

# Cornell Chronicle

## Networking

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

Volume 17, Number 11

Thursday, November 14, 1985

## Hotel School Launches \$25 Million Expansion Campaign

The Cornell University School of Hotel Administration kicked off a \$25 million fund-raising campaign Wednesday at a news conference and reception at the Waldorf-Astoria. The funds are needed to expand and renovate Statler Hall and Inn, the school's academic and training facility, which was

constructed in 1950 with the help of the Statler Foundation.

The drive was announced by Cornell President Frank Rhodes, John J. Clark Jr., dean of the hotel school, and Richard Holtzman, president of Rockresorts and chairman of the campaign committee.

Holtzman announced that the school has already achieved 46 percent of its \$25 million target, with donations totaling \$11.6 million. This includes \$3 million from Villa Banfi and \$1 million from UAL Inc. the conglomerate comprising United Airlines, Hertz Rent A Car, and Westin Hotels in whose name the

gift was made.

Also \$5 million has been received in anonymous gifts, Holtzman said. Substantial contributions have been made by Hilton International, Aer Lingus-Dunfey and numerous other groups and individuals.

Holtzman explained that the hotel school's campaign theme — "Building on a Legacy of Leadership" — was chosen for two reasons: the Cornell program is generally recognized as the world's leading institution of hospitality education, and Cornell alumni have long played a leadership role in the industry.

Funds generated through the leadership campaign will be used to design new classroom facilities, laboratories, and offices; to expand and modernize Statler Inn, the hotel in which Cornell hospitality students gain practical work experience; and to construct a new conference facility including meeting rooms and a multi-tiered amphitheater.

Dean Clark said, "This is an exciting new era for our school. We recently expanded our faculty, have designed new curricula for our undergraduate and graduate programs, and are developing new executive education offerings for the industry. We must now make progress in one more area — the expansion of our physical plant to support our people and our programs."

President Rhodes said, "I am particularly pleased with the forward-looking curriculum the School of Hotel Administration has designed and with its plans to support that curriculum with an equally progressive learning environment. Expanding and modernizing the school's facilities is one of the university's highest priorities, reflecting our continued commitment to educating leaders for the world's hospitality industry."

Founded in 1922, the Cornell University School of Hotel Administration was the world's first university program in hospitality education. Clark noted that Statler Hall was originally designed to support a student body of 300 and a faculty of 12. Cornell hotel students now number 725, and there are more than 50 instructors on the school's faculty.

Cornell hospitality graduates encompass both the most innovative independent entrepreneurs and the leaders of major corporations in lodging, food service, and allied fields. They are also well represented among the deans and directors of other hospitality programs and are visible as the officers of industry trade associations.



Rendering shows expanded Hotel School as it would look from the direction of Day Hall, across East Avenue.

## Oldest Hospitality Program Has Newest Curriculum

Freshman students at Cornell's School of Hotel Administration this fall are attending the world's oldest hospitality education program, but learning from the newest curriculum. They are the first to benefit from new courses of study being implemented by the hotel school this semester.

"A curriculum is usually developed in an 'add-on' fashion," said John J. Clark, Jr., dean of the hotel school. "For example, a school might add a course on computers without integrating the topic into existing courses or looking at the impact of the addition on the students' total program. We de-

cid to take a 'zero-base' look at our degree programs, investigating what knowledge our students really need for the future and how best to develop it."

From 1982 to 1985, the hotel school performed a comprehensive curriculum review, which was supervised by an expert task force including representatives of other schools and executives from firms such as Omni and American Express.

Chaired by Michael H. Redlin, professor of property management, the task force commissioned research reports on future industry trends and conducted extensive sur-

veys of students, alumni, and industry leaders. Based on these findings, the school's faculty worked in interdisciplinary discussion groups to redesign both the undergraduate and graduate programs.

Implementation will take place over the next four years for the new bachelor's degree curriculum and the next two years for the professional master's (M.P.S.) curriculum. The curriculum review was initiated in response to recent dramatic changes in the hospitality industry.

"We recognized that we had to prepare

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## Foreign Affairs Experts Rush, Rosecrance Agree:

# U.S. Enters Summit in Strongest Position in 20 Years

By MARTIN B. STILES

President Reagan will go to the Nov. 19-20 superpower summit with a bargaining position stronger than that of any U.S. president in more than 20 years, according to two Cornell University experts on foreign affairs.

Economic problems in the Soviet Union, heightened by pressure on the Russian economy to match Reagan's military buildup and the growing costs of Russian commitments in Afghanistan, Africa, Cuba, Nicaragua, and Eastern Europe, have forced Soviet

leader Mikhail S. Gorbachev to the bargaining table at Geneva, Myron Rush and Richard Rosecrance said this week.

They say that the strength of the U.S. economy, in contrast, lends credibility to Reagan's commitment to strengthen America's military posture through projects such as the Strategic Defense Initiative, known more commonly as "Star Wars."

"Growing excess capacity, mild growth, and lower interest rates provide scope for further military efforts in the United States — scope which will be increased if the dollar declines further," Rosecrance said.

Rosecrance, the Walter S. Carpenter Jr. Professor International and Comparative Politics at Cornell, is the author of five books, including "The Rise of the Trading

State." Rush, a professor of government and a specialist in Soviet internal affairs, is a former staff member of the Rand Corp. He is the author of several books, including "Political Succession in the U.S.S.R." and "Strategic Power and Soviet Foreign Policy."

"A recent Rand Corp. study claims that the Soviet Union devotes as much as 2.5 percent of its gross national product to its activities in Africa, Afghanistan, Cuba, Nicaragua, Eastern Europe," Rosecrance said.

The U.S. and U.S.S.R. each spend about \$300 billion a year on military expenses, but that represents about 12 percent of the Soviet's gross national product and only 6 percent of America's gross national product.

"The Soviets' big concern is that we not create a massive and successful defense system against ballistic missiles. That would force them to go into an economically draining counter buildup," Rush explained.

The comparative positions of the two countries' economies is a key reason why the Soviets agreed to the summit, Rush added. Still, the two days of talks will not produce

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## Revised Code Changes Distributed

The final set of proposed changes in Cornell's Regulations for the Maintenance of Public Order was distributed to University Assembly members Wednesday, according to Walter J. Relihan Jr., university counsel.

The proposed changes, revised after a series of discussions with the leadership of the student, employee, and university

assemblies, will be submitted to the Executive Committee of the Board of Trustees Dec. 5, he added. The committee is expected to take action.

Copies of the regulations and proposed changes are available from the university counsel's office on the fifth floor of Day Hall, Relihan said. More complete coverage will appear in next week's Chronicle.

## AT&T Grants to Fund Research and Facilities Here

Research into areas such as data base systems, large-scale simulation modeling, and real-time system analysis, in addition to improvements in teaching and research facilities, will be supported by nearly \$600,000 in grants to Cornell University from the AT&T Foundation.

The grants, presented by AT&T officials to the university in ceremonies Nov. 4, include \$200,000 over two years to assist in construction of Upson Hall facilities for use by the departments of computer science, operations research and industrial engineering, mechanical and aerospace engineering, and electrical engineering.

Nearly \$200,000 in special purpose grants will be used to equip or upgrade teaching and research facilities for physics and applied physics, computer science, electrical engineering, operations research, and the Na-

tional Research and Resource Facility for Submicron Structures.

"The AT&T grant for a capital project is somewhat unusual because many corporations do not provide money for bricks and mortar, preferring instead to donate equipment or outfit laboratories," according to Charles P. Yohn, director of corporate relations for the College of Engineering. "No university, no matter how well equipped, can long exist without proper facilities to house its operations," Yohn said, noting the AT&T gift will help the college meet a challenge grant from the J. N. Pew Jr. Charitable Trust.

Four of Cornell's 1985 Presidential Young Investigators will receive a total of \$90,000 in matching funds from AT&T, which is also providing \$87,500 for six research projects.

"This diversity of awards is typical of

AT&T's thoughtful appraisal of Cornell's needs," said K. Bingham Cady, associate dean for college affairs in Cornell's College of Engineering. Cady is also a professor of nuclear science and engineering and of applied and engineering physics.

"There is a special relationship between AT&T and Cornell University," Cady said, adding that the firm also finances the education of 22 AT&T Scholars and 25 participants in its "One Year on Campus" program."

Among the facilities to benefit from special purpose grants will be the optics teaching laboratory and the theory library in the Department of Physics; the robotics laboratory in the Department of Computer Science; computer vision system research and integrated circuit analysis and design laborato-

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## No Chronicle Thanksgiving

There will be no Chronicle Thursday, Nov. 28, Thanksgiving Day. Any advance notices for events on campus up to and including Thursday, Dec. 5, should be submitted in time for publication in the Chronicle of Thursday, Nov. 21. For most items that deadline would be noon this Friday, Nov. 15.

## PEOPLE

### Sagan Wins Honda Prize, \$50,000

Carl Sagan, professor of astronomy and space sciences here, has been named recipient of the 1985 Honda Prize in recognition for his contributions to the development of human technology.

In citing Sagan's works, the Honda Foundation, in Tokyo, said he has made considerable efforts to deepen public awareness and understanding of science.

Sagan, 51, also "contributed towards laying a philosophical base for scientific and technological research that leads to the new era of human civilization," it said.

The foundation is a private organization established by Honda Motor Co. Its \$50,000 prize is awarded annually to an individual or organization that promotes harmony between technology and human activity.

### Sokol Music Dept. Chairman

Thomas A. Sokol, professor of music, has been appointed chairman of the Department of Music here for a three-year term through June 30, 1988.

Since 1957, when he joined the faculty in the College of Arts and Sciences, Sokol has been the director of choral music at Cornell as well as the conductor of the Cornell Glee Club and the Cornell Chorus.

Sokol also is a nationally acclaimed conductor of choruses at Tanglewood, the Saratoga Performing Arts Center, the New England Conservatory of Music, Harvard University, and Radcliffe College. He has been on concert tours in 24 countries and has been chorus master for more than 300 symphonic concerts nationally and abroad.

Sokol has conducted the premier performances of works by Karel Husa, Robert Palmer, Maximilian Albrecht, David Borden, Daniel Pinkham, Nils Vigeland, and by Cornell-educated composers Byron Adams, David Conte, Duane Heller, Brian Israel,

Ann Silsbee, and Fred Thayer. He also has conducted the first American performances of Carl Orff's *Comedia* (1962), Marciniak's *Vesperae Dominicales* (1971), Anton Reicha's *Te Deum* (1974), and Bohuslav Martinu's *Prophesy of Isaiah* (1968) and *Ceska Rikadla* (1984).

Among the orchestras for which Sokol has prepared the chorus are the Boston Symphony Orchestra, the Buffalo Philharmonic, the New Haven Symphony, the Philadelphia Orchestra, the Rochester Philharmonic Orchestra, the Syracuse Symphony, and the Cornell Symphony Orchestra. He was the conductor of the Buffalo Schola Cantorum (1975-1980) and the Desoff Choirs of New York (1967-1973).

In 1972, he won the National Orchestral Association Conducting Award and in 1974 was chosen associate conductor of the United States Universities Chorus, a chorus drawn from outstanding American university choirs.



Geraldine Ferraro fields questions from the press during a stay in the area last week in which she gave two speeches on campus. The former Democratic vice presidential candidate voiced support for divestment protesters and said she would announce after the Thanksgiving holiday whether or not she intends to run against Republican Sen. Alfonse D'Amato.

### BTI's Roberts Is Nominated

Donald W. Roberts, pathologist at Boyce Thompson Institute for Plant Research here, has been nominated by the Eastern Branch of the Entomological Society of America (ESA) for the Society's CIBA-GEIGY Recognition Award. Roberts was selected from among the 1,710 ESA members in the 12 Northeastern states and the District of Columbia.

The country is divided into five geographic regions and each nominates one candidate to be considered for the prestigious CIBA-GEIGY Award.

To be eligible, a nominee must have meritoriously contributed to the advancement of agriculture through work in the field of entomology. The winner of the award will receive an eight-day all expenses paid trip to Europe to visit agricultural research facilities and commercial farming operations.

### Summit Assessment

Continued from Page 1

any significant agreements on arms control or broader political matters, Rush and Rosecrance predicted.

"Arms agreements are technical and complicated, and the summit is designed to allow the two men to take the measure of each other and express broad points of view, not to reach precise settlements," Rosecrance explained.

"But I think the meeting can establish a climate of reciprocity, some sort of mutual

understanding between the two powers which could reduce friction in the future," he added. "The long-term outcome could be a little better than the current uncertainty and standoff. Another summit is a likely prospect."

Rush and Rosecrance also discussed some of the more subtle motivations that both Reagan and Gorbachev will carry to the summit in Geneva. Rush questioned how strong Gorbachev's position is in the Soviet political power structure.

"There is a Party Congress session in February of 1986 that will be very important for his position," Rush said. "I don't think he wants to go to the congress having made big concessions to the United States. At the same time, I don't think he wants the summit to fail or make U.S.-Soviet relations look bad."

Rosecrance said that Reagan is going to the summit with a sense of opportunity to ensure some degree of peace and make his mark in history during the final years of his administration.

"He is past the stage of 'evil empire' and recognizes name calling does not produce agreements," Rosecrance said. "In the longer term, he is likely to make some concessions on SDI deployment, if not research and development, to reach an accord with the Soviet leader."

### Barton Blotter

Computer equipment valued at \$8,000 was reported stolen from Schwardt Laboratory on Turkey Hill Road sometime between 3:30 p.m. Wednesday, Nov. 6 and 7:15 a.m. Thursday, Nov. 7, according to the morning reports of the Department of Public Safety for Nov. 4 through 10.

The theft was among 14 reported on campus during the seven-day period, with losses in cash and valuables set at a total of \$13,483. Other thefts included a \$2,000 balance taken from Olin Chemistry Laboratory and a pearl necklace valued at \$2,500 reported missing from a room in University Hall No. 5.

In addition, six thefts of cash totaling \$288 were reported. One theft totaled \$145 taken from McGraw Hall and another totaled \$62 taken from a cash box in Noyes Center.

There was one arrest for driving while intoxicated and four persons were referred to the Judicial Administrator. The charges were trespassing, setting a carpet on fire, possession of a stolen sign, and setting a wastebasket on fire.

Also, five divestment protesters were charged with criminal trespass from Nov. 6 to 12 for refusing to leave Day Hall at its 5 p.m. closing time.

In total, 141 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.



### Cornell Chronicle

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### Judicial Administrator Case Summaries for September and October 1985

The Office of the Judicial Administrator reports the following case summaries for September and October, 1985. The abbreviations used are WR for written reprimand, CS for community service, rest. for restitution and susp. for suspended. The number of defendants in each case is one unless otherwise specified:

Forgery of a U-Parking Permit: WR, 15 hrs CS, \$6 rest.

Sexual harassment & abuse of another student: WR, 40 hrs CS.

Theft of postage paid envelopes from Goldwin Smith Hall: WR, 30 hrs CS, \$1 rest.

Endangerment to others by setting fire to a cardboard box in a dorm: WR, 40 hrs CS with 10 hrs susp.

Theft of a University letterhead and using that letterhead to falsely claim to students to be a CU official: WR, 30 hrs CS with 10 hrs susp.

Theft of a light fixture and bulbs from Warren Hall: WR, 30 hrs CS.

Theft of a table and chair from Cascadilla Hall: WR, 30 hrs CS with 10 susp.; 3 defendants.

Theft of a picture frame from Campus Store: WR, 25 hrs CS.

Alteration of a Univ. ID card: WR.

Refusal to comply with a lawful order of a CU official: WR; 2 defendants.

Damage done to windows at a fraternity: WR, \$50 rest.

Attempt to steal food from Dining: WR, 7 hrs CS.

Harassment of several persons by throwing water on them from a roof: WR, 20 hrs CS with 10 susp.

Failure to comply with a lawful order of a CU official: WR, 8 hrs CS.

Removal and possession of a speed limit sign be-

longing to CU: WR, 25 hrs CS; 2 defendants.

Climbing onto the roof of Hollister Hall from an exterior fire escape: WR, 25 hrs CS with 15 hrs susp.

Painting a traffic booth and participating in a climb onto the roof of Hollister Hall by assisting others in the act: WR, 40 hrs CS with 20 susp., \$49 rest.

Alteration of a University parking permit: WR, 15 hrs CS susp.

Possession and alteration of a stolen University parking permit: WR, 30 hrs CS with 20 susp.

Possession of a stolen CU construction sign: WR, 25 hrs CS.

Possession of 2 CU stolen parking & construction signs: WR, 30 hrs CS.

Alteration & misuse of a University parking permit: WR, 15 hrs CS.

Possession of a stolen section of fence: WR, 25 hrs CS.

Alteration of a student ID: WR, 30 hrs CS with 10 susp.

Endangerment to others by burning papers in dorm: WR, 40 hrs CS with 20 susp.

Endangerment to others by discharging a fire extinguisher: WR, 40 hrs CS with 20 susp.

Possession of rifle cartridges on campus and throwing cartridges out of dorm window causing them to explode: WR, 25 hrs CS, general disciplinary probation through the Spring, 1986 semester.

Misuse and alteration of a Univ. Parking permit: WR, 15 hrs CS with 5 susp.

Removal from the library for 2 days of two-hour library reserve materials: WR, 15 hrs CS, susp.

Misuse of "special guest" one-day permit: WR.

Harassment of another individual: WR.

### AT&T Grants

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ries in the School of Electrical Engineering; and an exploratory biophysics experiment on auditory sensitivity in the School of Applied and Engineering Physics.

Computing work stations for Cornell's School of Operations Research and Industrial Engineering, as well as special equipment for the National Research and Resource Facility for Submicron Structures, also will be obtained through special purpose grants.

AT&T research grants will support studies in areas such as data base systems, large-scale simulation modeling, and real time system analysis.

Presidential Young Investigators receiving awards from AT&T are Barbara H. Cooper, assistant professor of atomic and solid state physics; Michael O. Thompson, assistant professor of materials science and engineering; Robin O. Roundy, assistant professor of operations research and industrial engineering; and Chris Heegard, assistant professor of electrical engineering. Presidential Young Investigators — including the nine at Cornell in 1985 and 11 in 1984 — receive up to \$100,000 each in research funding from the federal government and other sources.

# Crackdown Now Under Way On Illegal Parking, Traffic

Public safety officers are cracking down on illegal traffic and parking on campus. A spot check from Nov. 4 to Nov. 8 resulted in more than 1,075 tickets to illegal parkers and 48 cars towed from campus, according to Lt. Robert G. Sims of the Department of Public Safety.

Parking on Cornell's central campus is restricted in most areas from 7:30 a.m. to 5 p.m., Monday through Friday; only delivery trucks and vehicles bearing certain permits are permitted into the area, which is primarily for pedestrians. Access to the central campus is controlled by three traffic booths.

William Wendt, director of transportation services at the university, said an increased flow of traffic, much of it illegal, presents "an obvious safety problem."

In addition, he said, cars parked illegally prevent employees who have paid for parking permits from using those spaces.

Approximately 6,200 permit parking spaces are available on the central campus. Another 1,578 free parking spaces are available to permit holders in the "A" and "B" lots at the east side and north end of the campus. Access to central campus areas is also available through several bus services.

Parking is not restricted on central campus after 5 p.m. and on weekends, except for a few special locations, providing easy access to various cultural, academic, and athletic events at those times, Wendt said.

As part of the crackdown, "Officers are stationed periodically at the various shortcut entrances to central campus that drivers have been using to avoid the three traffic control booths," according to Sims.

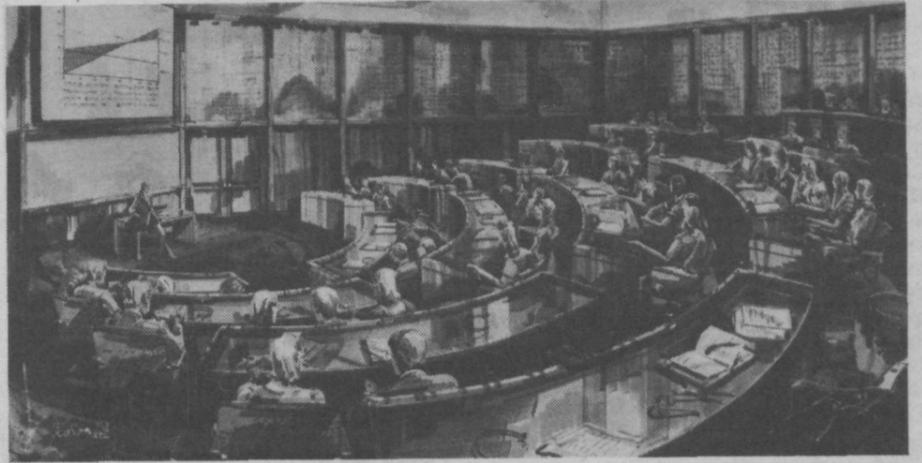
Also, staffing at the traffic booths has been increased to prevent cars without proper permits from driving by quickly. During the first five days of the crackdown, more than 400 cars were prevented from entering the campus illegally, Sims said.

Sims explained that the problem of traffic congestion has intensified this fall because of an increase in the number of construction projects and workers on campus.

"This situation will get worse, not better," he said, "because of more construction scheduled to start on campus in coming months."

There are a number of areas near the center of campus that are accessible to cars without parking permits where the driver can let a passenger off or pick someone up after work, Sims said.

They include the circle at the east entrance to Statler Inn, just off Campus Road; the driveway off Campus Road to the service entrance at the Campus Store; the east side of Lynah Rink in Parking Lot K; and the north side of Goldwin Smith Hall, which can be reached by turning south off University Avenue between Sibley and Rand halls.



An amphitheater is among additions planned in the hotel school.

## Hotel Curriculum

Continued from Page 1  
students for careers that would span many years of change," Redlin said. "Primary among the school's objectives, therefore, was the development of students' conceptual skills and a move away from more technical skills that might soon become obsolete."

"The result of the new programs," Clark said, "will be students who are better thinkers and better managers. Ultimately, they will be better prepared to assume top leadership positions in the industry."

Highlights of the school's new undergraduate curriculum include:

— **Greater Flexibility** - The number of specifically required ("core") credit hours has been reduced from 78 to 67, while the number of elective credits has risen to 41. As a result, students will have more flexibility in designing their programs and will select a subject concentration of 12 credits, based on their career interests. By producing specialists in such areas as data processing and marketing, the new curriculum will enhance the value of graduates to employers.

— **Greater Diversity** - Hotel students also will be required to take more elective courses in such areas as the social sciences, developing their powers of analysis through exposure to other disciplines. "The new curriculum attaches more importance to the liberal arts," said Assistant Dean David C. Dunn, "be-

cause we feel it is increasingly vital that our students be broadly educated. They need to develop an international outlook, and to understand the role of business in society."

— **New Courses** - The undergraduate curriculum includes a number of new courses, including "Quantitative Methods" — a freshman "foundation" course encompassing statistical techniques and computer applications — are new offerings in the area of organizational behavior and management.

— **New Approaches** - Even where course titles remain the same, course content and teaching methods are changing. For example, interpersonal skills and communication skills, essential in all hospitality careers, are being emphasized throughout the curriculum in an interdisciplinary fashion. To prepare students for the upper-level positions they will ultimately assume, the school's faculty will stress problem solving and decision making through teaching methods like case-study analysis and computer simulations.

The hotel school's Master of Professional Studies program has been redesigned in a similar manner, with fewer required courses.

At the same time, the school is expanding the number of students in its M.S. and Ph.D. programs, allowing the school to conduct more research and to maintain its leadership in hospitality education by producing more deans and professors for other institutions.

## Author of 'The One-Minute Manager' Will Teach Course Here in Spring

Kenneth A. Blanchard, co-author of the best-seller "The One-Minute Manager," will teach a course on managing organizational change and productivity during the spring 1986 term at Cornell University.

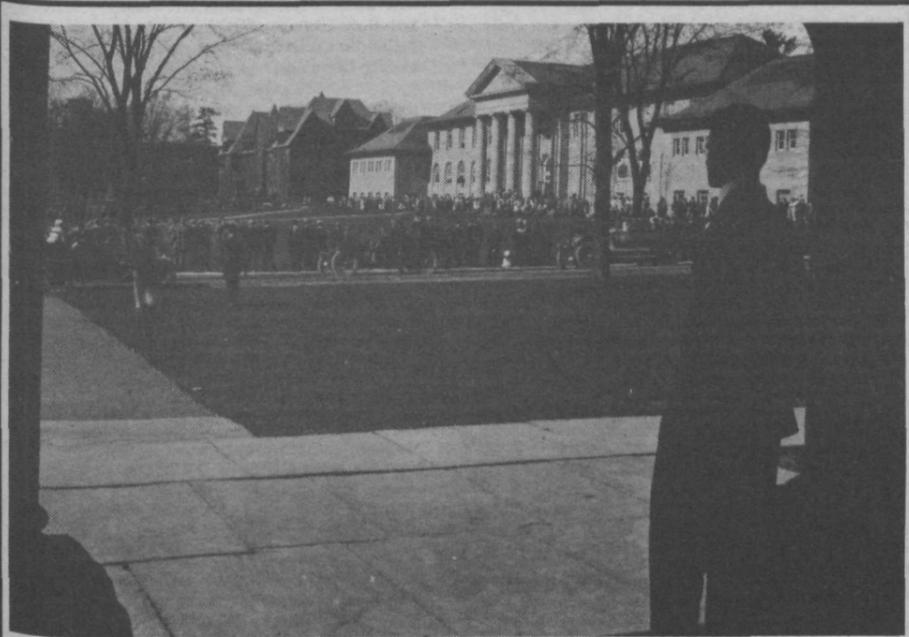
Open to juniors, seniors, and professional master's degree candidates throughout the university, the two-credit course is being offered by the School of Hotel Administration.

"Ken Blanchard will be a visiting professor at the hotel school as part of the school's effort to make greater use of industry leaders to provide the most realistic training envi-

ronment possible for our students," said Dean John J. Clark Jr.

Blanchard will be offering the course this spring in collaboration with Florence Berger, associate professor of hotel administration at Cornell.

The best-selling author holds the A.B. (1961) and a Ph.D. (1967) degrees from Cornell and heads a California-based business specializing in organizational behavior. He conducts programs throughout the country that are designed to help companies increase their profitability and employee productivity.



Among the memorabilia preserved with the gift from F. R. Newman to the Department of Manuscripts and Archives is this photo of Newman, member of the Class of 1912, as a student standing under the Boardman Arch, part of Boardman Hall that was located where Olin Library is now. Behind him is Presidents Avenue, along which the old trolley line ran. Below, Newman posed in the same location, with the road and trolley line gone, when he was back on campus for his 30th reunion in 1942.

## New Archival Fund Helps Save Cornellians' Papers, Memorabilia

The Department of Manuscripts and University Archives of the Cornell University Libraries has received a \$50,000 gift from F.R. Newman to establish an archival fund.

The fund will provide for the preservation of papers and memorabilia of Cornellians who came to the university before 1920 and will make this historical material accessible for research and teaching.

According to Gould Colman, university archivist, information about this material will be available through guides in the department and through a national data base accessible through computer terminals located throughout the nation at member libraries of the Research Libraries Group.

Newman's own papers were donated to Cornell in 1976. He is a 1912 graduate of the university whose gifts to Cornell over the years have been many, including Helen Newman Gymnasium, which is named for his wife; the F.R. Newman Arboretum at Cornell Plantations, and the F.R. Newman Laboratory of Nuclear Studies.

Colman said, "What especially excites me is that the F. R. Newman Archival Fund will support the development of documentation about Cornell's Educational services from a consumer perspective—in particular, how individual students and their peers organized as classes and integrated their experiences at Cornell with ties to their families and home communities, and developed new friends, interests and career opportunities. The ability of researchers to pursue the Cornell connection of individuals and classes after they graduate also will be enhanced."



## Comment

### On Scotch Tape 'Spiderwebs'

Letter to the Editor:

As a secretary of various ranks at Cornell over the past eight years or so, I have often remarked to myself concerning the "spiderwebs" of Scotch tape that are used to seal the campus mail envelopes.

It would seem that there are a fair number of individuals who consistently build these webs. I tend systematically to remove them from the envelope flaps. Therefore, I recently started an "experiment." Instead of using Scotch tape when I feel the need to close the envelope securely, I am using "time tape." This is a marvelous tape that can be used time and time again without ripping the envelope. When I got a roll at General Stores,

the clerk advised me this tape is popular in labs for labeling containers of chemicals. It comes in many sizes and colors and they have a good stock at stores.

It occurs to me that many people will not recognize the stuff I am conscientiously putting on our campus mail envelopes. I haven't seen any used yet by anyone other than myself. It looks rather like adhesive tape. So I am writing to the Chronicle in the hopes that more people might be intrigued to use time tape (or there may be something even better) for this pesky problem.

Joan Lockwood  
Office of Transportation Services

## Several Key Items on the Agenda For Faculty Council on Nov. 20

Admissions, financial aid, traffic on campus, and how decisions concerning facilities are made are key items on the agenda of the Faculty Council of Representatives meeting scheduled for 4:30 p.m. Wednesday, Nov. 20.

All members of the University Faculty are encouraged to attend the meeting in 110 Ives Hall, according to a memo to all faculty from Dean of the Faculty Joseph B. Bugliari.

He said William E. Wendt, director of transportation services, will give an update

on traffic planning; and Senior Vice President William G. Herbster, will discuss how decisions related to facilities are made by the administration.

Also Benjamin Nichols, professor of electrical engineering, and Susan Murphy, dean of admissions and financial aid, will report on the recommendations of the Provost's Commission on Financial Aid.

In addition, President Frank Rhodes and Provost Robert Barker will be available for discussion from the floor at the beginning of the meeting, Bugliari said.

# Calendar

All items for publication in the Calendar sections, except for Seminar notices, must be submitted (typewritten, double spaced) by mail or in person to Fran Appgar, 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

### Start Thinking AIDS Prevention

On Thursday, November 14 at 8 p.m. in Olin Hall, Room 165, (across from Gannett) will be a lecture entitled "Start Thinking AIDS Prevention." This factual, nonjudgmental presentation will be given by Charlene Ketchum, Director of the Southern Tier AIDS Program, together with one of the STAP volunteers, and Pat Cerretani, Health Associate with the Cornell University Health Services.

Topics to be discussed include what safe sex practices are, what makes women susceptible, how gay men can reduce their risk, whether one can get AIDS from casual contact, and what heterosexual couples and IV drug users should know. This event is free and open to the public, and is sponsored by Cornell University Health Services, Dean of Students, and Gay People at Cornell.

### Extramural Courses

Last day to change credit hours and grade options is November 15.

### Used Book Sale

Mon. & Tues., November 18 & 19, 8 a.m.-5 p.m. Willard Straight Memorial Room. Cornell Savoyards Benefit.

## Dance

### Asian Performing Arts Gala

The Asian Performing Arts Gala, sponsored by the Asian American Heritage Association of Cornell, will be held at 8 p.m. Saturday, Nov. 16, in Bailey Hall, and will feature Chen & Dancers.

The dance company, based in New York City, was founded in 1977, and performs modern works rooted in Chinese themes.

The group last performed at Cornell in October 1984.

### Ballet America Concert Dancers

The Ballet America Concert Dancers of the Joffrey Ballet Center Concert Group will perform at 8 p.m. Friday, Nov. 15, in Bailey Hall, sponsored by the University Unions Program Board. Their repertoire includes traditional, neo-classical and contemporary ballets, in addition to new choreographic dances created especially for them.

Tickets are on sale at the Willard Straight Hall ticket office and at the door, for \$6 and \$7 reserved seating.

There also will be a master class taught by the ballet master at 3 p.m. Saturday. Attendance is limited. For information call 256-7132.

## Exhibits

### Herbert F. Johnson Museum

Art and Filmmaking: A Tribute to the Arts Council of Great Britain, the third program in this year's Expanding Cinema at the Herbert F. Johnson Museum of Art, presents unusual art documentaries produced by the Arts Council of Great Britain. The free screenings will take place Sundays, at 2 p.m. in the museum's Lecture Room. Sunday, Nov. 17, "Being and Doing" history of performance art and "Just What Is It..." new British sculpture. "Twenty Years of Expressionist Graphics: 1905-1925" Nov. 9-Dec. 22. "Two Alumni Collections of Modern Art" Nov. 16-Dec. 22.

## Films

Unless otherwise noted films are sponsored by Cornell Cinema.

### Thursday

Nov. 14, 12:20 p.m. Warren Hall 32. Rural Sociology 104. Proseminar: Issues and Policies in Rural Sociology. Models and Policies, Socialist and Capitalist: "Brazil: Children of the Miracle." Examines the economic "miracle" of Brazil's industrial revolution, which has made it one of the ten most powerful economies of the world, and Sao Paulo the richest city in South America.

Nov. 14, 8 p.m. \*Anabel Taylor Auditorium. "Another Country" (1984), directed by Marek Kaniweska with Rupert Everett and Colin Firth.

### Friday

Nov. 15, 2 p.m. Lincoln Hall B-20. Southeast Asia Video Series: "Thailand: Land of a Million Buddhas."

Nov. 15, 3 p.m. Lincoln Hall B-20. Southeast Asia Video Series: "Cambodia: God-Kings of Angkor."

Nov. 15, 10 p.m. \*Uris Hall Auditorium. "Prizzi's Honor" (1985), directed by John Huston with Jack Nicholson, Kathleen Turner and Anjelica Huston.

### Saturday

Nov. 16, 7:15 p.m. \*Uris Hall Auditorium. "Prizzi's Honor."

Nov. 16, 8 p.m. \*Uris Hall Auditorium. "L'Avventura" (1960), directed by Michelangelo Antonioni with Monica Vitti, Gabriele Ferzetti and Lee Massari.

Nov. 16, 10 p.m. \*Uris Hall Auditorium. "Everything You Always Wanted to Know About Sex But Were Afraid to Ask," (1972), directed by Woody Allen with Woody Allen, John Carradine, and Gene Wilder.

Nov. 16, midnight \*Uris Hall Auditorium. "Everything You Always Wanted to Know About Sex But Were Afraid to Ask."

### Sunday

Nov. 17, 2 p.m. Johnson Museum. "Being and Doing" (1984), directed by Ken McCullen with Tibor Hajar and Stuart Brisley. Shown with: "Just What Is It..." (1984), directed by Geoff Dunlop. Co-sponsored with CCPA.

Nov. 17, 8 p.m. \*Uris Hall Auditorium. "The Muppet Movie" (1981), directed by James Frawley with Jim Henson's Muppets, Kermit, Miss Piggy, et al. Co-sponsored with The Ithaca Youth Bureau.

### Monday

Nov. 18, 9 p.m. \*Uris Hall Auditorium. "La Femme Infidele" (1985), directed by Claude Chabrol with Stephane Audran and Michel Bouquet. Limited to Film Club Members.

### Tuesday

Nov. 19, 4:30 p.m. \*Uris Library Media Center,

room 310. Southeast Asia Film Series: "House of the Spirit." A Cambodian midwife, a shaman, a herbal doctor, and a Buddhist monk explain the Cambodian world view, their perceptions of health and well-being, and the natural and supernatural forces responsible for illness and mental disorder.

Nov. 19, 8 p.m. \*Uris Hall Auditorium. "The War at Home" (1979), directed by Glen Silber and Barry Alexander Brown. Documentary; shown with "Medium Cool" (1969), directed by Haskell Wexler with Robert Forster. Co-sponsored with Noyes Center.

### Wednesday

Nov. 20, 4:30 p.m. Uris Hall Auditorium. "Raining in the Mountains" (1978), directed by King Hu. Co-sponsored with the China-Japan Program and the Film Centre at the Chicago Art Institute.

Nov. 20, 8 p.m. \*Uris Hall Auditorium. "The Last Metro" (1980), directed by Francois Truffaut with Catherine Deneuve and Gerard Depardieu. Limited to Cornell Community.

### Thursday

Nov. 21, 12:20 p.m. Warren Hall 32. Rural Sociology 104. Proseminar: Issues and Policies in Rural Sociology. "Agro-Industries." Looks at successful regional examples in Kenya illustrating how coordination between government, industry, management and labor helped strengthen the country's economy.

### Friday

Nov. 22, 2 p.m. Lincoln Hall B-20. Southeast Asia Video Series: "Burman: The Haunted Land." Free and open to the public.

Nov. 22, 8 p.m. \*Anabel Taylor Auditorium. "A Love in Germany" (1983), directed by Andrzej Wajda with Hanna Schygulla and Marie-Christine Barrault.

Nov. 22, 9:45 p.m. \*Uris Hall Auditorium. "Choose Me" (1984), directed by Alan Rudolph with Genevieve Bujold, Lesley Ann Warren and Keith Carradine.

### Saturday

Nov. 23, 7:15 p.m. \*Uris Hall Auditorium. "Choose Me."

Nov. 23, 8 p.m. \*Anabel Taylor Auditorium. "The Big Sleep" (1946), directed by Howard Hawks with Humphrey Bogart and Lauren Bacall.

Nov. 23, 9:30 p.m. \*Uris Hall Auditorium. "The Home and The World" (1985), directed by Satyajit Ray with Soumitra Chatterjee and Victor Bannerjee. Co-sponsored with Women in development.

### Friday & Saturday

Nov. 22 & 23, 12 midnight \*Uris Hall Auditorium. "Flashdance" (1983), directed by Adrian Lyne with Jennifer Beals and Michael Nouri.

### Sunday

Nov. 24, 2 p.m. \*Uris Hall Auditorium. "Those Magnificent Men in Their Flying Machines" (1966), directed by Ken Annakin with Stuart Whitman and Terry-Thomas. Co-sponsored with the Ithaca Youth Bureau.

Nov. 24, 2 p.m. Johnson Museum. "Shadows From Light" (1985), directed by Stephen Dwoskin with Bill Brandt. Shown with: "A Sign is a Fine Investment" (1983), directed by Judith Williamson. Co-sponsored with CCPA.

Nov. 24, 8 p.m. \*Uris Hall Auditorium. "The Sting" (1973), directed by George Roy Hill with Robert Redford and Paul Newman.

## Lectures

### Thursday

Nov. 14, 10:30-11:30 a.m. Ornithology Laboratory, Sapsucker Woods Road. "Feeding Birds,"

November 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

Charles Smith, Director of Public Education of the Laboratory of Ornithology, Cornell. Sponsored by Campus Club of Cornell.

Nov. 14, 12:15 p.m. Goldwin Smith 177. Western Societies brown-bag lunch: "Nationalism and Sexuality: Respectability and Abnormal Sexuality in Modern Europe," George Mosse, Bascom Professor of History, University of Wisconsin, Madison.

Nov. 14, 12:20 p.m. 102 West Ave. Ext. "Folk Islam in the Southern Philippines with Reference to the Tausug," Thomas Kiefer, Professor of Anthropology, Harvard University. Southeast Asia Program.

Nov. 14, 4:30 p.m. Goldwin Smith Hollis Cornell Auditorium. "Political and Legal Aspects of Repression Against Puerto Rican Independentistas," Rita Zengotita and Juan Ramon Acevedo. Sponsored by CUSLAR (Committee on U.S. Latin American Relations).

### Friday

Nov. 15, 12:15 p.m. Hoyt W. Fuller Room, Africana Studies and Research Center, 310 Triphammer Road. Africana Roundtable: a brown bag luncheon discussion group: "Development Programs for Black Students in Higher Education," William Collins, Director, Learning Skills.

Nov. 15, 4 p.m. MVR Faculty Commons. "Marginalization of Black Men," Dr. Samuel Myers, University Pittsburgh. Sponsored by Human Service Studies.

Nov. 15, 4 p.m. A.D. White House. "Arngrimur Jonsson and the Revival of Interest in Saga Literature in the Seventeenth Century," Dr. Jakob Benediktsson, Visiting Curator of the Fiske Icelandic Collection. Sponsored by Cornell University Libraries.

### Monday

Nov. 18, 7:30 p.m. Anabel Taylor One World Room. America and World Community. "American Artists and World Community," Thomas Leavitt, Director of H.F. Johnson Museum.

### Wednesday

Nov. 20, 4:30 p.m. Thurston Hall 205. College of Engineering Guest Lecturer Series. "Solid Mechanics Research in Electronic Packaging," Dr. William Chen, Manager, IBM, Endicott.

Nov. 20, 7:30 p.m. Anabel Taylor One World Room. America and World Community. "American Artists and World Community," Thomas Leavitt, Director of H.F. Johnson Museum.

### Thursday

Nov. 21, 12:20 p.m. 102 West Ave. Ext. Southeast Asia Program: "Interpretive Approaches to Muslim Society in Southeast Asia," William R. Roff, Professor, Southern Asian Institute, Columbia University.

Nov. 21, 4 p.m. Hoyt W. Fuller, 310 Triphammer Road. Africana Studies and Research Center presents Forum Africana, Artist/Lecture Series: "The Crisis of United States Hegemony in the Caribbean," Professor Peter Phillips, University of the West Indies.

### Friday

Nov. 22, 12:15 p.m. Uris Hall 360. Western Societies Program brown bag lunch lecture: "The Literature of the Dutch Indies," Hendrik M. J. Maier, Visiting Professor, Southeast Asia Program, Cornell University (Nijmegen University, Holland).

Nov. 22, 8 p.m. Goldwin Smith Kaufmann Au-

# Procedures of the University Hearing Board (B)

## PROCEDURES

### 1. General Rules and Guidelines

A. The Administrative Chair shall, in the presence of the Judicial Administrator (JA) or his designated representative, randomly select the members and alternates of a hearing panel. The JA or his designated representative and the Administrative Chair shall certify in writing the random selection of hearing panels and alternates.

B. Should a panel member be unable to attend a hearing, he shall notify the Administrative Chair or the JA of the reason for his inability to attend as far in advance of the hearing as possible so that another panel member may be selected. This shall in no way be construed to be disqualification and panel members may not use this provision as a means of disqualification.

C. Should a panel member desire to disqualify himself from a specific hearing, he shall inform the Administrative Chair or the JA in advance of the hearing so that another panel member may be selected so as to comply with Article III, Section 4.B.1.b of the Campus Code of Conduct. A panel member may not disqualify himself from a panel for reasons other than those stated in Article III, Section 7.C.3.b.4 of the Campus Code of Conduct.

D. Members of the Hearing Board shall consider all information and material coming before the Board or panel thereof to be of a confidential nature and shall in no way divulge the proceedings of a hearing — public hearings excepted. All deliberations of the Board, or panel thereof, shall be held in closed session and shall at all times be strictly confidential.

E. In all cases the complainant shall have the burden of producing a sufficient quantity of evidence to sustain the complaint and shall have the burden of persuading the hearing panel that the evidence is sufficiently credible to justify a ruling in favor of the complainant. In every case the complainant's burden of persuasion is met when a violation has been proven by clear and convincing evidence (see Appendix A).

F. The defendant shall have the burden of production and persuasion for any affirmative defenses asserted. An affirmative defense is a new matter which constitutes a defense to the complainant; for example, a defendant charged with theft could raise prior payment as an affirmative defense.

G. A hearing panel shall in every case admit evidence it considers necessary to make a fair decision. Relevant evidence which is not unduly prejudicial or unfair is admissible. Hearsay (see Appendix A) is admissible, but uncorroborated hearsay cannot be the sole basis for a final decision of a panel. Evidence improperly acquired is inadmissible (for example, evidence acquired in violation of any section of the Campus Code of Conduct or Statement of Student Rights may be improperly acquired). The chair of the panel shall make all evidentiary rulings in the first instance (see Campus Code of Conduct, Article III, Section 7.C.3.b.5). In every instance, considerations of fundamental fairness shall guide decisions on the admissibility of evidence.

H. (1) The cases against more than one defendant may be heard simultaneously if:

- all such defendants are of the same peer group (i.e., student, faculty, or staff member);
- the cases arise out of the same incident; and
- the JA determines or all such defendants agree that such cases should be heard.

(2) If the JA or any such defendant does not believe that the cases against all such defendants should be heard simultaneously, then the hearing panel shall

hear all arguments both in favor of and against proceeding simultaneously, and shall determine how the cases should proceed.

(3) If the JA has charged more than one defendant whose cases are to be heard simultaneously, and if the hearing panel determines that such cases should not be heard simultaneously, then the panel shall adjourn the cases against all defendants whose cases are not heard by that panel until such time as other panels can be convened to hear such cases.

(4) The hearing panel reserves the right to overrule any decision or agreement by the parties to hear the cases against more than one defendant simultaneously.

I. In cases in which a defendant is both a student and an employee, including those in teaching positions, the panel selected to hear the cases shall be composed on the basis of the individual's choice of constituency.

J. The Board or panel may arrive at any of the following decisions regarding any case before it:

- no jurisdiction,
- no exercise of jurisdiction,
- not guilty,
- guilty.

In cases involving no jurisdiction, the Administrative Chair shall notify the Codes and Judicial Committee of the rationale of the panel.

K. If a case before a hearing panel is simultaneously pending before a criminal court, the panel may suspend action upon request of either party until that case is disposed of by the court or both parties agree to proceed or the panel determines that exceptional circumstances compel it to proceed.

L. Should a panel member request legal counsel, such request shall not necessarily halt the hearing of a case, unless the panel so moves. However, in no case shall the panel proceed to consideration of a decision until legal counsel has been consulted or the panel member withdraws his request.

M. The Board asks its panels to consider the advisability of selecting a panel chair from among the defendant's peer group panel members.

N. Any panel member whose participation in a hearing presents a conflict of interest such that the member cannot impartially weigh the evidence and render a fair decision shall recuse himself from the panel for the hearing. The panel on its own or on motion from any party forty-eight (48) hours in advance of a hearing may decide to disqualify a member from a hearing if the panel believes that there is a conflict of interest. Disqualification may be made at any time under extraordinary circumstances. Disqualification of a panel member shall be by a majority of the panel excluding the challenged member. A tie vote shall constitute disqualification. In the event of a vacancy created by a recusal or disqualification, the next qualified member of those selected by the Administrative Chair pursuant to Article I, Section A of those procedures shall fill the vacancy.

### II. Panel Hearings

A. Decisions of a panel shall be based solely on the evidence. All matters which a party wants the panel to consider prior to a hearing (including but not limited to motions, reports, statements and documents) shall be submitted to the Secretary of the Hearing Board for distribution to the panel members and the parties no later than forty-eight (48) hours in advance of the hearing date. The foregoing shall not preclude the submission of additional matters at the hearing. All matters to be considered as evidence must be offered to the panel at a hearing. The panel shall decide whether to accept such evidence after considering any objections to its admissibility by the parties.

The order of hearings shall proceed according to the procedures set out in Ap-

pendix B. The chair may change the order of hearings as he/she deems necessary (see Article III, Section 7.C.3.b.5). The panel may decide to proceed with a bifurcated hearing (see Appendix A) on its own or on the request of any or all the parties.

B. The panel chair shall preside at all meetings of the panel. He shall cause the JA's Report to be read aloud in the presence of the accused at the beginning of the hearing. The defendant, jointly with the Judicial Administrator, may correct clerical errors in the report at this time.

C. All hearings shall be conducted in an orderly manner. The Administrative Chair of the Board or the chair of any panel may request that anyone disrupting the decorum refrain from further disruption or leave. If any person shall continue to be disruptive, he may be excluded from the hearing. Any rights attendant to his presence at the hearing will be deemed to have been waived.

D. The panel chair shall remind the defendant of his rights. These rights shall be as stated in Article III, Section 7.D.3 of the Campus Code of Conduct.

E. The complainant shall first present evidence and witnesses to support his case. The defendant or his counsel, after being recognized by the chair, may question the complainant's witnesses at the conclusion of their testimony. The panel chair may limit the participation of the counsel.

F. Panel members may direct questions to the complainant, witnesses and defendant at any time, subject only to the panel chair's responsibility of maintaining an orderly hearing. Any panel member has the right at any time to request a closed session to discuss a procedural or substantive point material to the hearing. For purposes of this provision, a procedural point shall include all action taken by the panel chair. Such panel members shall be limited to three minutes to present his point for consideration.

G. Following the conclusion of all complainant's evidence, the defendant may present his case. The defendant is entitled to have two character witnesses appear on his behalf. He may present more than two only with the approval of the panel. The accused may also be accompanied by an advisor or counsel.

H. The panel chair may fix a limit to the length of a witness' testimony should it appear to belabor the point or become too repetitious.

I. In the event the panel feels the need for additional evidence, the panel chair may order a continuance of the investigation for good cause shown. The chair shall notify the Administrative Chair in this event.

J. The panel chair may adjourn the hearing until another day for good cause shown, including the lateness of the hour. The panel chair shall consult all interested parties before fixing the date. The Administrative Chair shall be notified of the new date.

K. At the conclusion of all questioning, the complainant and then the defendant shall be given an opportunity to sum up their positions.

L. Prior to or after entering closed session, the panel retains the privilege of recalling witnesses who are still present for the purpose of clarifying special points of that witness' testimony. This privilege shall not impair the right of the defendant, complainant, or JA to question the witness.

M. The panel may interrupt its closed session prior to reaching a decision, for the purpose of clarifying specific aspects of testimony heard or other matters on which the panel feels the need for further information, from any parties to the hearing who might be present. The specific reasons for interrupting the closed session shall be stated for the record. The panel shall not ask questions nor receive responses which, in the opinion of the chair, are not germane to the stated reason for the interrupting the closed session. All discussion during this time shall be entered as part of the verbatim record.

...um. "Buildings and Architects on the Peri-  
Acropolis," Professor James R. McCredie,  
... of Fine Arts, New York University. Ar-  
... Institute of America. Sponsored by  
... of Classics.

**Music**

The Boston Musica Viva will appear in concert  
Friday evening, Nov. 15, as part of the uni-  
... 18th Festival of Contemporary Music.  
... free public concert, in Barnes Hall at 8:15  
... is sponsored by the Department of Music  
... Cornell Council of the Creative and Perform-  
... Arts.  
... chamber ensemble, directed by Richard Pit-  
... will perform a new work by Cornell compo-  
... professor Steven Stucky, entitled Boston  
... . Written last summer on commission by  
... ensemble with support from the Massachusetts  
... Council on the Arts and Humanities, the piece had  
... premiere in Boston Nov. 8. The composer has  
... described Boston Fancies as a string of seven mini-  
... compositions. A 12-note theme at the begin-  
... provides the basis, though not in strict serial  
... . Four ritornelli frame three main pas-  
... , the "fancies."

... also receiving first performances in Boston and  
... Nov. 8 and 15 is John Huggler's Capriccio  
... , subtitled "Capriccio with a mind of its  
... ." Huggler, a native of Rochester, is a gradu-  
... of the Eastman School of Music. In 1963-64  
... studied composition at Cornell with Robert  
... and Karel Husa before moving to Boston.  
... Huggler, whose visit to Cornell is being made  
... possible by "Meet the Composer," will participate  
... in a new music colloquium at 10 a.m. Saturday,  
... Nov. 16, in Room 116 of Lincoln Hall.

... Randall Hodgkinson will be soloist in Five  
... for Piano (1962) by George Crumb, one of  
... America's foremost contemporary composers.  
... A special feature of the Friday concert is a set-  
... of poetry by Cornell's A.R. Ammons. Mezzo-  
... soprano Janice Felty will sing his "Passages," set  
... music by Ellen Taaffe Zwilich. Passages ap-  
... in Ammons' "Collected Poems 1951-1971,"  
... published by W.W. Norton and Co., New York,  
... Ammons, 1981 recipient of the National  
... Critics' Circle Award for poetry, is Goldwin  
... Professor of Poetry at Cornell. Felty, who  
... premiered Passages in 1983 and recorded it with  
... group, has sung with the National Symphony,  
... Santa Fe, Baltimore and Washington Opera Com-  
... , as well as Theater Chamber Players of  
... Andy Center, Collage and Santa Fe Chamber  
... Music Festival.

The Boston Musica Viva, a chamber ensemble  
... noted for performing 20th century music, was  
... founded in 1962 by music director Richard Pit-  
... .  
... The virtuoso members of the ensemble, in addi-  
... to Hodgkinson and Felty, are J. Fenwick  
... , flute; William Wrzensien, clarinet; Dean  
... , percussion; Nancy Cirillo, violin;  
... , Katherine Murdock, viola; Ronald Thomas, cello.

**Final Concert in Bach Series**  
The final concert in the series of events at Cor-  
... honoring the 300th birthday of J.S. Bach will  
... presented on Friday, Nov. 22. The concert, in  
... Hall at 8:15 p.m., is sponsored by the Mu-  
... Department and Cornell Council of the Crea-  
... and Performing Arts, who invite the public to  
... and without charge.

Under the direction of Sonya Monosoff, the  
... program will feature concerti, performed by local  
... visiting artists on Baroque instruments, and a  
... data for soprano and strings. Included are Con-

certo in E Major, BWV 1042 for violin, strings  
and continuo; Concerto in C minor for oboe, vio-  
lin, strings and continuo, reconstructed from Con-  
certo for two harpsichords, BWV 1060; Branden-  
burg Concerto No. 5 in D Major, BWV 1050 for  
flute, violin, harpsichord, strings and continuo;  
and the Wedding Cantata, BWV 202, "Weichet  
nur betrübte Schatten" for soprano, oboe, violin,  
strings and continuo.

Soloists are Susanne Peck, soprano; Sonya Mo-  
nosoff, violin; Stephen Hammer, oboe; Jerrold  
Meinwald, flute; and Barbara Harbach, harpsi-  
chord. The ensemble includes Robert Seletsky and  
Margaret Gries, violins; Melissa Stucky, viola;  
Lynden Cranham, cello; Michael Willen, violone.  
The visiting artists are Peck, Hammer, Harbach  
and Willens.

**Every Sunday**  
Anabel Taylor Edwards Room, 9 p.m. Sing  
with the "Makhele: Hebrew Choir."

**Thursday**  
Nov. 14, 8:15 p.m. \*Bailey Hall. Faculty Com-  
mittee on Music presents Pinchas Zukerman, vio-  
lin. Works of Mozart, Lutoslawski, Beethoven, R.  
Strauss.

**Friday**  
Nov. 15, 8:15 p.m. Barnes Hall. Festival of  
Contemporary Music: Boston Musica Viva: Works  
of Stucky, Huggler, Crumb, Zwilich.

**Saturday**  
Nov. 16, 10 a.m. Lincoln 116. Festival of Con-  
temporary Music: New Music Colloquium: John  
Huggler (Meet the Composer).

Nov. 16, 8 p.m. Bailey Auditorium. "The Asian  
American Heritage Association presents their sec-  
ond annual "Asian Performing Arts Gala" fea-  
turing Martial Arts demonstrations, musical per-  
formances and also, Chen and Dancers, a cri-  
tically acclaimed dance company from New  
York. Free admission and everyone is welcome.

Nov. 16, 8 p.m., Martha Van Rensselaer Audi-  
torium, Roy Brown and Aires Bucaneros in Con-  
cert, a new song movement from Puerto Rico,  
sponsored by CUSLAR, admission \$4. Reception  
follows.

**Friday & Saturday**  
Nov. 15 & 16, 8:15 p.m. \*Statler Auditorium.  
The Savoyards present Gilbert & Sullivan's "The  
Mikado." Tickets may be obtained by calling  
Statler Box Office, 256-7263, Mon.-Sat. 12-5 p.m.

**Sunday**  
Nov. 17, 2 p.m. \*Statler Auditorium. The Savo-  
yards present Gilbert & Sullivan's "The Mikado."  
Nov. 17, 8:30 p.m. Anabel Taylor Commons  
Coffehouse. Bound for Glory broadcast live on  
WVBR FM 93 featuring John Roberts, half of  
John and Tony, with a wonderful repertoire of  
British music. A fine singer and instrumentalist, as  
well as an entertaining performer.

**Wednesday**  
Nov. 20, 8:15 p.m. Barnes Hall. Instrumental  
and Vocal Chamber Music. Works of Brahms,  
Berg, others.

**Friday**  
Nov. 22, 8:15 p.m. Barnes Hall. Bach Festival  
Concert: Sonya Monosoff and friends. Concerti  
and Soprano Cantata. Sponsored by Cornell  
Council of the Creative and Performing Arts and  
Department of Music.

**Saturday**  
Nov. 23, 8:15 p.m. Bailey Hall. Cornell Sym-  
phony Orchestra conducted by Edward Murray;  
Rolf Sokol, violin soloist. Works of Bruch, Wag-  
ner, Bartok.

**Sunday**  
Nov. 24, 4 p.m. Bailey Hall. Cornell Symphonic  
Band conducted by Marice Stith. Hannukah and

Christmas music by Sousa, Mais, Huggler, Owen,  
Kern, others.

**Religious Events**

**Thursday**  
Nov. 14, 5 p.m. Anabel Taylor G-34. Student  
Struggle for Oppressed Jewry meeting.

Nov. 14, 7:30 p.m. Anabel Taylor G-34. "Mar-  
tin Buber & Franz Rosenzweig on Revelation and  
Jewish Law."

**Sunday**  
Nov. 17, 12 noon. \*Big Red Barn. Cornell Jew-  
ish Student Appeal "Kick-Off Brunch."

**Tuesday**  
Nov. 19, 11 a.m.-3:30 p.m. Anabel Taylor G-  
34. Gadi Aronson, Shaliach from Rochester will  
be here to discuss Israel programs and alyah.  
Make appointments early.

**Seminars**

Seminar notices, unlike other calendar  
notices, will NOT go to Central Reserva-  
tions 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 in-  
clude the name and telephone number of  
someone who can be reached if there are  
questions.

**Agronomy:** "Dimensions of the Farm Financial  
Crisis and Displaced Farm Families," John R.  
Brake, Ag Economics, 4 p.m. Tuesday, Nov. 19,  
135 Emerson.

**Applied Mathematics:** "Formulations and  
Bounds for Some Convective HHD Dynamos,"  
Vaclav E. Benes, AT&T Bell Labs, 4 p.m. Friday,  
Nov. 15, 165 Olin.

**Archaeology:** "Fieldwork in India," Nancy  
Lovell, Anthropology, 4:40 p.m. Thursday, Nov.  
21, 305 McGraw.

**Biochemistry:** "Genetic Analysis of Hepatitis B  
Virus," Christoph Seeger, U Cal-San Francisco  
Medical School, 4:30 p.m. Friday, Nov. 15, 204  
Stocking.

**Biochemistry:** "Of Genes and Junk: Tales from  
Drosophila," Charles Aquadro, Genetics and De-  
velopment, Cornell, 12:20 p.m. Monday, Nov. 18,  
125 Riley Robb.

**Biophysics:** "Open Channel Current Fluctua-  
tions in the Acetylcholine Receptor and Gramicidin  
Channels," Frederick Sigworth, Physiology,  
Yale, 4:30 p.m. Wednesday, Nov. 20, 700 Clark.

**Chemical Engineering:** "Stokesian Dynamics,"  
John Brady, MIT, 4:15 p.m. Tuesday, Nov. 19,  
Olin 145(A).

**Chemistry:** "Advances in Laser Based Analyti-  
cal Measurements," Edward S. Young, Iowa  
State, 4:40 p.m. Thursday, Nov. 14, 119 Baker  
Lab.

**Chemistry (organic):** "Do We Need to Replace  
Transition State Theory?" Barry Carpenter, Cor-  
nell, 4:40 p.m. Monday, Nov. 18, 119 Baker Lab.

**CUSLAR:** "Political and Legal Aspects of Re-  
pression Against Puerto Rican Independentistas,"  
Rita Zengotita, chairman of the Unitary Commit-  
tee Against Repression in Puerto Rico, and Juan  
Ramon Acevedo, attorney at law, 4:30 p.m.  
Thursday, Nov. 14, Hollis E. Cornell Auditorium,

Goldwin Smith Hall.  
**Floriculture and Ornamental Horticulture:**  
"Commercial Horticultural tour of Portland,  
Ore.," Bill Head, chair, Plant Science, SUNY Ag  
and Tech College, Morrisville, 12:15 p.m. Thurs-  
day, Nov. 14, 37 Plant Science.

**Floriculture and Ornamental Horticulture:**  
"The Victorian Passion for Plants," Brenda Bul-  
lion, F&OH grad student, 12:15 p.m. Thursday,  
Nov. 21, 37 Plant Science.

**Food Science:** "Chemical and Safety Aspects of  
the Use of Chlorine in Food Processing," J. Kirk,  
vice pres. research, Campbell Soup Co., 4:30 p.m.  
Tuesday, Nov. 19, 204 Stocking.

**Genetics and Development:** "Yeast Promoters  
and the Mechanisms of Coordinate Gene Regula-  
tion," Kevin Struhl, biological chemistry, Har-  
vard University Medical School, 4 p.m. Monday,  
Nov. 18, 135 Emerson.

**Geology:** "Title TBA, Ronald Oxburgh, Uni-  
versity of Cambridge, 4:30 p.m. Tuesday, 1120  
Snee.

**History and Philosophy of Science and Tech-  
nology:** "Evolution of Modern Large Technologi-  
cal Systems," 4:35 p.m. Wednesday, Nov. 20, 165  
McGraw.

**Immunology:** "Identification of Differentiation  
Antigens on Canine Lymphocytes," Bruce W.  
Letwin, Vet Pathology, Cornell, 4:30 p.m. Thurs-  
day, Nov. 14, Conference Room, James A. Baker  
Institute for Animal Health.

**International Studies:** "From Socialism to IMF-  
ISM: Somalia's Political Economy," David Lai-  
tin, Government, U Cal-San Diego, noon Mon-  
day, Nov. 18, 211 West Sibley. Brown bag seminar  
sponsored by the Cornell Initiative on African de-  
velopment and the Government Department.

**Jugatae:** "Biogeographic Patterns of Some  
West Indian Carabid Beetles: Vicariance or Dis-  
persal?" James K. Liebherr, entomology, Cornell,  
4 p.m. Monday, Nov. 18, Morison Room, Cor-  
son/Mudd Halls.

**Material Science and Engineering:** "In-situ  
Electron Microscopy of Silicon Surfaces and Epi-  
taxial Growth," J. M. Gibson, AT&T Bell Labs,  
4:30 p.m. Thursday, Nov. 21, 140 Bard.

**Neurobiology and Behavior:** "Visual Signals in  
the Courtship of Drosophila Melanogaster,"  
Frank Shaffel, Cornell, 12:30 p.m. Thursday,  
Nov. 14, Morison Seminar Room, Corson/Mudd  
Hall.

**Ornithology:** "The Deep Voices of Elephants:  
Communication Below the Range of Human  
Hearing," Katy Payne, Lab or Ornithology asso-  
ciate, 7:45 p.m. Monday, Nov. 18, Lab. of Orni-  
thology, 159 Sapsucker Woods Road.

**Parasitology:** "Attrition and Migration of  
Schistosome Larvae in Laboratory Rodents,"  
Dr. Jay R. Georgi, Cornell Department of Preven-  
tive Medicine, 4 p.m. Thursday, Nov. 14, Diag-  
nostic Laboratory Conference Room.

**Peace Studies:** "The Use of Threats in  
US/USSR Relations," Prof. Robin Williams, So-  
ciology, Cornell, 12:15 p.m. Friday, Nov. 15, 153  
Uris (brown bag seminar).

**Pharmacology:** "Isolation and Characterization  
of Glutamate Receptors," Mohyee E. Eldefrawi,  
University of Maryland Medical Center, Balti-  
more, 4:30 p.m. Monday, Nov. 18, D-105 Schur-  
man.

**Plant Biology:** "Applications of Flow Cytome-  
try and Cell Sorting to Higher Plant Systems,"  
David Galbraith, University of Nebraska, 11:15  
a.m. Friday, Nov. 15, 404 Plant Science.

**Plant Breeding:** "The Induction of Cytoplasmic  
Male Sterility into Maize by the Nuclear Gene 'lo-

Continued on Page 7

**Revised**

Revised procedures published pursuant to legislation contained in the Campus Code of Conduct.

The defendant shall be informed without unnecessary delay of the decision  
of the panel. Such decision shall be read into the verbatim record of the hearing  
by a member of the panel.

**Public Panel Hearings**  
The procedures for a public hearing shall be the same as for a private hear-  
ing except that:  
(1) The defendant and the complainant shall submit (a) a list of witnesses  
to be called at the hearing, and (b) a designation of counsel. This list and  
designation shall be presented to the Secretary of the Hearing Board, for distri-  
bution to the hearing panel and to the parties, no later than 48 hours prior to the  
commencement of the hearing. The panel may allow witnesses to testify whose  
names are not on the list.  
(2) Those directly involved in the hearing (witnesses, counsel, etc.) shall be  
seated separately from the public.  
(3) All public hearings shall be held in Room 105 of the I&LR Conference  
Center or, if not available, in a comparable room on campus. Any request for  
other provisions shall be made to the Administrative Chair no later than 48  
hours in advance of the hearing, and the Administrative Chair shall arrange for  
such provisions if, in his or her discretion, such provisions are necessary.  
Testimony may be heard only by the parties to the hearing (not including  
the public) at the panel's discretion. Such private testimony will be summarized  
for the benefit of the public at its conclusion, deleting the witness' name.  
No smoking, photography, or tape recording is permitted while the hearing  
is being conducted. The official tape recording of the proceedings will be made  
available by the Hearing Board.

**Hearings of the Full Board**  
Public and private hearings before the full Board shall be conducted in the  
same manner as a hearing before any of its panels except that:  
(1) A quorum shall consist of eight,  
(2) at least five members must concur in reaching a decision in cases involv-  
ing Article III, Section 7.C.1.a of the Campus Code of Conduct. In all other  
cases, a majority vote of the membership of the Board shall confirm a decision.  
The Administrative Chair shall preside at all hearings of the full Board.

**Defendant's Failure to Appear**  
When a defendant fails to appear at a duly established hearing, the panel  
shall read into its minutes the fact of the defendant's failure to appear and shall  
decide:  
(1) whether the defendant's absence is excused for good cause shown (such  
cause to be stated for the record), or  
(2) whether the defendant's absence has not been excused.  
If the absence has not been excused, the panel may impose temporary sus-  
pension. Such vote of suspension shall be noted in the minutes as well as provi-  
ding for lifting the suspension.  
The panel may request the JA to investigate a defendant's absence before  
imposing suspension. In this case, the JA shall report his findings to the next  
meeting of the established panel (not necessarily the original panel), and such panel shall  
determine the question of suspension.

The Administrative Chair shall be informed of all cases in which the de-  
fendant fails to appear, and the ruling of the panel(s).

**Records of Decisions**  
Pursuant to Article III, Section 7.C.2.b.12.a of the Campus Code of Con-

duct, a verbatim record shall be kept of all hearings of the Board and its panels.  
B. The record shall indicate the names of the members of the Board who are  
hearing the case and their status per Article III, Section 4.B.1.b of the Campus  
Code of Conduct.

C. The record shall include the names of the defendants and all others appear-  
ing before the Board or its panel and their status in the sight of the panel.  
D. All decisions of the Hearing Board or its panels shall specify the charges  
preferred, including the specific code or regulation violated and the final dispo-  
sition of the charge.

E. The record shall dispose explicitly of each charge levied against an individ-  
ual so as to express clearly what action is being taken. The record shall list the  
nature of the evidence upon which the decision is based, as per Article I, Section  
1 of the Procedures of the University Hearing Board. The record shall also explic-  
itly state the penalty and/or remedy imposed with respect to each charge.

F. Any member of the hearing panel (or of the Board when it sits as a whole)  
may append a separate opinion (dissenting or concurring) to the record within  
48 hours of the conclusion of the hearing.

G. The record shall be signed by the panel chair to certify the record as an ac-  
curate report of the proceedings.  
H. A written record of the decisions of the Board or panels thereof, including  
rationale and dissenting opinions, with the exclusion of the names of the individ-  
uals involved, shall be filed with the Administrative Chair as well as with the JA  
and the Judicial Advisor. This report shall be made available to the public upon  
request.

**VII. Miscellaneous**  
A. The University Hearing Board shall meet at least once each academic year  
for the purpose of reviewing and updating these procedures of the University  
Hearing Board. Amendment shall be by a majority vote of the membership of  
the Board.

B. The term of office of the Administrative Chair shall be one (1) academic  
year. Elections shall be held as early in the academic year as possible.  
C. These Procedures have been developed in accordance with Senate, Council  
and Assembly legislation and augment those procedures already outlined by  
these bodies in their legislation. Any further legislation which might contradict  
these Procedures shall supersede these Procedure or sections thereof.

D. A copy of these Procedures of the University Hearing Board shall be made  
available to all defendants and complainants and their counsel, as well as to oth-  
er interested parties, in the offices of the Judicial Administrator and the Judicial  
Advisor.

**Appendix A to the UNIVERSITY HEARING BOARD PROCEDURES**

**Definitions**  
1. Clear and convincing evidence: Proof by clear and convincing evidence is  
proof of a proposition by a quantum of evidence beyond that proof which  
would make the truth of the proposition merely more likely than not, but below  
that characterized as "beyond a reasonable doubt," and such that it will pro-  
duce in the mind of the trier a fact a firm belief as to the facts sought to be estab-  
lished.

2. Bifurcated Hearing: A bifurcated hearing can consist of two separate hear-  
ings. The first hearing is a violation hearing at which the panel follows the order  
set out in Appendix B and determines whether the alleged violation has oc-

curred. If the violation hearing results in an adjudication of guilt, the panel pro-  
ceeds to a remedy or sanction hearing pursuant to the order of proceeding in Ap-  
pendix B.

3. Hearsay: Hearsay is a declaration (written or oral) made outside of a hear-  
ing offered as evidence of the truth of the matter asserted in such statement.  
Hearsay shall not include any admission by the defendant made outside of a  
hearing.

**Appendix B to UNIVERSITY HEARING BOARD PROCEDURES**  
**Order of Conducting Hearings**

1. Call to order.
2. State constitution of panel, (names & constituency of members).
3. State names of defendant, complainant, counsel and others present for the re-  
cord.
4. Cite case and defendant name.
5. Be assured that defendant is aware of his rights.\*
6. Ask Judicial Administrator to read charge v. defendant.
7. Ask the defendant if he understands the charge. Ask for plea.
8. Request JA to present opening statement.
9. Request defendant to present opening statement.
10. Request JA to present case and witnesses.
11. Request defendant to present case and witnesses.
12. Any final questions?
13. JA and complainant present summation. (Suggested limit, 3 minutes)
14. Defendant presents summation. (Suggested limit, 3 minutes)
15. Final and concluding questions?
16. Panel deliberation in closed session.
17. Read decision and rationale into minutes.  
If hearing is bifurcated, continue with 18. If hearing is not bifurcated, go to  
22.
18. If a defendant is found guilty, request the JA to present arguments and/or  
witnesses regarding sentencing.
19. Judicial Advisor may present arguments and/or witnesses regarding sentenc-  
ing.
20. Closed session — panel deliberation on sentence.
21. Read decision into minutes.
22. Inform defendant of his right to appeal.
23. Close case if there are no further comments.

\* A defendant has the right to: remain silent to avoid self-incrimination; ques-  
tion witnesses or confront his accusers; the protection of confidential  
relationships currently protected under federal and state law; protection from  
cruel or unusual punishment; and to present witnesses and evidence in his own  
behalf. These rights are stated in the Campus Code of Conduct, Article III, Sec-  
tion 7 D (3) (this section is found on page 30 of the Policy Notebook).

Number 45

## 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 with the University, consistent with the University's commitment to promotion from within, affirmative action and equal opportunity employment. Employee Transfer Applications: Em-

ployees who wish to transfer to other jobs within the University should complete a separate Employee Transfer Application form for each position and submit the form(s) to Staffing Services. Individuals with official University layoff status are given preference in referrals. Applicants: 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. Completed applications can be submitted through the mail to University Personnel Services, Staffing Services, 160 Day Hall, Ithaca, NY 14853.

This listing is also available on CUINFO, Cornell University's computerized information service. For further details on CUINFO, contact the Information

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and Referral Center at 256-6200 or Computer Services. Full-time jobs are 39 hours per week unless otherwise indicated. Jobs listed as SO, U1 and U2 are represented by bargaining units.

Experience in the following areas are encouraged to apply: typing, word processing, data entry and accounting.

\*Position: Accounts Assistant, GR21  
Department: Chemistry

Description: Provide monthly account analyses to Principal Investigators and their designees; provide analytical and processing support to the Business Manager to maintain proper research grant and operating account balances; prepare reporting data.

Requirements: Associate's degree or equivalent preferred. Light typing. Accounting and computer systems background preferred. Minimum 2 years of office experience. Good basic math skills essential. Excellent organizational, interpersonal, and communications skills. Financial analysis and research skills necessary.

Minimum Starting Salary: \$12,968  
Job Number: C4514

\*Position: Administrative Aide, GR20  
Department: College Public Affairs, Offices, College of Arts and Sciences

Description: Provide secretarial and administrative support for the Director, Associate and Assistant Director of the Office of Public Affairs. Type correspondence; travel arrangements; management of file systems; gift acknowledgments; assistance in planning public affairs events; maintenance of supply inventory.

Requirements: Associate's degree or equivalent. Medium typing. Minimum 3 to 5 years secretarial experience essential. Experience with word processing equipment is necessary.

Minimum Starting Salary: \$12,209  
Job Number: C457

\*Position: Office Assistant, GR19 (Two positions)

Department: Graduate School  
Description: Entries on CRT; forms related to graduate student records; answer phone and walk-in inquiries from students, faculty and other offices; assist in course enrollment; work at receptionist desk; hand out and receive forms. Other duties as assigned.

Requirements: High school diploma or equivalent. Light typing. Knowledge of college setting helpful. Filing skills. Ability to work independently. Communication skills important. CRT experience desirable, but not necessary.

Minimum Starting Salary: \$11,570  
Job Number: C4515, C4512

\*Position: Secretary, GR18  
Department: Education

Description: Provide secretarial support to department chair. Act as receptionist; refer telephone calls of staff, students and visitors to appropriate sections of the department; maintain records of course, student enrollments; prepare copy for university and college announcements; organize and prepare copy for summer session announcements; assist in overflow assignments from other support staff. Other duties as assigned.

Requirements: High school diploma or equivalent. Heavy typing. Experience with word processor, computers and dictation equipment. Previous experience in an office serving a reasonably large staff. Good organizational and interpersonal skills.

Minimum Starting Salary: \$10,920  
Job Number: C4510

\*Position: Secretary, GR18  
Department: Pharmacology

Description: Provide support to the Administrative Manager. Type complex technical manuscripts, abstracts, correspondence, etc.; operate word processor; minicomputer; answer and screen calls; arrange meetings and travel; handle mail; maintain files; perform library reference tasks. Other duties as assigned. Full-time, regular until June 30, 1986 with possibility of renewal depending upon funding.

Requirements: High school diploma or equivalent. Business or secretarial school preferred. Heavy typing. Minimum one to two years experience. Excellent interpersonal and communication skills. Knowledge of medical terminology, word processors, and microcomputers desirable.

Minimum Starting Salary: \$10,920  
Job Number: C455

\*Position: Secretary, GR18  
Department: Communication Arts

Description: Prepare correspondence, classroom materials, scholarly publications, proposals, etc. for 3 or more faculty using microcomputer and/or typewriter; maintain reservation and checkout system for audio-visual equipment and assures that it receives appropriate maintenance and needed repairs; handle travel arrangements and forms; and assist with annual inventory review; answer phone. Other duties as assigned.

Requirements: High school diploma or equivalent. Business or secretarial school desirable. Medium typing. Experience with personal computer desired and/or willingness and ability to learn. Good interpersonal and communication (written and oral) skills. Experience with audio-visual equipment desirable.

Minimum Starting Salary: \$10,920  
Job Number: C458

Position: Accounts Assistant, GR18  
Department: Finance & Business

Description: Responsible for transactions between Statutory colleges, SUNY, and NYS Department of Audit and Control including terminal input of vouchers. Review of warrant information and maintenance of voucher payment status; responsible for hand-written checks, void and replacement checks and stop payments.

Requirements: High school diploma or equivalent. Business school desirable. Light typing. Minimum 2 years experience. Familiarity with the Cornell accounting system desirable. Knowledge of IBM terminal operation desirable. Good organizational, communication and interpersonal skills required.

Minimum Starting Salary: \$10,920  
Job Number: C451

\*Position: Office Assistant, GR18  
Department: Grounds Department

Description: Provide clerical support for department. Assign job numbers for labor and material cards daily; type; answer and screen telephone calls; greet visitors; handle mail; radio dispatch; interact with staff across campus daily. Other duties as assigned.

Requirements: High school diploma or equivalent. Business or secretarial school desirable. Medium typing. Excellent organizational, interpersonal and communication skills. Ability to work independently, under pressure and with frequent interruptions.

Minimum Starting Salary: \$10,920  
Job Number: C452

\*Position: Accounts Assistant, GR18  
Department: Administrative Services

Description: Prepare bi-weekly payroll vouchers for union and non-union employees. Assist in updating master employee file; responsible for sick leave reports; voucher disability payments, union deduction payments; calculate vacation and sick leave accruals; assist in job searches.

Requirements: High school diploma or equivalent. Medium typing. Previous experience in payroll desired. Knowledge of computer systems helpful.

Please Post

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

# Job Opportunities

Cornell University is an equal opportunity, affirmative action employer.

## Thanksgiving Holiday Schedule:

Requisitions received through noon Thursday, November 14, will be posted in the Thursday, November 21, "Job Opportunities" list.

Requisitions received after noon Thursday, November 14, through noon on Wednesday, November 27, will not be posted until December 5, 1985, due to the Thanksgiving Holiday (no Chronicle on Thanksgiving, Thursday, November 28).

A University-wide hiring freeze will be in effect from December 5, 1985, through January 1, 1986. For information or questions, call Staffing Services, 6-5226.

## Administrative/Professional

The minimum salaries listed are for recruitment purposes only.

\*Position: Assistant Director of Athletics Operations  
Department: Physical Education & Athletics  
Description: Direct responsibility for overall facility management and scheduling for intercollegiate athletics, physical education, intramurals and recreation. Supervise grounds and custodial functions as well as sports equipment and event management. Coordinate transportation fleet and heavy equipment.

Requirements: Bachelor's degree and 3 to 5 years of successful work experience in construction or facility management. Proven ability to work independently and manage several complex functions simultaneously. Must be able to interpret and explain blue prints and architectural schemata. Excellent communication and interpersonal skills required. Please send cover letter and resume to Ralph D. Jones by November 29, 1985.  
Job Number: PA455

\*Position: Student Development Specialist  
Department: Unions & Activities  
Description: To advise Program board, Outdoor Recreation board, and supervise the Craft Studio. Also responsible to coordinate training for student volunteers, employees, and full-time staff. Budget and supervisory responsibilities for Craft Studio. Ideal candidate will be innovative, creative, and have an unbridled enthusiasm for programming.

Requirements: Bachelor's degree. Three years experience in related fields of program advising and training preferred. Candidate must have experience in working with minority students. Please send cover letter and resume to Ralph D. Jones by November 29, 1985.  
Job Number: PA454

Position: Financial Analyst II  
Department: Assistant Treasurer's Office  
Description: Provide analytical and technical support to the departments in the Treasurer's Office. Develop and maintain financial data bases; work with departments to develop capital projects analyses; examine the financial impact on the University of significant changes in program or emphasis.

Requirements: Master's degree or equivalent with concentration in finance, accounting or economics preferred. 1 to 3 years experience in financial area, preferably in budget, costs or financial analysis. Strong written and oral communication skills; ability to work independently on a variety of projects with general supervision. Please send cover letter and resume to Ralph D. Jones by November 21, 1985.  
Job Number: PA447

Position: Administrative Manager II  
Department: New York City Cooperative Extension  
Description: Responsible for fiscal management of New York City programs of Cornell University Cooperative Extension. Plan, analyze and monitor program budgets; prepare financial statements and reports; review and audit vouchers and requisitions; interpret federal, state and university policies for staff. Perform other functions as might be expected of a chief fiscal manager.

Requirements: Bachelor's degree in accounting or business with concentration in accounting. Three years accounting experience in business, public agency or an educational institution. Fund and grant accounting experience desirable. Familiarity with computerized accounting systems. Evidence of continuing education in accounting-related subjects (courses, seminars, professional affiliations, etc.). Please send cover letter and resume to Ralph D. Jones by November 21, 1985.  
Job Number: PA446

Position: Public Affairs Assistant  
Department: Public Affairs - Law School  
Description: Assist with the planning, development and implementation of programs designed to increase support for the Law School under the direction of the Assistant Dean for Public Affairs and Development. Maintain a capital prospect tracking and reporting system. Responsible for arrangements for alumni meetings and receptions.

Requirements: Degree from an accredited college or university or the equivalent education, training, and experience that provides the necessary knowledge, ability and skills. Excellent oral and written communications skills. Good organizational and interpersonal skills. Some knowledge of computing and data-based information systems. Please send cover letter and resume to Ralph D. Jones by November 21, 1985.  
Job Number: PA448

Position: Dining Supervisor  
Department: Statler Inn

Description: Supervise and coordinate service activities of the Banquet Department, Main Dining room and Snack Bar area to insure proper service.

Requirements: Associate's degree in Hotel Administration preferred; 2 to 3 years related experience. Strong communication, supervisor and interpersonal skills. Please send cover letter and resume to Ralph D. Jones by November 21, 1985.  
Job Number: PA445

Position: Dining Supervisor  
Department: Cornell Dining

Description: Supervise the daily operation of a dining unit including the purchasing and storage of food and supplies, maintenance of equipment, planning menus and preparation and dispensing of food.

Requirements: Associate's degree or equivalent combination of education and experience is necessary. One year food service supervisory experience. Some knowledge of food and health codes is desirable. Please send cover letter and resume to Ralph D. Jones by November 21, 1985.  
Job Number: PA443

Position: Bowling Lane Manager  
Department: Physical Education & Athletics

Description: Responsible for operating a cost efficient recreation center. Supervise two subordinates, physical education classes, intramurals, open bowling, a pro shop and a lounge serving alcoholic beverages. Promotion of league play is vital to the operation as is adequate maintenance and facility care.

Requirements: Minimum of Associate's degree or equivalent preferred. Previous experience managing a bowling center or successful management of an enterprise. Purchasing, bowling center maintenance, supervisory, teaching and accounting skills preferred. Excellent interpersonal skills desired. Please send cover letter and resume to Ralph D. Jones by November 21, 1985.  
Job Number: PA442

Position: Teaching Support Specialist I  
Department: Biochemistry, Molecular and Cell Biology

Description: Provide teaching support services for teaching faculty including preparation of reagents, set-up and maintenance of equipment, instruction of students in laboratory course, as well as possibly coordinating a discussion group. Academic year appointment.

Requirements: Bachelor's degree in chemistry or related area; Master's degree desirable. Experience working as a technician in biochemistry or related laboratory essential. Experience working with students and in lab techniques taught in a biochemistry methods course to undergraduates helpful. Some teaching experience desirable. Please submit cover letter and resume to Cynthia Smithbower by November 22, 1985.  
Job Number: PT444

Position: Applications Programmer-Analyst I (Repost)  
Department: Dean's Office - College of Arts & Sciences  
Description: Provide administrative programming support for Office of College Studies, and technical coordination of instructional applications in academic departments.

Requirements: Bachelor's degree or equivalent. Knowledge of and interest in microcomputers is essential. Motivation, ability to work independently and communication skills are also very important. A familiarity with data base management and statistical analysis systems and knowledge of foreign language will be helpful. Please send cover letter and resume to Cynthia Smithbower.  
Minimum Starting Salary: \$16,500  
Job Number: PT336

Position: Area Supervisor II  
Department: Computer Services

Description: Provide technical consulting with departments, faculty, staff and students on micro computer hardware and software, data communication equipment and local area networks. Provide user education on PC's through presentations and documentation. Evaluate hardware and software products. Responsible for day-to-day operations of Marketing sales office.

Requirements: Bachelor's degree or equivalent combination of education and experience. 3 to 5 years experience with personal computers required, preferably IBM, DEC, an Apple, H.P. Strong interpersonal, oral and written skills desirable. Prior supervisory experience helpful. Must be able to work under pressure in a hectic environment. Please submit cover letter and resume to Cynthia Smithbower.  
Minimum Starting Salary: \$20,000  
Job Number: PT434

Position: Applications Programmer-Analyst II (Repost)

Department: Vice President for Campus Affairs  
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.  
Minimum Starting Salary: \$18,000  
Job Number: PT403

Position: Project Manager  
Department: Theory Center

Description: Direct, organize, schedule and supervise the Network Support Center staff and operations to ensure

quality and uninterrupted service to users on campus and at remote locations throughout the U.S.

Requirements: Bachelor's degree or equivalent related computer courses preferred. Experience in programming and with computer networks required. Operations and administrative experience helpful. At least 5 years related work experience required. Good organizational skills. Proven ability to handle details and meet deadlines. Please send cover letter and resume to Cynthia Smithbower.  
Job Number: PT428

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: 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.  
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.  
Job Number: PT417

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. 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

## 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

do detailed work with minimum of supervision.  
 Minimum Starting Salary: \$10,920  
 Job Number: C453

**\*Position: Senior Departmental Assistant, GR18**  
 Department: University Libraries - JGSM Library  
 Description: Act as general department assistant by providing secretarial-administrative support to department head. Responsible for personnel and payroll records (including training staff in procedures); assist in a variety of library functions such as reference service and acquisitions; management of book fines, replacements, etc.; assist with computer applications to administrative tasks; occasional supervision of staff; participation in special projects and assignments as required.  
 Requirements: Associate's degree or equivalent. Medium typing. Minimum 3 years experience working in an office, library, or in teaching. Excellent communication (written and verbal) organizational, interpersonal skills. Ability to work independently. Computer skills including RLIN helpful.  
 Minimum Starting Salary: \$10,920  
 Job Number: C4511

**\*Position: Office Assistant, GR17**  
 Department: Architectural Services  
 Description: Provide secretarial and clerical support. Data entry; light accounting; type general correspondence, forms, etc.; file; answer telephone; handle mail. Other duties as assigned.  
 Requirements: High school diploma or equivalent. Medium typing. Good telephone communication skills essential. Ability to operate basic office equipment. Good interpersonal and communication skills. Ability to maintain confidentiality.  
 Minimum Starting Salary: \$10,366  
 Job Number: C459

**\*Position: Office Assistant, GR17**  
 Department: Division of Summer Session, Extramural Study, and Related Programs  
 Description: Responsible for the handling of requests for information; bulk mailings; process applications; enter data; type; answer phone. Other duties as assigned.  
 Requirements: High school diploma or equivalent. Medium typing. Minimum 1 to 3 years office experience required. Some computer experience preferable. Strong interpersonal and communication (written and oral) skills essential.  
 Minimum Starting Salary: \$10,366  
 Job Number: C4513

**\*Position: Office Assistant, GR16**  
 Department: Dining  
 Description: Provide clerical and receptionist support to department. Answer phone; message taking; meet and greet public; type; check deposit and bookwork; assist with monthly billing; cash out cashier deposit and bank. Other duties as assigned. Full-time, regular; Sunday - Thursday.  
 Requirements: High school diploma or equivalent. Medium typing. 1 to 2 years clerical and bookkeeping experience. One year cashing experience. Good customer relations.  
 Minimum Starting Salary: \$9,874  
 Job Number: C454

**Position: Accounts Assistant, GR20**  
 Department: Endowed Payroll Office  
 Description: The main responsibility of this desk is to maintain NYS disability records and direct bank deposits; type tax reports, and provide administrative and secretarial support for office.  
 Requirements: Associate's degree or equivalent. Medium typing. Minimum of at least three years experience in payroll or accounting office. Excellent organizational, communication and interpersonal skills are essential.  
 Minimum Starting Salary: \$12,209  
 Job Number: C4411

**Position: Administrative Aide, GR20**  
 Department: Statler Inn  
 Description: Oversee, coordinate and participate in front desk activities to assist in providing quality guest service. Full-time, regular; Monday - Friday, 10:00 - 6:00 pm; includes weekends.  
 Requirements: High school diploma or equivalent; Associate's degree in hotel or business management preferred. Minimum 2 to 3 years related experience preferred. Excellent interpersonal and communication skills. Some supervisory experience. Knowledge of hotel computer (NCR and MLS) systems.  
 Minimum Starting Salary: \$12,209  
 Job Number: C448

**Position: Administrative Aide, GR20**  
 Department: Public Affairs - Law School  
 Description: Provide secretarial and administrative support to the Assistant Dean of Public Affairs and Development of the Law School. Coordinate meeting arrangements for Advisory Council, alumni council meetings and student phonathons; maintain and coordinate appointments and travel arrangements; type correspondence; act as receptionist; file maintenance.  
 Requirements: Associate's degree or equivalent. Medium typing. Minimum 2 to 5 years secretarial experience. Word processing experience essential.  
 Minimum Starting Salary: \$12,209  
 Job Number: C449

**Position: Accounts Assistant, GR18**  
 Department: Unions & Activities  
 Description: Issue and receive in all cash banks for retail areas; prepare daily cash reports; prepare bank deposits and monthly income ledger sheets; receive payments; backup Account Clerk. Full-time, regular; 8.5 month position.  
 Requirements: High school diploma or equivalent. Business school desirable. Medium typing. Minimum 1 to 3 years experience. Excellent interpersonal skills, cash handling experience. Ability to deal with pressure.  
 Minimum Starting Salary: \$10,920  
 Job Number: C445

**Position: Office Assistant, GR18**  
 Department: Veterinary Medical Teaching Hospital  
 Description: Front desk reception; gather client history; patient case information; operate computer terminal for medical records functions; handle discharge of patients and cashiering; answer and transfer large volume of patient and information calls. Full-time, regular; Monday - Friday, 9:00 - 6:00 pm; some weekends and holidays required.  
 Requirements: High school diploma or equivalent; some college desirable. Light typing. Knowledge of medical terminology. Experience with computers. Good mathematical and organization skills. Ability to exercise independent judgment, work under pressure, and interact well with the public, clinical staff, and students.  
 Minimum Starting Salary: \$10,920  
 Job Number: C441

**Position: Accounts Assistant, GR18**  
 Department: Veterinary medical Teaching Hospital  
 Description: Responsible for the collection of all charges for hospitalized cases of the Small Animal Clinic, prepare billing statements at the time of discharge of the patient. Full-time, regular; Monday - Friday, 39 hours per week; some weekends and holidays required.  
 Requirements: High school diploma or equivalent;

some college coursework in accounting and bookkeeping or equivalent experience. Minimum 1 to 2 years accounting and—or bookkeeping experience essential. Billing experience in a medical setting desirable.  
 Minimum Starting Salary: \$10,920  
 Job Number: C442

**General Service**

**\*Position: Food Service Worker, SO14**  
 Department: Dining - Endowed  
 Description: Set up, display and serve food in cafeteria or dining room. Monday - Friday, 40 hours per week.  
 Requirements: High school diploma or equivalent. Knowledge of food handling preferred. Good customer relations.  
 Minimum Starting Salary: \$4.36—hour  
 Job Number: S451

**Position: Illustrator, GR17**  
 Department: Media Services  
 Description: Prepare mechanicals for printing production, including letterheads, simple posters, brochures, charts and graphs. Perform clerical duties as relates to design studio—answer phones, record keeping, filing, errands. Monday - Thursday, 8:00 - 5:00; Friday 8:00 - 4:00.  
 Requirements: Associate's degree in graphic design, fine arts, or related field or the equivalent combination of education and experience. Some experience in the area of typography, the publication production process and graphic arts. Accuracy and neatness essential.  
 Minimum Starting Salary: \$10,366  
 Job Number: S445

**Position: Greenhouse Worker, SO18 (Two positions)**  
 Department: Bailey Hortorium  
 Description: Water plants, apply fertilizers, spray for insect control; mix soils, propagate and repot plants, provide general plant care (pruning, weeding, etc.); wash pots, apply—remove shading paint, maintain general cleanliness; control temperature and other environmental factors. Other duties as assigned. Monday - Friday, 8:00am - 5:00pm. Some weekend and holiday hours (on rotating shift).  
 Requirements: Associate's degree in horticulture (or equivalent education and experience preferred). State Certified for pesticide application. Valid driver's license required. One year's experience in greenhouse work required. Strong interest in plants preferred. Ability to work with limited supervision.  
 Minimum Starting Salary: \$5.41—hour  
 Job Number: S434

**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: Technician, GR22**  
 Department: Pharmacology  
 Description: Conduct experiments and analyze results in research relating to: vertebrate phototransduction, epidermal growth factor receptor system. Perform independently to some extent in the design and interpretation of results.  
 Requirements: Bachelor's degree in biochemistry or related field. Two years laboratory experience required. Additional experience in protein purification in cell culture work would be helpful.  
 Minimum Starting Salary: \$13,667  
 Job Number: T453

**\*Position: Technician, GR19**  
 Department: Food Science  
 Description: Perform respiration, physical and chemical analysis on apples. Operate and maintain lab equipment associated with above analysis as well as equipment involved with water activity analysis and physical properties analysis. One year appointment.  
 Requirements: Bachelor's degree in food science, chemistry, biochemistry or a related field. Some general lab experience. Apply by November 27, 1985.  
 Minimum Starting Salary: \$11,570  
 Job Number: T452

**\*Position: Technician, GR18**  
 Department: Food Science and Technology (Geneva)  
 Description: Provide technical assistance involving routine processing of various fruits and vegetables using standardized methods employed in commercial operations and routine chemical and data analyses. Perform chemical and physical analyses of processed products. Collect data on process parameters.  
 Requirements: Bachelor's degree or equivalent. Experience in fruit and vegetable processing.  
 Minimum Starting Salary: \$10,920  
 Job Number: T451

**Position: Technician, GR21**  
 Department: Plant Breeding & Biometry  
 Description: Provide technical support in molecular biology research. Will run gels (agarose, polyacrylamide and starch) perform blotting, extract plant DNA, isolate plasmids, growing bacterial cultures and possibly cloning, sequencing and Southern analysis. Prepare or supervise the preparation of buffers and stock solutions; analyze and interpret data using computers.  
 Requirements: Bachelor's degree in biology, molecular biology, biochemistry or related area. Some related laboratory experience necessary. Apply by November 22, 1985.  
 Minimum Starting Salary: \$12,968  
 Job Number: T443

**Position: Assistant Environmental Safety Technician, GR20**  
 Department: Environmental Health  
 Description: Responsible for maintenance of ongoing programs involving radioactive waste and central receiving of radioactive materials. Will handle radioactive waste removal and transport from campus laboratories. Responsible for daily receipt of radioactive materials, package inspection, testing and delivery. Distribute, collect and process radiation monitoring badges.  
 Requirements: Associate's degree or equivalent with math and science coursework. Valid New York State drivers license required, good driving record essential; laboratory experience desirable. Please send cover letter and resume to Cynthia Smithbower by November 22, 1985.  
 Minimum Starting Salary: \$12,209  
 Job Number: T441

**Position: Animal Technician, GR20**  
 Department: DL - Quality Milk - Mastitis Control,

**Springville, NY**  
 Description: As a microbiology technician, run necessary diagnostic tests to aid veterinarians in treating or making recommendations in correcting mastitis and—or mastitis related problems. Responsible for field work involving collection of milk samples, analyzing milking systems, as well as milking and management procedures. Will also prepare media, identify bacteria, fungi and algae. Some clerical duties in absence of secretarial staff.  
 Requirements: Associate's degree with microbiology coursework. At least 2 years dairy farm experience. Familiarity with milking systems and aseptic techniques. Typing skills necessary. Apply by November 22, 1985.  
 Minimum Starting Salary: \$12,209  
 Job Number: T444

**Position: Network Operator, GR20**  
 Department: Theory Center  
 Description: Responsible for the operation of the network and troubleshooting problems involving diagnosis and correction. Will be the contact person for network status questions and assist users' solve immediate problems.  
 Requirements: Associate's degree in data processing. Experience as a computer operator desirable and—or programming experience. Experience troubleshooting and—or repairing equipment useful. Good organizational and interpersonal skills. Must be able to work under pressure and meet deadlines.  
 Minimum Starting Salary: \$12,209  
 Job Number: T421

**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-20, CMS as well as IBM PC's and Macintosh.  
 Minimum Starting Salary: \$13,667  
 Job Number: T371

**Part-time**

**\*Position: Bus Driver, SO20**  
 Department: CU Transit, Inc. - Endowed  
 Description: Drive bus, check passes for authenticity, clean bus. 3 to 6 months bus driving experience. Five days, 21 hours per week.  
 Requirements: High school diploma or equivalent. NYS Class II Chauffeurs license. 3 to 6 months experience.  
 Minimum Starting Salary: \$6.04—hour  
 Job Number: S453

**Position: Accounts Assistant, GR20**  
 Department: Administrative Services  
 Description: Process purchase orders and accounts payable vouchers; verify expenses and commitments; assist in financial analysis and reconciliations; maintain office files. Part-time, regular; Monday - Friday, 8:00 - 12:30.  
 Requirements: Associate's degree in accounting, business or equivalent office experience. Data processing coursework preferred. Strong organizational and interpersonal skills. Perform detailed analyses with a minimum of supervision. Strong mathematical and analytical skills (accuracy and thoroughness essential). Experience with Personal Computer and Cornell accounting systems desirable.  
 Minimum Starting Salary: \$12,209—annual equivalent  
 Job Number: C439

**Position: Office Assistant, GR16**  
 Department: Veterinary Administration  
 Description: Provide routine clerical support to the College Registrar. Type; xerox and collate; handle mailings. Other duties as assigned.  
 Requirements: High school diploma or equivalent. Medium typing. Minimum six months to one year office experience desirable. Ability to operate or willingness to learn to operate basic office machines, including IBM Displaywriter word processor and standard CRT necessary.  
 Minimum Starting Salary: \$9,874—annual equivalent  
 Job Number: C447

**Calendar**

Continued from Page 5  
 'jap', Carol A. Lemke, graduate research assistant, Cornell, 12:20 p.m. Tuesday, Nov. 19, 135 Emerson.  
 Plant Pathology: "Effects of Hydrogen Fluoride Gas on the Development of Common Blight of Kidney Bean, Caused by Xanthomonas Campestris pv. Phaseoli," Katherine Reynolds, 4:30 p.m. Tuesday, Nov. 19, 404 Plant Science.  
 Plasma Studies: "Free Electron Laser Research at Livermore," Donald Prosnitz, Lawrence Livermore National Laboratory, 4:30 p.m. Wednesday, Nov. 20, 282 Grumman.  
 Pomology/Vegetable Crops: "Interseeding to Enhance Vegetable Crop Seedline Emergence Through Crusted Soils," Craig Ten Broeck, grad student, Veg Crops, 4:30 p.m. Thursday, Nov. 21, 404 Plant Science.  
 Psychology: "What We Know About Teaching Infants," Hanus Papousek, Max-Planck Institute, Munich, 3:30 p.m. Friday, Nov. 15, 202 Uris.  
 Rural Sociology: "Economic and Social Implications of the Bovine Growth Hormone for the Dairy Industry," Robert J. Kalter, Ag Economics, Cornell, 3 p.m. Friday, Nov. 15, 32 Warren.  
 Sociology: Title TBA, Prof. Peter Blau, Columbia and SUNY Albany, 12:20 p.m. Monday, Nov. 18, 302 Uris.  
 Statistics: "An Integral Approach to Ranking and Selection," Milton Sobel, Math, U Cal-Santa Barbara, 3:45 p.m. Friday, Nov. 15, 100 Caldwell.  
 Theoretical and Applied Mechanics: "Solid Mechanics Research in Electronic Packaging," William Chen, Manager, IBM Endicott, 4:30 p.m. Wednesday, Nov. 20, 205 Thurston.

**Theatre**  
 Thurs.-Sat.  
 Nov. 14-16, 8:15 p.m. \*Straight Theatre.  
 Theatre Cornell presents "Darkness At Noon." A

**Position: Records Assistant, GR16**  
 Department: Acquisitions - Olin Library  
 Description: Input records for books received on special currency program into RLIN database; maintain storages of books awaiting LC copy; maintenance tasks on records in RLIN databases for orders and books connected with special currency program; unpack, shelve, other miscellaneous tasks involved with books received on special currency program. Part-time, regular, 20 hours per week; until August 14, 1986. Must be willing to work 10 evening hours per week, to be arranged Monday - Thursday, 5:00pm - 9:00pm.  
 Requirements: High school diploma or equivalent. Medium typing. Good organizational skills. Ability to work independently and to do detailed work with skill and accuracy. Ability to lift and move books weighing approximately 30lbs.  
 Minimum Starting Salary: \$9,874—annual equivalent  
 Job Number: C446

**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: Collection Representative, GR17**  
 Department: Bursar  
 Description: Collection of delinquent student loan accounts through written and telephone communications. Locating delinquent borrowers through "skip tracing" techniques. Part-time, temporary, Tuesday - Thursday, 4:30 - 8:30pm.  
 Requirements: High school diploma or equivalent. Good written and telephone communication skills. Collections experience preferred.  
 Job Number: C444

**Position: Temporary Technician**  
 Department: Veterinary Pathology  
 Description: Perform biochemical procedures for studies of the synthesis and structure of protein including radioisotopic labeling of cultured cells, protein purification, SDS-polyacrylamide gel electrophoresis and liquid chromatography. Full-time, temporary until May 1, 1986.  
 Requirements: Bachelor's or Master's degree in biochemistry or a related field. Experience in protein and for nucleic acid biochemistry is preferred. Apply by November 15, 1985.  
 Minimum Starting Salary: \$6-8—hour  
 Job Number: T432

**Academic**

Please contact department directly.  
**\*Position: Research Associate in Animal Nutrition**  
 Department: Animal Science, College of Agriculture & Life Sciences  
 Contact: J.M. Elliot  
 Job Number: A451  
**Position: Senior Extension Associate - Recruitment—Staff Development**  
 Department: Cooperative Extension  
 Contact: Barbara Eshelman, Staff Development & Personnel, 31 Roberts Hall, 256-2291  
 Job Number: A441  
**Position: Lecturer in Portuguese**  
 Department: Modern Languages and Linguistics  
 Contact: Portuguese Search, DMML, Morrill Hall - by December 15, 1985.  
 Job Number: A442  
**Position: Tenure-track Assistant Professor**  
 Department: Sociology  
 Contact: Professor Michael Hannan, chair, Recruitment Committee, Department of Sociology, Uris Hall by November 15, 1985  
 Job Number: A433  
**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

dramatic adaptation of Arthur Koestler's novel written by Cornell Alumnus and Pulitzer Prize winning playwright Sidney Kingsley.

**Graduate Bulletin**

**REMINDER:** You have only sixty (60) days after passing the thesis defense in which to submit the thesis to the Graduate School. The deadline for a January degree is Jan. 17, 1986.  
 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.  
 Dec. 1, 1985 is the deadline for applications for numerous fellowships to be awarded to graduates of Wellesley College and women graduates of any American institution. See the original notice, which has been sent to all graduate fields.  
 Dec. 2, 1985 is the deadline for application for the American Council of Learned Societies' fellowships and grants, to be offered for research and training in the social sciences and humanities relating to Albania, Bulgaria, Czechoslovakia, the German Democratic Republic, Hungary, Poland, Romania, and Yugoslavia. Consideration is given to scholarly merit, importance to the development of East European Studies, scholarly potential, accomplishments, and financial need of the applicant. Awards range from small postdoctoral grants up to \$25,000 for at least six months of uninterrupted research. Fellowships of up to \$10,000 plus annual expenses will be offered for one or two years of graduate training for students who will have completed at least two academic years of work toward the doctorate by June 30, 1986.

## Brief Reports

### Plantations Plans Session On Holiday Decorations

Creating holiday ornaments and decorations using paper, wheat, pine cones, dried flowers and other inexpensive natural materials will be discussed in a session from 11 a.m. to 3 p.m. Saturday, Nov. 16, at the Cornell Plantations Headquarters building.

Local craftspeople will demonstrate their skills, and will offer kits of natural materials for those who wish to make their own decorations. Also offered for sale will be finished selections of the craftspeople's work. The session is free to members of Cornell Plantations, and a \$1 donation is requested of non-members. Light refreshments will be served during the event.

### Health Risk from Chemicals To Be Topic for Seminar

The difficulty of predicting health effects of toxic substances will be discussed during a seminar at 4:40 p.m. Thursday, Nov. 21, in 119 Baker Laboratory.

Christopher F. Wilkinson, professor of insecticide chemistry and toxicology and director of Cornell's Institute of Comparative and Environmental Toxicology, will speak on: "Assessing the Human Health Risks from Chemicals: A Lesson in Scientific Uncertainty."

The seminar, sponsored by Cornell's Department of Chemistry, is open to the public.

"While the science of toxicology has made remarkable advances in recent years, it is disquieting to realize that we still do not understand the mechanisms by which most chemicals exert their toxic effects," according to Wilkinson. "This is particularly important in our attempts to assess human carcinogenic risk, which in recent years has become the central focus of toxicology and public concern."

A nationally recognized expert on toxicology, Wilkinson will review the scientific controversy and the practical problems of predicting the effects of chemicals on humans.

### Off-Campus Counselor Recruitment Under Way

The Dean of Students Office is recruiting off-campus housing counselors to serve in January. OCCs are student volunteers who help new transfer, foreign and graduate students find off-campus housing and adjust to living in the Ithaca community.

Becoming an OCC requires an interest in serving new students, attendance at two

training sessions (one in November and one in January), and the ability to work several two-hour shifts at the Off-Campus Housing Office during mid-late January.

Applications are available at the Off-Campus Housing section of the Dean of Students Office in 103 Barnes Hall, the Willard Straight Desk, the Alfalfa Room in Roberts Hall, and the Information and Referral Center in Day Hall. The deadline for submitting applications is Friday, Nov. 14.

For further information contact Neff Casaburri or Debra Roy at 256-5373 or stop by 103 Barnes Hall.

### 'Savor the Arts' Program Nov. 22 at the Statler

A special program called "Savor the Arts," and evening of dinner and entertainment, is scheduled Friday, Nov. 22, at the Statler ballroom and auditorium.

A cash bar starts at 5:30 p.m., with dinner at 6 and performance at 8:15 p.m.

Entertainment will be provided by the Ithaca Ballet, Ithaca Opera Association, Mischief Mime, Ithaca Arts Ensemble and the Ithaca Jazz Ensemble.

Price for dinner and performance is \$25 per person, and for the performance only \$10 per person. For reservations call 273-4333 by Nov. 19.

### Engineering Dean to Talk About Plans for Future

Dean William B. Streett of the College of Engineering will address students on the administration's future plans for the college in a convocation at 5 p.m. Tuesday, Nov. 19, in the lounge in Phillips Hall.

The reorganization and expansion plans come as the college celebrates its 75th year.

Sponsored by the New York Delta Chapter of Tau Beta Pi, the national engineering honor society, the convocation is open to all members of the Engineering College.

### Wolf to Give Third Lecture In Johnson Series

Edward D. Wolf, director of the National Research and Resource Facility for Submicron Structures and professor of electrical engineering here, will speak on "Miniaturization: The Quest for the Smallest ... the Fastest ... the Fundamentals" at 7:30 p.m. Monday, Nov. 18, in Statler Auditorium.

Wolf will present the third lecture in the inaugural year of the Johnson Distinguished Lecture Series, sponsored by the Johnson Graduate School of Management.

The lecture series is designed to provide a

forum for some of Cornell's most distinguished faculty members to discuss the implications of recent developments in their fields of speciality for American business and society during the next quarter century.

### Low-Back Pain Workshop Planned Monday, Nov. 18

A workshop on low-back pain is scheduled from 6:45 to 9 p.m. Monday, Nov. 18, at the Gannett Health Center.

The program is designed for individuals who have experienced low-back pain or who wish to prevent future occurrences.

Topics include a description of back anatomy, causes of pain, stress-management techniques and therapeutic exercises for preventing and treating low-back pain.

A \$10 registration fee is due in advance of the workshop. For further information, contact the Physical Therapy office at Gannett Health Center, 256-7271.

### Emeritus (Not Restrictive) Group to Meet Tuesday

The Association of Cornell University Emeritus Professors will meet at 4 p.m. on Thursday, Nov. 21, in the One World Room of Anabel Taylor Hall.

Both present and prospective members of the association, plus spouses and friends, may attend. Despite the apparent restrictiveness of the association's name, membership is open to all academic staff who retire after at least 10 years of service, and also to administrators who are awarded emeritus status.

In addition to the social period and business session, Provost Robert Barker will talk on the "Cornell Community, Today and Tomorrow".

### Poet August Kleinzahler Will Read Here Nov. 21

Poet August Kleinzahler will present a reading of his work at 8:15 p.m. Thursday, Nov. 21, in the Temple of Zeus, Goldwin Smith Hall. The reading is free and open to the public.

Kleinzahler lives in San Francisco and works in the lock shop at San Francisco State College. Last year his poetry won one of the General Electric Foundation's awards for younger writers.

Kleinzahler's reading is sponsored by Epoch, Cornell University's national literary magazine. Epoch featured a large selection of Kleinzahler's poems in a special section of one of its 1984 issues.

## SAGE CHAPEL

### CURW Director Will Talk Sunday

The Rev. Robert L. Johnson, director of Cornell United Religious Work, will speak at Sage Chapel at 11 a.m. Sunday, Nov. 17. His sermon topic will be "The Gospel According to Rembrandt."

Johnson is an ordained minister in the United Methodist Church and a graduate of the University of North Carolina at Chapel Hill, Union Theological Seminary in New York City, and Harvard Divinity School. For 18 years, he served as director of the Wesley Foundation at Chapel Hill, N.C. and served recent years as president of the National Institute for Campus Ministries. He serves presently on the Editorial Board of the journal, Religion and the Intellectual Life and is vice president of the Association for the Coordination of University Religious Affairs. As Director of CURW, he is responsible for the administration of Sage Chapel services.

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

### Third 'Facets' Show Features Food Safety

The second show in the "Facets: Excursions into Science" series will be aired on Channel 13 at 6 p.m. today.

This show includes on-location interviews with participants in the recent conference on food safety, which was sponsored by the Institute for Comparative and Environmental Toxicology, and a segment on nutrition faculty member Robert Parker's cancer related research.

The show is produced by the Center for Environmental Research.

### Tax Law Changes Affect Foreign Students, Staff

All F-1 and J-1 visa holders, which includes students, scholars, teachers, professors, trainees, etc., since last January have been considered as non-resident aliens for U.S. federal income tax purposes.

Two meetings have been scheduled to assist foreign students and staff at Cornell.

The foreign student meeting will be from 1:30 to 3 p.m. Friday, Nov. 15, in Hollis Cornell Auditorium of Goldwin Smith Hall.

The foreign staff meeting will be held in the same location the same day from 3 to 4:30 p.m.

## The Week in Sports

# Soccer Team Takes on Columbia Tonight at Schoellkopf for Ivy Title

The 1985 season boils down to one game for the Cornell men's soccer team, and that contest is tonight. The Big Red takes on Columbia at 7:30 p.m. on Schoellkopf Field with the Ivy League championship on the line. The game has been moved from its original date of Friday to allow Columbia to prepare for its NCAA first-round playoff game, to be played this weekend.

The varsity football team also plays its home finale against Columbia, as the Big Red will take on the Lions at 1:30 p.m. Saturday on Schoellkopf Field. The other home event on campus this weekend has the men's and women's fencing teams as hosts for the Cornell Open at Barton Hall.

If the Big Red men's soccer team can defeat the Lions, Cornell would capture the Ivy title for the first time since 1977 and end Columbia's seven-year reign atop the conference; the Red hasn't beaten the Lions since that 1977 season.

Columbia, currently ranked number three in New York state, was tied for 20th in last week's national poll, but it should move up after beating LIU (4-0) and Dartmouth (1-0) last week.

Important to the Big Red's success this week will be the continued offensive pressure its forwards have been giving. Senior Bowl nominee Steve McPherson leads Cornell in scoring with six goals and six assists for 18 points. Last week, he broke the school record for most assists in a game (four against St. Francis). Close behind is sophomore John Bayne, who has seven goals and three assists and is still the leading scorer in the league with 5-2-12. Junior co-captain Dan Mahanger and senior Jeff Dezaggo have also been consistent offensive contributors, as they have 4-2-10 and 4-1-9 slates, respectively. A solid midfield should also help the



Jeff Johnson, shown carrying the ball, was named Ivy Player of the Week after gaining 149 yards in the Red's 20-14 victory over Yale last Saturday.

Big Red's attack against the Lions, as John Swift and Brett Gober have respective totals of 2-3-7 and 2-2-6.

Backing up the productive Cornell offense will be a defense that has maintained its goals against average at 0.8 Ivy games. Leading the Big Red backfield all season have been veterans Keith Jebodhsingh, Marty McCormick, Jeff Childs and Mike Petrowski. Several freshmen have also contributed a great deal, especially Rob Preli and midfielder Pat Price and Chris Jones. Junior goalkeeper Hugh O'Gorman currently holds a 1.2 goals against average and an .865 save percentage overall, and a 1.0 goals against average and an .886 save percentage in Ivy

competition.

The Cornell varsity football team returns home after two consecutive victories on the road over Bucknell (26-14) and Yale (20-14). The Big Red defense thwarted a late fourth quarter rally by Yale to preserve an impressive victory this past weekend. The offensive attack was spearheaded by junior fullback Jeff Johnson, who rushed for a career-high 149 yards on 21 carries, and junior quarterback Marty Stallone, who completed 17 of 30 passes for 180 yards and two touchdowns in only the second start of his career. Johnson was named Ivy League Player of the Week for his efforts, which included a 12-yard touchdown run. Stallone has some

impressive numbers on the season: 37 completions in 66 attempts for 487 yards and six touchdowns. Linebackers Dan McMahon and Tom Bernardo led the defense with eight and seven tackles, respectively.

Columbia, which is 0-8 on the year, will be trying to snap a 19-game losing streak (the longest in Division I-AA) and earn its first triumph in its last 22 games.

In away contests this weekend, the women's volleyball team will travel to Providence to compete in the Ivy League championships. The Big Red spikers, coming off their fourth straight New York state championship, placed fourth in that event in 1984. The men's hockey team opens its ECAC schedule this weekend. Cornell, which won its home opener, 5-4, against Western Ontario last Saturday, will face Princeton on Friday night and Army Saturday evening. The men's and women's cross country teams will have their NCAA Dist. I qualifying meets. For the men, senior Grant Whitney has an excellent chance to place among the top finishers and earn a trip to the upcoming NCAA championships.

The men's and women's fencing teams will both be featured in the Cornell Open which gets under way on Saturday. Senior captain Joe Kirk returns to anchor a strong nucleus on the men's team. Kirk was one of the top members of the saber unit a year ago while senior Brian Evans will lead the epee squad. Seniors Greg St. Clair and James Lo are expected to be prominent on the foil unit.

Senior captain Siobhan Moss, a two-time second team All-American choice, will lead the women's team. She will be joined by junior veterans Marci Reiss and Dee Van Loo along with sophomore Amy Vinopal. Both squads posted identical 8-8 records in 1984-85.

# Networking

A Cornell Newsletter Published by Employees for Employees

## November Dedicated Service Award Goes to James Tyler

by Jim's friends and coworkers  
 "Jim Tyler? He's the tall, quiet, thin gentleman who works in Rare Books at Olin Library, isn't he?"

"Yes, I went there yesterday with several complicated questions, and do you know, not only did he understand me, but he took the time and patience to help me sort out exactly what I needed."

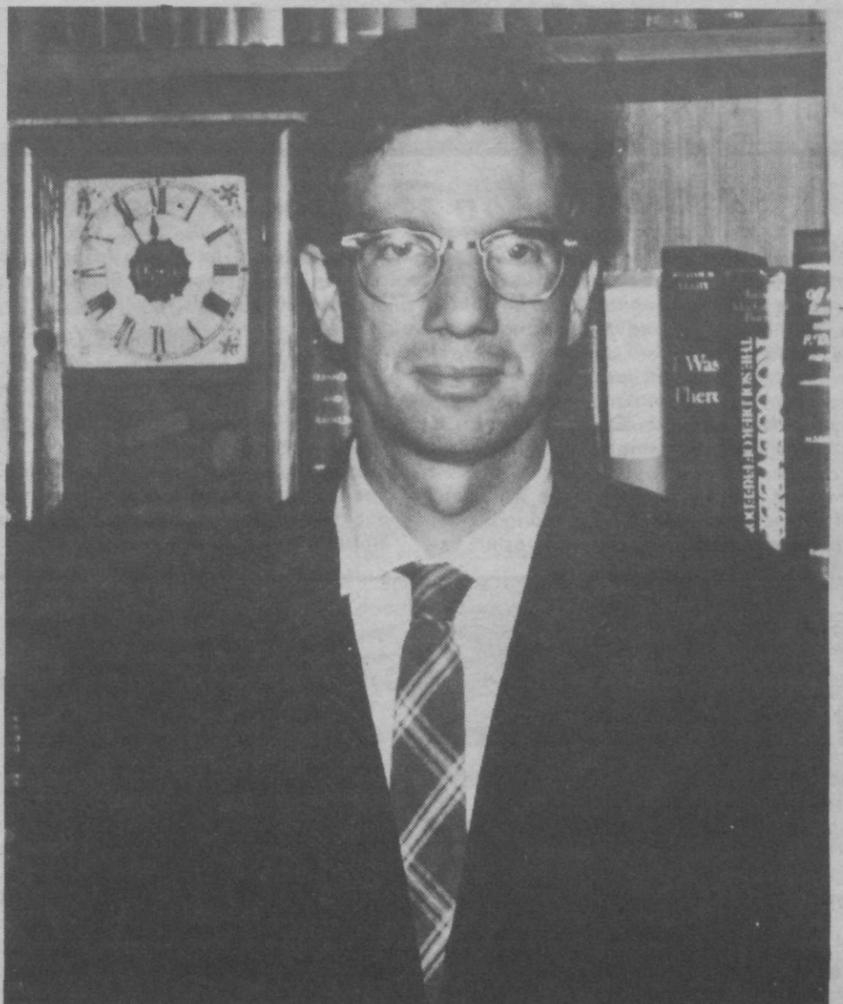
This only begins to describe Jim, but it accurately portrays his style both on the job and off. Officially Jim is the senior collections assistant of the Department of Rare Books and curator of the Burgunder Shaw collection housed in the Department of Rare Books. In addition he is in charge of the Daniel and Philip Berrigan manuscript collection. He is the "trouble shooter" for the department, known to be persevering, resourceful, and above all, kind. Jim is a prolific letter writer, not only keeping in constant touch with donors, booksellers, and researchers but often handling other delicate matters which need the utmost in tactfulness and diplomacy. His talent for finding misplaced books, his ability to find room on

the shelf for one more book, his willingness to share his knowledge and time, his skill at mounting interesting exhibits, his calm and patient manner in all these things, make him much appreciated and well deserving of the Dedicated Service Award.

If all this seems like a lot to put into a 39 hour work week, try to imagine it put into a 20 hour work week. That's right, Jim is employed only as a half-time worker - this is his preference. He spends the other half of his time at Wells College in Aurora, New York as a professor of Classics, teaching ancient Greek and Latin. In his "spare time" Jim is a farmer, researcher and father.

To say that he is a "jack-of-all-trades" sums up our estimation of Jim Tyler. He is a delightful person to know; his attention to whatever matter is at hand, his helpfulness to try to solve your problem, his sympathy for whoever needs it is always there. He's been at Rare Books for over 13 years and we all look forward to seeing him for many more. Do stop by to say hi to him whenever you're able. You'll be glad you did.

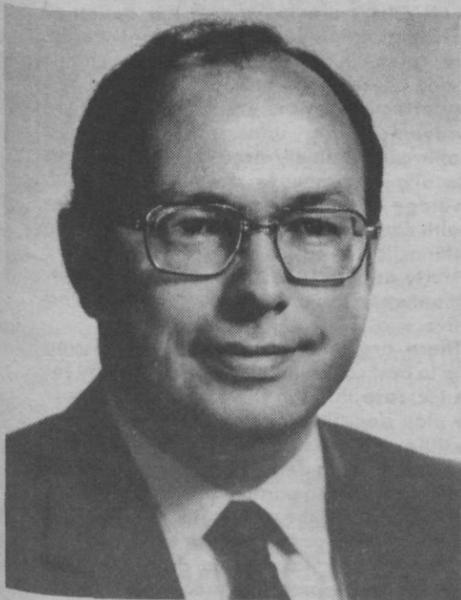
James Tyler



### United Way Profile

## 'The Maine Connection'

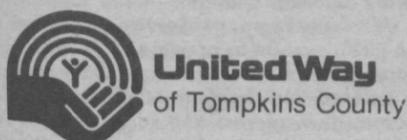
For United Way volunteers, Ken Wing is the main person in this year's Cornell United Way campaign. Associate dean of the College of Agriculture and Life Sciences, Wing chairs the campus drive to raise \$380,000, a



Kenneth Wing

substantial portion of the Tompkins County goal of \$1.1 million.

Ken Wing's main job is to organize a vol-



unteer network of some 300 campus people and provide leadership - with his gift of cajoling - to the team.

Right now the Wing team is well on its way to goal. You might say that they're winging their way to success!

How, you might ask, does one manage

Continued on second page

### Your Employee Benefits

## Health Care Crisis

In 1984 Americans spent \$387 billion dollars on health care. After years of paying bills with no questions asked, business and government are now challenging exorbitant medical costs and are using their purchasing power to initiate change.

We have all come to realize that the fee-for-service method of payment is considered one of the major reasons for the staggering

costs. For a fixed premium, private insurers and Medicare often have paid all the charges and thereby removed any incentive for hospitals, doctors, and participants to keep costs low. Employees with employer-provided health benefits had no reason to question high medical bills.

Cornell University is striving to maintain the current levels of health care benefits for employees in an ever-inflationary health care market and have added many needed improvements to the Health Care Plan for Endowed Employees to combat rising costs.

Some of the cost-containment changes undertaken by Cornell include a more efficient funding arrangement, the introduction of preadmission testing, same-day surgery, second surgical opinion, and maintenance prescription drug service.

Currently, the Health Care Plan for Endowed Employees provides benefits to some

Continued on second page

### Select BENEFITS

Just a reminder: November is the enrollment period for Select Benefits. If you did not receive information and an enrollment form at your home address, please call (endowed) Adele Feierstein, 6-7509 or (statutory) Phyllis Allen, 6-4455 between 8:30am and 4:30pm.



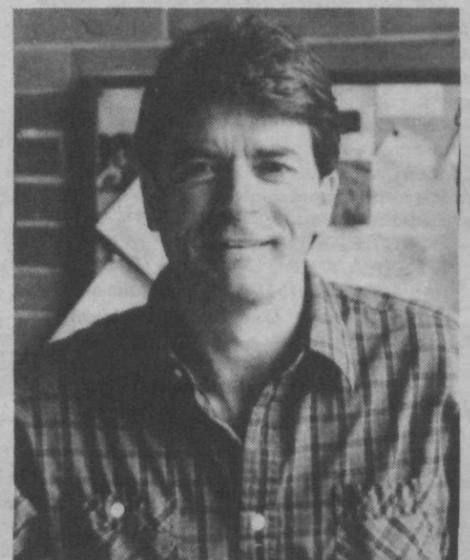
## Just For Your Information UNITED WAY

If the Tompkins County United Way goal of \$1.1 million is exceeded, here's how the additional funds will be spent:

Agency	Program	Request
Battered Women	Child Sexual Abuse Program	\$8,585
Human Services Coalition	Information and Referral	350
Alcoholism Council	Education/family focus	5,541
Day Care	Teen Preg./Parent	7,500
Southside	Nutrition	7,456
Better Housing	Revitalization	3,400
Battered Women	Shelter	2,000
Mental Health	Contact	3,000
Community Dispute	General Program	8,610
Learning Web	Stipended Appren.	8,300
Red Cross	Emergency Shelter	5,000
Challenge	Off-Site	8,281
Girl Scouts	Especially for You	5,520
Camp Fire	Self-Reliance	9,186
Salvation Army	Nutrition	8,083
Learning Web	General Program	5,057
Day Care	Car Seat	2,500
OAR	General Program	2,472
YMCA	Aquatics	463
YMCA	Health/Fitness	799
Boy Scouts	Career Aware	13,700



Over 300 Cornell employees are part of a voluntary network which is providing leadership for the Cornell United Way goal of \$380,000. You are encouraged to return your pledge card to the volunteer in your department.



Mick Ellis

## Employee Assembly

by Mick Ellis

What is the purpose of the Employee Assembly?

The Employee Assembly ensures a direct focus for the continued involvement of exempt and nonexempt staff members in the governance of nonacademic affairs, and in the life of the University. The Assembly explores opportunities to enhance the role, function, and contribution of employees to the well being of the University.

It has the authority to examine the University's personnel policies, other policies affecting the employment environment at Cornell and make recommendations to the appropriate bodies and University administrators concerning such matters. These include, but are not limited to, education and training opportunities, dining, health, transportation services, recreation, other specific needs as identified, and communication among employees.

The Assembly provides a mechanism for the informal exchange of information and views between the Employee Assembly and University administrators.

Who is entitled to become a member of the Employee Assembly?

Continued on back page



## The Cornell Potshop

### Staff Workshop at Cornell Potshop

Sharon Adams and Jennifer Van Alstine are offering a one-day introductory workshop in the Potshop for Cornell employees who are interested in learning about clay. From 10 a.m. to 3 p.m. on Saturday, November 23, you will see every step of the process involved in making a pot and may try your own hand with clay, both on and off the potter's wheel. Bring a lunch and plan for an interesting, enjoyable day.

For those who wish to continue with clay, half of the \$10 fee will be applied to a class or potshop membership next semester. Ex-

perience is not necessary to participate in this workshop. Please call Sharon or Jennifer at 6-5170 to enroll.

And remember that the Cornell Potters' Guild fall show and sale is coming up. From December 5 through 7 pottery by members of the guild will be on sale in the WSH art rooms. You may come to browse or buy, and enjoy a cup of cider with us. Should you need a special gift before the sale, check our display case in the south lobby of the Straight.

## The Dryden Footlighters To Premiere New Show

It may not be unusual to find a Cornell professor speaking before an audience of hundreds, but fighting a dragon in an oriental fantasy is. That's just what Dr. Gerald F. Combs, Jr., of the Department of Poultry & Avian Sciences, does in the Dryden Footlighters' production of "The Stolen Prince and the Lost Princess." Most of the other members of the Combs family are also featured in the show. Jerry, a 7th grader at Dryden High School, plays the young prince; Joy, is stolen as a baby; Dr. Stephanie Combs is a member of the orchestra; and Kiersten, a 5th grader at Dryden Elementary School, is a member of the properties crew.

Other Cornell employees performing in this entertaining family show are Beth Campbell, an instructor at the Ornithology Laboratory, who plays Li Mo, a poor fisherman's wife; and Diane Colf, a secretary in Poultry & Avian Sciences, who portrays All See, the bandit's dying mother. Pat Ackley, an accounts assistant in the trust office, is on the props crew while Allen, her husband, is the orchestra director for the show.

Another member of the Cornell community is Amy Corson who plays the lost princess, Tee Wee. Amy is a 7th grade student at Boynton Jr. High in Ithaca, and is the daugh-

ter of Olin librarian David Corson and granddaughter of President Emeritus Dale Corson.

The story of the "Stolen Prince and the Lost Princess" takes place 1,001 years ago when a twin boy and girl are born to the Emperor of the Middle Kingdom in China. The children of the royal cook decide to rescue the baby princess who is about to be killed and steals the baby prince by mistake.

The Royal Nurse then runs away with the princess, is pursued by the Great Green Dragon, and is threatened by a fierce bandit. The story continues nine years later when we find out what has happened to the now-grown prince and princess. The story ends happily for all in a scene in the great throne room.

"The Stolen Prince and the Lost Princess" will be performed at the Dryden High School auditorium, Route 38, Saturday evening, November 23 at 8:15 p.m.; Sunday matinee, November 24 at 2:30 p.m.; Saturday evening, November 30 at 8:15 p.m.; and Sunday matinee, December 1 at 2:30 p.m. Tickets are \$3.00 (\$2.00 for children under 12 years of age). For more information call Diane Colf at 6-4439 or in the evening at 844-4155.

## FOCUS

### On the Employee Assembly

According to the Employee Assembly charter, the Employee Assembly shall explore opportunities to enhance the role, function and contribution of employees to the well-being of the University. The Employee Assembly has the authority to examine the University's personnel policies as well as other University policies affecting the employment environment at Cornell and make recommendations to the appropriate bodies and University administrators concerning these matters.

Are you looking for someone to listen? You are invited and encouraged to contact anyone on the Employee Assembly or a committee member to express your concerns.

An Employee Assembly member or a committee member will make sure your concern is voiced and a recommendation is made to the appropriate bodies and University administrators.

#### EMPLOYEE ASSEMBLY

1985-1986  
Ann Argetsinger, 103 Roberts Hall, 6-2118  
Lenore Baker, Geneva Experiment Station, 787-2326  
Marilyn Cook, 212 Roberts Hall, 6-6590  
Mick Ellis - Chair, Robert Purcell Union, 6-6220  
Vincent Fuchs, Dining, WSH, 6-5338  
Bill Genter, 61 Brown Road, 6-5274  
Joan Heffernan, 135 E. Sibley Hall, 6-5236  
Ralph Jones, 160 Day Hall, 6-5226  
Tom Reitz, G30 Newman Lab, 6-4951  
Scott Robinson - Vice Chair, Dining, N. Balch, 6-5338

#### EMPLOYEE TRUSTEE

George Peter, 61 Brown Road, 6-5274  
COMMUNICATIONS  
H. Ken DeDominicis, Sage House, 1987, 6-3693  
Vincent Fuchs, Dining, WSH, 1986, 6-5338  
Perry Husted, 1 Plantations Road, 1987, 6-6538

Scott Robinson, N. Balch Hall, 6-5338

#### HEALTH AND SAFETY

Bill Genter, 61 Brown Road, 6-5274  
Tom Reitz, G30 Newman Lab, 6-4951  
INTERNAL OPERATIONS  
Mick Ellis, Roberts Purcell Union, 6-6220  
Ralph Jones, 160 Day Hall, 6-5226  
Tom Reitz, G30 Newman Lab, 6-4951

#### PERSONNEL POLICIES

Paul M. Bensadown, Agronomy, 1987  
Erica Fox, 400 Roberts, 1987, 6-3126  
Steven Jalso, 20 Barnes Hall, 1987, 6-3490  
Irmgard Muller, Virol-Nematol Lab, 1987, 6-4596  
Priscilla O'Connell, Baker Institute, 1986, 277-3044  
Marlene Reitz, 230 Thurston Hall, 1986, 6-5062

Esther Roe, Gannett Health Center, 1987, 6-5072

Susan Schaffer - Co-Chair, 101E James Law Auditorium, 1987, 6-5454  
Janis Strobe, 20 Plant Science, 1986, 6-4506

Ann Argetsinger, 103 Roberts, 1986, 6-2118  
Lenore Baker - Co-Chair, A111 Baker Lab, Geneva, 1987, 787-2326  
Joan Heffernan, 144 E. Sibley, 1987, 6-5236

Scott Robinson, N. Balch, 1986, 6-5388

#### SMOKING COMMISSION

Employees  
Allene Hays, 7 Emerson, 1986, 6-7719  
Walter Lalor, J-14 Clinic, 1986, 6-5454  
Jay Orear, 110 Newman Lab, 1986, 6-2328  
George Peter, 61 Brown Road, 1986, 6-3690

#### FACULTY

John Cisne, 3144 Snee Hall, 1987, 6-3698  
Mark Sorrells, 420 Bradfield, 1987, 6-3103  
EXTRAMURAL EDUCATION  
Ann Argetsinger, Co-Chair, 103 Roberts, 6-2116

Eva Desmond-Lugo, Co-Chair, 120 Maple Ave., 6-3804

Linda Mahon, 640 Stewart Ave., 6-6500  
Erica Fox, Aca II, 6-3126  
Jodie Meyers, 436 Day Hall, 6-7556  
Michael Moynihan, 516 Bradfield, 6-3102  
Priscilla Seaman, 309 Day Hall, 6-4346  
Margaret Dermott, 317 Space Sciences, 6-3833

Helen Pai, N-111B MVR, 6-3114  
Kathy Crown, Gannett Health Center, 6-7377  
Dorothy Reddington, 726 University Ave., 6-7150

George Peter, NAIC, 6-5274  
If you are interested in being a member of the Employee Assembly or on one of its committees, please contact the Office of the Assemblies, 165 Day Hall, 6-3715, for more information.

## United Way Speakers Bureau

United Way campaign leaders or others wishing to receive a presentation or tour a United Way agency should call the United Way speakers bureau and ask for Michael Messitt.

Speakers Bureau  
Mike Messitt, Chairman - 273-8686  
Katy Noonan, Task Force for Battered Women

Laurie Johnson, Camp Fire Council  
Milton Goldsteini, Challenge Industries  
Jim Johnston, Family & Children's Service  
Karen Fouracre, Girl Scout Council  
Ernie Harrelson, Red Cross  
Dierdre Silverman, Emergency Shelter  
Marilyn Grey, Senior Citizens Council  
Beverly Meek, Southside Community Center

Robert Sibley, Special Children's Center  
Eva Cochran, Day Care Council  
Nina Miller, Suicide Prevention

### 1985 Holiday Schedule

Thanksgiving Day:  
November 28 (Thursday)  
November 29 (Friday)

Winter Holidays:  
December 25 (Wednesday)  
December 26 (Thursday)  
December 27 (Friday)  
December 30 (Monday)  
December 31 (Tuesday)  
January 1, 1986 (Wednesday)

## Health Care

Continued from first page

6,500 endowed employees and retirees and 2,600 eligible dependents. The cost of this plan has increased from one million three hundred thousand (\$1,300,000) in 1980 to almost eight million (\$8,000,000) in 1985.

Even with the cost-containment measures already undertaken by Cornell, a review of the plan expenditures for 1984-85 indicates that we need to do more and it must be done quickly to get costs under control.

In any year in which contributions (both employee and University) to the plan are not equal to the amount paid out by the plan

### Social Security Taxes To Increase in 1986

Effective, January 1, 1986, the taxable wage base will increase from \$39,600 to \$42,000 while the payroll tax for employees and employers climb from 7.05 to 7.15 percent.

This means that the maximum tax will exceed \$3,000 for the first time. It will go from \$2,791.80 to \$3,003, an increase of \$211.20. The amount paid by each employee is matched by an equal amount from the employer.

### Aetna to Visit

An Aetna representative again will be visiting the campus on December 12th from 8:30 am to 4:00 pm. Employees who would like to discuss an endowed medical claim should contact Employee Benefits at 6-3937 to schedule an appointment. As in the past, walk-ins will be accepted as time permits.

December 12th will be the third visit by our Aetna representatives. Employees tell us that their one-on-one meetings have proven to be most beneficial in clarifying benefit payments. By scheduling appointments in advance, each employee's claim file was on hand for specific questions.

Remember - if you have a general claim question, you can reach our Aetna customer service representative toll free from the Ithaca area at 257-2111. Future Aetna visits to the campus are being planned for 1986.

## United Way

Continued from first page

such a massive civic effort - appealing to some 9,000 Cornell employees to give to the United Way - and, indeed, give every indication that success will soon be announced?

"You have to like people," observes Ken, "And you have to make the project fun. I enjoy working for the United Way because it's a united effort that does so much good for all of us."

After obtaining his B.S., M.Ed., and Ph.D. in 1966 in agricultural economics at Cornell, Ken Wing joined the department of agricultural and resource economics at the University of Maine at Orono. In 1982 Ken reestablished his Cornell connection by assuming his current position.

Fortunately for the United Way, Ken had become part of "the Maine connection"...he was a United Way volunteer in Maine, too.

Thanks to you, Ken, the United Way is working...from Maine to Ithaca...for all of us, mainly!

to cover claims and administrative costs, a deficit will occur. Contributions for the next year (both employee and University) must then be increased to make up for any deficit and to cover the expected inflationary increases for the coming year.

With the cost of endowed health care increasing almost eight-fold in the past five years, Cornell is now looking at additional ways to expand the cost-containment efforts. We need to continue to reduce the utilization of unnecessary services as well as to be creative in providing alternatives for reducing the levels of future increases.

Employers throughout the United States are using a wide variety of approaches much like those of Cornell to manage their health care plans. Some have cut back on health benefits and shifted costs to employees. Others are introducing flexible benefit programs. Others are seeking alternatives such as Health Maintenance Organizations (HMO) and Preferred Provider Organizations (PPO). One survey pointed out that employer/provider coalitions such as the one that Cornell participates in have been very effective in controlling future health costs.

Still others are looking at the option of providing employees an optional health care plan. Offering employees choice among alternative plans has been cited as a very effective way to encourage employee involvement in understanding today's health care delivery process. Such choices also allow employees to select the health coverage which best suits their particular health care needs. Cornell plans to offer an optional lower cost health care alternative as early as July 1986. Employees would select between the present plan and the alternative.

There are many options for addressing how to best cover the plan increases: pay for the increase through the salary pool, lower the plan benefits, introduce a frontend deductible, increase the major medical and prescription drug deductible, or pass on premium increases to participants. We are presently discussing these options with several groups on campus in an effort to gather other innovative ideas and to determine the most fair and appropriate means for addressing these cost increases.

### Change of Address?

If either your home address or your campus work address changes, notify Operations, University Personnel Services, 147 Day Hall, 6-7300, as soon as possible.

In order for your new address to be correctly entered into the system, submit your full name, new address and social security number. It usually takes two weeks for the new information to get into the system.

You must have a correct campus work address in order to receive on campus mail - such as Contacts. The only way a change of address will occur is if you notify us.

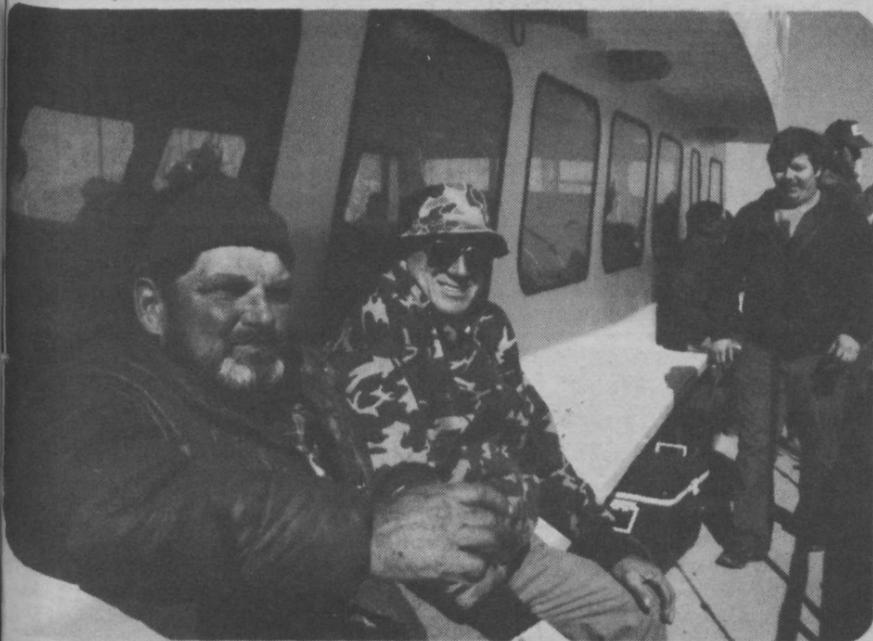
### Check W-2 Addresses

Also: All employees should verify that the address currently shown on their paycheck is correct as all W-2 statements will be mailed as addressed on the paycheck. Corrections should be sent to Operations, University Personnel Services, 147 Day Hall.

# CRC News



CORNELL RECREATION CLUB



Taking a break on the fishing boat are Ray Nobles and Norm Pickert.



Back in Ithaca after the trip.

## Finally, a Fishing Trip

by Donna Vose

After having to cancel the fishing trip to New Hampshire at the end of September, the CRC members and friends were finally able to leave on Friday evening, October 11. After a night of rest on the bus and a stop for breakfast, they were finally ready to board the boat for the long-awaited day of fishing. They were lucky enough to see a couple of humpback whales surface 25 to 50 yards from the boat. Sonny Ameigh won the prize for catching the largest fish. A super group of people, who, in spite of rough water and motion sickness, had a great time and are looking forward to next year's trip. Not all, but most!!

Is anyone interested in a fishing trip and a stop at Isle of Shoals off the coast of Maine? This trip would be planned for the summer of 1986.

TGIF party on November 15 at East Hill Depot. A get-together for all CRC members. Stop in after work and meet your fellow CRC members.

December 7 -- Annual Christmas dinner dance at TC-3. Don't forget to get your tickets now. The dinner dance is free to CRC members and after November 15 guest tickets for nonmembers will go on sale for \$12.00. Get your ticket early as there are only 600 tickets available.

A CRC New Year's Eve bowling party is planned for December 31. If you are interested please call Peggy, 6-7565.

If you did not sign up for the New York city trip or the Hawaii trip - sorry! The response has been super and the trips are now filled.

The Children's Christmas party will be held on Saturday, December 14th from 2:00-4:00 p.m. in Helen Newman lounge. Cookies and punch will be served and children of CRC members are invited. We need an accurate count of how many children will be attending - so call today and sign up your child. Also, volunteers are needed to make cookies for the party. Call Peggy, 6-7565.

## Added Bonus for CRC Members

Stone Travel is extending a special travel discount offer to CRC members for 1986. For CRC members purchasing any American Express tour package (complete package with air and tour) or a cruise on either the Carnival Cruise Lines or the Home Lines, a \$25.00 discount may be taken at time of final payment. Stone Travel will also make a \$25.00 contribution in your name to the CRC park fund. Stone Travel encourages you to take advantage of this special offer and help the park fund at the same time!! (The Hawaii trip scheduled for January 8-22, 1986, will not be included in this offer.)

Stone Travel is having a one-week, April 19-26, group cruise to Bermuda, on the Home Lines newest ship, the Atlantic. You will leave Ithaca by bus Saturday morning, April 19, arrive in New York City where you board the ship and leave for Bermuda that afternoon. The ship will be your hotel while

in Bermuda. You will dock in Hamilton (the capital of Bermuda) on Monday the 21st, have three days in Bermuda, depart on Thursday and arrive back in New York City on Saturday morning the 26th. You will return to Ithaca on Saturday. Complete tour cost from Ithaca to Ithaca - \$949 to \$1,069 per person depending on your choice of cruise accommodations. Your CRC discount of \$25.00 will apply to this special cruise, and for anyone making a deposit of \$250 by December 5, 1985, an additional bonus of \$50.00 will be extended (\$75.00 total plus \$25 to the park fund). This special group departure will be escorted from Ithaca and will include a bon voyage party and precruise briefing prior to departure, plus a group cocktail party on board the ship.

This is a Stone Travel offering, and if you are interested, please call Kip at Stone Travel, 273-4443. Make your reservations today!!

# the Great American SMOKEOUT

TAKE CHARGE OF YOUR HEALTH

## Passive Smoking

Contributed by University Health Services in cooperation with University Personnel Services and Office of the Assemblies

Recent studies indicate that the well-known detrimental health effects of smoking may be suffered by nonsmokers who breathe tobacco- and smoke- contaminated air. The World Health Organization (WHO) has concluded that tobacco smoking is a major threat to indoor air quality, and has recommended greater efforts to prohibit smoking in public areas. Studies made in 1979 of the effects of passive smoking in a population of more than 10,000 nonsmoking office workers showed that more than 50 percent reported difficulty working near smokers. In terms of specific symptoms, 48 percent of the nonsmokers reported eye irritations; 35 percent, nasal irritation; and 30 percent, coughing, sore throat, or sneezing. Nearly 25 percent reported exacerbation of a pre-existing lung condition.

A comprehensive smoking policy emphasizing the health and comfort of nonsmokers was approved in 1981 by the Cornell Campus Council. Essentially, the policy

declares that members of the Cornell community have the right to be free from the annoyance and hazards of cigarette, cigar and pipe smoke. The guiding principle in the regulations is that no member of the community shall smoke without the consent of all persons in range of the smoke. Smoking is prohibited in classrooms, laboratories and hallways of academic buildings; campus buses and University vehicles used by two or more persons; elevators and lobbies and corridors immediately adjacent to theaters and lecture halls.

Smoking is also not permitted at indoor athletic events, public lectures, concerts, movies and theatrical productions.

Smoking is regulated in cafeterias, dining and lunch rooms; medical facilities; libraries and museums; student, employee and faculty lounges; and rest rooms. In these areas, smoking is either prohibited or restricted to designated smoking sections.

Condensed from the full version of the policy. Contact the Office of the Assemblies for more information.

## Take a Day Off from Smoking

The Great American Smokeout is held each year on the Thursday before Thanksgiving. This year's date is Thursday, November 21. The event is sponsored by the American Cancer Society, but thousands of other organizations, businesses, schools and hospitals join the nationwide effort.

The 1985 goal of the Great American Smokeout is to get at least one in every five smokers to give up cigarettes from midnight to midnight on Thursday, November 21.

The Great American Smokeout is now in its ninth year as an annual nationwide celebration. In less than a decade, the idea of "taking a day off from smoking" has spread to other countries such as Canada, Great Britain, Ireland, France, Australia, South Africa, Norway and Sweden.

According to the ACS, in 1984, more than



one-third (33.6%) of American smokers attempted to give up cigarettes on Smokeout Day. According to a survey conducted by the Gallup organization, almost 10% (5.4 million) succeeded for a full 24 hours. One to five days later more than 5% (3.1 million) reportedly were still not smoking.



## A few "quit tips"

Hide all ashtrays, matches, etc.  
Lay in a supply of sugarless gum, carrot sticks, etc.  
Drink lots of liquids, but pass up coffee and alcohol.  
Tell everyone you're quitting for the day.

When the urge to smoke hits, take a deep breath, hold it for 10 seconds, and release it slowly.

Exercise to relieve the tension.  
Try the "buddy system," and ask a friend to quit too.



Attention nonsmokers. Do you have a friend, loved one or coworker who needs some extra help in kicking the cigarette habit? The theme for this year's Smoke Out is "Adopt a Smoker." This campaign encourages smokers and nonsmokers alike to get

involved. On November 21st, smokers are "adopted" for the day by friends who will supply them with gum, snacks, encouragement, and if needed... a shoulder to cry on during the smoke out.

The Great American Smokeout is endorsed by both University Personnel Services and the Employee Assembly. There will be a smokeout display in the Day Hall Information Center. You may pick up information and badges promoting the Smokeout and the "Adopt-a-Smoker" program at the Office of the Assemblies, 165 Day Hall.

## Another Report - Different Slant

by George Peter

Other publications have reported on the lecture given by Professor James Maas on "Leadership and the Psychology of Mind Control," a talk sponsored by the Johnson Graduate School of Management. Although the examples he used were meant to demonstrate how knowledge of the psychology of mind control is useful in the world of management, none of the other reports seemed to dwell on this essence of his message.

Professor Maas emphasized the fact that people need love and to feel that they are a part of a group. He urged the audience to begin being better managers by smiling at people. You will make them feel special. Let people feel a sense of purpose and help them develop self esteem. Encourage cre-

ativity. Help people overcome shyness, but more importantly, overcome it yourself so that you can relate to people as a friend.

Professor Maas made his points by showing examples of research where lack of love, friendliness, self esteem, etc., allowed for frightening results.

In his introduction of Professor Maas, Curtis W. Tarr, dean of the graduate school, commented that it was too bad that Maas' subject matter was so broad that it could not be included in the school curriculum. After listening to the lecture we are led to believe that perhaps his subject matter should be a core course, or better yet, a part of every course offered. How can the real leader grow without it?

# Employee Calendar

Events of Particular Interest to Cornell Employees

Wednesday, November 20. Employee Assembly meeting, held in Roberts Hall, room B-8, at 12:15. All employees welcome.

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. 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 NG-2. Sponsored by the employee-elected trustee and the Employee Assembly.

Saturday, December 14. CRC children's holiday party. The CRC NYC trip is also planned for the same day. Call the CRC office for more information, 6-7565.

Tuesday, December 31. CRC New Year's Eve bowling party at Helen Newman lanes. Call Peggy Beach at 6-7565 for more information.

January 8-22. CRC Hawaii '86 trip. Call the CRC office at 6-7565 for more information.

Submit listings for employee calendar to editor, University Personnel Services, 130 Day Hall.

## Unclassified Ads Please - No Telephone Calls

Please submit all Unclassified Ads to Carol A. Thurnheer, Plant Biology, Plant Science Bldg. NO PHONE CALLS PLEASE!! The deadline for the December 5th issue is November 26th. 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.

FOR SALE: Toyota pickup. 1981. Cap. AM/FM radio-cassette. Excl. body and mechanics, \$4,500. 257-2228.

FOR SALE: Utility trailer, custom designed 4' x 8', built in June, 1985, mounted spare. 272-5381 eves.

FOR SALE: Baldwin orgasonic Chapel organ and bench, walnut, rolltop, \$1,150. Four matching Danish modern chairs and two-step end tables, walnut, \$250. Single bed, maple headboard, box springs and mattress, with new blankets and spread, \$45. Everything is in beautiful condition. 273-1910 eves, wkends.

FOR SALE: Kroehler sofa and matching recliner, \$185. 6-4404, 272-5963 after 5, Jo.

FOR SALE: 1983 Ford Escort wagon. New muffler, snows, 50,000 miles, \$3,855. Cheryl 6-3284 days, 347-4057 after 8pm.

FOR SALE: Women's Woolrich winter coat, large, worn one season, \$50. 6-7475.

FOR SALE: Single bed/mattress, \$30; gold carpet, 8x10, \$15; 10x14, \$20; do-it-yourself bookshelves: boards, standards, brackets. Mark 257-5185.

FOR SALE: Mark electric train, bench press, single bed, dresser, three bookcases, negotiable. 277-2827, 10-4.

FOR SALE: Spiral stairs, custom made,

wood, steel, or any combination, inexpensive and better than a kit. Free estimates. Call Jim between 6pm and 9pm at (607) 546-7721.

FOR SALE: Bar, about 4', zebra wood top, plush fabric front and sides, 2 back shelves, \$20. 387-9619 after 5pm.

FOR SALE: Ski boots, Nordica, used one season, size 11 1/2, \$95. 257-4145 after 5pm.

FOR SALE: 1961 Sunbeam Alpine Roadster, removable hardtop, good body and frame, driven daily, red. Drive it away for \$1,295. 1-315-497-1395 eves, (315) 497-1341 days.

FOR SALE: Antique drop leaf table, couch (green), antique ice box (white metal), antique dresser. 272-6086 eves.

FOR SALE: World Book Encyclopedia, 1981, 22 vol., leatherbound, gold cut. 6-4464, 277-4404 eves.

FOR SALE: Bolens 1000 tractor, includes weight, snowblower, snowblade, mower-deck, care, \$1,300; bedroom suite, all wood, includes nightstand, mattress, boxspring, chest of drawers, head and foot boards, light color wood, \$300/OBO; cloth-covered chairs, yellow, \$25, green, \$10; Bassett hide-a-bed sofa, blue, \$175/OBO; B&W TV, \$75/OBO; wood desk with cabinet (small), new, \$40; 25.3 cu. ft. Frigidaire freezer chest, \$300; Snowblower, 5 hp. motor, \$250; bunny cage and stand, \$15; Toast-master oven, continuous cleaning, \$30; sterling silver coffee/tea service, price on request. Kathy 6-5438 for info or appt.

FOR SALE: Dwarf rabbits, one black, one gray, \$10/OBO. 387-6534 anytime.

FOR SALE: Radio/record player/8-track player combo, \$10; stereo/record stand, \$10, both in good condition; 6 ft. long-needled pine artificial Christmas tree, looks real, easy assemble, easy to store, \$15. 272-4271 after 5; 6-4514 or 6-7744 days.

FOR SALE: 1971 Chevy Malibu with 3-yr

old 357 Monte Carlo engine, only 90,000 miles, sold with snow tires, \$600/OBO. 6-5483 or 257-4168 eves.

FOR SALE: Boys 20 in. bike, great condition, \$40. 272-9004 after 5pm.

FOR SALE: Large clean wine barrel, 2 Honda Accord rims, 4 Terrel tires. 273-6549 anytime.

FOR SALE: 1975 Olds Starfire, new timing chain, waterpump, battery and rebuilt carburetor, 2 extra regular rims/2 extra mag rims, good winter car, reduced to \$900/OBO. 564-9375.

FOR SALE: 1 1/2 year-old Angus bull for breeding or beef, \$250/OBO; yearling Tobbiano pinto/Arab filly, well-mannered, very pretty, \$300/OBO. 564-9375.

FOR SALE: OC-6 Dozer (Oliver), PTO, 3 pt hitch, new steering bands, \$3,600/OBO. 564-9375.

FOR SALE: Brother EP44 Electronic printer. Extremely lightweight portable typewriter. AC or battery power, computer-compatible, 1000-character memory. Cost \$319, asking \$175. 6-4895 afternoons, keep trying.

FOR SALE: 12" B&W TV, works great, \$30. Nancy 6-4320 days.

FOR SALE: Sihl chain saw model 041, like new. Dynaco stereo amplifier. Cheap. 257-5066.

WANTED: Hamster or gerbil cage (or network of cages) for pet mice. Pat 6-7236 or 273-8544 after 3pm.

WANTED: Printer for Commodore computer. Ethel Vatter, 272-2749.

WANTED: Large oak desk to refinish. Kelly 6-8603 days, 273-3117 eves.

WANTED: Bulky Dazleaire yarn. Need one 3 oz. ball of white. Marie at 6-5069 or 564-3361.

WANTED: Large and small oak barrels for hard cider, reasonably priced please, 564-9375.

## Employee Assembly

Continued from front page

Any regular full-time or part-time staff member in the nonexempt, exempt, and academic staff categories.

How many members are there and how does one become a member of the Employee Assembly?

There are thirteen members, six of whom are employees from endowed units, six from statutory and one from the Geneva Experimental Station or at-large.

Employee Assembly elections are held in the spring. Prior to the spring elections, the Employee Assembly determines which seats are vacant and forwards this list to the Internal Operations Committee. A vacancy occurs when a) a member's term of office expires, b) a seat is unoccupied at the beginning of a term of office, c) an incumbent resigns, or d) the incumbent of a seat no longer qualifies as a member of the Cornell employee constituency. The Internal Operations committee of the Employee Assembly then solicits from the community names of individuals interested in serving on the Employee Assembly. Persons may nominate themselves or, with their consent, they may be nominated by other individuals, community groups or organizations. Elections are then held and positions are filled by the candidate receiving the highest number of votes in that category.

How long can one serve?

Membership on the Employee Assembly is for two years. Terms are staggered so that there is an election of one half of the members annually. There is no limit to the number of times one may seek membership on the Employee Assembly.

What is the time commitment required of an Employee Assembly member?

Between five and ten hours a month depending on one's level of involvement in the governance system.

How did you become interested in the Employee Assembly? What has been your motivating force to remain a member of the Employee Assembly for five years?

I saw Assembly membership as an opportunity to have a voice in decision making throughout the University. I saw it as a chance to not only be involved in the development, implementation, and evaluation of

the benefits and policies which affect my life but also as an opportunity to be actively involved in determining the course the University was to steer in the years that lie ahead.

In your opinion, what are some of the most important accomplishments of the Employee Assembly during your five year tenure?

Over the years, I have seen the Assembly's influence and reputation enhanced by the hard work of committed and dedicated employees who have contributed significantly to the constructive and effective resolution of numerous problems and issues within the larger community. Their tireless efforts earn them a working partnership with the University's decision-makers. This working partnership is the most important accomplishment of the Employee Assembly during my tenure.

Obviously, it would be impossible to list all of the important accomplishments of the Employee Assembly over the past five years. Since 1980, the Assembly has been involved with the development of the Employee Assistance Program, the establishment of the University's Infant Care Center, the establishment of the Tax Deferred Annuity alternative investment program, the development of the Select Benefits program, the establishment of Networking (the employee newspaper), and the 1982 Employee Survey. An astounding 76% of the employees responded to that survey. The survey resulted in numerous enhanced University policies and benefits.

How has the Employee Assembly changed over the past five years?

As respect and confidence has grown among the University's administrators, the Assembly's influence has also grown. The opportunity for employees to affect change is greater now than at any time in the past five years.

What have you gotten out of your involvement in the Employee Assembly?

Here come the cliches - but the truth is my involvement has given me the opportunity to contribute to a community that has given so much to me. It has enabled me to "make a difference." It has been a personal growth experience and provided me with the opportunity to get to know and work with some really fine, committed and caring people.

## Wilma Williams Wins September Custodian Award

by Bill Perkins

The Department of Residence Life has recognized Wilma Williams as the September 1985 Custodian of the Month. This award has been created for the purpose of recognizing one custodian each month from the department whose contributions are defined as outstanding. Performance, initiative, leadership and teamwork are key qualities on which this award is based. In her consistently unassuming manner, Wilma Williams represents well these qualities as is reflected by her selection to receive this award.

In addition to recognizing excellence of her performance, this award provides the opportunity to say thank you for her many years of service to the department. Wilma and her many colleagues provide the essential service of caring for the student residences, a service which contributes to the department's and the university's success. It's an important role and Wilma fills it in an outstanding manner. The award was presented by William P. Paleen, director of residence life. Along with having her name engraved on a department plaque, she received an individual plaque and a gift certificate for dinner.

Please join us in recognizing and thanking Wilma Williams for her contributions to the Department of Residence Life and Cornell University.

## Blood Pressure Screening Clinics

Schedule for blood pressure screening clinics at Cornell University in November and December 1985

November 14, Cornell Dining - Willard Straight-Elmhurst Room, 8:30am - 11:30am

November 14, Cornell Dining - North campus - Dining Office, 2:00pm - 4:00pm

November 20, Sage House, 2:00pm - 3:30pm

December 3, Typewriter Division - Maple Ave., 8:30am - 10:30am

December 4, Statler Inn - 5th Floor - Taylor Room, 8:30am - 12:00 noon

December 4, Statler Hall, 1:00pm - 3:00pm

December 10, Stocking Hall - Room 8, 8:30am - 12:00 noon

December 17, 120 Maple Ave. - Purchasing Conference Room, 8:30am - 11:30am

December 17, Traffice Bureau, 9:00am - 10:00am

to be arranged, Olin Hall



Wilma Williams

## Networking

### Deadlines

November 26 (December 5 issue)  
December 9 (December 19 issue)

### 1986 Deadlines

January 13 for January 23  
January 27 for February 6  
February 10 for February 20  
February 24 for March 6  
March 10 for March 20  
March 24 for April 3  
April 7 for April 17  
April 21 for May 1  
May 5 for May 15  
May 19 for May 29  
June 2 for June 12  
June 16 for June 26  
June 30 for July 10  
July 14 for July 24  
July 28 for August 7  
August 11 for August 21  
August 25 for September 4  
September 8 for September 18  
September 22 for October 2  
October 6 for October 16  
October 20 for October 30  
November 3 for November 13  
November 17 for December 4  
December 8 for December 18  
(holiday issue)

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