,874
Job Number: C4110

Position: Administrative Aide, GR21

Department: University Relations
Description: Provide administrative support to the Director of University Relations and the ad-

ministrative supervisor, requiring independent decision making and a high level of confidentiality. Supervise administrative aide and secretary within News Service as well as work study students; determine—organize priorities for proper work flow; type correspondence, confidential news releases and statements.

Requirements: Associate's degree or equivalent years of experience. Medium typing. Minimum 2 to 3 years secretarial—administrative experience. Very strong interpersonal and communication skills. Ability to independently answer a variety of diverse questions regarding Cornell in a positive manner, either in person or by phone. IBM Displaywriter or AT&T PC experience.

Minimum Starting Salary: \$12,968
Job Number: C4013

Position: Secretary, GR20

Department: Public Affairs Regional Office - Cleveland, Ohio - Off Campus

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

Requirements: High school diploma or equivalent. Secretarial school desirable. Medium typing. Minimum two to three years secretarial experience. Good organizational and interpersonal skills. Excellent communication (written and oral) skills. Ability to work independently. Ability to use IBM XT or equivalent desirable.

Minimum Starting Salary: \$12,209
Job Number: C405

Position: Accounts Assistant, GR20

Department: School of Hotel Administration
Description: Maintain and control the daily payroll operations for approximately 125 academic, exempt and non-exempt regular staff and approximately 400 students employees in the School of Hotel Administration. Responsible for coordinating appointments with the School of Hotel Administration personnel office; process and analyze payroll expenses; develop and maintain a computerized payroll data base to generate management reports.

Requirements: Associate's degree or equivalent in business management, accounting or related field. Knowledge of the University accounting payroll system. Ability to operate a WANG computer dwith LOTUS '1-2-3.' Strong organization and communication skills are essential. Ability and motivation to develop accounting analyses skills.

Minimum Starting Salary: \$12,209
Job Number: C4010

Position: Office Assistant, GR19

Department: Veterinary Medical Teaching Hospital

Description: Responsible for coordinating the activities of a Veterinary Clinic Laboratory. Involves accessioning samples into a computer system; enter results; distribute samples to appropriate areas; solve problems relating to processing of samples and results; some preparation of samples for tests; review computer reports; act as a critical communication link between this and other laboratories, and those who submit samples for tests. Other clerical duties as assigned.

Requirements: Associate's degree or equivalent preferred. Light typing. Familiarity with medical terminology, the procedures in a clinical laboratory important. Experience with computer highly desirable. Familiarity with typewriter keyboard. Strong interpersonal skills essential. Ability to work independently.

Minimum Starting Salary: \$11,570
Job Number: C403

Position: Administrative Secretary, GR19

Department: Romance Studies
Description: Provide secretarial support to Graduate Field Representative, faculty and Administrative Supervisor. Maintain and create files; arrange meetings; type correspondence, manuscripts, class materials, etc.; answer phone. Other duties as assigned.

Requirements: High school diploma or equivalent. Business or secretarial school desirable. Heavy typing. Minimum 3 years office experience. Excellent interpersonal and communication skills. Cornell experience desired. Previous experience with IBM word processor or other computers.

Minimum Starting Salary: \$11,570
Job Number: C4012

Position: Secretary, GR18

Department: Clinical Sciences - Medicine Section

Description: Provide support for the Administrative Supervisor and Data Analyst in the Medicine section of the Department of Clinical Sciences. Word processing; assist in organizing conferences and accounts of the section (computer-based records); travel arrangements; library searches. Other duties as assigned.

Requirements: High school diploma or equivalent. Heavy typing. Some coursework in business and/or accounting desirable. Office—accounting experience desirable. Typing using IBM Displaywriter and IBM PC. Excellent office, communication, interpersonal and organizational skills. Ability to work independently.

Minimum Starting Salary: \$10,920
Job Number: C406

Position: Accounts Assistant, GR18

Department: Statler Inn
Description: Enter member and departmental charges on WANG computer; bill, collect and maintain city ledger accounts.

Requirements: High school diploma or equivalent. Medium typing. Minimum 1 to 2 years accounting experience. Ability to operate office ma-

chines. Experience with computers required.

Minimum Starting Salary: \$10,920
Job Number: C408

Position: Secretary, GR18

Department: Natural Resources
Description: Responsible for all secretarial and clerical activities of the Human Dimensions group. Type and edit correspondence, research reports, proposals and questionnaires; organize and maintain units of names and addresses for mail surveys; answer phone; schedule appointments and mailings. Other duties as assigned.

Requirements: High school diploma or equivalent. Secretarial school desirable. Heavy typing. Previous secretarial experience. Excellent organizational, interpersonal and communication skills.

Minimum Starting Salary: \$10,920
Job Number: C407

Position: Secretary, GR18 (Repost)

Department: Office of Equal Opportunity
Description: Provide secretarial and receptionist support. Type correspondence, reports, statistical information; process mail; operate copy machines; coordinate applicant flow materials and file; send out pre-employment data cards and reports; do payroll for work study students.

Requirements: High school diploma or equivalent. Business or secretarial school desirable. Medium typing. Some secretarial experience. Strong organizational, interpersonal and telephone skills. Word processing experience and knowledge of WANG helpful. Knowledge of Cornell procedures preferred.

Minimum Starting Salary: \$10,920
Job Number: C2310

Position: Records Assistant, GR16

Department: Mann Library
Description: Records receipt of serial publications and performs related serial maintenance activities; process government depository documents; type forms for gift material; input data into RLIN database; process theses and compile department statistics.

Requirements: High school diploma or equivalent. Medium typing. Ability to do detailed work accurately and quickly. Some previous library experience desirable.

Minimum Starting Salary: \$9,874
Job Number: C409

Position: Secretary (Repost)

Department: Boyce Thompson Institute for Plant Research (Contact department directly - see below).

Description: Type manuscripts, proposals, correspondence, reports, etc. for a group of scientists. Assist at switchboard and perform other duties as assigned.

Requirements: High school diploma or equivalent. Excellent typing skills; ability to read various handwritings, and good proofreading skills. Word processing experience necessary; IBM PC experience helpful. Ability to work pleasantly and cooperatively with many different people.

Minimum Starting Salary: \$11,000
Job Number: C355

Contact: Greta Colavito, Boyce Thompson Institute, 257-2030.

Position: Administrative Aide, GR20

Department: Johnson Graduate School of Management

Description: Coordinate and execute all business aspects of the annual fund raising campaign. Plan, implement and supervise all phonathons; coordinate all aspects of a direct mail campaign - over 20,000 pieces per year. Some travel involved.

Requirements: Associate's degree or equivalent. Medium typing. Minimum 1 to 3 years administrative—secretarial experience. Strong communication skills. Familiarity with fund raising and computers helpful.

Minimum Starting Salary: \$12,209
Job Number: C394

General Service

*Position: Cook, SO22

Department: Cornell Dining - Endowed
Description: Prepare food for service through own efforts and/or through supervision of kitchen employees. 40 hours per week; vary.

Requirements: High school diploma or equivalent. 3 to 5 years experience in preparing full range of entrees, sauces, soups and accompaniments. Skilled in presentation and garnishing food. Knowledge of use and maintenance requirements for the following equipment: charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools.

Minimum Starting Salary: \$6.77—hour
Job Number: S412

*Position: Short Order Cook, SO18

Department: Cornell Dining - Endowed
Description: Prepare and serve food directly to customers from a short order area. Monday - Friday, 40 hours per week.

Requirements: High school diploma or equivalent. Six months related experience. Familiarity with short order cooking equipment. Ability to prepare a variety of foods under pressure. Good customer relations.

Minimum Starting Salary: \$5.41—hour
Job Number: S416

*Position: Food Service Worker, SO17

Department: Unions & Activities - Endowed
Description: Assist in maintaining stock levels, preparing, serving and clean-up in the Diner; may also assist in catering responsibilities at RPU.

Requirements: High school diploma or equivalent. 1 to 2 years experience in food service opera-

tion. Supervisory and cash handling experience helpful. Good human relations and organizational skills.

Minimum Starting Salary: \$5.12—hour
Job Number: S415

*Position: Food Service Worker, SO17

Department: Cornell Dining - Endowed
Description: Planning, preparation and presentation of cold foods. 40 hours per week; vary.

Requirements: High school diploma or equivalent. Knowledge of cold food preparation. Familiarity with kitchen equipment preferred.

Minimum Starting Salary: \$5.12—hour
Job Number: S411

*Position: Custodian, SO16 (Two positions)

Department: Residence Life - Endowed
Description: Provide general maintenance and custodial care of buildings and grounds in immediate vicinity of assigned area. Monday - Thursday, 7:30am - 4:00pm; Friday, 7:30am - 3:00pm.

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

Minimum Starting Salary: \$4.84—hour
Job Number: S417, S418

*Position: Custodian, SO16

Department: Cornell Dining - Endowed
Description: Provide general maintenance and custodial care of buildings and grounds in immediate vicinity of assigned area. Monday - Friday, 40 hours per week.

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

Minimum Starting Salary: \$4.84—hour
Job Number: S4110

*Position: Food Service Worker, SO16

Department: Cornell Dining - Endowed
Description: Under general supervision, assist in planning, preparation and presentation of cold foods. Monday - Friday, 40 hours per week.

Requirements: High school diploma or equivalent. Knowledge of cold food preparational presentation with 1 to 2 years of experience in related field.

Minimum Starting Salary: \$4.84—hour
Job Number: S413

*Position: Cashier, GR15

Department: Cornell Dining - Endowed
Description: Handle cash and charge transactions with customers.

Requirements: High school diploma or equivalent. Experience in cashing. Good customer relations.

Minimum Starting Salary: \$9,403
Job Number: S419

Position: University Service Officer, GR21

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

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

Minimum Starting Salary: \$6.06—hour
Job Number: S403

Technical

Outside applicants for technical positions should submit an employment application, resume, transcripts and a list of laboratory techniques and equipment, or computer languages and hardware with which you are familiar. This information will be kept active for six months. For each position that you are qualified and wish to be a candidate for, submit a cover letter, including position title, department and job number, to Cynthia Smithbower. Current Cornell employees should submit an employee transfer application, resume and cover letter. Outside applicants with training and/or experience in the following areas are encouraged to apply: biochemistry, chemistry, microbiology, electronics, physics and licensed animal health technicians.

*Position: Electronic Technician, GR22

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. Provide logistic support for department including procurement of materials and repair parts, and moving of equipment and furniture, fabricate new teaching lab apparatus; set-up and maintain existing apparatus.

Requirements: Associate's degree in electronics or military equivalent. Basic mechanic skills, machine shop practices, electronic troubleshooting, microcomputer basics. Several years experience in equipment repair and maintenance.

Minimum Starting Salary: \$13,667
Job Number: T412

*Position: Technician, GR19

Department: Plant Breeding and Biometry
Description: Primary responsibilities will be to culture disease inoculum and inoculate alfalfa

ants, establish and maintain field and greenhouse experiments, cross-pollinate alfalfa plants, produce and process seed, some data collection, data analysis, and record keeping will also be required.

Requirements: Bachelor's degree in agriculture related biological science with at least one year of experience in plant breeding. At least one year of experience in plant breeding, plant pathology, or related plant sciences is desirable. Some laboratory experience in culturing pathogens and inoculating plants. Some computer experience is desirable. Apply by October 31, 1985.

Minimum Starting Salary: \$11,570
Job Number: T414

Position: Computer Operator, GR22 (Repost)
Department: NYSSILR

Description: Manage the operations of the ILR student Computer facility. Including hiring and supervising student operators. Responsible for setting up and maintaining computers. Act as a general consultant for ILR course computer work. Maintain and set up file servers and networks.

Requirements: Bachelors degree. Prior experience in a student computer facility preferred. Supervisory experience helpful. Knowledge of Cornell computer system desired. Familiarity with the following helpful: dbase, LOTUS 1-2-3, TOPS-CMS as well as IBM PC's and Macintosh.

Minimum Starting Salary: \$13,667
Job Number: T371

Position: Technician, GR20
Department: Avian & Aquatic Animal Medicine

Eastport, NY
Description: Provide technical support in processing diagnostic and research specimens for isolation and identification of bacterial fungi and viruses. Will perform histopathologic and serologic techniques. Duties will include some typing, filing and maintenance of records as well as production and quality control of biologics.

Requirements: Bachelor's degree in biology with courses in microbiology. One year experience in research or clinical microbiology or animal pathology.

Minimum Starting Salary: \$12,209
Job Number: T402

Position: Technician, GR19
Department: Agricultural Engineering

Description: Provide technical support for a study evaluating pathogen reduction and stabilization of sewage sludge during aerobic digestion in cold climates. Responsibilities include operation of pilot plant facilities located in Trumansburg and routine laboratory analysis. Some weekends; approximately 2 hours per day.

Requirements: Associate's degree in engineering sciences; Bachelor's preferred. Experience in performing physical and chemical analyses desired. Mechanical aptitude with the ability to operate pumps, and compressors. Motor vehicle operator's license. Apply by October 25, 1985.

Minimum Starting Salary: \$11,570
Job Number: T406

Position: Technician, GR18
Department: Equine Drug Testing & Research

Buffalo—Batavia Racetracks
Description: Perform analysis of blood and urine samples in a field drug testing laboratory at Buffalo—Batavia Race Tracks. Assist laboratory director as required. Weekends and holidays included; 1:30 - 10:00 pm.

Requirements: Associate's degree in chemistry or related field. Some experience with Thin Layer Chromatography and general laboratory procedures.

Minimum Starting Salary: \$10,920
Job Number: T403

Position: Technician, GR18
Department: Biochemistry, Molecular & Cell

Biology
Description: Provide technical support for a research project in molecular biology using recombinant DNA technology including work with radioisotopes. Maintain progress reports, read literature pertinent to research, analyze data.

Requirements: Bachelor's degree in biochemistry or microbiology. Laboratory experience in recombinant DNA, familiarity with microbiological and biochemical laboratory techniques essential. Please apply by October 25, 1985.

Minimum Starting Salary: \$10,920
Job Number: T401

Part-time

*Position: Counselor (Staff Assistant for EARS)

Department: Dean of Students' Office
Description: Coordinate University-wide peer counseling program; train, select, and supervise volunteer counselors; develop and implement group workshops; counsel students. 10 month position. Two weekdays (one evening and some weekend work totaling 20 hours per week).

Requirements: Master's degree or equivalent in counseling, education, psychology, social work or related field. Experience in counseling, training, supervising, consulting, coordinating, administering, evaluating, leading groups and working with college students. Please send cover letter and resume to Ralph D. Jones by November 1, 1985.

Minimum Starting Salary: \$14,170—annual equivalent
Job Number: PA412

*Position: Office Assistant, GR18
Department: Chemistry

Description: Assist Personnel Assistant of large department in timely and accurate processing of academic and non-academic appointments and

payroll; assist with maintenance of PC databases; act as noon-time receptionist, as needed. Part-time, regular, Monday - Friday, 20 hours per week to be arranged.

Requirements: High school diploma or equivalent. Business school desirable. Medium typing. Minimum one year experience in office setting with significant people contact. Familiarity with payroll and accounting systems. Knowledge of computers and data entry processors preferred.

Minimum Starting Salary: \$10,920—annual equivalent
Job Number: C4114

*Position: Collection Representative, GR17
Department: Controllers Office

Description: Telephone collections of past due receivables. Skip tracing and some letter writing; some computer work involved. Part-time, regular, Monday - Thursday, 3:00pm - 9:00pm.

Requirements: High school diploma or equivalent. Some college desirable. Light typing. Collect experience preferred. Good communications (written and oral) skills essential. Use in computer systems preferred but not essential.

Minimum Starting Salary: \$10,366—annual equivalent
Job Number: C413

*Position: Technical Assistant, GR17
Department: Poultry & Avian Sciences

Description: Collect and prepare tissue samples; collect, prepare and process antisera; set up and run serological assays; and perform cell viability counts. Handle live experimental animals such as chickens and possibly some rabbits or mice. Other duties may include assisting in cell culture work and in routine laboratory housekeeping. 24-36 hours per week until September 30, 1986.

Requirements: Associate's degree in biology or related field; Bachelor's degree preferred in biology and/or immunology. Coursework in chemistry, immunology, and/or hematology is desirable. Some laboratory experience, either from previous job experience or from college-level laboratory coursework. Previous experience microscopy, electrophoresis, and histology are desirable. Apply by October 31, 1985.

Minimum Starting Salary: \$10,366—annual equivalent
Job Number: T413

*Position: Cashier, GR16
Department: Unions & Activities

Description: Run cash register, balance prior days receipts, sign for deliveries. Monday - Friday, 7:15am - 12:15pm.

Requirements: High school diploma or equivalent. Two years extensive experience in cash handling in a fast paced environment.

Minimum Starting Salary: \$9,874—annual equivalent
Job Number: S414

Position: Research Support Aide
Department: Division of Nutritional Sciences

Description: Develop, manage, and run well-documented programs for using statistical packages to analyze data. Prepare data sets for such analyses by using editor, sorter, and utility programs. Back-up data sets onto tape. Help administrator computer accounts and tape library. Some consulting with graduate students. Monday - Friday, 20 hours per week; flexible.

Requirements: Bachelor's degree with research experience and experience using computers. Ability to handle research data sets. Science background desirable. Statistical skills, knowledge of statistical packages, and some programming experience helpful.

Job Number: PT402

Position: Photographer, GR21
Department: Geological Sciences - INSTOC

Description: Take black and white photographs for publication, do quality photos from illustrations, line drawings, maps; copy work, developing film, and prints. Experience in color photography including producing and duplicating color slides. Other non-photographic and non-technical duties as assigned. Monday - Friday, 8:00 - 12:00, 20 hours per week; flexible.

Requirements: High school diploma or equivalent. Some college with photographic courses preferred. Should have 2 to 4 years professional photography experience.

Minimum Starting Salary: \$12,968—annual equivalent
Job Number: S404

Position: Secretary, GR18
Department: Neurobiology & Behavior

Description: Provide secretarial support for one to two professors. Type daily correspondence, coursework, manuscripts and grant proposals; travel arrangements; file; answer phone; order lab supplies. Other duties as assigned. Five days per week; 20 hours.

Requirements: High school diploma or equivalent. Business or secretarial school desirable. Heavy typing. Previous secretarial experience, preferably technical and/or science material. Familiarity with, or willingness to learn DEC word processor.

Minimum Starting Salary: \$10,920—annual equivalent
Job Number: C404

Position: Custodian, SO1 6
Department: Ornithology - Endowed

Description: Provide general maintenance and custodial care of buildings and grounds in immediate vicinity of assigned area. 20 to 25 hours to be arranged.

Requirements: Ability to use a variety of heavy power operated equipment, climb an 8' ladder and lift 50 lbs. Must have NYS driver's license for occasional errands.

Minimum Starting Salary: \$4.84—hour

Job Number: S391

Temporary

TEMPORARY OPPORTUNITIES: Individuals qualified for temporary work in the following areas are encouraged to apply: clerical, secretarial, word processing. If you have experience or skills in these or related areas and are interested in learning more about these opportunities, please call Laurie Conlon at 256-5226.

*Position: Temporary Night Supervisor, T-2
Department: Music Library

Description: Supervise and assist in circulation procedures. Provide information and reference assistance to patrons of the Music Library; responsible for the security of Lincoln Hall during evening and weekend hours. Part-time, temporary until January 1, 1986. 20 hours per week to be arranged. 2 evenings per week and weekend hours.

Requirements: Associate's degree or Bachelor's degree in music or equivalent with emphasis on music history. Light typing. Experience supervising others. Knowledge of German desirable.

Minimum Starting Salary: \$5.37—hour
Job Number: C412

Position: Temporary Technical Staff Writer (Repost)
Department: Food Science

Description: Responsible for library research on specific scientific topics, particularly nutritional aspects of fatty acids; conduct literature searches, and collate publications; summarize scientific publications; assemble written overviews and write summaries. Monday - Friday, 20-30 hours per week to be arranged.

Requirements: Bachelor's or Master's degree in Nutritional—biological sciences—chemistry. Medium typing. Some research experience in appropriate areas. Competence in word processing (IBM). Training and experience in technical writing. Familiarity with IBM PC essential. Please send cover letter and resume to Cynthia Smith-bower.

Minimum Starting Salary: \$5.00—hour
Job Number: T328

Position: Temporary Clerical (Repost)
Department: Entomology

Description: Type and duplicate correspondence for faculty and administrative staff personnel. Some phone answering and message handling. Full-time, temporary for six months.

Requirements: High school diploma or equivalent; secretarial training preferred. Medium typing. Ability to operate an IBM Selectric III typewriter; operation of IBM Displaywriter word processor highly desirable. Please send cover letter

and resume to Laurie Conlon.
Minimum Starting Salary: \$5.00—hour
Job Number: C3814

Academic

Please contact department directly.

*Position: Full Professor in American Literature
Department: English
Contact: Professor Dorothy Mermin, 256 Goldwin Smith, by November 15, 1985.
Job Number: A411

*Position: Assistant Professor (2 positions) in English
Department: English
Contact: Professor Dorothy Mermin, 256 Goldwin Smith, by November 15, 1985.
Job Number: A412

*Position: Lecturer, Organic Evolution (Spring 1986 only)
Department: Section of Ecology & Systematics
Contact: Dr. William N. McFarland, E145 Corson Hall
Job Number: A413

*Position: Extension Associate I (Grant-17 months)
Department: Consumer Economics and Housing
Contact: Professor Patricia Pollak, 120A MVR, Ext. 3171
Job Number: A414

*Position: Research Associate III - Genetics and Molecular Techniques
Department: Genetics & Development
Contact: Candidates with 2 years post-doctoral experience may call Peter Bruns at 256-2044 or mail cover letter and resume to 201 Bradfield Hall by November 1, 1985.
Job Number: A415

Position: Faculty level - Director of Mastitis Control Program
Department: Clinical Sciences - Mastitis Control, NYS College of Veterinary Medicine
Contact: Dr. Donald H. Lein, Chairman, Search Committee, Diagnostic Laboratory

Position: Laboratory Lecturer, Cell Physiology
Part-time, 5 month—year (January - May)
Department: Section of Physiology, NYS College of Veterinary Medicine
Contact: Neil H. McLain, Administrative Manager, 256-5454, ext. 2429
Job Number: A361

**Creative and Performing Arts
Campus Grants Total \$9,500**

The Council of the Creative and Performing Arts has awarded grants totaling \$9,500 for arts projects during this academic year.

According to Anna Geske, CCPA program director, 22 Cornell students and staff members were informed in June of funding for proposed art projects which are to be completed and publicly presented during this year. Proposed projects, not connected with course work, are funded by the faculty council on the basis of artistic ability, potential to complete the project with distinction and the merit of the project itself. The artists and projects awarded grants are:

In art—painting, sculpture, printmaking, grants to MFA students in the Department of Art were \$500 to Melanie Cole and \$250 to Robert S. Licht for sculpture projects; David L. Brown \$488 and Catherine Coombs \$397 for a joint project of an art installation in Tjaden Gallery; and \$500 to Penelope Jones to make and exhibit a series of monoprints. Graduate student in architecture Mehrdad Hadighi was awarded \$250 to do mixed-media paintings. Two seniors in fine arts received grants for painting projects: Heidi Chervis \$425 and Andrew S. Mockler \$500. Alan Bargar, assistant curator in the History of Art Gallery, was awarded \$300 for works combining monoprinting and collage.

For photography projects, awards were made to Mahir Agha, undergraduate in the College of Art, Architecture and Planning, \$500; Elizabeth Faier, junior in anthropology in the College of Arts and Sciences, \$483; Laurie Hanley, staff secretary in the Agronomy Department, \$400; William R. Staffeld, staff member in the slide library in the Sibley Fine Arts Library, \$500; and to Susan Snead, MFA student in the Art Department, \$500.

Awards for documentary filmmaking were \$500 each to Joshua Kahn and Martin Morales both undergraduates in the Department of Theatre Arts. For production of a play, Janet Salmons-Rue, outreach coordinator in the Department of Theatre Arts, was awarded \$350.

In music, for composition and performance, \$400 was awarded to David Borden, composer and pianist for the Dance Program, for keyboard work; \$500 to William

C. Bradbury, DMA candidate in music, for a large-scale work for percussion and wind ensemble; and \$200 to Mark G. Simon, DMA graduate in music and now on the staff at Olin Library, for works of contemporary music for clarinet.

For creative writing, projects, Rachel Davis, Ph.D. graduate in English and now research assistant in the Music Department, \$350, and Ingeborg Wald, curator in the History of Art Department, \$250.

The Council of the Creative and Performing Arts supports arts programs that are not part of the regular academic responsibility of any department. Departments or other university groups may now submit proposals to the council requesting support for small projects planned for this academic year. Proposals for future major projects may be discussed with the council at any time.

Proposals for individual art projects will again be received and reviewed in May 1986. For further information about grants, contact a council member or Anna Geske in the Andrew D. White House.

**58 More Charged
In Demonstrations**

Fifty-eight divestment protesters were charged with criminal trespass during the past week (Oct. 9-15) for refusing to leave Day Hall at its 5 p.m. closing time.

In total, 105 demonstrators have been charged since the Sept. 4 resumption of sit-ins at Day Hall.

The demonstrators are protesting Cornell's investments in companies doing business in South Africa.

Brief Reports

November 11th Group Sponsors Talk Tonight

The November 11th Committee, Cornell's Chapter of United Campuses to Prevent Nuclear War, will sponsor a talk tonight by Hugh De Witt on "Weapons Labs and the Arms Race." The talk will be at 8:30 p.m. in Rockefeller 104, and will be followed by a reception.

De Witt is a theoretical physicist for Lawrence Livermore National Laboratory, where he has observed the workings of the weapons lab from the inside since 1957. He is one of the rare members of the defense establishment who is openly critical of its weapons design and testing policy.

Blue Light, East Ithaca Bus Routes Changed

Minor changes have been made in Cornell University's Blue Light and East Ithaca Transit bus routes, according to C. William Crissey, manager of CU Transit.

The East Ithaca Transit bus travels east on Route 79 instead of west between Honness Lane and Pine Tree Road. This puts the bus stop on the south side of the highway in front of the Commonland residential complex.

The change was made for safety reasons. Commonland residents will no longer have to cross the highway for the bus.

Crissey also said that the Blue Light Bus is turning north off Sisson Place to reach Jessup Road instead of continuing through the north campus area before reaching Jessup Road. The modification, for the remainder of the fall semester, is due to construction in the area of Donlon Hall and Robert Purcell Union, he said.

Applications Are Invited For Study in Germany

Applications for two graduate DAAD Fellowships and graduate exchange fellowships to Heidelberg and Goettingen are being accepted by Prof. Herbert Deinert at 188 Goldwin Smith Hall, telephone 256-5265.

The DAAD Fellowship carries tuition and fees, a monthly stipend and round-trip air transportation. The fellowship will enable the student to study at a West German university or to work abroad on a research project.

The graduate exchange fellowships to Heidelberg and Goettingen carry tuition and fees plus monthly stipend. Students must arrange for their own transportation. The

awards are restricted to students interested in full-time study at either university.

Applications should include project outline and/or rationale for study abroad, two letters of recommendation from professors in the student's field, local address and telephone number.

Deadline for applications is Monday, Nov. 4. Graduate students from all academic units of the university are invited to apply.

Novelist Harriet Doerr Will Read From Work

Novelist Harriet Doerr, author of "Stones For Ibarra," which won the 1985 American Book Award for fiction, will read from her work at 8:15 p.m. Thursday, Oct. 24, in the Founder's Room of Anabel Taylor Hall.

Hailed as a "modern classic," Doerr's novel has received reviews in the New York Times, The Saturday Review, and The New Yorker.

The reading is sponsored by the Cornell Creative Writing Program and the Council for the Creative and the Performing Arts. It is free and open to the public.

Peregrine Fund, Birdbanding Topic of Second TV Show

The second in a series of television shows, "Facets: Excursions into Science," will be aired on local cable channel 13 at 6 p.m. today.

The show includes an interview with Tom Cade, director of the Peregrine Fund, with live footage of peregrine falcons, and a segment with Helen Lapham on birdbanding.

The series is produced by the Tompkins County Public Library, co-sponsored by the Center for Environmental Research, and hosted by Kathi Mestayer of CER.

Food Leadership Institute Has First Class Selected

The first class has been selected for Cornell's recently established Empire Food and Agricultural Leadership Institute. Chosen from among 99 applicants, the 30 class members represent 18 counties in New York state and professions from many sectors of the state's food and agriculture industry.

The purpose of the recently established institute is to ensure that there will be high quality industry leaders to perpetuate the long-term social and economic well-being of

New York State's agricultural and related industries.

Sponsored jointly by the State College of Agriculture and Life Sciences, Cornell Cooperative Extension, and the New York State Agricultural Society, the institute also will be subsidized by 10 industries. It is directed by James Preston, professor of rural sociology at Cornell.

The 30 participants will take part in a two-year program of about 30 days per year. The first workshop is scheduled for Oct. 31-Nov. 2 at Camp Casowasco on Owasco Lake in Cayuga County. The participants include professionals from farming, food and agribusiness, and the related fields of government, journalism, and education.

North Central Avenue Parking Back Next Week

"U" permit holders who park along North Central Avenue are expected to be back in their old spots next week.

The reconstructed road and parking areas along the dead-end road that runs south off University Avenue from the Herbert F. Johnson Museum of Art will be open for use beginning Wednesday, Oct. 23.

According to William E. Wendt, director of transportation services, the project will be substantially complete one month ahead of schedule. Contractors have been working evenings and weekends, he said, to finish this and other outdoor projects before colder winter weather arrives.

Off-Campus Life Notes

On Tuesday, Oct. 8, the Collegetown Neighborhood Council met in the home of Anne Schmid, a permanent Ithaca resident. The council is currently developing ideas on student housing concerns, a "Good Neighbor" handbook, and an upcoming "Meet Your Neighbor" open house. Anyone who might be interested in participating in these projects should call Debra Roy or Neff Casaburri at 256-5373.

The last meeting of the Off-Campus Life Committee was held in the home of Committee Chair Dan Rudd, and dealt with the incorporation of last year's housing surveys into books for public viewing. Before you rent a place, you can now see what past tenants thought of it first! Also discussed was the creation of a "Housing Hotline" to aid students in their problems with their landlord. If you would be interested in learning more about the surveys or the hotline, or have input for either project, please call 256-5373 and ask for Deb.

The Off-Campus Housing Office at 103 Barnes

Figure Skating Club Open House Oct. 27

The Cornell Figure Skating Club of Ithaca will hold its annual Open House from 5 to 7:30 p.m. Sunday, Oct. 27, at Lynah Rink.

The club offers sessions in patch, free-style and dance, as well as elementary group lessons. Membership is open to the public, with rates discounted for students.

For information call Barb Van Dyk, 274-6181 (mornings); Ellen McCollister, 272-5936 (evenings), or Pat Longaker, 272-2988.

United Way Campaign Off to a Good Start

Enthusiasm of campaign volunteers and careful planning are credited with a robust start in the United Way drive on campus.

Two weeks into the campaign, Cornell faculty and staff members have pledged some 16 percent of the campus goal of \$380,000.

"Preliminary analysis shows that giving up significantly this year," Kenneth E. Wing, chairman of the Cornell portion of the county-wide United Way campaign reported Wednesday. "Projections show the campaign is on target."

The county-wide campaign, which started earlier than Cornell's, has reached the 35 percent point with some \$385,000 raised so far to benefit local community service agencies. "The high levels of dedication are truly impressive," said Robert B. Allan, general campaign chairman for United Way of Tompkins County.

The Week in Sports

Despite Fall Break, Several Teams Will See Action During Next Week

BY JOHN HERON
SPORTS INFORMATION

The campus will be quiet this weekend as students head home for fall break, but several Big Red teams still have home contests during the next seven days.

The women's field hockey team plays host to Rochester at 7:30 p.m. today on Schoellkopf Field. On Friday the undefeated freshmen football team will entertain Princeton at 4:30 p.m. on Schoellkopf.

Finally, the men's soccer team has a very big game at home at 7:30 p.m. Wednesday, as it will meet Hartwick, the top-rated team in the state.

Most of the action this week takes place on the road. Four teams will be in Providence this weekend to play teams from Brown. The men's soccer team begins the rivalry against the Bruins Friday at 7:30 p.m. Both the women's soccer and the field hockey squads play at 11 a.m. Saturday before the Big Red gridders meet Brown at 1:30 p.m. The lightweight football team will be in Princeton to play the Tigers Friday night. On Saturday, the men's cross country team will run against Farleigh Dickinson at Van Cortland Park in New York City and the women's squad will compete at the Bucknell Invitational. The field hockey team travels to Brockport on Tuesday, while the women booters will be at LeMoyne Wednesday.

The last time the women's field hockey team played at Schoellkopf Field, the final scene was one of heartbreak and despair; the Big Red fell to Harvard this past Saturday, 1-0 in double overtime. After almost 90 minutes of scoreless action, a desperation shot by the Crimson with just one second left in the second overtime period accounted for the lone goal of the contest. The loss came on the heels of Cornell's 2-0 win over Hartwick

last Wednesday, in which freshman Sarah Nourse tallied one goal and assisted on another.

Coach Shelby Bowman expects her squad to rebound for its return against Rochester. The Big Red came up with a narrow 2-1 win last year to take a 10-2 advantage in the series. Going into Tuesday's match with Cortland, sophomore Meg Bantley leads the Big Red in scoring with three assists, while sophomore Janice Holmes and freshman Beth Paciello each has two goals. Sue Ziemann continues to play well in the nets, as she boasts a 0.92 goals-against average and a save percentage of .900.

In winning its first two games, the freshmen football team is off to its best start in four years. The defense has yet to yield any points. Offensively, quarterbacks Aaron Sumida and Dave Dase have done an excellent job in the first two games. Sumida has played in both victories, while Dase threw for 164 yards in the opener. The quarterback's primary target has been wide receiver Robert Richard, who leads the squad with five receptions. Tim McDevitt heads the rushing attack with 178 yards on 31 carries, and backfield mate Scott Malaga has scored three touchdowns.

The women's tennis team registered a pair of convincing victories last week, with verdicts over Ithaca College and Binghamton, both by the score of 8-1. What made the victories even more impressive was the fact that Cornell played without the services of two top performers. Co-captain Jana Klein has been sidelined with a sprained ankle, while Linda Manaster, the No. 3 singles performer, has been suffering from bruised ribs. Barbara Prins, playing at the No. 1 position, won in straight sets over her Ithaca College opponent, but had to rally to win against Binghamton. Sophomore Erin McPeak has been impressive in the No. 2 singles position.

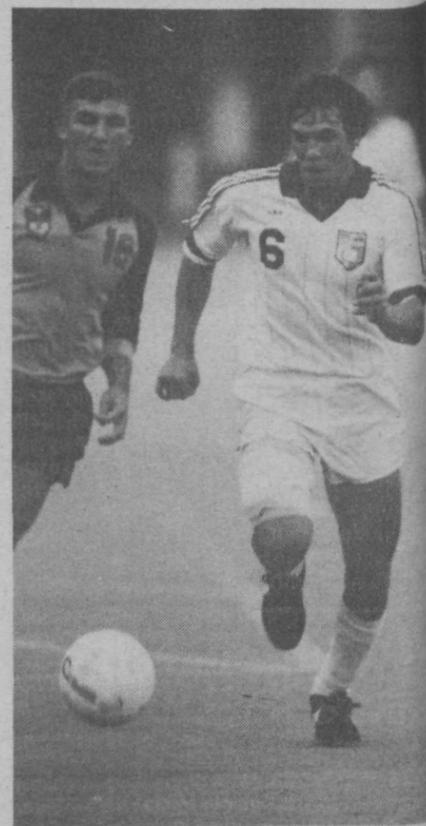
Both Prins and McPeak are 3-0 in singles action. In doubles play, the team of Carolyn Savage and McPeak have won three straight matches after losing their first encounter of the fall.

The men's soccer team has lost two close matches thus far to squads ranked in the New York state region, but the Big Red will have a chance to vindicate itself against No. 1-ranked Hartwick on Wednesday. Cornell's only two losses of the season have been to two state opponents, Brooklyn College (2-1) and Adelphi (1-0). However, those are the only two blemishes in an otherwise outstanding campaign thus far. The Big Red is 6-2 overall, just one away from the number of victories it had a year ago, and is in first place in the Ivy League standings with a 3-0 mark. The last time the Red won its first three league contests was 1979.

Balanced scoring and teamwork continue to be the watchwords for the 1985 Cornell men's soccer campaign. Junior Brett Gober took up the scoring slack with both goals in the 2-0 victory over Harvard last Friday. Junior midfielder John Swift assisted on each. Meanwhile, senior forward Jeff Dezago was the star of Cornell's 3-0 win over Army earlier in the week, tallying twice in that contest. John Bayne leads the team in scoring with three goals and two assists, followed by Dezago and junior Dan Mahenger with 3-1 and 2-2, respectively. Junior goalkeeper Hugh O'Gorman has posted two consecutive shut-outs. He now has a goals-against average of just 1.0 and a save percentage of .875.

Cornell and Hartwick have one of the fiercest rivalries in the East. Hartwick leads the

series, 16-5-1, but the two schools have split the past four meetings. The Big Red will be looking to avenge last season's 5-0 shutout by the Warriors.



Brett Gober, here wearing number 6 in an action shot from last year, scored both goals in Cornell's 2-0 soccer win over Harvard last Friday.

Networking

A Cornell Newsletter Published by Employees for Employees

Your Employee Benefits

November Is Select Benefits 1986 Enrollment Period

When can I enroll? November is the month to enroll in Select Benefits for the 1986 Plan year. No application will be accepted in person after November 30 (or postmarked later than November 30).

Who should enroll? Everyone who wants to participate in Select Benefits for 1986



must enroll in November. If you are now enrolled in any part of the 1985 Plan you must re-enroll to continue your participation. All participants must complete an enrollment form in November.

How long? If you enroll in November you are enrolled for one year. (The first Select Benefits Plan period was only six months. From now on each Plan period will run from January 1 through December 31, one full year).

How do I enroll? An enrollment form will be mailed to your home address the last

Continued on second page

Statutory Employees To Get Empire Plan

At the various Select Benefits meetings last spring, a change in health care coverage for statutory employees was announced. Effective January 1, 1986, statutory employees currently participating in either the Statewide or GHI health care plans will have their coverage transferred to the new Empire Plan.

The Empire Plan will include the following cost containment features: preadmission review, expanded second surgical opinion program, concurrent hospital inpatient review, and a participating provider network. Blue Cross will continue to provide coverage for the hospital portion and the Metropolitan Life Insurance Company (insurer for medical/surgical/major medical portion of current Statewide Plan) for the medical/surgical portion of the Plan.

You will be notified as information on the Empire Plan becomes available through future Networking articles. Details regarding the new coverage will also be available at seminars to be held during the annual open enrollment period in November. Meeting times and locations will be announced soon.



Part of the crowd at the Employee Day chicken barbecue in Barton Hall. More pictures and story on second and third pages.

Just For Your Information

Cornell Retiree Association

There are over 2200 retired Cornell employees and approximately 1200 live in the immediate Ithaca area.

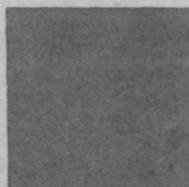
NUMBER OF EMPLOYEES RETIRED SINCE '83

45



1983-84

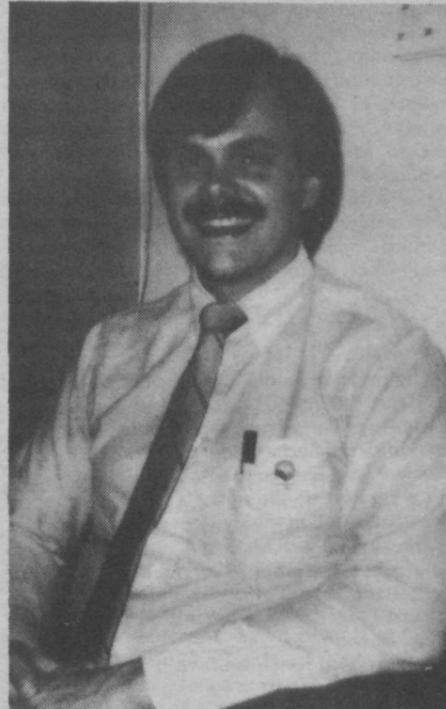
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1984-85



The Cornell Retirees Association - CRA - was founded to address issues of interest and concern to the former employees. Retirees are extended many benefits and privileges including group life insurance, health insurance, sick leave conversion, CCTS, ID cards, campus bus service, library use, University Health Services, dining facilities, cultural activities, CFCU, CRC membership.



Chris Abbuhl

Cornell United Way Profile

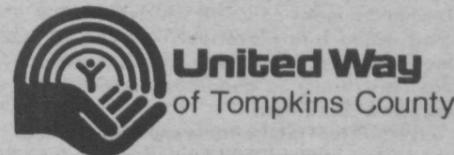
Chris Abbuhl

'Person to Cope With'

For Chris Abbuhl, coping with the ups and downs of life provides a treasury of personal satisfaction.

Chris, you see, has been a dedicated volunteer for a special community agency that helps citizens cope with personal crisis: the Suicide Prevention and Crisis Service of Tompkins County.

Chris, an administrative manager in the Department of Clinical Sciences of the Vet-



erinary College, has been treasurer of Suicide Prevention. "United Way provides a substantial allocation of campaign contributions to Suicide Prevention," notes Chris. "Without United Way support, agency volunteers would have to work at fund raising instead of providing volunteer counseling assistance. The United Way funds make our volunteer programs perform more effectively."

When Chris speaks of United Way fund Continued on third page

Custodians of the Month For July and August 1985



Barb Horner
July 1985

The Department of Residence Life announces two Custodians of the Month Award winners for outstanding contributions in July and August. This award recognizes a custodian each month whose performance, initiative, leadership and team work was outstanding.

The July award was presented to Barb



Grace Turo
August 1985

Horner, West Campus Group Leader, and a Residence Life employee for 17 years. Her willingness to assist the Graduate/College-town area on a temporary summer reassignment demonstrated the leadership, flexibility and team work qualities she possesses.

The August award winner is Grace Turo,

Continued on second page

How are we doing?

We'd like to hear from you. Please complete a comment card.

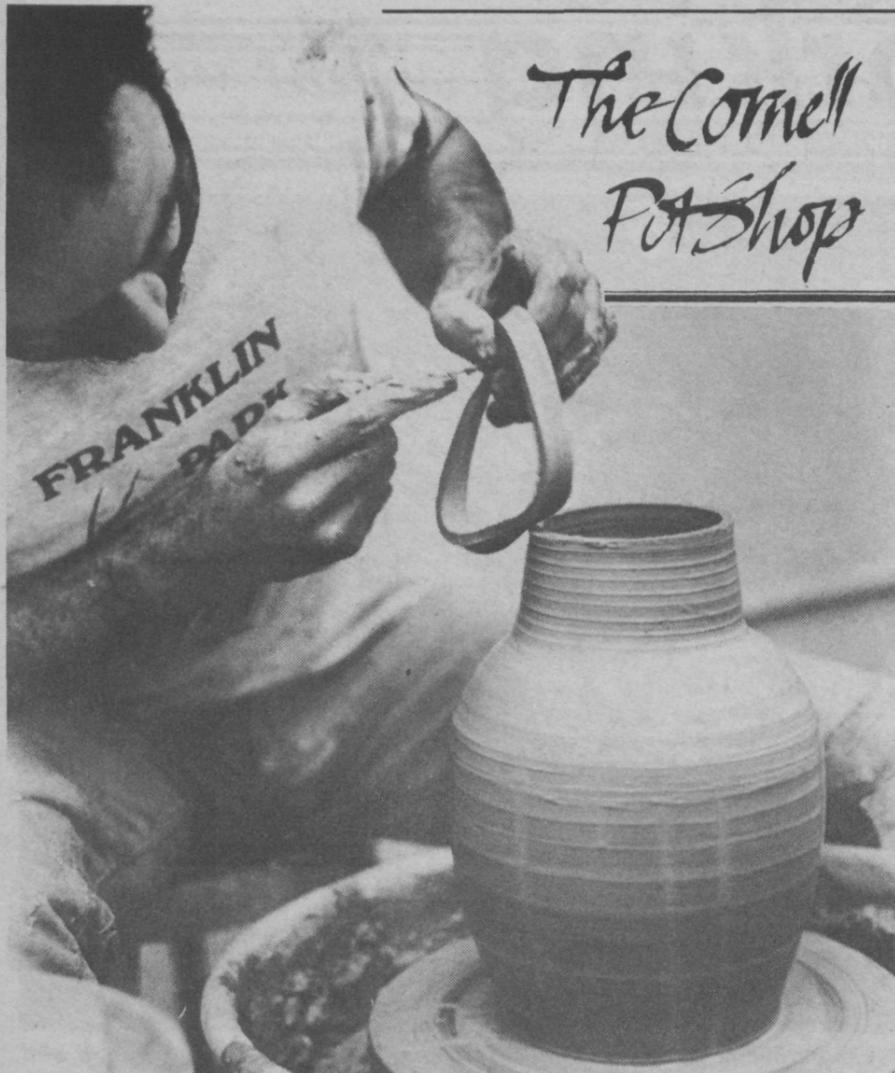


We care about what you think. University Personnel Services

Did You Know?

Did you know that University Personnel Services has developed a comment card inviting your thoughts and suggestions regarding the service you receive from our staff? Comment cards are located on posters displayed throughout University Personnel Services in Day Hall and East Hill Plaza.

We want to know how helpful we've been and welcome your ideas for improved service. If you'd like, you can request a personal response from the director of University Personnel Services, Lee Snyder.



The Cornell Pot Shop

The Cornell Potshop is alive and well in the basement of Willard Straight Hall. It is open twelve hours a day, seven days a week and is open to all members of the Cornell community. A variety of classes and workshops are offered each semester at all levels of ability. For those who would simply like to use the shop membership is also available. This semester there will be a special one day staff workshop on November 23 and a four-Saturday children's workshop starting October 26. For more information on the Potshop or these workshops call 6-5170.

'Get Acquainted with a Potshop'

You've asked and asked and now you shall receive! The Cornell Potshop is offering a one-day "Get Acquainted with a Potshop" session. Participants will receive basic instruction in techniques of handbuilding and throwing pots on the potter's wheel and will be encouraged to make a pot of their own.

The session will last from 10:00 to 3:00 on Saturday, November 23, and will cost \$10.00 per person, \$5.00 of which may be applied to class or studio membership next semester if you're charmed.

Bring a bag lunch and we'll provide beverages.

Clay for Kids

Get your 7-12 year old child involved in crafts this fall. The Cornell Potshop is offer-

ing a 4-week children's workshop on Saturday afternoons from 2-5 PM, from October 26 through November 16.

Through specific projects the kids will explore the handbuilding techniques of coil, slab and pinch pots and will be introduced to basic glazing methods.

The cost of the workshop is \$25.00 for Cornell affiliates, and \$35.00 for all others. Space is limited, so enroll early. Contact Jennifer Van Alstine or Sharon Adams at 6-5170 for more information.

Custodians

Continued from first page

Lower North Campus Project—Relief Custodian. Although Grace has only been with Residence Life since 1983, she showed great initiative, knowledge and leadership as she supervised students doing summer conference and project work. She also assumed, temporarily, a group leader position to assist in supervising summer conference workers.

Join us in thanking Barb Horner and Grace Turo for their contributions to Residence Life and Cornell University. Each award winner receives a plaque, dinner gift certificate and their name added to the department plaque. The awards are made at an area reception by William P. Paleen, director of the Department of Residence Life.

Employee



More than 2,000 employees and their guests attended Cornell's 11th annual Employee Day Oct. 5 and attended the Big Red vs. Lafayette football game and chicken barbecue in Barton Hall. Employees from the Ithaca campus, Geneva Agricultural Experi-

ment Station, Cooperative Extension, two busloads from the Cornell Medical College and local retirees enjoyed the festivities which included, in addition to the football game and chicken barbecue, music and excitement provided by the Big Red Marching

Select Benefits

Continued from first page

week in October. If you wish to enroll, fill in the form and return by college mail or in person to:

Endowed: Adele Feierstein
Employee Benefits
130 Day Hall
Statutory: Phyllis Allen

State Finance & Business Office
B-22 Mann Library Bldg.

What is Select Benefits? In a nutshell, Select Benefits is a program that permits employees to pay their health care coverage premium and certain eligible medical and certain eligible dependent care expenses with salary that is not taxed.

CRC News



CORNELL RECREATION CLUB

by Dennis Ferguson

The CRC park continues to be the major topic of interest among club members. The latest development is the enlistment of Professor Marvin Adleman's landscape design studio to add a professional touch to the planning process. This should ensure that during the planning and development phases of the park full consideration will be given to the many concerns which the uninitiated would surely overlook. We are very pleased to take advantage of this tremendous opportunity so generously offered by interested Cornellians.

Several club members were pleased to lend a hand at the recent Employee Day festivities--football game and chicken barbecue. The pancake breakfast the following morning proved successful and enjoyable.

A number of events are rapidly approaching; call the CRC office to get further details or to make reservations for these outings. The deep sea fishing trip which was "hurricaned out" was rescheduled for October 11-13. The one-day fall shopping spree to Reading, PA will be Saturday, October 19, leaving Ithaca at 6:00 a.m. and returning about 11:30 p.m. The price is \$22.00 for members and \$27.00 for non-members; reservations should be made by October 15. The Children's Christmas Party will be De-

ember 14. Volunteers to help with the party are needed and those willing to become involved should contact the CRC office. Plans are also being made for a one day trip to New York City on December 14. You will be free to do as you please for the day --shopping, museums, or theater in the Big Apple. The price is \$22 (\$27 for nonmembers).

The Christmas and New Year's holidays will also include CRC events. The annual Christmas dinner dance will be Saturday, December 7, at TC3 in Dryden. The cash bar will start at 6:00 p.m. and dinner will begin at 7:00. There is no charge for members but reservations must be made by November 15. Based upon the member response, a limited number of nonmember guest tickets (\$12.00 each) may be purchased. TC3 has put a limit on the group size, so be sure to make plans and reservations early. Get ready for the CRC New Year's Eve bowling party on December 31 at the Helen Newman Lanes. Details will be forthcoming. Finally, the Hawaii 1986 trip for January 8-22 still has a few openings.

Volunteers are being sought for the public relations and membership subcommittees of CRC. If you can afford a little time and have a lot of enthusiasm, we would welcome your ideas and your help during this very exciting time in the club's history.

National Family Health Month: Keeping the Family Unit Strong

The divorce rate in the United States has more than doubled in the last decade, and it's not expected to drop. Some experts predict that by the year 1990, fewer than half of all American children under the age of 15 will be living with both biological parents. In this day and age, it is sometimes difficult not to lose sight of the importance of staying close and together.

October is National Family Health Month. There is no better time than the present to examine and reflect on whether or not your family unit is strong. The following is a list for you to consider:

1. Do personal problems and ideas get shared and clearly communicated?
2. Are efforts made to really listen and to help each other?
3. Are responsibilities divided according to each person's age and capabilities?
4. Is each person held responsible for their own moral behavior?
5. Is time taken away from school and job concerns to be with each other?
6. Is respect given to each other's right to privacy and independent thought and action?
7. Are family members encouraged to develop friendships and experiences outside the family?
8. Do problems get confronted, and constructively dealt with, directly?

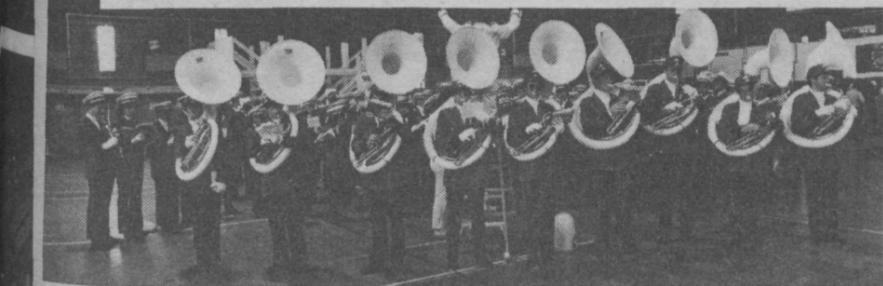


There are solutions. Use EAP to find them.

9. Would the family consider seeking outside professional help when necessary? This list and other helpful family information can be found in the October 1st issue of Family Circle magazine.

If, after reading through this list, you find that most of your answers are affirmative, then great! Keep up the good work! If, on the other hand, you feel there are problems with any of the items on the list, consider contacting the Employee Assistance Program. We are available to handle questions or concerns about the family and also provide short term family counseling. In addition, we are also available for other personal problems you may be encountering. Please feel free to contact us at 273-1129.

Day 1985



the cheerleaders, and Nothing But the chorus. Employees were able to view many exhibits and audiovisual displays in Barton Hall provided by departments focused on the work-life activities of well employees.

A special highlight of the weekend was the reception and hospitality offered by Ithaca campus employees to their NYC colleagues. A busload of Cornell Medical College employees stayed overnight and for many it was their first opportunity to visit up-state New York.

are my choices in the Select Benefits program. There are three choices in the program, since this is a totally voluntary program, you may choose to enroll in all, any, or none of the options.

Option: The Before-Tax Health Care Premium Contribution. Before-tax pay for health care premium contributions is a healthy description for the most simple Benefits option.

Health care premium is the money deducted from your salary each pay period for health care coverage. When you select this option on the Select Benefits enrollment form, you simply check the before-tax box, and the form to your benefits office and it. Your health care premium contribution is automatically paid from your salary before-tax dollars each pay period.

If you are not now participating in this option, you are paying taxes on this amount.

Can you benefit from this option? Nearly all employees who make a contribution participate making a contribution in 1986. Health care can benefit from this option.

What is the benefit? Employees report that their health care premium with before-tax dollars results in an increase in disposable income each pay period.

What about the other two options? The Medicare Reimbursement Account and the Health Care Reimbursement Account allow you to pay for predictable medical and health dependent care expenses with before-tax dollars.

Can medical expenses be predicted? No one can be sure but by reviewing bills from last year and deciding which expenses will probably happen again in the future, you can probably make a conservative estimate.

For instance, do you or several family members have annual medical checkups, X-rays, exams, or eye exams? Do you anticipate needing new glasses in 1986 or will a family member need braces in 1986?

These are the kinds of expenses that you should consider when planning whether to enroll in the Medical Care Reimbursement Account.

When calculating expenses to be covered, you do not want to put money aside for those "just in case" accidents. Select Benefits reimbursement account deductions should not be based on guesswork.

IRS regulations state that money left in a reimbursement account (money not claimed to cover 1986 expenses) cannot be returned. Your calculations should be as accurate as possible and perhaps on the conservative side.

If your family usually pays moderate to high medical and dental-related bills every year, you might want to consider enrollment in a Medical Care Reimbursement Account. Listed below are some more examples of eligible medical-related expenses: acupuncture, alcoholism and drug addiction treatment, birth control pills, braille books and magazines, co-insurance amounts, contact lenses, cosmetic surgery, deductibles and co-payments for health care insurance, dental out-of-pocket expenses, doctor's fees, drugs, electrolysis, equipment needed because of medical condition, eye examina-

Continued on fourth page

LIFE SAFETY LINES Halloween Safety Warning

This month, Cornell University Life Safety Services issued a safety alert to parents and guardians of children who go trick-or-treating on Halloween. Before treats are consumed, they should be carefully examined by an adult.

Life Safety Services also recommends the following safety tips for parents and children:

Costumes, masks, beards, and wigs should be labeled "flame resistant." Although this does not mean they won't ignite, such labeling indicates that they will resist burning and should extinguish quickly once removed from the ignition source. Flimsy materials and outfits with baggy sleeves or billowing skirts should be avoided to minimize the risk of contact with candles or other sources of ignition.

Costumes should be light and bright enough to be clearly visible to motorists. For greater visibility at dusk or in darkness, costumes should be decorated or trimmed with reflective tape which will "glow" in the beam of a car's headlights. Bags or sacks should also be light colored and decorated with reflective tape. Reflective tape is usually available in hardware, bicycle, and sporting goods stores. Children should also carry flashlights in order to see and be seen readily.

Costumes should be short enough to prevent children from tripping and falling. Children should always wear safe, sturdy shoes.

Hats should be secured so as not to slip over the eyes. Tying around the neck should be avoided so as not to choke the child should the hat become lodged.

Apply a natural mask of cosmetics rather

than have a child wear a loose fitting mask which may restrict breathing or obscure vision. If a mask is used, make sure eyeholes are large enough to allow full vision and make sure the mask fits properly.

If swords, knives, or similar accessories are carried, they should be of soft, flexible material.

Small children should always be accompanied by an older responsible child or an adult. All children should use the sidewalk rather than walk in the street and they should WALK, not run, from house to house. Children should be cautioned against running out between parked cars or across yards and lawns where ornaments, furniture, or clotheslines present a hazard.

Children should only go to homes where residents have outside lights on as a sign of welcome. Children should not enter homes or apartments unless they are accompanied by an adult.

Those hosting trick-or-treat should remove anything that could be an obstacle from steps, lawns, and porches. Candlelit jack-o-lanterns should be kept away from landings and doorsteps where costumes could brush against them. Indoor jack-o-lanterns should be kept away from curtains, decorations, or other furnishings that could be ignited. Electrical illumination of jack-o-lanterns is the preferred, safe method. Battery power will allow mobility.

Halloween should be a fun time. By following these life safety tips, you will help keep it fun for everyone.

Questions or comments for "LIFE SAFETY LINES" should be addressed to: L.S.S.E. T. Thurston, Life Safety Services.

Crime Prevention BIKE THEFT

Bike theft still remains a problem on campus. Although it has decreased over the last few years, 35 reports of bicycle theft were taken by the Department of Public Safety over the 84-85 fiscal year.

Comparing this '84-'85 loss figure of 35 to a previous '79-'80 figure of 75 bicycles stolen over the fiscal year, we can see that losses were cut by more than 50%.

There are a few factors that we feel are, in part, responsible for the decrease. One of these is the 'push' on bike registration. A City of Ithaca ordinance requires that all bicycles be registered. Since Cornell falls within the city limits, the Department of Public Safety offers the bicycle registration program for the public's convenience. The Department of Public Safety's Crime Prevention Unit is located in G-9 Barton Hall and is open 8:00 am through 3:30 pm, Monday through Friday.

Education is a second factor contributing to the decrease in thefts. Through education efforts, such as this, bicycle users are made aware of the problem. We are discovering that bicycle thefts are more common on the unregistered bikes. Thieves probably figure that the majority of the owners of unregistered bicycles have no record of serial numbers, etc., and will not be able to positively identify the bike at a later point.

Another reason for the decrease is the 'U' type locks. More and more owners are using this type of lock. As of this date, the Department of Public Safety has had no reports of a bike being stolen which was secured properly with any 'U' lock.

For more information on bike larcenies or any security matter, feel free to call upon us at the Crime Prevention Unit by dialing 6-7404 or stopping in at G-9 Barton Hall, as noted above.

United Way

Continued from first page
raising, he speaks from experience, "Having served on a United Way training program," recalls Chris, "I had the opportunity to visit many of the United Way-funded agencies and found that they all need and deserve our support."

Today, Chris helps in the campus campaign whenever he's needed. Chris volunteers with the personal satisfaction that he is helping support a service that meets the needs of people who are faced with unex-

pected crisis, people who need personal support in the face of day-to-day or extraordinary pressure. "When I was with the agency, more than 5,000 people called for assistance," noted Chris. "Our volunteers are skilled at getting to the root of the problem over the telephone."

In the midst of the county campaign to raise \$1.1 million, the Cornell community has a goal of \$380,000. Every dollar keeps volunteers like Chris Abbuhl working for the good of all of us...the United Way.

Personal Growth Workshops

A second series of Personal Growth Workshops will begin the week of October 28. Topics include assertiveness, building self esteem, building satisfying relationships, stress management, general personal growth and "women, food and self-esteem." There will also be an advanced group for participants who have already at-

tended a "women, food and self-esteem" group (women, food and self-esteem II). All workshops are free and confidential and emphasize building skills. They are short term and open to everyone in the Cornell community. Signups begin October 17. For more information or to sign up, please stop by 103 Barnes Hall or call 6-3608.

LEADERSHIP LEADS

10 Suggestions for Getting Along Better with People

1. Guard your tongue - say less than you think.
2. Make promises sparingly - keep them faithfully.
3. Never let an opportunity pass to say a kind word.
4. Be interested in others, their pursuits, work, families.
5. Be cheerful, don't dwell on minor aches and small disappointments.
6. Keep an open mind, discuss but don't argue. Disagree without being disagreeable.
7. Discourage gossip - it's destructive.
8. Be careful of other's feelings.
9. Pay no attention to ill-natured remarks about you - live so that nobody will believe them.
10. Don't be anxious about getting credit - just do your best and be patient.

Employee Calendar

Events of Particular Interest to Cornell Employees

Wednesday, October 23. Brown Bag Luncheon, "Choosing a Home Computer," Tom Hughes, assistant director of computer services, speaker, noon, Martha Van Rensselaer Hall, room NG2. Sponsored by the employee-elected trustee and the Employee Assembly.

Wednesday, November 13. Brown Bag Luncheon, "The Legal Aid Clinic and the Cornell Community," Legal Aid Clinic, presenter, noon, Martha Van Rensselaer Hall, room NG2. Sponsored by the employee-elected trustee and the Employee Assembly.

Saturday, December 7. Annual CRC holiday dinner/dance. All CRC members may attend at no cost. The event will be held at TC3 in Dryden, NY. Call the CRC office for more information 6-7565.

Wednesday, December 11. Brown Bag Luncheon, "Cornell's Super-Computer Projects," Kenneth Wilson, James A. Weeks professor of physical science, noon, Martha Van Rensselaer Hall, room NG2. Sponsored by the employee-elected trustee and the Employee Assembly.

Networking Deadlines

October 22 (October 31 issue)
November 5 (November 14 issue)
November 26 (December 5 issue)
December 9 (December 19 issue)

Editorial Board

Donna Updike	John Bender
Mary Jamison	Mary Ellen Jones
George Peter	Anna Moratz
Ron Parks	Dominic Versage
Linda Rossi	Leona House
Margaret Seacord	Jim Kuehl
Catherine Fitzgerald	Carol Thurnheer

UNIVERSITY PERSONNEL LIAISON

Laurie Roberts
PRODUCTION
Cheryl Seland

Unclassified Ads

FOR SALE: Women's burgundy Zodiac dress boots. 3 inch heels, natural leather, fleece lined, no-slip tread. Sized at 8 1/2 medium, but fit smaller size 7 1/2 to 8 medium. New, tried on, never worn. Original price \$90, will sell for \$45. 6-5356 days; 257-2911 evenings.

FOR SALE: New England Reed organ. Built early 1900's. Recently restored, \$750 or offer. Chrysler New Yorker Brougham 1977, 2 door, white, \$1,500 or offer. 347-4986.

FOR SALE: 1978 Oldsmobile Cutlass. V6 automatic, air, radials, snows, stereo, excellent condition. \$1,800 OBO. 257-5077 days or leave message.

FOR SALE: 1972 "Holiday Cottage" mobile home located Fall Creek Park, Etna. 2 bedroom, LR with tipout 12' x 20', carpet throughout utility room w/washer, dryer, and sink. Hot water baseboard heat. Storage shed with raised pad and electricity. Low utilities. End lot. Attractive landscaping, quiet park. Neg. \$20,500 with 1983 appliances. 347-4239.

FOR SALE: Accurized Daisy 777 precision air pistol with accessories. A proven match winner. Gary, 6-7515.

FOR SALE: 1981 Yamaha Seca 750, mint condition, burgundy, 3,900 miles, \$1,000. 272-6808, 277-1830.

FOR SALE: 1976 GMC Jimmy, no rust, well-maintained, nice shape, \$2,200, neg. 277-1830, 272-6808.

FOR SALE: Bassett walnut bedroom suite: chest of drawers, dresser with mirror, double mattress and box springs, \$200; Zenith console stereo, \$150. 257-7557 after 5:30 or weekends.

FOR SALE: 1982 Pontiac J-2000 SE, hatchback, 4-speed automatic, front wheel drive, like-new cloth interior, new tires, lifetime Cole muffler, AM/FM stereo w/ rear speakers, spoiler. \$3,500 OBO. 6-2345, 898-3736.

FOR SALE: 1975 Dodge Monaco, good condition, 80,000 miles, loaded, \$1,000 OBO. Liz 6-2235 days, 564-3372 eves.

FOR SALE: Small child's 2 wheel bicycle with training wheels, \$20; ladies Huffy 10-speed bicycle with child carrier, \$40; rabbit cage, \$15; 1 1/4' sheet of metal roofing, \$20. 273-0940 after 3.

FOR SALE: Yashica TL Electro SLR camera with case and 28 mm F2.8 wide angle lens, also 2X auto teleconverter. 272-8018.

FOR SALE: Ladies 10-speed bicycle, 1 yr. old, \$50. 257-2492.

FOR SALE: Moto-Guzzi 1000SP, 1980, S&W shocks, P-3 Cam, Pirelli tires, luggage rack, remote alarm, more. Asking \$1,800. Jerry, 6-3539 or 527-4467 after 6pm.

FOR SALE: Ford 240 disk harrow. 11' wide, adjustable tilt and angle, with hydraulic cylinder, very good condition. Asking \$2,000. Jerry, 6-3539 or 527-4467 after 6pm.

FOR SALE: Small cherry buffet, \$160; brass traverse rods; amber glass lamp with brass chain; box of children's books; toys; Nerf ping-pong set. 257-0833 evenings.

FOR SALE: 1978 Chevy 3/4 ton pickup; dual gas tank, heavy duty shocks, 8 cyl, 63,000 mls, \$2,500. Also, 50 acres of wood—farmland, 7 1/2 miles south of Newfield \$18,000 neg. 273-1611 days.

FOR SALE: 1984 silver Plymouth Colt, 2 door, 4 speed, front-wheel drive, rear defroster, 44 mpg, excellent condition. \$3,950. 607-589-4374 evenings.

FOR SALE: Furniture, books, clothes, household miscellaneous. October 19-20, 10am-5pm. 96B to S. Danby Road, 6 miles to Lang Road, or from Spencer, Crumtown Road, 2 miles to Lang Road. Also have Creative Expressions kits, etc. for sale. Sale is at 2nd house on left on Lang Road.

MUST SELL: 1973 Buick Centurion, 2 door sedan, 80,000 miles. \$500 OBO. 257-2559 or 277-3117.

FOR SALE: Coil bed springs, for twin beds, \$10 each. 272-2391.

FOR SALE: Three-piece matching bedroom set, walnut-pecan; bed w/bookcase headboard, dresser w/mirror, chest of drawers, excellent condition, \$350. Sewing machine in cabinet, \$75. 273-2250.

FOR SALE: 1973 full-sized Buick. Good winter car, auto. Asking \$800, negotiable. 844-9405 after 3pm.

FOR SALE: Texas Instruments 99/4A home computer with following accessories: program recorder, personal records keeping cartridge, home financial decisions cartridge, household budget management cartridge, 24 program manual w/ cartridge, and assorted manuals. If purchased separately, the total cost adds up to over \$175. Selling the entire outfit for just \$125, FIRM! A great starter package for anyone! Gerry, 257-1986.

FOR SALE: French doors, like new, 1/2 price. 6-4464 or 277-4404.

FOR SALE: 1983 Subaru 4 door, G.L. 5 speed, am-fm radio, tilt steering, child-proof rear doors, exclusive hill-holder clutch, wire wheels and extra set wheels with mounted snows. \$5,000. 347-4239.

FOR SALE: 14-gallon humidifier. Like new, great with wood stoves. \$85 OBO. 6-3541 days; 589-6662 evenings.

FOR SALE: White Hotpoint refrigerator, 13 cu. ft., semi-automatic defrosting. Good working condition. \$75. Anne, 6-5293 or David 6-4326.

FOR SALE: VW Dasher, 1976. Excellent running condition, sunroof, automatic, 4 door, little rust. 6-8139 or 272-0869.

FOR SALE: White's metal detector, 6000DIS3, guaranteed until 8/86, \$325 Backpack, internal frame, new \$30. Can-

nondale bike, SM600, 1985 model, all-terrain, 18 inch, \$550 ew. Peggy 6-5530 days, or 732-0801 nights.

FOR SALE: Holten trumpet with case, excellent condition, \$100. 844-8536 after 2:30 pm.

FOR SALE: 14' Whirlpool refrigerator-freezer. Good condition. \$45. 257-5439.

FOR SALE: Apartment-size refrigerator (Hoover), \$50. 272-2749.

FOR SALE: Insulated drapery panel for sliding glass door, 100" x 84", Ivory satin stripe; traverse rod and hooks, \$85. 273-3314.

FOR SALE: Trombone (great condition), \$150; 4 chrome wheels with tires size R205/75R14 (small pickup), \$200/4; 12 ga. Remington 870 pump shotgun w/ modified choke, \$175; 1966 Delta 88 (good body, runs well), best offer. 1-546-2013 (evenings).

FOR SALE: 23 cu. ft. chest "Coldspot" freezer; antique white metal ice box; antique mahogany drop leaf table. Days 6-3214, evenings 272-6086.

FOR SALE: Woman's bicycle, good condition, \$30. "Roll away" bed. \$50. 277-4940 eves.

FOR SALE: Set of speakers, dark finish, \$25 OBO. Sandra 272-5482.

FOR SALE: 1977 VW camper. Interior in good condition, with icebox and sink. Runs well, 20 mpg, 100,000 miles. Some body rust. \$2,500. Bob 6-5014 (days) or 844-9235 (eves).

FOR SALE: Yamaha 12-string acoustical guitar with case, \$200. Excellent condition. Days 6-6456 (Ray), 533-4783.

FOR SALE: Whirlpool gas range, 30" w. bronze color, \$150; in-dash AM/FM car stereo component, \$25; in-dash AM radio component, \$10; never used oil pressure and amp gauges, \$8 each; battery-operated AM bathroom radio (pink) with toilet tissue hanger, \$5. Items (except stove) can be seen at Cornell. Jackie days 6-3086.

WANTED: Good used single-bed mattress; old-fashioned hand well/water pump; good used scuba-diving equipment, men's large. Would be willing to "trade" for items in my "FOR SALE" ad (above). Jackie days 6-3086.

WANTED: Portable typewriter, electric or manual. 272-1455 eves.

WANTED: Seats to fit 1980 Ford van. 6-2211, 844-9222.

WANTED: Used small pickup truck with good mpg. 4WD would be nice. Little rust OK, but not falling apart or filled with bondo. Must be in excellent mechanical condition. Price must be reasonable. Linda, 6-4999, 277-5178.

WANTED: The University Cooperative Nursery School located in Robert Purcell Union on North Campus would welcome office or department donations of old or unneeded paper, paper products, supplies, or other "treasures." Paper need only be blank on one side. Call Bridget Hubberman, 257-5308 or Ann McLaughlin, 277-1193 to arrange for pick-up.

FREE to good home: dwarf sable bunny with cage and house. Kathy 6-5438 M-F 10am-4pm.

FREE: to a good home, 3 kittens, white w/ black spot on head. 8 wks. old, litter trained. Also 2 6 mo. old cats, 1 female, 1 male, same markings. Good with kids. 273-6805 after 3:30.

HOUSE TO SHARE: Country setting, close in. Four bedrooms, one available. Let's talk! 277-3885.

ROOM: Mature reliable housemate to live with young family in Groton (12 miles to Cornell). Beautiful, spacious room. International students welcome. \$150/month including heat. Bus service available. 898-3271.

APARTMENT: You're gonna love it! Spacious, sunny, two-bedroom/half house. New appliances and new carpeting throughout. Large backyard. On bus route (Snyder Hill area). \$425/mo includes heat. Days 6-8113, eves 277-4773.

FOR RENT: 3 bedroom duplex, Fall Creek, quiet residential neighborhood. Off street parking, suitable for 2 or 3. \$415/month plus utilities. 277-4863 eves/wkends. Available immediately.

FOR RENT: Sabbatic home in Forest Home, 5 minute walk from campus, fully furnished. 3-4 bedrooms, 2 baths, woodstove, LR, DR, den, eat-in kitchen overlooking Beebe Lake. Available January thru June 1986. No pets, no smokers. Lease required. \$750/mo. util. Days 6-7473, after 6pm 257-7144.

Please submit all Unclassified Ads to Carol A. Thurnheer, Plant Biology, Dept., Plant Science Bldg. NO PHONE CALLS PLEASE!!! The deadline for the October 31st issue is October 21st. For our information, your name and campus phone number must be submitted with ads. All unclassified ads are free of charge to Cornell faculty, staff and graduate students.

Select Benefits

Continued from third page

tions, eye glasses, guide dogs, hair transplant, hearing aids, including batteries, hospital services, immunizations, laboratory fees, lodging and meals, essential to obtaining medical treatment at a medical facility, medical out-of-pocket expenses, Medicare part A & B premiums, nursing home medical expenses, nursing services, orthodontic care, oxygen, physical examinations, including check-ups, premiums for health care insurance, prescribed foods, prescribed vitamins, special schools for the mentally and physically handicapped, therapy received as medical treatment, transplants, including donor expenses, transportation to obtain medical care at a medical facility, well-baby visits, X-ray fees.

What about the Dependent Care Reimbursement Account? The Dependent Care Reimbursement Account is a tax-efficient way to pay for work-related dependent care related expenses. Examples are the costs of babysitting, day care, nursery school, nursing home. If your expenses are high, you may find greater savings through this option than through the current federal tax credit.

How do I enroll in the Medical Care Reimbursement Account and the Dependent Care Reimbursement Account? To enroll in a Reimbursement Account you are required to declare a fixed amount of dollars that will be converted from your salary each pay period. This amount will go into a reimbursement account that is not subject to tax now or at any time.

What is the process? How do I make a claim when a bill arrives? When you receive a bill for services, you fill out a claim form and return it to your benefits office with some form of proof, such as a xerox of a bill, cancelled check or a signature of a day-care provider on the claim form.

Does Cornell pay the provider or do I pay

the provider? Cornell will reimburse you directly. It is up to you to pay the provider of the services.

When will I receive a reimbursement check? Within two to four weeks after submitting your claim. Employees currently participating in reimbursement accounts this past year report a very prompt receipt of reimbursement checks.

If I am enrolled in Select Benefits can I also claim these expenses as an income tax deduction? No. You may not claim expenses as a tax deduction if you have paid for these expenses already with before-tax dollars.

How do I know whether to pay for eligible expenses with before-tax or after-tax dollars? If you are not sure you should refer to the Internal Revenue Service Publication 502 Medical and Dental Expenses, or the Internal Revenue Service Publication 503 Child and Dependent Care Credit, and Employment Taxes for Household Employers and make careful calculations regarding the advantages or possible disadvantages of your particular situation.

I still have some questions. How can I get

them answered? There will be four more on-campus meetings, including two scheduled for today, October 17, to learn more about the program or to answer your questions.

The Select Benefits slide presentation will be held on:

Thursday, October 17, 9:00 a.m., 231 Warren Hall

Monday, October 21, 2:00 p.m., 251 Mallott Hall

Select Benefits mini-sessions on the pre-tax contribution, and medical and dependent care reimbursement accounts without the slide presentation will be held on:

Thursday, October 17, 10:30 a.m., 231 Warren Hall

Monday, October 21, 4:00 p.m., 251 Mallott Hall

Three Contacts will be mailed to your campus address which will provide more information or call Adele Feierstein (endowed) at Employee Benefits, University Personnel Services, 130 Day Hall, Ithaca, NY 14853, or Phyllis Allen at the Statutory Colleges Finance and Business Office, B-22 Mann Library, Ithaca, NY 14853, for more information.

Employee Assembly Seats Open

Participate in the decision making process
Learn about the administration of Cornell
Contribute your experience and talent
Get involved in employee issues
Help affect change
Interested?
Contact the Office of the Assemblies
The following Employee Assembly seats are available:
Statutory Exempt 1 seat
Statutory Nonexempt 1 seat
Term to commence immediately and end May 31, 1986.