

## Cornell Physicist Mitchell Feigenbaum Shares 1986 Wolf Foundation Prize

By ROGER SEGELKEN

Mitchell J. Feigenbaum, the Cornell University theoretical physicist whose explanations of "chaos" are opening new fields of research in mathematics, physics, chemistry, and biology, is the co-recipient of the 1986 Wolf Foundation Prize in Physics.

He is credited with explaining the phenomenon of "period doubling" as one way that orderly, predictable systems — such as the weather or the economy — disintegrate into chaos.

Feigenbaum shares the prestigious \$100,000 international award with Albert Joseph Libchaber, an experimental physicist at the University of Chicago.

The Wolf Foundation, in announcing the awards Wednesday, said that Feigenbaum is cited for his "original theoretical work demonstrating the universal character of non-linear systems, which has made possible the systematic study of chaos."

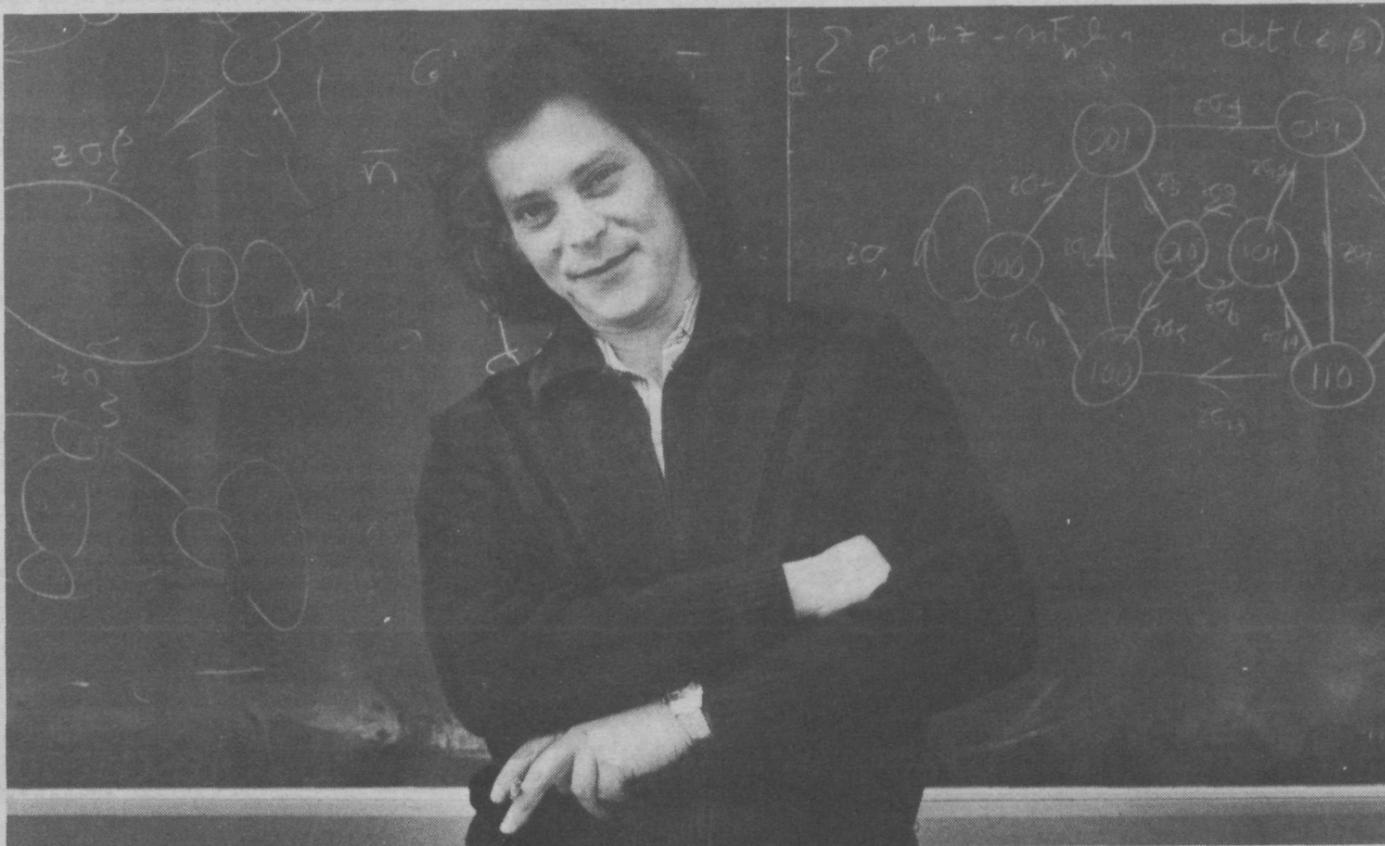
Libchaber, a French physicist with the James Franck and Enrico Fermi institutes at the University of Chicago, is recognized for his "brilliant experimental demonstration of turbulence and chaos in dynamical systems."

Chaos is found in the turbulence of gases and liquids. Examples include the swirls of cream stirred into a cup of coffee or the unpredictable "bumpy" air that bounces an airplane in flight.

It can affect almost everything in the universe, from the arrhythmic beating of a fibrillating human heart to the behavior of global weather patterns to a swirling nebula in outer space.

Chaos frustrates mathematicians, scientists, and engineers because the equations that describe orderly systems are hopelessly insoluble in non-linear systems. Often, so many interconnected factors produce chaos that even the most powerful supercomputers cannot accurately simulate complex chaotic systems and predict an outcome.

Feigenbaum's discovery, which he made



Physicist Mitchell Feigenbaum stands before his frequently used blackboard.

while a member of the theoretical division at Los Alamos National Laboratory in the mid-1970s, is helping researchers trace the path from order to disorder.

A characteristic of potentially chaotic systems is that their behavior significantly varies as the environment of the system changes; for example, the swirling motion of cigarette smoke as it approaches a warm

light.

Feigenbaum found that for potentially chaotic systems there is a universal constant. That number (4.669201609...), known as the Feigenbaum number, describes precisely the sensitivity of the motion to the environment.

Among the applications of this new understanding of chaos is the analysis, by Cornell engineers and others, of the vibrations that

led to metal fatigue and fracture. Even stock market analysts are trying to apply principles of chaos to the study of the economy.

"It is hard to think of any other development in recent theoretical science that has had so broad an impact over so wide a range of fields, spanning both the very pure and the very applied," says David Mermin, di-

Continued on Page 2

## Cornell to Test Groundwater in Upstate New York

By SUSAN S. LANG

In an unparalleled effort to determine groundwater quality throughout New York State, Cornell will test for pesticide residues in the major groundwater systems in upstate New York. The study will be conducted for the New York State Department of Environmental Conservation.

Across the U.S., such residues have been detected in groundwaters, raising public concerns about possible threats the use of pesticides may pose to groundwater quality.

"There are particular concerns about

groundwater resources in rural and farming areas because many rural residents depend on groundwater for their drinking water supplies," says Mark Walker, a hydrologist in the Center for Environmental Research at Cornell, who is directing the two-year survey.

Of the more than 600 active pesticide ingredients approved for use by the U.S. Environmental Protection Agency, only about 3 percent have been detected in groundwater.

"We believe that most pesticides are either immobile in soil or very short-lived," Walk-

er says. "Such chemicals would, therefore, rarely pose a threat to groundwater quality."

Nevertheless, some have the potential to reach groundwater. To determine to what extent pesticides are contaminating New York's groundwater, Cornell researchers will focus on up to 60 pesticides. On a regional basis, the scientists will determine which pesticides are most likely to be in the water by examining the chemical characteristics of pesticides, kinds of uses, and soil and hydrogeologic characteristics of the application sites.

"We'll be looking especially for those chemicals that are highly water soluble, mobile through the soils, and long-lived," Walker points out.

The survey will be conducted in two phases. The first will focus on a pilot study in Cortland, Steuben, and Chemung counties.

The second phase will be an expansion of the first phase into a statewide survey. It will assess about one dozen areas, as yet unidentified, in upstate New York.

## Getting Oriented

### Activities Planned for Newcomers to Cornell

A taste of Cornell's ice cream, campus politics, and non-alcoholic drinks are among the many activities planned for spring term orientation beginning Tuesday.

The six days of events are organized for both incoming graduate and undergraduate students. They "are an excellent way to meet new people, make new friends, and, at the same time, get acquainted with Cornell," say Melissa Hodes, Arts '87, and David Gruen, Arts '87, co-chairmen of the Orientation Steering Committee.

Events such as the President's Reception and Cornell Night have become university traditions and should not be missed by new students, the pair said. President Rhodes will personally greet all the new students at an informal gathering in the Big Red Barn, 7:30 p.m. to 9:30 p.m. Tuesday.

The many lectures, workshops, and tours are intended to help new students get their bearings, they said.

These include campus tours and a slide show providing glimpses of life off campus. Scientific installations at Cornell, such as the

observatory and the synchrotron, will also be open for tours at appointed times.



Noyes Center will offer a sample of Cornell ice cream at 10 a.m., Jan. 24, during a get-acquainted reception for new undergraduate students.

New graduate students will enjoy an ice cream social from 8 p.m. to 10 p.m., Jan. 25.

Political issues at Cornell will be the topic of a panel discussion 2:30 p.m., Jan. 23. The panel will discuss current issues, including one that has gained much national attention — divestment.

Later that day, a faculty-student "mocktail" party is scheduled for the Noyes Center Pub. Non-alcoholic drinks will be served at the party designed for students to meet Cornell professors.

A complete schedule of orientation events for graduate and undergraduate students has been included in packets of material provided to the new students. Those who did not receive one or are seeking further information should contact the Dean of Students Office at 256-4131 or the Graduate Students Program at 256-4221.

## State Officials Meet Here on Labor Needs

One dozen representatives of New York State agencies are scheduled to meet with 30 Cornell faculty members and graduate students on campus today to discuss how the state can ensure an adequate labor supply for future jobs, sufficient worker training and education, and a safe work place, among other topics.

The College of Human Ecology and the School of Industrial and Labor Relations at Cornell are hosts for the "brainstorming" session. State agencies to be represented include the Science and Technology Foundation, Job Development Authority, Division for Women, and Department of Labor.

They will meet with faculty members and graduate students from programs in human service studies, human development and family studies, education, industrial and labor relations, city and regional planning, sociology, government, Africana studies, and design and environmental analysis.

"This meeting is bringing together people who approach issues in different ways" said graduate student Amy Svirsky, a conference organizer. "Faculty members are often experts in a specific discipline. Policy makers, while not experts in a specific topic, know how things get done in the political process."

## Feigenbaum

Continued from Page 1

rector of Cornell's Laboratory of Atomic and Solid State Physics, where Feigenbaum has been a professor since 1982.

"His work over the last decade has opened up a whole new field of human endeavor — the systematic study of chaos — that quite transcends the traditional disciplinary boundaries," Mermin adds.

The Wolf prize committee said that Feigenbaum's work has "spawned new fields of theoretical and experimental mathematics and has led to a major new area of endeavor in the theoretical physics of condensed matter, changing the way people think about the onset of turbulence in hydrodynamic systems. It has implications for plasma physics, biology, and chemistry that are only beginning to be explored."

Feigenbaum's previous honors include a fellowship (the so-called genius award) from the John D. and Catherine T. MacArthur Foundation (1984), the E. O. Lawrence Memorial Award of the U.S. Department of Energy (1982), and the Distinguished Performance Award of Los Alamos National Laboratory (1980).

He earned a bachelor's degree in electrical engineering from City College of New York (1964) and a Ph.D. in elementary particle

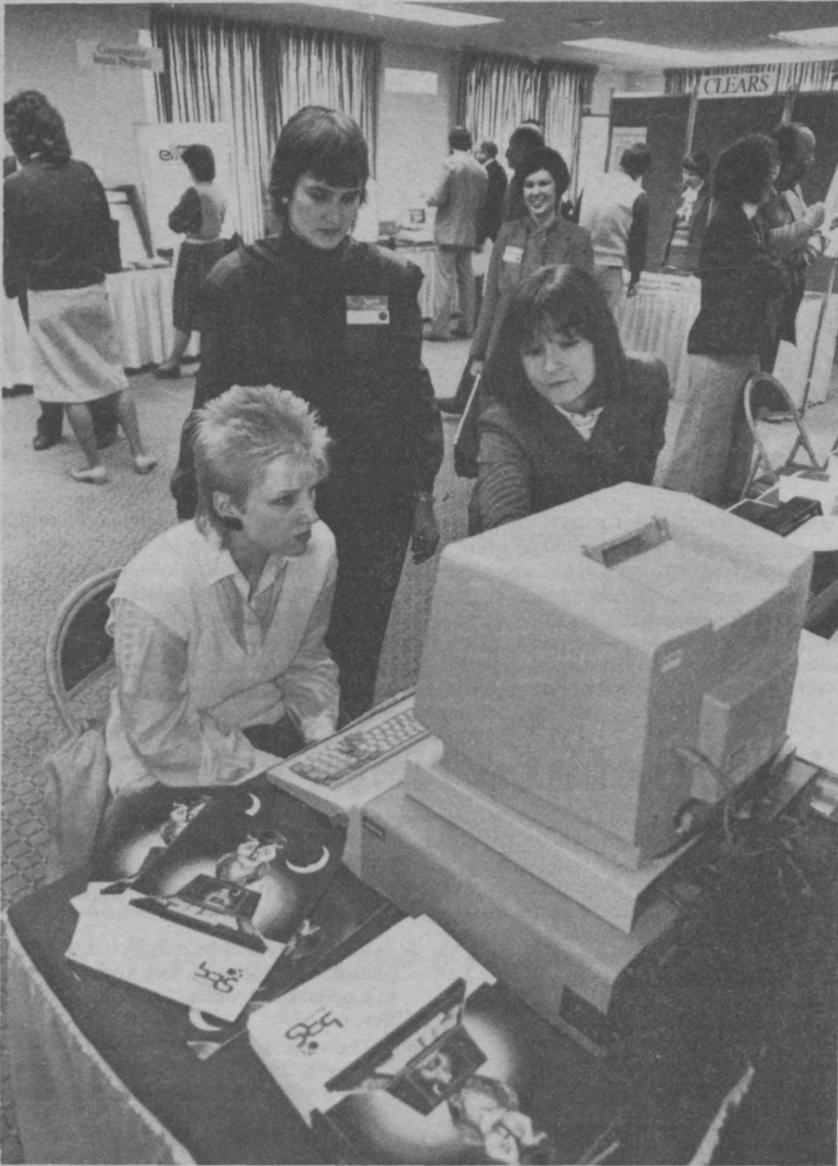
physics from the Massachusetts Institute of Technology (1970).

Feigenbaum served as a research associate and instructor at Cornell (1970-72) and as a research associate at Virginia Polytechnic Institute (1972-74). He joined the staff of Los Alamos National Laboratory in 1974 and was made a Fellow of the Theoretical Division in 1982, the year he joined Cornell.

Since 1978, the Israel-based Wolf Foundation has awarded prizes to "promote science and art for the benefit of mankind" in chemistry, physics, mathematics, agriculture, medicine, and the arts. This year's prizes will be presented by the president of Israel at a May session of the Knesset, the Israeli parliament.

Feigenbaum is the fourth Cornell faculty member to receive a Wolf Prize, established by the late Ricardo Wolf, a German-born chemist.

Wendell Roelofs, the Liberty Hyde Bailey Professor of Insect Biochemistry in the New York State Agricultural Experiment Station at Geneva, received the 1983 prize in agriculture. In 1980, Kenneth G. Wilson, the James A. Weeks Professor of Physical Science, and Michael E. Fisher, the Horace White Professor of Chemistry, Physics, and Mathematics, shared the physics prize with Leo Kadanoff of the University of Chicago.



Cornell Cooperative Extension Agent Timmie Yastremski (seated) gets acquainted with new computer software at the Electronic Resource Fair in Statler Hall West Lounge. Looking on is agent Serena Crossfield and instructing the pair is Linda Stewart, a reference librarian at Mann Library. The fair was part of the biennial extension conference held here Jan. 8-10.

## Cornell Chronicle

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## Wildlife Specialists to Gather

Wildlife resource management professionals from throughout the United States and other countries will gather this month for an international symposium on the values of the world's wildlife resources.

Slated for January 28-30, 1986, the symposium on the "Economic and Social Values of the Wildlife Resource" will be held at the Hotel Syracuse in Syracuse, N.Y.

Wildlife professionals from academic institutions, government agencies, and private conservation organizations are organizing the symposium in response to increasing public interest in the environment and in wildlife management, according to the symposium's program chairman, Daniel J. Decker of Cornell.

"Citizen participation in environmental and natural resource management issues has increased dramatically in the past 15 years,

and this involvement has significant implications for wildlife management," Decker says. "That trend will likely continue."

The symposium will feature presentations by leading experts in the field of wildlife management, especially the socioeconomic aspects of management. It will feature sessions focusing on subjects such as the value of the world's wildlife resources, economic uses of the resource, how wildlife affects the quality of life, and others.

Decker believes that this symposium is the first of its kind.

"It is expected to be a landmark meeting on this topic. It's an event whose time has come, and it is sorely needed," says the Cornell wildlife specialist.

For more information on the symposium, contact Daniel Decker, 124 Fernow Hall, at 256-7695.

## Telephone Switchover Set to Begin

By PAT PAUL

On Monday, Jan. 13, AT&T personnel began the process of placing the System 85 telephone sets in preparation for cutover the weekend of Feb. 28. Set placement began this week; the list below itemizes work planned for this week and the following week. An update will be published weekly in the *Chronicle* indicating what buildings have been essentially completed along with a brief message on project status. The schedule is our best estimate, but is subject to change based on the actual time required to complete each building.

The new sets will have dial tone available as they are placed, but we recommend that you not use them until you have attended one of the training sessions to be held in February. After training we will encourage you to utilize the new equipment for on-campus calls as appropriate. By that time, new directories and instructional materials will have been distributed and most telephones installed and working internally. The new telephones will not be able to place or receive any off-campus calls until after cutover.

Please take the same precautions to secure the new sets as you have with your existing Centrex sets. Departments will be held responsible for the replacement costs of station equipment that is stolen or abused. Remember, too, that most existing Centrex sets are the property of AT&T and will be recovered after cutover. Please take precautions to safeguard both your System 85 and Centrex telephones throughout the cutover period.

The actual transition from Centrex service to System 85 will begin at the close of business on Friday, Feb. 28, and be completed by 7:00 a.m. Monday, March 3. At that time, the System 85 and all associated telephone sets will be connected to New York Telephone trunk lines and the outside world. One or both phones will work over the weekend and both will work for two to three days after cutover until System 85 service is stabilized.

Pat Paul is Director of Telecommunications. This is the first in a series of articles describing the telephone equipment switchover.



### BUILDINGS SCHEDULED WEEK OF JAN. 13

|                    |               |
|--------------------|---------------|
| Cascadilla Hall    | U Hall No. 5  |
| Clara Dickson Hall | U Hall No. 6  |
| Risley Hall        | Barton Hall   |
| Sheldon Court      | Phillips Hall |
| U Hall No. 1       | Schoellkopf   |
| U Hall No. 2       | Statler Hall  |
| U Hall No. 3       | Teagle Hall   |
| U Hall No. 4       |               |

### BUILDINGS SCHEDULED WEEK OF JAN. 20

|                    |                           |
|--------------------|---------------------------|
| Bard Hall          | Lincoln Hall              |
| East Roberts Hall  | Martha VanRensselaer Hall |
| Emerson Hall       | Hall                      |
| Fernow Hall        | McGraw Hall               |
| Goldwin Smith Hall | Morrison Hall             |
| Grumman Hall       | Riley Robb Hall           |
| Hollister Hall     | Roberts Hall              |
| ILR                | Sibley Hall               |
| Ives Hall          | Thurston Hall             |
| Kimball Hall       | Upson Hall                |
|                    | Wing Hall                 |

## For The Record

### Senior Wins Beinecke Scholarship

Sang-Mo Kang, a senior chemistry major at Cornell, is one of five undergraduate students nationwide awarded a 1985 Beinecke Memorial Scholarship.

The award covers financial need for the senior year and pays tuition and other costs for two years of graduate study, with a maximum stipend of \$12,000 per year.

Kang plans to use the award to study biochemistry and medicine.

Awarded annually since 1975, the scholarship was established by The Sperry & Hutchinson Co. Inc. to honor the three Beinecke brothers — Edwin, Frederick, and Walter — who were the leading executives of the New York City promotions firm from the 1920s through the 1960s.

Scholarship recipients are selected for superior standards of intellectual ability, scholastic achievement, and personal promise. Colleges and universities are limited to one nomination each year. The other four winners this year were from Amherst, Carleton, Oberlin, and Wheaton colleges.

Born in Korea, Kang came to the United States when he was six years old. He is enrolled in the College of Arts and Sciences at Cornell.

### ROTC Scholarship Awarded

Scott Ruffner, a fourth-year student in electrical engineering at Cornell, has been awarded a Society of American Military En-

gineers scholarship worth \$900 for the 1985-86 academic year.

A member of the university's Air Force ROTC unit, Ruffner was selected for the award in competition with 300 Navy, Army, and Air Force ROTC engineering students on campus.

Criteria for the honor are a combination of achievements in the ROTC program and overall academic excellence.

### Miller, Wolters Named Emeritus

Two retired Cornell faculty members, Frank B. Miller and Oliver W. Wolters, have been named emeritus professors.

Miller, professor emeritus of industrial and labor relations, retired last June from the New York State School of Industrial and Labor Relations after serving on its faculty since 1953. He is a specialist in complex organizations, sociology of occupations, and personnel administration.

Since 1964, Miller has been a member of the university's commencement arrangements committee. Since 1973, he has been the university's mace-bearer at major ceremonies, including commencement.

Wolters, the Goldwin Smith Professor of Southeast Asian History, Emeritus, also retired last June. He held joint appointments in the Department of History and the Department of Asian Studies in the College of Arts and Sciences, and was a member of the Southeast Asia Program. He served as chairman of Asian studies and was named to the Goldwin Smith Professorship in 1975.

# Public Hearing Set for Selective Divestment Plan

A public hearing will be held Jan. 27 for members of the campus community to comment on a recommendation before Cornell's Board of Trustees that the university strengthen its policy of selective divestment from companies doing business in South Africa that fail to adhere to the Sullivan Principles.

That recommendation, made by the Proxy Review Committee Dec. 5, was endorsed last Thursday (Jan. 9) by the board's Investment Committee during a meeting in New York City.

At least one dozen trustees are expected to attend the Jan. 27 public hearing, which will begin at 7:30 p.m. in Statler Auditorium.

Cornell's full board is slated to vote on the matter Jan. 31.

The Investment Committee, at its Jan. 9 meeting, endorsed the PRC's hope that the university and all members of the Cornell community will reexamine how they can play a positive role in ending apartheid, which "constitutes a systematic violation of human rights."

The nine-member committee concluded that "a policy of total divestment is tantamount to a policy of total abandonment by the university" of any role in improving conditions in South Africa "through responsible corporate citizenship." The policy of selective divestment, it said, "permits the university to join in efforts to bring about positive change."

Total divestment could "cause substantial damage to the financial interests of the university and, hence, disserve its educational and research purposes and impair its ability to perform its appropriate leadership role in the larger society," it stated.

Cornell adopted the Sullivan Principles in 1979 as a guideline for investments. The university's investment portfolio is worth about \$715 million. About \$121 million is in securities of 43 Sullivan signatories.

Since 1980, Cornell has divested about \$7 million worth of stocks in companies that failed to abide by the Sullivan Principles or their equivalents.

The stronger policy would see Cornell sell

**Total divestment could "cause substantial damage to the financial interests of the university and, hence, disserve its educational and research purposes and impair its ability to perform its appropriate leadership role in the larger society."**  
**—Investment Committee**

its shares of and make no new investments in companies that fail to achieve ratings of "making good progress" or "good progress" — the top two ratings companies can achieve under the Sullivan Principles.

The Proxy Review Committee's report recommended that Cornell consider total divestment if, after three years, it appears there has not been sufficient progress toward ending apartheid and if private sector efforts have not affected the South African government's determination to maintain apartheid.

The PRC report also called for a "significantly broadened faculty involvement in programs to help the non-white community of South Africa."

Two faculty members and two students addressed the Investment Committee during

its meeting last Thursday.

Philip Lewis, associate professor of Romance studies, speaking on behalf of Faculty and Staff Against Apartheid, described the PRC report as "astonishingly insufficient and evasive." He called for the Board of Trustees to postpone action pending further campus discussion.

W. Donald Cooke, chairman of the faculty budget committee, presented what he called "an amateur's assessment" of the cost of divestment.

His group estimated that divestment would carry an initial one-time cost of \$150,000, plus annual costs in transaction fees and other items. The committee declined to take a stand on the issue of divestment.

Two students representing the Coalition for Divestment said the PRC report "was not a sensitive piece of work" and that it was "patronizing."

Following the four presentations, about 30 people attending the meeting rose to speak, unfurled a pro-divestment banner, and eventually stormed out of the meeting chanting, "You are white America, you are white South Africa."

After about five minutes, the committee

**The PRC report is "astonishingly insufficient and evasive."**  
**—Philip Lewis**

meeting continued and trustees spent about one hour discussing the PRC report the recommendation for endorsement.

The Investment Committee, in its endorsement of the PRC report, said the university

can contribute most effectively "to the course of positive social and political change" in South Africa by retaining its shares in companies doing business there and by exercising its shareholder rights to influence actions affecting corporate policies in South Africa.

Total divestment of all South Africa related securities, the committee said, could have "substantial long-term risks and negative financial consequences" for the university's investment portfolio. That cost is attributed to increased transaction and management costs, loss of diversification, and "loss of opportunity."

The Investment Committee said "... it would be financially unsound to establish any investment policy that narrowly restricts the choices of investment vehicles or broadly excludes segments of markets from investment consideration."

Also cited by the committee was a statement from the financial consulting firm Cambridge Associates, which says: "One categorical statement can be made even in the presence of uncertainty. Confining the discussion to purely financial considerations, divestment cannot leave Cornell better off and, under all but the most extreme assumptions, will leave Cornell worse off."

Investment Committee members also referred to an observation by independent counsel to the PRC, which states: "the ... law's presumed tolerance for considering social and political factors cannot be read to override the duty to adhere to prudence in the conventional economic sense."

Cornell University Counsel said a legal claim that trustees had breached their fiduciary duty could arise "in the event that the business judgment of the trustees consciously includes the probability that a proposed investment policy will adversely affect the financial strength of the university with respect to income or future capital gain ...."



**Peter Nelson, a Cornell graduate student, was one of 201 people, including 12 first-time donors, who gave blood Monday (Jan. 13) in the Memorial Room at Willard Straight Hall, helping the American Red Cross just exceed its goal of 200 pints. The next bloodmobile visit to campus is scheduled for Noyes Center from 10 a.m. to 3:45 p.m. on Valentine's Day, Feb. 14. Taking a pint of Peter's blood is Cynthia Natoli, R.N.**

## Deficit Plan Could Cut Farm Support Levels

By JOSEPH SCHWARTZ

Legislation to eliminate the nation's budget deficit will probably undercut government dairy price supports, but could also result in lower consumer costs, a key government official said on campus Tuesday.

Robert L. Thompson, assistant secretary of agriculture for economics with the U.S. Department of Agriculture, said that the Gramm-Rudman balanced budget law could lead to across-the-board cuts in federal programs, including those that have an impact on the agricultural community. The first of those cuts could come as early as March, he said.

"The smart money is betting for a reduction of 3 to 5 percent in federal programs this year," Thompson said. "When those cuts go into effect, dairy price supports will be treated like anything else."

Thompson made his remarks in the keynote address at Cornell University's 13th annual Dairy Days, Jan. 14-15.

While he shied away from predicting how much the Gramm-Rudman law would reduce dairy support prices, he did predict that the legislation would reduce those prices below the levels set by the 1985 farm bill.

The Gramm-Rudman legislation, signed into law in December 1985, mandates that the federal budget deficit, which totals more than \$200 billion, be eliminated within a five-year period. In order to achieve that goal, federal programs will face budget cuts each year through 1991.

Thompson told 350 New York dairy farmers and Cornell faculty that Gramm-Rudman is being challenged in court but, in the meantime, his department is preparing to deal with its effects.



Thompson

Cornell agricultural economist Andrew Novakovic says Gramm-Rudman would have a destabilizing effect on support prices.

In a summary he wrote last year, Novakovic said Gramm-Rudman "could mean a price cut in the neighborhood of 23 cents" in early 1986 but, he added, it is "another wild card."

Federal dairy support prices are set by the agriculture department to regulate the market and to subsidize farmers. Market prices for milk tend to follow those support levels. Therefore, a further reduction in those supports could result in lower prices for dairy products, Thompson said.

The 1985 farm bill already includes cuts in those dairy support prices in an effort to bring down milk supplies into line with demand. The first of those support cuts is supposed to go into effect on Jan. 1, 1987.

The main impact of the Gramm-Rudman law is that it will reduce the money available to pay those support prices.

### Astronomers View Voyager Data

Cornell astronomers Joseph A. Burns, Peter J. Gierasch, Philip D. Nicholson, Carl Sagan, Peter Thomas, and Joseph Veverka will be at the Jet Propulsion Laboratory in Pasadena, CA, next week for Voyager 2's encounter with the planet Uranus.

Gierasch, a professor of astronomy, is a member of the Voyager infrared spectrometry team. Professor of Astronomy Veverka is a member of the imaging team. Also analyzing pictures from the spacecraft's television cameras will be Thomas, a research associate; Burns, professor of astronomy; and Nicholson, assistant professor of astronomy. Sagan, the David Duncan Professor of Astronomy and Space Sciences, is a member of Voyager mission control.

### TV Public to View Astronomers

The importance of comets as sources of information about the origin of our solar system and the pathway of Halley's Comet will be discussed by two Cornell astronomers on a cable television show next week.

Joseph Veverka, a professor of astronomy, and Philip Nicholson, assistant professor of astronomy, will appear in the fourth show of the series "Facets: Excursions into Science," on cable channel 13. The show will be aired at 7:30 p.m. Jan. 20 and at 6 p.m. Jan. 23.

Veverka also will speak on "The Return of Halley's Comet" in a free, illustrated lecture at 7 p.m. Wednesday, Feb. 5, in Kaufman Auditorium of Goldwin Smith Hall.

# Calendar

All items for publication in the Calendar sections, except for Seminar notices, must be submitted (typewritten, double spaced) by mail or in person to Fran Apgar, Central Reservations, 531 Willard Straight Hall at least 10 days prior to publication. Seminar notices should go to the Chronicle office, 110 Day Hall. Items should include the name and telephone number of a person who can be called if there are questions, and also the subheading of the calendar in which it should appear (lectures, colloquia, etc.) ALL DEADLINES WILL BE STRICTLY ENFORCED.

\*—Admission charged.

## Announcements

### E.A.R.S.

On behalf of Empathy, Assistance and Referral Service, fondly known as E.A.R.S., we are happy to announce that we have recently expanded our hours. Friday hours have been extended from 7-11 p.m. to 5-11 p.m. Our regular hours Sunday through Thursday, 3-11 p.m. and Saturday, 7-11 p.m.

E.A.R.S. provides short-term peer counseling on a walk-in as well as telephone basis; we are located in Willard Straight Hall, room 211, and our phone number is 256-EARS. All services are free and completely confidential. As ever, E.A.R.S. counselors look forward to being of support to all members of the Cornell community.

### Tours of Olin Library

The Olin Reference Department will provide tours of Olin Library during the first two weeks of the spring semester for new and returning faculty, graduate student, and interested staff. They last approximately 45 minutes. Meet in the lobby, across from the circulation desk, at the following times: Jan. 23, 2:05 p.m.; Jan. 24, 10:30 a.m.; Jan. 27, 1:30 a.m.; Jan. 28, 10:05 a.m.; Jan. 29, 1:05 p.m.; Jan. 30, 3:05 p.m.; Jan. 31, 9:30 a.m. For more information, please call 256-3319.

### Alternatives Library

People were indeed here before Columbus! Explore the ways of true Native Americans at the Alternatives Library, Anabel Taylor Hall. We have books, tapes and periodicals available; and we are free and open to the public.

### Personal Effectiveness Seminar

Eight-week personal development program with Let Davidson, Ph.D., builds self-awareness, confidence, integrity, responsibility, creativity, vitality, relaxation and peace of mind. Meets eight Tuesdays, 7-10 p.m., begins February 4. Call 272-4131. Co-sponsored by Transformation Workshops and CRESF.

### Making Relationships Work

An eight-week workshop with Let Davidson, Ph.D. on creating loving and satisfying relationships, for individuals and couples. Meets eight Thursdays, 7-10:30 p.m., begins February 6. Call 272-4131. Co-sponsored by Transformation Workshops and CRESF.

### English as a Second Language

A program for visiting scholars, Feb. 10-Mar. 20, 1986. A six-week noncredit course will be offered at Cornell for visiting academicians who seek improvement in any basic English language skills, particularly speaking and listening comprehension. All language-learning activities will be oriented toward what will be most useful to the scholars during their stay here. Practice in speaking and pronunciation will include informal conversation activities, formal presentations, and individual help with pronunciation problems.

Classes meet on campus 4:30-6:30 p.m. Monday through Thursday, Feb. 10 through Mar. 20, 1986. In addition to the eight hours of weekly classroom instruction, individual consultations will be scheduled.

The program fee is \$400. Registrations must be submitted by 4:30 p.m. Friday, February 7. For registration information, contact Patricia Updike, B12 Ives Hall, 256-7259. For more information about the course, contact the instructor, Mary K. Redmond, 323 Morrill Hall, 256-8288.

### Tours of Uris and Olin Libraries

Undergraduate tours of Uris and Olin Libraries will occur Monday, Jan. 27 through Friday, Jan. 31. Interested persons should meet at the Uris Circulation Desk at the following days and times: Mon., Jan. 27, 3:30 p.m.; Tues., Jan. 28, 1:25 p.m.; Wed., Jan. 29, 2:30 p.m.; Thurs., Jan. 30, 10:10 a.m.; Fri., Jan. 31, 11:15 a.m. Uris Library tours last 30 minutes and then continue in Olin Library. Handicapped students needing special tours should call 256-2339.

### Writing Workshop

Writing Workshop Walk-in Service. Free tutorial instruction in writing. Mon.-Thurs., 3:30-6 & 7:30-10 p.m.; Sun. 3-8 p.m. 174 Rockefeller Hall and Sun.-Thurs. 9-11 p.m. in 340 Goldwin Smith Hall.

## Dance

### Cornell Jitterbug Club

The Cornell Jitterbug Club meets every Wednesday, 7:30-9:30 p.m. in Anabel Taylor Edwards Room. Instruction given. For more information call Jim at 256-5034 or 257-4692. Dancing will resume Jan. 22.

### Israeli Folk Dancing

Dancing will be held on Thursday evenings at 8 p.m. in the One World Room of Anabel Taylor Hall. Beginners and experienced dancers welcome. Dancing will resume Jan. 30.

### Jazz Exercise

Adult Jazz Exercise Dance Class. Tuesdays and

or Thursdays, 7-8 p.m. Call 256-4231 mornings, or 257-5677 for further information.

### International Folkdancers

The Cornell Folkdancers meet every Sunday in the North Room of Willard Straight Hall. Instruction from 7:30-8:30 p.m., followed by request dancing till 10:30 p.m. Dancing will resume Feb. 2. Free; beginners welcomed; no partners needed.

## Exhibits

The Herbert F. Johnson Museum of Art will open Jan. 18. Opening on Jan. 21 will be 'New York State Artists V.'

### Films

Unless otherwise noted films are sponsored by Cornell Cinema.

### Sunday

Jan. 19, 8 p.m. . . Uris Hall Auditorium. 'The Lady Vanishes' (1938), directed by Alfred Hitchcock, with Sir Michael Redgrave and Margaret Lockwood.

### Monday

Jan. 20, 8 p.m. . . Uris Hall Auditorium. 'Fahrheit 451' (1966), directed by Francois Truffaut with Julie Christie and Oskar Werner.

### Tuesday

Jan. 21, 8 p.m. . . Uris Hall Auditorium. 'The Third Man' (1950), directed by Carol Reed, with Orson Welles, Joseph Cotton and Alida Valli.

### Wednesday

Jan. 22, 8 p.m. . . Uris Hall Auditorium. 'The King and I' (1956), directed by Walter Lang, with Yul Brynner and Deborah Kerr.

### Thursday

Jan. 23, 8 p.m. . . Uris Hall Auditorium. 'The Incredible Shrinking Man' (1957), directed by Jack Arnold, with Grant Williams and Randy Stewart.

### Friday

Jan. 24, 7 p.m. . . Statler Auditorium. 'The Breakfast Club' (1984), directed by John Hughes with Molly Ringwald, Judd Nelson and Anthony Michael Hall.

Jan. 24, 8 p.m. . . Uris Hall Auditorium. 'Where the Green Ants Dream' (1985), directed by Werner Herzog, with Bruce Spence and Wandjuk Marika.

Jan. 24, 9:15 p.m. . . Statler Auditorium. '1984' (1984), directed by Michael Redford, with John Hurt, Richard Burton and Suzanne Hamilton. Co-sponsored with Amnesty International.

Jan. 24, 10:15 p.m. . . Uris Hall Auditorium. 'Casablanca' (1942), directed by Michael Curtiz, with Humphrey Bogart, Ingrid Bergman and Claude Rains.

### Fri. & Sat.

Jan. 24 & 25, 12 midnight . . Statler Auditorium. 'Batman' (1967), directed by Leslie Martinson, with Adam West, Burt Ward, and Lee Merriweather. Co-sponsored with the Orientation Steering Committee. 1-2 admission with new student ID.

### Saturday

Jan. 25, 7 p.m. . . Statler Auditorium. '1984.' Jan. 25, 8 p.m. . . Uris Hall Auditorium. 'Casablanca.'

Jan. 25, 9:45 p.m. . . Statler Auditorium. 'The Breakfast Club.'

Jan. 25, 10:15 p.m. . . Uris Hall Auditorium. 'Where the Green Ants Dream.'

### Sunday

Jan. 26, 8 p.m. . . Uris Hall Auditorium. 'It's a Mad, Mad, Mad, Mad, World' (1963) directed by Stanley Kramer, with Spencer Tracy, Milton Berle, and Buddy Hackett.

## Music

### Every Sunday

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

### Sunday

Jan. 19, 8-11 p.m. Bound for Glory on FM 93 (WVBR) presenting records from the studio.

## Religious Services

### Catholic

Every Saturday, 5:00 p.m. Anabel Taylor Auditorium. Mass.

Every Sunday, 9:30, 11 a.m., 5 p.m. Anabel Taylor Auditorium. Mass. From Dec. 22 to Jan. 19 inclusive, Mass will be only at 10 a.m.

Mon.-Fri., 12:15 p.m. Anabel Taylor Chapel. Daily Mass. There will be no daily Masses from Dec. 24 to January 17. Mass will resume Jan. 20.

### Christian Science

Every Thurs., 7 p.m. Anabel Taylor Founders Room.

### Episcopal (Anglican)

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

### Jewish

All services will resume Friday, Jan. 24. Every Friday, 5:30 p.m. Anabel Taylor Founders Room. Shabbat Services (Conservative Egalitarian).

Every Friday, 5:30 p.m. Anabel Taylor Chapel. Shabbat Services (Reform).

Every Friday, 5:30 p.m. Young Israel House, 106 West Ave. Shabbat Services (Orthodox).

Every Saturday, 9:15 a.m. Anabel Taylor Edwards Room. Shabbat Services (Orthodox). Kiddush to follow.

Every Saturday, 10 a.m. Anabel Taylor Founders Room. Shabbat Services (Conservative Segalitarian). Kiddush to follow.

### Korean Church

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

### Muslim

Monday-Thursday, 1 p.m. Anabel Taylor 218.

Friday, 1 p.m. Anabel Taylor Edwards Room.

### Protestant

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

| January |    |    |    |    |    |    | 1986 |    |    |    |    |    |    |
|---------|----|----|----|----|----|----|------|----|----|----|----|----|----|
| S       | M  | T  | W  | T  | F  | S  | S    | M  | T  | W  | T  | F  | S  |
|         |    |    |    | 1  | 2  | 3  | 4    |    |    |    |    |    |    |
| 5       | 6  | 7  | 8  | 9  | 10 | 11 | 12   | 13 | 14 | 15 | 16 | 17 | 18 |
| 19      | 20 | 21 | 22 | 23 | 24 | 25 | 26   | 27 | 28 | 29 | 30 | 31 |    |

## Sports

### Saturday

Jan. 18, 1 p.m. Teagle Pool. Men's Swimming-Colgate.

Jan. 18, 1 p.m. Teagle Pool. Women's Swimming-Colgate.

Jan. 18, 7:30 p.m. . . Barton. Men's Basketball-Brown.

Jan. 18, 7:30 p.m. Lynah. Women's Hockey-Yale.

### Sunday

Jan. 19, 1 p.m. Barton. Men & Women's Track. Cornell Invitational.

### Tuesday

Jan. 21, 7:30 p.m. Barton. Women's Basketball-St. Bonaventure.

### Friday

Jan. 24, 7:30 p.m. . . Lynah. Men's Hockey-Dartmouth.

Jan. 24, 7:30 p.m. Oxley Polo Arena. Men's Polo-Yale.

### Saturday

Jan. 25, 2 p.m. Teagle. Men's Wrestling-Yale.

Jan. 25, 4 p.m. Lynah. Men's J.V. Hockey-Oshawa Jr. B.

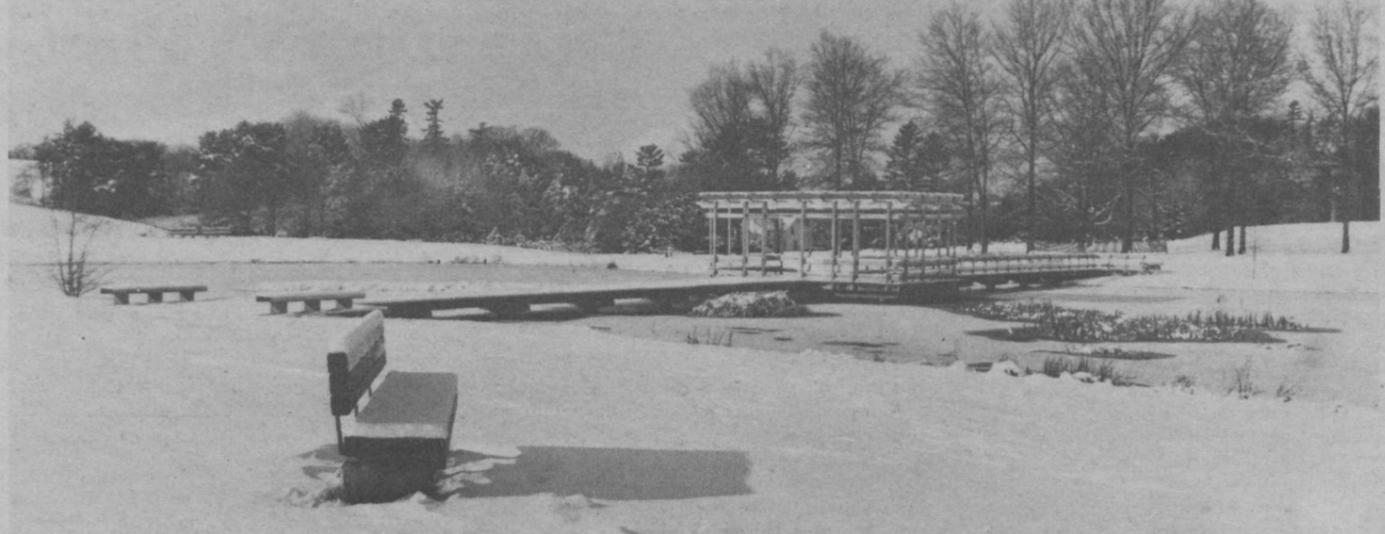
Jan. 25, 8:15 p.m. Oxley Arena. Women's Polo-Yale.

### Sunday

Jan. 26, 12 noon Teagle. Men's Gymnastics-Dartmouth & West Clinton.

Jan. 26, 1:30 p.m. Lynah. Men's J.V. Hockey-Oshawa Jr. B.

Jan. 26, 7:30 p.m. . . Lynah. Men's Hockey-Team Canada.



Winter descends upon the F.R. Newman Arboretum

## Graduate Bulletin

**NEW GRADUATE STUDENTS:** If you have not returned the matriculation forms and the student data collection form please come to the Graduate Admissions Office at 112 Sage Graduate Center. You will not be able to register until those final steps in the admission process have been completed.

If you are a foreign student who submitted a TOEFL score below 600 or an ALIGU test score, you must take the English Placement Test on Wednesday, January 22, at 11:45 a.m. in room 106 of Morrill Hall.

The next regular meeting of the Graduate Faculty will be held at 4:00 p.m. on Friday, January 31, at Sage Graduate Center to approve the provisional degree list from January.

For more information on the fellowships listed below contact the Graduate School Fellowship office or your graduate faculty representative.

January 24, 1986—Continuing Graduate Student Fellowship applications must be completed and returned to the graduate faculty representative. Applications are available in the graduate faculty representatives' offices.

Nine of 11 thefts reported on campus January 6 through 12 were of cash totaling \$648 taken mostly from offices, according to the morning reports of the Department of Public Safety.

Three of the thefts were from Bradfield Hall and two were from rooms in Uris Hall, including one of \$180. In addition, \$220 was

January 27, 1986—U.S. Department of Energy, Office of Fusion Energy. The program is designed to support highly capable students interested in pursuing doctoral study in fusion sciences. An award of \$12,000 annual stipend plus tuition and fees for students who hold a B.S. degree in engineering, the physical sciences, or a related discipline is available. Open to U.S. citizens and permanent resident aliens.

January 27, 1986—U.S. Department of Energy, Office of Nuclear Energy. The program is designed to support highly capable students interested in pursuing graduate study in an area of operational health physics. The fellowship offers a \$12,000 annual stipend and payment of tuition and fees for study leading to a master's or doctoral degree in health physics.

January 27, 1986—U.S. Department of Energy, Radioactive Waste Management. Fellowship offers \$12,000 annual stipend and payment of tuition and fees for study leading to a master's or doctoral degree in an academic discipline related to the management of high-level radioactive waste. Open to U.S. citizens or permanent resident aliens.

## Barton Blotter

taken from a wallet stolen in Myron Taylor Hall and \$150 was reported missing from an office in Olin Hall.

Other thefts on campus included a \$200 jacket taken from Lynah Rink, a \$432 gold fraternity pin and key, and a \$200 lounge chair taken from Sage Hall.

Volume 2  
**Cornell University**  
 University Personnel Services  
 Day Hall  
 Ithaca, New York 14853  
 807/256-5226

Please Post

January 16, 1986

**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

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.

Position: VAX Systems Programmer  
 Department: Program of Computer Graphics  
 Description: Provide, under general supervision, highly specialized systems support to an advanced graphics program. Develop complex large scale operating systems, software, and hardware. Design and oversee engineering modifications or extensions to such operating systems to meet organizational goals for computer usage. Responsible for overall system efficiency. Oversee development of scientific work stations.

Requirements: Bachelor's degree or equivalent with related computer courses. 3 to 5 years experience with a strong background in VAX—VMS and systems programming. Ability to program in C, PASCAL, FORTRAN, and ASSEMBLER, array processors, UNIX helpful. Please send cover letter and resume to Cynthia Smithbower.  
 Job Number: PT498

Position: Assistant Director, Student Activities  
 Department: Unions and Activities  
 Description: Student activities generalist. Advise over 500 organizations. Special responsibility for activities funding, major programs and popular concerts. Conducts training and development for student organizations administrators, and publishes policies related to activities on campus.  
 Requirements: Bachelor's degree. 1 to 3 years experience in student development and programming. Please send cover letter and resume to Ralph D. Jones by January 31, 1986.  
 Job Number: PA493

Position: Mechanical Designer  
 Department: Facilities Engineering  
 Description: Responsible for the design and preparation of drawings, specifications and estimates for HVAC and other related maintenance, repair and—or construction projects.  
 Requirements: Associate's degree or equivalent experience. At least one year related experience. Must be knowledgeable of building mechanical systems, skilled in construction estimating and trained in HVAC load calculations. Excellent drafting and communications skills. Please send cover letter and resume to Ralph D. Jones by January 31, 1986.  
 Job Number: PA494

Position: Research Support Specialist I  
 Department: Food Science  
 Description: Prepare pilot scale batches of cheddar cheese and perform chemical analyses of milk, cheese, and whey. Conduct literature review, summarize project data, and prepare progress reports.  
 Requirements: Master's degree in dairy or food science or related area with coursework in cheese making or fermentations, microbiology, dairy chemistry. Should be familiar with cheddar cheese making; moisture, fat, protein, pH, salt, direct microscopic somatic cell count, determinations in dairy products. Previous work in a research lab involving electrophoresis, summarization of research data, particularly using Lotus 1-2-3, statistical analysis, and report preparation. Please send cover letter and resume to Cynthia Smithbower by January 24, 1986.  
 Job Number: PT496

Position: Research Support Specialist I  
 Department: Food Science  
 Description: Conduct chemical analyses of milk, including fatty acid analysis and electrophoresis; supervise routine milk testing. Conduct literature review, summarize project data, and prepare progress report.  
 Requirements: Master's degree in dairy or food science or related area with courses in food chemistry, dairy chemistry, instrumental analysis methods and statistics. Familiarity with Lotus 1-2-3, electrophoresis, gas chromatography and spectrophotometry preferred. Some previous work experience in a research lab. Excellent interpersonal skills to work as a member of a large research group. Please send cover letter and resume to Cynthia Smithbower by January 24, 1986.  
 Job Number: PT495

Position: Research Support Specialist III  
 Department: Agricultural Economics  
 Description: Plan and develop enumerative surveys on energy utilization in New York's commercial farm sector. Appointment ends July 1, 1988.  
 Requirements: Master's degree in agricultural economics or a related field. Familiarity with commercial agriculture. Knowledge of statistical theory; previous experience with survey design preferred; prior experience with micro computers essential. Please send cover letter and resume to Cynthia Smithbower.  
 Job Number: PT489

Position: Research Support Specialist III  
 Department: Agricultural Economics  
 Description: Conduct research in agricultural finance and investment behavior. Includes design of research, data collection, analysis and report preparation. Appointment ends December 31, 1988.  
 Requirements: Master's degree in agricultural economics or related field. Farm background and agricultural finance experience preferred. Please send cover letter and resume to Cynthia Smithbower.  
 Job Number: PT488

Position: Administrative Manager I  
 Department: Applied & Engineering Physics  
 Description: Work with the offices of Corporate Relations and Public Affairs to solicit external financial support. Manage departmental budget and special accounts, departmental building space, computer services, teaching laboratories. Provide proposal coordination and planning service, assemble annual report, etc.  
 Requirements: Bachelor's degree. Experience in corporate public affairs and—or university development. Excellent interpersonal and communication skills.  
 Job Number: PA499

# Job Opportunities

Cornell University is an equal opportunity, affirmative action employer.

## Administrative/Professional

The minimum salaries listed are for recruitment purposes only.

\*Position: Director  
 Department: University Press  
 Description: Oversee financial affairs of the Press's operations; establish managerial policies for the professional and nonprofessional staff, and develop, in conjunction with a faculty Board of Editors, editorial policy for the Press, which has a staff of 10, publishes approximately 100 titles yearly, and has annual sales of approximately \$4 million.  
 Requirements: Bachelor's degree. Demonstrated successful experience in the editorial, managerial, and financial aspects of university publishing, or equivalent experience. Please send cover letter and resume to Ralph D. Jones.  
 Job Number: PA026

\*Position: Senior Administrator  
 Department: Johnson Graduate School of Management  
 Description: Responsible for the financial operations of the School and for the development of a budgeting and accounting system that will provide management information for the timely control of expenditures. In addition, this individual will serve as an Executive Director and have responsibility for the Continuing Education Programs sponsored by the School.  
 Requirements: Master's degree and several years of managerial experience required. Experience with budgeting and controllership and familiarity with computerized accounting systems highly desirable. Please send cover letter and resume to Ralph D. Jones by January 30, 1986.  
 Job Number: PA022

\*Position: Assistant Director of Auditing  
 Department: University Auditor  
 Description: Responsible for the planning, supervising, monitoring, and completion of financial and operational audits of all the University's business units and colleges.  
 Requirements: Bachelor's degree in accounting or business required; M.B.A. and C.P.A. desired. 5 to 7 years audit or business related experience in a heavily computerized operating environment. A minimum of 3 years supervisory experience is required. Please send cover letter and resume to Ralph D. Jones by January 30, 1986.  
 Minimum Starting Salary: \$22,672  
 Job Number: PA023

\*Position: Senior Research—Planning Associate - Human Resources  
 Department: Institutional Planning and Analysis  
 Description: Provide leadership in the development of management information relating to human resource issues. Develop techniques for in-depth analysis of high priority issues; work with Cornell Computer Services and client departments to ensure the development and maintenance of integrated institutional information. Liaison with operational office: in support of the development, reporting and presentation of reports and studies. Supervise supporting staff members.  
 Requirements: Bachelor's degree; M.B.A. desirable. Familiarity with operational or analytic data bases, experience with personnel, affirmative action or institutional research highly desirable. Please send cover letter and resume to Patricia E. Hutton by January 30, 1986.  
 Job Number: P015

\*Position: Research Support Specialist, III  
 Department: Nuclear Science and Engineering  
 Description: Design, construct, and maintain digital and analog electronic laboratory equipment including radiation detectors, nuclear reactor control systems, and minicomputers and microprocessors; assist in software development, activation analysis and other reactor uses.  
 Requirements: Bachelor's degree or equivalent in electrical engineering or related field. Some experience in digital circuit design and troubleshooting; experience in activation analysis and in reactor uses desirable. Apply by January 31, 1986 to Cynthia Smithbower.  
 Job Number: PT024

\*Position: Assistant Director, Club Affairs  
 Department: Alumni Affairs  
 Description: Assist Director of Club Affairs in planning overall policies, procedures and goals for Cornell Clubs nationally. Individual will be responsible for maintaining contacts with Regional

Directors, Cornell Public Affairs offices and Cornell Club offices; coordinating in-house administration for Cornell Club annual programs and young alumni activities.

Requirements: Bachelor's degree. Strong organizational, interpersonal, communication and writing skills required; some travel required. 3 to 4 years of experience working with volunteer organizations preferred. Please send cover letter and resume to Ralph D. Jones by February 7, 1986.  
 Job Number: PA025

\*Position: Administrative Manager I (Repost)  
 Department: CHESS  
 Description: Under general administrative direction, perform, supervise, direct and—or advise on work related to the personnel, business and facilities aspects of a medium size department. Related activities may involve program—project management, funds management, contract and grant administration, staff supervision, management analysis, property and space management and information—data systems management.  
 Requirements: Bachelor's degree or equivalent. Knowledge of management principles—methods preferred. Three years relevant administrative or supervisory experience. Knowledge of finance, accounting and budgeting. Familiarity with computer systems helpful. Good communication and human relations skills. Please send cover letter and resume to Ralph D. Jones by January 30, 1986.  
 Job Number: PA466

Position: Associate Director of Admissions  
 Department: University Admissions Office  
 Description: Interpret market research findings, formulate recruitment strategies, and coordinate and implement University recruitment activities in important market area. Prepare statistical reports and analyses, recruit and develop alumni volunteers, administer recruitment budget.  
 Requirements: Bachelor's degree required with graduate work preferred. Five years of admissions experience required with transfer experience preferred. Candidates should have experience with a quantitative, market research based approach to planning recruitment activities. Some supervising experience required. Excellent public speaking and writing abilities. Some travel necessary. Please send cover letter and resume to Ralph D. Jones by January 30, 1986.  
 Job Number: PA012

Position: Research—Planning Associate - Enrollment Planning  
 Department: Institutional Planning and Analysis  
 Description: Provide support in the development of management information relating to enrollment planning issues. Compile information from financial aid, admissions and student information systems to develop analyses and reports on issues relating to implications of financial aid issues, attrition and retention of students and admissions. Coordinate responses to external surveys and reports.  
 Requirements: Minimum of Bachelor's degree or equivalent combination of education and experience. Familiarity with operational data bases, experience in financial aid, admissions or related areas desirable. Please send cover letter and resume to Patricia E. Hutton by January 30, 1986.  
 Job Number: PO16

Position: Technical Consultant III (Three Positions)  
 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 with graduate study in either computer science or one of the physical—biological—engineering sciences. 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 programs; strong written and interpersonal communication skills. Please send cover letter and resume to Cynthia Smithbower.  
 Job Numbers: PT0110, PT0118, PT0119

Position: Staff Engineer  
 Department: Laboratory of Nuclear Studies  
 Description: Work on hardware improvements for the Cornell Electron Storage Ring, a high energy physics research facility. The job involves the design and fabrication of equipment and offers the opportunity to participate in the operations and experiments with a state-of-the-art accelerator system.

Requirements: Minimum Bachelor's degree in electrical engineering, applied physics, or physics. Experience in power equipment, computer control systems, pulse circuitry or radiofrequency devices and techniques is desirable. Please send cover letter and resume to Ralph D. Jones by January 30, 1986.  
 Job Number: PA0114

Position: Development Assistant  
 Department: University Development  
 Description: Assist program directors in coordination of marketing and stewardship programs designed to strengthen University's relationship with major corporations and foundations. Maintain contact files, drafts correspondence, respond to inquiries, prepare briefing materials, and coordinate special events. Maintain computer based project and prospect tracking system.  
 Requirements: Bachelor's degree or equivalent in education and training. Excellent communication and writing skills. Some knowledge of personal computers and related software desirable. Ability to work independently and set own priorities. Ability to pay significant attention to detail oriented work. Please send cover letter and resume to Ralph D. Jones by January 30, 1986.  
 Job Number: PA011

Position: Technical Consultant  
 Department: Cornell Institute for Social and Economic Research (CISER)  
 Description: Provide computing and consulting support to the New York State Information System, Survey Research Facility, and CISER Data Archive. As a data manager, assist in data base design, data management and manipulation of large New York State data sets. In addition, the consultant will aid in the development of a social science workbench that integrates microcomputers with mainframes. The consultant will provide computer consulting primarily to project PI's and CISER staff.  
 Requirements: Bachelor's degree or equivalent is required. Master's degree or equivalent in social science is preferred. Experience with mainframe and microcomputer data management, IBM PC's using software packages such as dBase III, 1-2-3, Kermit, and DOS. Should have expertise programming in C, Fortran, Pascal; knowledge of social science research techniques and research experience with IBM 3081 including CMS, SAS or SPSS, JCL, MVS preferred. Good written communication skills, attention to detail; ability to meet deadlines essential. Must have good interpersonal skills to work well as a consultant and part of a research support team. Please send cover letter and resume to Cynthia Smithbower by January 24, 1986.  
 Minimum Starting Salary: \$15,000  
 Job Number: PT014

Position: Research Support Specialist I  
 Department: Ecology & Systematics  
 Description: Participate in design, performance and analysis of laboratory experiments on zooplankton life histories. Maintain zooplankton and phytoplankton cultures. Enumerate field samples. Organize field trips.  
 Requirements: Bachelor's degree in biological sciences or related field. Advanced degree preferred. Proven ability to work independently. Experience in fresh water plankton research and data manipulation preferred. Please submit cover letter and resume to Cynthia Smithbower by January 24, 1985.  
 Job Number: PT0113

Position: Associate Director, Minority Educational Affairs for State Programs  
 Department: Minority Educational Affairs  
 Description: Provide programmatic and fiscal accountability to the University, State Education Dept. and SUNY Central administration. Develop new proposals, and keep University officials informed of state guidelines and funding that affect the management and coordination of opportunity programs at Cornell University.  
 Requirements: Master's degree or equivalent combination of education and experience is required. A degree in student personnel administration, higher education administration, social science, or other closely related field desirable. Demonstrated background in higher educational programs that provide supportive services to minority and—or disadvantaged students is necessary. Admissions and recruitment, student financial aid, data collection and analysis, and governmental contract administration. Cornell experience strongly desired. Please send cover letter and resume to Ralph D. Jones by January 31, 1986.  
 Job Number: PA499

# Job Opportunities

Continued from Page 5

tion skills. Knowledge of computers preferred. Please send cover letter and resume to Ralph D. Jones.

Job Number: PA486

Position: Student Development Specialist II  
Department: Veterinary Administration

Description: An admissions officer who will be involved in many aspects of the admissions process including preveterinary counseling and recruiting. Major emphasis will be placed on the recruiting of minority students and the coordinating of minority summer programs.

Requirements: Master's degree or equivalent. Experience in student personnel and recruiting. Requires a great deal of traveling, often to large cities. Please send cover letter and resume to Ralph D. Jones.

Job Number: PA482

## Clerical

CURRENT EMPLOYEES should submit an employee transfer application, resume and cover letter. Also, if you are interested in a career development interview, please contact Esther Smith at 6-5226 to schedule an appointment.

OUTSIDE APPLICANTS should submit an employment application and resume, and take a Cornell University typing test (please contact the Receptionist at 6-5226 for an appointment). Applications and resumes typically remain active for one year. The clerical section uses an automatic referral system whereby outside 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: OPEN INTERVIEWING FOR OUTSIDE APPLICANTS interested in clerical positions will be conducted every Wednesday afternoon from 1:00 - 5:00pm. in our East Hill Plaza Employment Office. No appointment is necessary. Call Esther Smith or Lauren Worsell if you have any questions.

\*Position: Accounts Coordinator, GR22  
Department: Agricultural Economics

Description: Responsible for all accounts in a large academic statutory department regarding monthly reports to principal investigators; assign account numbers for expenditures, transfers, chargebacks, etc.; assist in the process—development of grants and contracts administratively; assist in annual budget preparation.

Requirements: Associate's degree or equivalent in accounting. Light typing. Minimum 2 to 3 years experience. Experience with financial management. Record keeping skills. Knowledge of state accounting-finance system desirable. Accounting background necessary. Computer experience desirable.

Minimum Starting Salary: \$13,667  
Job Number: CO217

\*Position: Administrative Aide, GR20  
Department: Chemistry

Description: Provide secretarial support in the departmental office for administrative matters related to the faculty and academic functions of the department. Type correspondence, manuscripts, etc.; arrange travel; maintain calendars; answer phone; file; coordinate seminars and conferences.

Requirements: Associate's degree or equivalent. Heavy typing. Minimum 3 years experience in front-office secretarial work including word processing, filing, telephone, confidential materials. Strong organizational and interpersonal skills required. Some microcomputer knowledge and— or willing to learn.

Minimum Starting Salary: \$12,209  
Job Number: CO218

\*Position: Administrative Aide, GR20  
Department: Chemistry

Description: Primary responsibility for word processing in department WP center. Provide training on Micom and other WP machines to staff members; keep records of use of WP center services; prepare monthly billing.

Requirements: High school diploma or equivalent; coursework in word processing using Phillips Micom word processor. Heavy typing. Minimum one year experience in word processing in chemical or physics terms using Micom. Additional training or experience on IBM XT using Word Perfect or other software desirable.

Minimum Starting Salary: \$12,209  
Job Number: CO27

\*Position: Administrative Aide, GR20  
Department: Chemistry

Description: Coordinate maintenance and other building services functions for Baker and Olin Labs. Organize and functionally supervise work effort of approximately 12 student employees and 1 regular maintenance mechanic; maintain electronic files through data entry on CRT.

Requirements: Associate's degree or equivalent; basic computer course desirable. Medium typing. Ability to work independently with little supervision. Strong organization and interpersonal skills essential. Knowledge of computer applications and ability to use computer systems. Some financial background desirable. Handle cash operations. Understanding of facilities and building maintenance.

Minimum Starting Salary: \$12,209  
Job Number: CO29

\*Position: Administrative Aide, GR20 (Repost)  
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: Office Assistant, GR19  
Department: Biological Sciences

Description: Information resource person in busy student-oriented office. Respond in person and on the telephone to questions from students, faculty, and visitors; serve as secretary to Associate Director, Student Development Specialist, and Executive Staff Assistant; provide administrative support to Executive Staff Assistant on a variety of reports and projects.

Requirements: High school diploma or equivalent; some college coursework preferred. Heavy typing. minimum 2 to 3 years receptionist—secretarial experience. Experience at Cornell or in another college setting preferred. Experience using a word processor and an interest in working with computers. Accurate typing. Excellent interpersonal and organizational skills essential.

Minimum Starting Salary: \$11,570  
Job Number: CO21

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

Description: Directly assist Media Manager in carrying out projects and tasks for the Division's publicity and marketing. Collect and compile information; assist with publicity for various courses, special programs, etc.; direct mail campaigns; coordinate and maintain distribution system for Summer Session announcements, etc.; type, file; schedule appointments; answer phones. Other duties as assigned.

Requirements: High school diploma. medium typing. minimum 1 to 2 years experience in media-related field preferred. Excellent organizational, interpersonal and communication (written and oral) skills. Knowledge of advertising—marketing, graphic design, and printing—production. Knowledge of WordPerfect helpful. Occasional heavy lifting required. Valid NYS driver's license required. Please send cover letter and resume to Esther L. Smith.

Minimum Starting Salary: \$10,920  
Job Number: C472

\*Position: Secretary, GR18  
Department: University Development

Description: Provide secretarial support to Assistant Director. Type correspondence; organize mailings; make arrangements for travel and for special event meetings; some research and record keeping; schedule appointments.

Requirements: High school diploma or equivalent. Secretarial school desirable. Medium typing. Excellent organizational and interpersonal skills. Good interpersonal and communication (written and oral) skills.

Minimum Starting Salary: \$10,920  
Job Number: CO28

\*Position: Secretary, GR18  
Department: Operations Research & Industrial Engineering

Description: Provide secretarial support for Editor of the Journal of Mathematical Programming and assist other faculty with their journal responsibilities. Type; file; answer phones; provide backup for other support staff. Other duties as assigned.

Requirements: High school diploma or equivalent. Business or secretarial school preferred. Medium typing. Minimum 1 to 2 years secretarial experience. Microcomputer familiarity very helpful. Excellent interpersonal skills.

Minimum Starting Salary: \$10,920  
Job Number: CO23

\*Position: Financial Aid Assistant I, GR18  
Department: Office of Financial Aid

Description: Responsible for coordination of Pell Grants and outside scholarships in the alphabetic breakdown of GN-NH; maintain student financial aid files in the L-Z alphabetical section.

Requirements: High school diploma or equivalent. Medium typing. Good organizational and typing skills. Ability to interact with the public and a large staff.

Minimum Starting Salary: \$10,920  
Job Number: CO219

\*Position: Night Supervisor, GR18  
Department: University Library - Physical Sciences

Description: Maintain circulation desk and copy service. Charge and discharge books, file circulation cards and send notices; provide service at circulation desk including TV operation and copy machines; manage all phases of copy service operation; supervise student assistants at circulation desk. Monday - Thursday, 1:00pm - 10:00pm; Friday, 4:00pm - midnight.

Requirements: Associate's degree or equivalent; Bachelor's degree preferred. Light typing. Strong interpersonal skills required. Previous experience in library highly desirable. Supervisory experience helpful.

Minimum Starting Salary: \$10,920  
Job Number: CO215

\*Position: Book Repair Assistant, GR16  
Department: Conservation—University Libraries

Description: Repair and restore damaged and deteriorated books; assist in the restoration and

stabilization of library materials; oversee and train student assistants; maintain supply of materials and records; clean and maintain machinery. Other duties as assigned.

Requirements: High school diploma or equivalent. Good manual dexterity. Previous bookbinding or repair experience preferred.

Minimum Starting Salary: \$9,874  
Job Number: CO221

\*Position: Preparation Assistant, GR16  
Department: Conservation—Preservation—University Libraries

Description: Assist with prebinding process of new, unbound materials including strengthening paperback books and prepare for shelving; oversee and train student assistants; maintain supply of materials and records; clean and maintain machinery. Other duties as assigned.

Requirements: High school diploma or equivalent. Good manual dexterity. Previous bookbinding or machine experience preferred.

Minimum Starting Salary: \$9,874  
Job Number: CO220

Position: Accounts Coordinator, GR24  
Department: Restricted Fund Accounting

Description: Monitor financial activity of restricted accounts; prepare and submit billings to sponsors; monitor receivables, correspond with sponsors and Cornell community; defend accounting system to auditors.

Requirements: Bachelor's degree in accounting, business or related field. Strong accounting background required. Familiarity with University accounting system preferred.

Minimum Starting Salary: \$15,370  
Job Number: CO12

Position: Administrative Aide, GR21  
Department: History of Philosophy of Science and Technology

Description: General administration of program. Accounting; budget; manuscript typing, editing and word processing; handle scheduling, travel arrangements, etc.; answer telephone; other projects as assigned.

Requirements: Associate's degree or equivalent. Heavy typing. Familiarity with academic environment. Word processing and editing skills. Ability to work independently. Excellent organizational, interpersonal and communication (written and oral) skills.

Minimum Starting Salary: \$12,968  
Job Number: CO118

Position: Exhibitions Assistant, GR21  
Department: Johnson Museum

Description: Assist museum registrar in all aspects of registration. Exhibitions; permanent collection; loans; packing; shipping and inventory. Full-time, regular until December 1, 1986.

Requirements: Bachelor's degree or equivalent in art history or museum studies. Minimum 2-3 years museum experience. A demonstrated interest in pursuing a museum career in collections management. Strong organizational skills. Attention to detail. Please send cover letter and resume to Esther L. Smith by January 20, 1986.

Minimum Starting Salary: \$12,968  
Job Number: CO111

Position: Administrative Aide, GR20 (Repost)  
Department: Institutional Planning & Analysis

Description: Provide office support for Director and staff of 7. Statistical typing and word and record processing; file; transcription from dictation; photocopy; mail; telephone. Other projects as assigned.

Requirements: Associate's degree or equivalent. Heavy typing. Minimum 2 to 3 years experience in service-oriented office preferred. Knowledge of word processing required; familiarity with Wang word processing desired. Experience with statistical typing and heavy text editing required. Attention to detail essential.

Minimum Starting Salary: \$12,209  
Job Number: C484

Position: Administrative Aide, GR20 (Repost)  
Department: Graduate School

Description: Provide administrative support to the Office of the Graduate Assistant Dean. Receptionist; schedule appointments; write letters; edit reports; process confidential materials. Other duties as assigned.

Requirements: Associate's degree or equivalent. Medium typing. Previous experience in academic environment and accounting helpful. Knowledge of IBM PC. Excellent stenographic, statistical and analytical skills essential. Ability to communicate and interact well with people from diverse cultural background.

Minimum Starting Salary: \$12,209  
Job Number: C486

Position: Accounts Assistant, GR20 (Repost)  
Department: Administrative Services

Description: Process purchase orders and accounts payable vouchers; verify expenses and commitments; assist in financial analysis and reconciliations; maintain office files.

Requirements: Associate's degree in accounting, business or equivalent office experience. Data processing course work 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  
Job Number: C439

Position: Secretary, GR18  
Department: Residence Life

Description: Provide secretarial support for Housing Assignment and Summer Conference Office. Handle word processing; screen mail for the office; assist with housing assignments. IBM-PC-XT and IBM 3270 equipment are used.

Requirements: High school diploma or equivalent. Secretarial school desirable. Medium typing. Minimum 1-3 years experience. Word processing and computer data entry experience preferred and— or willingness to learn (IBM-PC-XT and IBM 3270 equipment used). Strong organizational, interpersonal and communication skills essential. Excellent skills in spelling, grammar and punctuation required.

Minimum Starting Salary: \$10,920  
Job Number: CO117

Position: Secretary, GR18  
Department: Mathematics

Description: Type highly technical mathematical manuscripts, class materials, exams, publications and correspondence; assist with department administration; special projects as assigned.

Requirements: High school diploma or equivalent. Heavy typing. Some secretarial experience. Knowledge of and— or willingness to learn word processor and TRIAD using microcomputers. Ability to work in a complex, active environment. Strong organizational, interpersonal and communication skills.

Minimum Starting Salary: \$10,920  
Job Number: CO115

Position: Night Supervisor, GR18  
Department: University Libraries - Hotel Library

Description: In charge of the library at night. Responsible for circulation and reserve operations; all photocopying services and newsletter distribution; compile and input Annual Bibliographies and Accessions lists; interlibrary loan. Other duties as assigned. Academic Year: Mon. - Thurs., 3:30 p.m. - midnight; Sundays 2:00 p.m. to midnight; Summers: Mon. - Fri., noon to 9:00 p.m.; Intersessions: Mon. - Fri., 8:00 a.m. - 5:00 p.m.

Requirements: Associate's degree or equivalent; Bachelor's degree preferred. Light typing. Library experience desirable. Good clerical skills with ability to use word processors and small computers. Excellent communication, organizational and interpersonal skills.

Minimum Starting Salary: \$10,920  
Job Number: CO116

Position: Nutrition Aide, GR17 (7 positions)  
Department: New York City Extension Program (Off Campus)

Description: Work with low income families and children to acquire knowledge and skills for improving the nutritional quality of their diets. Teach mothers and youth essentials of nutrition and increase their knowledge and skills in selecting and using food.

Requirements: High school diploma or equivalent. Bilingual (English-Spanish) desirable. Take required three week training course.

Minimum Starting Salary: \$10,366  
Job Numbers: CO13, CO14, CO15, CO16, CO18, CO19

Position: Office Assistant, GR17  
Department: Purchasing

Description: Process and type requisitions; process invoices; maintain records; assist department vendors and Finance and Business Office with problems relating to orders.

Requirements: High school diploma in business or equivalent. Light typing. Minimum one year office experience desirable. Accounting and filing skills. Legible handwriting essential.

Minimum Starting Salary: \$10,366  
Job Number: CO11

Position: Personnel Assistant, GR16  
Department: Personnel Services

Description: Maintain confidential employment files for all staff and faculty at University; complete requests for verifications of employment and for credit references; process ID card replacements; sort and distribute all mail for UPS; annual mailing of W-2 forms for Cornell employees.

Requirements: High school diploma or equivalent. Light typing. Some office experience. Excellent organizational and interpersonal skills. Ability to work independently. Confidentiality essential.

Minimum Starting Salary: \$9,874  
Job Number: CO120

Position: Secretary, GR16  
Department: Computer Services (APS)

Description: Provide general secretarial and clerical services to staff in Administrative Programming Services and Administrative Production Control. Receptionist (telephones); mail; type; copy and file. Other duties as assigned.

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

Minimum Starting Salary: \$9,874  
Job Number: C464

Position: Research Aide, GR19 (Repost)  
Department: State Programs Office

Description: Prepare demographic, statistical documents of program applicants and participants; assist in formation of program and projects; use of Wang and— or IBM terminal. Other duties as assigned.

Requirements: High school diploma or equivalent; Associate's degree and— or some college experience desirable. Medium typing. Experience in Cornell University admissions and financial aid, and— or coursework in statistics or research methodology, with Wang—IBM terminals desirable.

Minimum Starting Salary: \$11,570  
Job Number: C493

## General Service

\*Position: Cook, SO22  
Department: Dining Services - Endowed

Description: Prepare food for service through own efforts and— or through supervision of kitchen employees including a full variety of foods for breakfast, lunch and dinner service, including

soups, sauces, casseroles, meats, vegetables.  
 Requirements: H.S. diploma or equivalent. Three years experience in preparing full range of entrees, sauces, soups and accompaniments. Skilled in presentation and garnishing food. Knowledge of use and maintenance requirements for the following equipment: charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers, and various hand tools.  
 Minimum Starting Salary: \$6.77—hour  
 Job Number: SO22

\*Position: Head Custodian, SO20  
 Department: Buildings Care - Statutory  
 Description: Oversee custodial maintenance of assigned area, including supervision and development of 10 or more custodians. Perform routine custodial work 25 percent of time. Order supplies, maintain inventory and perform some accounting work. Interface with building coordinators and other administrators in carrying out responsibilities. Monday - Thursday, 6:00am - 2:30pm; Fridays, 6:00 - 1:30pm.  
 Requirements: High school diploma or equivalent. 3 to 5 years progressive custodial experience required; experience overseeing work of others preferred. Strong interpersonal and communication (written and verbal) skills and the ability to effectively train and develop custodial staff required. Experience with basic inventory procedures preferred. Employee transfers must be received no later than January 23, 1986.  
 Minimum Starting Salary: \$6.04—hour  
 Job Number: SO26

\*Position: Dairy Worker, SO19  
 Department: Animal Science - Statutory  
 Description: Milk and care for dairy cattle, including set-up and tear down and maintenance of milk parlor. Feed and care for heifers as required. Assist as necessary with other dairy cattle and equipment maintenance areas and related research and teaching support within the Dairy Cattle Unit. Some weekends and holidays.  
 Requirements: High school diploma or equivalent. 3 to 5 years related experience working directly with dairy cattle. Valid NYS driver's license, able to lift 100 lbs, and have parlor milking experience. Preemployment physical required.  
 Minimum starting Salary: \$5.74—hour  
 Job Number: SO25

\*Position: Custodian, SO16  
 Department: Residence Life, Lower North Campus - Endowed  
 Description: Provide general maintenance and custodial care of buildings and grounds in immediate vicinity of assigned area. Monday - Thursday, 7:30am - 4:00pm; Friday, 7:30am - 3:00pm.  
 Requirements: Ability to use a variety of heavy power operated equipment, climb an 8' ladder and lift 50 lbs.  
 Minimum Starting Salary: \$4.84—hour  
 Job Number: SO23

Position: University Service Officer (three positions)  
 Department: Public Safety  
 Description: responsibilities include prevention and detection of criminal behavior; external and internal patrol of University property within his or her area for fire, safety and crime hazards; enforcement of parking regulations occurring on the property of Cornell University.  
 Requirements: High school diploma or equivalent. Further formal education, training and/or experience in the law enforcement field preferred. Satisfactory completion of basic University Service Officer training. U.S. citizenship; eyesight 20—40 corrected to 20—20; no record of convictions other than minor traffic infractions. NYS driver's license; ability to obtain NYS pistol permit within 90 days of employment. Must pass physical examination.  
 Minimum Starting Salary: \$12,639  
 Job Numbers: SO15, SO16, SO17

**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: Veterinary Pathology  
 Description: Provide technical support in the study of viral disease in calves; perform immunologic (ELISA) assays; assist with drug administration and necropsy of experimental calves as well as with morphometric procedures. Some electron microscopy and data analysis duties.  
 Requirements: Bachelor's degree in biology, microbiology or related field. Some experience in handling calves and in laboratory work such as serology or electron microscopy helpful. Apply by January 31, 1986.  
 Minimum Starting Salary: \$13,667  
 Job Number: TO21

\*Position: Technician, GR18  
 Department: Equine Drug Testing - Monticello, NY  
 Description: Perform routine analysis of horse blood and urine in the field lab at Monticello Raceway. Weekends and holidays included; 1:30pm - 10:00pm.

Requirements: Associate's degree in chemistry or a related field. Some experience with thin layer chromatography and general laboratory procedures. Apply by January 31, 1986.  
 Minimum Starting Salary: \$10,920  
 Job Number: TO22

Position: Technician, GR24  
 Department: Physiology  
 Description: Responsible for the maintenance of departmental teaching and research animal facilities involving horses, cows, pigs, dogs, sheep, goats and other species as required. Provide technical assistance in canine reproduction research projects. Duties include supervision of several animal technicians.  
 Requirements: Bachelor's degree in animal science or other related field preferred. Three years animal care experience with at least two years in supervisory capacity. Familiarity with blood vessel cannulation, implant placement, blood sample collection, and other related protocols essential.  
 Minimum Starting Salary: \$15,370  
 Job Number: TO13

Position: Technician, GR21  
 Department: Genetics & Development  
 Description: Conduct and record experiments in Drosophila molecular biology and population genetics under the direction of principal investigator; responsible for the general functioning of the laboratory, including the ordering of equipment and supplies and maintenance of bacterial and fly cultures; and assist in teaching techniques to new personnel entering the laboratory.  
 Requirements: Bachelor's degree in biology or chemistry or equivalent with background in molecular biology, biochemistry or genetics desirable. Must have previous laboratory experience and be able to work independently. Apply by January 24, 1986.  
 Minimum Starting Salary: \$12,968  
 Job Number: TO12

Position: Technician, GR18  
 Department: Equine Drug Testing & Research - New York City  
 Description: Perform analysis of blood and urine samples in a field drug testing laboratory to serve Aqueduct, Belmont and Saratoga Race Tracks. Relocation to Saratoga Springs, NY for the month of August each year. Assist laboratory director as required.  
 Requirements: Associate's degree in chemistry or related field. Experience with Thin Layer Chromatography and general laboratory procedures. Familiar with gas chromatography.  
 Minimum Starting Salary: \$10,920  
 Job Number: TO11

Position: Electronics Technician, GR24  
 Department: Computer Science  
 Description: Responsible for the technical operations of the Computer Science Department's facility including, diagnosis, repair and installation of computer hardware and supervision of installations and modifications affecting its operations.  
 Requirements: Associate's degree plus knowledge of computer hardware, digital circuits, and digital data communications. Familiarity with Unix Operating System desirable. Ability to interact effectively with vendors and academics as well.  
 Apply by January 24, 1986.  
 Minimum Starting Salary: \$15,370  
 Job Number: T491

Position: User Support Assistant, GR22  
 Department: Office of Computer Literacy - College of Human Ecology  
 Description: Assist and advise faculty, staff and students on technical aspects related to computer hardware and software. Assist users on equipment installation; answer questions on software usage (word processing, spread sheets, data base systems, statistical packages) and operation of hardware. Advise on mainframe usage.  
 Requirements: Bachelor's degree or equivalent with computer courses and some related experience. Familiarity with IBM PC and MacIntosh essential. Knowledge of Cornell Mainframe systems preferred. Familiarity with statistical software for mainframe and microcomputers helpful. Please send cover letter and resume by January 24, 1986.  
 Minimum Starting Salary: \$13,667  
 Job Number: T495

**Part-time**

\*Position: Senior Night Supervisor, GR20  
 Department: Circulation—Reserve - Uris Library  
 Description: Oversee operation of public service desk; responsible for the building during evening hours; supervise work of student assistants; coordinate their efforts on a variety of projects and duties; answer questions and handle problems; coordinate work on special projects left by daytime staff; may assist in training student assistants and evaluating them. Part-time, regular; Saturday - Tuesday (25 hours per week) 5:00pm - midnight; hours change as library schedule changes.  
 Requirements: Bachelor's degree or equivalent. Light typing. Supervisory experience especially with student personnel. Strong organizational and interpersonal skills. problem solving skills. Library experience helpful. Ability to work with a variety of people.  
 Minimum Starting Salary: \$12,209  
 Job Number: CO216

\*Position: Searcher, GR18  
 Department: Acquisitions—Olin  
 Description: Search card catalogs, national and trade bibliographies, RLIN, automated system, and other files for bibliographic information pertaining to books which the library is ordering or has received; input records for new books and orders in the RLIN database. Part-time, regular;

Monday - Thursday evenings (20 hours per week).  
 Requirement: High school degree of equivalent. Additional education may be substituted for experience. Light typing. Minimum 3 years of progressively more responsible technical services experience. Ability to work independently. Good reading knowledge of at least one Western European language.  
 Minimum Starting Salary: \$10,920  
 Job Number: CO214

\*Position: Dish Machine Operator, SO17  
 Department: Statler Inn - Endowed  
 Description: Wash dishes, utensils, pots and pans according to sanitary and unit procedures. Perform supervisory responsibilities, serving as "lead person" for evening and weekend stewarding staff. Friday - Monday, 35 hours per week; hours vary; may include weekends.  
 Requirements: High school diploma or equivalent. Some supervisory experience; 1 year dish machine operator experience preferred. Ability to lift 30 lbs.  
 Minimum Starting Salary: \$5.12—hour  
 Job Number: SO24

\*Position: Records Assistant, GR16  
 Department: Catalog - Olin Library  
 Description: Participate in project to convert catalog records in sciences and technology into machine readable form using RLIN system; input original catalog records into RLIN; photocopy catalog cards; sort and file worksheets; stamp shelf list cards. Part-time, regular until December 31, 1986. Monday - Friday (20 hours per week; may include some evening hours).  
 Requirements: High school diploma or equivalent. Medium typing. Ability to perform detailed and repetitive work accurately. Knowledge of computer input helpful. Office experience helpful. Familiarity with at least one foreign language helpful.  
 Minimum Starting Salary: \$9,874  
 Job Number: CO212

Position: Research Support Specialist II (Repost)  
 Department: Agricultural Economics  
 Description: Responsible for translating identified biotechnology research into formats to be used by the biotechnology industry in the state of New York for the purpose of fostering and supporting expansion of the industry. Will develop and publish regularly a newsletter, as well as develop a system to enable biotechnology firms to access scientific information bases. One year appointment. 20 hours per week.  
 Requirements: Bachelor's degree with significant courses in biological sciences. Proven writing ability. Prior experience writing scientific and technical information for general audiences. computer experience desirable. Format training in journalism and/or communication preferred. Please send cover letter and resume to Cynthia Smithbower by January 24, 1986.  
 Job Number: PT471

Position: Office Assistant, GR16  
 Department: University Development  
 Description: Assist Major Gifts Clerk in the matching and reconciliation of gift records and donor lists; update and maintain information on giving club levels. Other duties as assigned. Part-time, regular; 20 hours per week.  
 Requirements: High school diploma or equivalent. Some office experience. Light typing. Some business math helpful.  
 Minimum Starting Salary: \$9,874—annual equivalent  
 Job Number: CO114

Position: Applications Programmer I  
 Department: Office of Computer Literacy  
 Description: Provide programming support in Project EZRA and Foundation funded projects for instructional computing program. Provide technical and programming assistance to student programmers working on instructional computing projects other than Project EZRA. Assist in the development of instructional software. Part-time, regular; Monday - Friday, 20 hours per week.  
 Requirements: Bachelor's degree or equivalent with computer science coursework with some related experience. Must have experience with IBM PC and Apple Macintosh. Ability to program in at least two high level programming languages such as BASIC and PASCAL. Please send cover letter and resume to Cynthia Smithbower by January 24, 1986.  
 Job Number: PT497

Position: Accountant II (Repost)  
 Department: Office of Financial Aid & Student Employment  
 Description: General supervision of all Financial Aid and Student Employment Office Accounts. Assist with preparation of office budget request and federal fiscal operations report; provide audit trails for all accounts and conduct internal audits as required; train and consultation for professional and clerical staff on daily operation and federal and office accounts. Monday - Friday, 2 1—2 days per week.  
 Requirements: Bachelors degree or equivalent. Minimum 1 to 2 years in accounting or auditing. Familiarity with Cornell accounting system and/or knowledge of federal programs. Please send cover letter and resume to Esther L. Smith.  
 Job Number: PC467

**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 Worsell at 256-5226.

\*Position: Temporary Office Assistant—Receptionist  
 Department: Field and International Study  
 Description: Greet students; answer telephones; provide secretarial support to faculty. Other duties as assigned. 20-30 hours per week; flexible.  
 Requirements: High school diploma or equivalent. Medium typing. Some secretarial and/or receptionist experience preferred. Knowledge of Xerox 860 helpful.  
 Minimum Starting Salary: \$4.50—hour  
 Job Number: CO25

\*Position: Temporary Animal Attendant  
 Department: Physiology  
 Description: Provide weekend and holiday coverage for the care of large and small animals. Includes feeding, watering, and cleaning of area where animals are maintained. 15-20 hours per week.  
 Requirements: Preemployment exam required. Must be flexible and dependable and able to work without supervision. Some experience in animal care preferred.  
 Minimum Starting Salary: \$4.50—hour  
 Job Number: SO21

Position: Temporary Office Assistant (Repost)  
 Department: Neurobiology & Behavior  
 Description: Act as receptionist; schedule rooms; handle registration and assignments for large introductory course, Biological Science 101-104; record keeping; file; maintain student records and possible manuscript preparation. Full-time, temporary until April 1, 1986.  
 Requirements: High school diploma or equivalent. Medium typing. Minimum one to two years receptionist experience helpful. Word processor training helpful. Please send cover letter and resume to Laurie Worsell.  
 Minimum Starting Salary: \$5.25—hour  
 Job Number: C492

Position: Temporary Office Assistant (Repost)  
 Department: Media Services  
 Description: Assist Media Services staff with a multifaceted publications project by maintaining detailed records and a master log, tracking the various components (manuscripts, proof, art work, etc.); deliver and pick up materials on campus; run errands; attend all meetings (and take minutes) involving this project; perform light typing and/or word processing; maintain regular contact with authors, staff, and vendors via telephone and in person to ensure all are thoroughly aware of project status. Part-time, temporary; approximately 6 months duration or until end of project. Five days per week; 6 hours per day.  
 Requirements: High school diploma or equivalent. Light typing. Knowledge of word processing and/or use of personal computer desirable. Attention to detail. Excellent organizational, interpersonal and communication skills.  
 Minimum Starting Salary: \$5.10—hour  
 Job Number: C4717

Position: Accounts Assistant—Secretary (Repost)  
 Department: Geological Sciences  
 Description: Data input and word processing using an IBM PC; type correspondence; file. Other duties as assigned. Part-time, temporary for 6 months. Monday - Friday, 8:00am - 12:00noon.  
 Requirements: High school diploma or equivalent. Some college desirable. Heavy typing. IBM PC experience helpful. Please send cover letter and resume to Laurie Conlon.  
 Minimum Starting Salary: \$5.37—hour  
 Job Number: C467

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

**Academic**

Please contact department directly.  
 \*Position: Lecturer (2 years), Introductory Biology  
 Department: Division of Biological Sciences  
 Contact: Dr. Carol McFadden  
 Job Number: AO21

\*Position: Assistant Professor, Invertebrate Zoology  
 Department: Section of Ecology and Systematics, Division of Biological Sciences  
 Contact: Prof. F. Harvey Pough, Corson Hall  
 Job Number: AO22

Position: Faculty: Avian Medicine  
 Department: Avian & Aquatic Animal Medicine, NYS College of Veterinary Medicine  
 Contact: Dr. B.W. Calnek, Chairman, Department of Avian and Aquatic Animal Medicine  
 Job Number: AO11

Position: Assistant Professor of Natural Resources and Natural Sciences  
 Department: Natural Resources  
 Contact: Dr. James P. Lassoie, Search Committee Chair, Department of Natural Resources, Fenow Hall, College of Agriculture and Life Sciences  
 Job Number: AO12

Position: Extension Associate III  
 Department: Entomology  
 Contact: Kean S. Goh, Chemicals-Pesticides Program, Department of Entomology  
 Job Number: AO13

# OBITUARIES

## Michael D. Whalen



Michael D. Whalen, an associate professor in the Bailey Hortorium at Cornell, died Dec. 27, 1985, after a year-long illness. He was 35.

Whalen, who received a Ph.D. in botany from the University of Texas at Austin (1977), studied plant systematics and evolutionary biology. He specialized in the plant family Solanaceae and the genus Solanum, which includes cultivated plants such as the potato, tomato, pepper, and eggplant.

His research took him to Mexico, Venezuela, Ecuador, Colombia, and Peru. Whalen lectured in Spanish at the Lulo Conference in Quito, Ecuador, in 1982. Lulos are small fruits, high in vitamin C, used in mixing beverages in South America. His taxonomic work on lulos and lulo-relatives was useful to the plant breeders in Ecuador in their breeding programs.

A memorial service will be held at 3 p.m. Friday, Jan. 31, at Sage Chapel, followed by a reception at the A.D. White House.

The Bailey Hortorium is establishing a memorial fund to support the travel of graduate students in systematic botany. Contributions can be sent to the Bailey Hortorium.

## A Presidential Invitation Issued

There are a limited number of openings available for Cornell students interested in having breakfast with President Frank Rhodes, according to his office staff.

The breakfasts are held from 7:30 to 8:30 a.m. in the Elmhurst Room, Willard Straight

Hall at various times throughout the semester.

Reservations are made on a first-come, first-served basis. Students interested are invited to call Rhodes' office at 256-5201 to make a reservation.

## The Week in Sports

# Men's Basketball Women's Hockey Teams face Home Contests

By JOHN HERON  
Sports Information

The men's basketball and women's hockey teams are the Big Red squads featured in home contests this weekend, as both teams tangle with two Ivy League rivals.

On Friday night, the men's cagers continue their Ivy campaign vs. Yale at Barton Hall beginning at 7:30. That same evening, the women's hockey team will take on Brown at Lynah Rink, also at 7:30.

But there is a great deal of other sporting action on campus this weekend. Also on Saturday, the men's and women's swimming teams will entertain Colgate at 1 p.m., while the men's and women's track teams play host to several teams from New York State in the Cornell Invitational on Sunday, scheduled to begin at 1 p.m. in Barton Hall. The women's basketball team will return home on Tuesday to meet St. Bonaventure at Barton for a 7:30 p.m. contest.

There will be 10 away contests for Cornell squads this week. The women's basketball squad travels to play Yale on Friday and Brown Saturday. The men's hockey team will face Brown in Providence on Friday and then take on Yale in New Haven the following night, while the men's and women's fencing squads compete at Yale Saturday. The women's gymnastics team will journey to the West Coast to compete against Cal State Northridge on Friday and Cal-Santa Barbara and Long Beach State on Sunday. On Wednesday, the women's hockey team goes north to play against St. Lawrence.

The Big Red men's basketball team is rid-

ing high these days, having won its last three contests to up its overall record to 6-7. The Big Red continued its uncanny ability to win in Barton Hall (5-0 this season) with a 54-52 triumph over Columbia in the Ivy League opener on Saturday, yet the challenges will continue this weekend. The two home games this weekend are extremely important in the Big Red's bid to remain as one of the early season front-runners in the race for the league title.

Junior guard John Bajusz tops the squad in scoring with an average of 17.5 ppg., thanks to his recent hot shooting. He is shooting better than 55 percent from the field and 86 percent from the foul line, in addition to averaging almost 24 ppg. over the last four contests. Senior Drew Martin, who became the 10th Cornellian to score 1,000 points in a career by scoring nine in the Columbia game, is second in scoring with 14.5 ppg., and he has a team-leading average of 6.5 rebounds a game. Sophomore center



Gilda

Greg Gilda is coming off a career-high 16-point performance vs. Columbia. He is now averaging 10.1 ppg. and 4.0 rpg and leads the team in field goal percentage (.671). Freshman point guard Josh Wexler is the top assist man with 44 and leads the squad in free shooting (.889).

The women's hockey team is 4-3-2 overall,

## Low-Back Pain Workshop Planned

University Health Services will sponsor a workshop on the prevention of low-back pain for faculty and staff members, as well as students. Openings are still available in the session scheduled for Feb. 24 from 7 to 9:30 p.m.

The workshop is designed for individuals who have experienced low-back pain or who wish to prevent future occurrences. Topics that will be discussed include a description of back anatomy, causes of pain, stress management techniques and therapeutic exercises for preventing and treating low-back pain.

Individuals interested in attending a workshop, must register in advance by calling the Physical Therapy Office at 256-7271. Faculty and staff members and student spouses will be charged a \$10 registration fee.

## Equine Research Benefits From Zweig Fund

Equine research at the State College of Veterinary Medicine will receive a total of \$373,000 from the Harry M. Zweig Memorial Fund, a fund supported by betting revenues at New York tracks.

Thanks to the fund, 10 projects will continue to receive support, including studies of respiratory disease and enteritis in young horses, immunogenetic research, support of broodmares and stallions at the Equine Research Park, development of improved equine influenza vac-

# Brief Reports

cines, and studies of the causes of early pregnancy loss in mares.

Zweig funding was also renewed for further evaluation of procedures for determining the presence of steroids in horses, the development of monoclonal antibodies to equine influenza virus, studies of acute inflammation in horses, an investigation of the enteric nervous system of the equine cecum and colon, and for laminitis research.

Newly proposed studies that received awards include development of improved diagnostic tests for equine viral arteritis, a study of the causes of equine degenerative myeloencephalopathy, and research on the regulation of glucocorticoid secretion in foals.

## TC3 Course Here; ILR Offers One There

Seven courses will be offered on the Cornell campus this term by Tompkins-Cortland Community College, while the New York State School of Industrial and Labor Relations will offer a course on the TC3 Dryden campus leading to a Certificate in Labor Studies.

The ILR Course will be "Arbitration," and will meet from 7 to 10 p.m. Wednesdays from Jan. 22 to April 9. Further information is available from Cathy Todd, program coordinator, at 256-4423.

Information on the TC3 courses may be obtained by calling the college in Dryden at 844-8211, extensions 362, 363 or 301.

but it is still undefeated in Ivy League action. Cornell is in the thick of the Ivy race with a 1-0-2 slate. Cornell had two ties on the road last weekend, battling both Harvard and Dartmouth to identical 3-3 scores.

The Big Red's improved depth and excellent team play was evident in its two games against Harvard and Dartmouth. The leader of the unit was junior Alison Shull, who scored a goal in both the Harvard and Dartmouth games. Meanwhile, four other players tallied goals in the two-game set. Senior center Amy Stanzin is still the top scorer (12-19-31) with junior wing Patricia Baumann close behind (13-9-22). Juniors Debbie Harackiewicz (7-8-15), Chris Neimeth (7-6-13), and Shull (3-9-12) round out the top scorers. Freshman goaltender Kathryn Lo Presti has a 3-2-2 record thus far, as well as a 3.62 goals against average and a .847 save percentage.

Both the men's and women's swimming teams are off to fast starts this season, due largely to strong overall team performances. Although the men's squad lost to Navy on Saturday, 59-54, it is in the thick of the battle for the Eastern League championship with a 3-1 record. The squad has been led by an assortment of individuals, including senior Randy Sprout, juniors Dave McNeil and Rich Pease and sophomore Rob Walikis — all of whom won events vs. Navy. Junior Steve Bannerot has been a dominating force off the board, winning six of eight competitions in the 1- and 3-meter diving events. Cornell has had good success against Colgate recently. The Big Red leads the series with the Red Raiders, 33-23, including four straight victories and last season's 61-52 win.

The women's team is off to its best start since 1979-80, compiling a 3-1-1 record thus far; last year the squad had a 4-8 mark. First-year performers have made their presence felt. Freshmen Julie Wright, who has set school records in the 500 (5:05.65) and 1,000-yard freestyle events (10:27.55), and Julie McCurdy, who has established a new Cornell mark in the 100 backstroke

(1:01.32), have been two of the sparkling newcomers. Yet veterans have stabilized the team, which defeated Navy 81-55 last weekend. Senior Maura McMillan was a double winner in the meet, while junior Ursula Kurman and seniors Mimi Wohabe and Beth Pipoly also won events. The Red Raiders have lost the last three encounters against Cornell, which leads the series 7-6.

Head coach Jack Warner had to like what he saw at last week's Syracuse Invitational, as several squad members set meet records. The 19th-year head coach heads into the indoor track season with two talent laden squads that should fare quite well this year.

The men's team is coming off one of its best seasons ever in 1984-85, including a 2-0 record indoors and a fourth-place finish at the Heptagonal championships. The prospects for continued success are bright, as standouts in the sprints, jumps and hurdles highlight the 17 returning letterman. Senior Todd Presley, who tied a meet record at the Syracuse Invitational with a 5.8 clocking in the 50-meter dash, and sophomore John Bayne and Dave Sudduth will lead the way in the sprints. The trio teamed with freshman Paul Washington to win the 4x400 relay at the Syracuse meet. Sudduth and Bayne captured the top two spots in the 500-meter race.

Junior Darren Roach, an outdoor Heps champion, will be the top horizontal jumper. At Syracuse, he leaped 24-5 1/4 to win the long jump, setting a meet record and qualifying for the ICA indoor championships. Two outstanding high jumpers return for the Big Red in outdoor Heps champion Tim Triple and school record holder Steve Kuntz. Other athletes to watch are senior Curt Hampstead and junior Steve Case in the hurdles; senior Joe Goldstein in the middle distance categories; senior Grant Whitney and junior Lincoln Graves in distance events; junior Ted Figura in the weight competitions; and senior Mike Hazen in the pole vault.

The women's indoor track team will look to the strong contingent of 11 returning lettermen for support. Junior Sarah Day, who won the 5,000 meter race in Syracuse with a meet-record time of 17:36.6, is expected to lead the distance unit. Day finished fourth in the 5,000 at the ECAC indoor championships last year and she will be joined in the distance events by sophomores Robin Andrew and Julia Reisinger, along with juniors Sue Teitsch and Sue Nossal. Sprints will feature the return of junior Kathy Borcheit and promising competitors, sophomore Christina Wort and junior Kerry O'Toole.

The jumps will be weakened by the graduation of Eastern champion Lauren Kulik, yet sophomore high jumpers Elizabeth Jackson and Laura Laurence return to form a strong nucleus in their specialty. Sophomore Amy Belanger should excel again in the short hurdle races, while senior Anne-Marie Shipley will handle the longer events. Seniors Elise and Suzanne Jones will lead the middle distance runners. Elise, who has scored in both Ivy and Eastern meets in her career, will be shadowed closely by sophomore Barbara Dingee in the shorter races and sophomore Candi Calhoun, a Heps finalist in the 1500 meters last year, in the longer races. Two-year standout Dana Stone should again be the leading weight performer.

St. Bonaventure will be the next non-conference foe to challenge the women's basketball team at Barton Hall.



John Parry races for the puck against a St. Lawrence player in a game won by Cornell 7 to 6 in overtime.



McMillan

# Networking

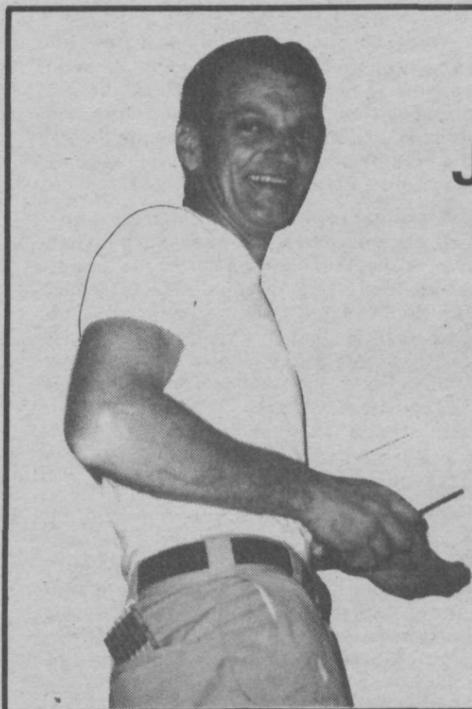
A Cornell Newsletter Published by Employees for Employees

## Laverne "Ben" Benjamin Retires

On January 4, 1986, Laverne Benjamin retired with nineteen years of service at Cornell. Ben was employed as a maintenance mechanic at Statler Hall since 1967. During the period of his employment he was an important factor in the upkeep and maintenance of Statler Hall. His many finely developed skills contributed to the smooth operation of that building.

Ben was well known in the building and made many friends over the years. He passed his skills and knowledge on to many people and contributed to many successful projects. He was also a fine outdoorsman who willingly shared his knowledge with many Cornell people. Many of his friends have visited him at his vacation home in Canada.

The folks at Statler will surely miss Ben and wish him and his wife, Norma, the best of luck in the future.



## John Wilcox is Honored as Dedicated Service Employee for January 1986

We, the residents of Caldwell Hall, are pleased to honor John Wilcox with a Dedicated Service Award. We met John in his capacity as supervisor of the men and women who were responsible for the recent renovations of Caldwell Hall. John's high standards, pleasant personality, effective communication, and sense of humor are very much appreciated by all of us. We found him not only to be an excellent supervisor of his crew in performing their assigned duties, but also to be especially sensitive to the needs of the residents of Caldwell Hall in minimizing the various frustrations of noise, paint, dust, plumbing interruptions, etc.

John is an excellent supervisor and Cornell employee. His department, Maintenance and Service Operations, can be very proud to have such an outstanding employee.

John, many thanks for a job well done.

## LEADERSHIP LEADS

### What Do You Say to a New Employee?

By Gerald S. Thomas  
University Personnel Services

Dealing with the new employee can be one of a manager's most puzzling, but at the same time, most rewarding relationships. Maybe Temple Burling said it best when he titled his book, "You Can't Hire a Hand." The title implies that when an individual is employed, management is buying into a complex relationship with the whole person. Even though the view may persist that only the hands are needed, you nonetheless get everything else in the bargain.

For the new employee "everything else" may include acute anxiety and confusion based on things as abstract as role ambiguity and lack of awareness of organizational norms as well as things as concrete as the scheduling of lunch hours and location of restrooms.

The new employee needs reassurance. Such reassurance may be best doled out by answering questions, frequently, before they are asked. Recognition by managers of the individual's previous experience, educational background, and even a quick survey of emotional state can be useful. Each new staff member will have different needs and the manager should deal with each separately and distinctly.

Providing job descriptions, explaining rel-

evant policies and departmental practices, spelling out the range of authority, assisting the new person to see how the job fits into the organizational whole, and describing how employees are held accountable and are rewarded for performance are preconditions to job understanding. Job understand-

and study of the employment application can guide you to the appropriate, needed information.

Beware of overload. Telling the employee too much in the first few hours may result in poor retention. People learn at different rates so pay attention to the new employ-

ee's performance. on disciplinary actions involving new or relatively new staff, and survey recurring problems. On a more personal level, you can ask short-service employees what they could have benefited from knowing sooner.

Though learning through experience is a valid way for the new employee to grow, it is often expensive not only in terms of money but also in terms of time, self-confidence, or trust in the organization.

Introducing the new employee to the job, to colleagues, and to the general work environment in an organized, planned, orderly way can help employee growth and save money. Time spent with the beginner represents an actual investment with highly desirable dividends.

**'Many who have been associated with an organization for a long time may have forgotten what it was like to be new.'**

- Gerry Thomas

ing is a prime factor in job performance. Clarification may well be the key to helping the new employee adjust to the work situation. Patience and willingness to reassure are the foundation of effective orientation.

Many who have been associated with an organization for a long period of time may have forgotten what it was like to be new and may presume that the new employee knows more than in fact is true. It is dangerous to presume knowledge, especially when safety, security, or any activity of consequence are concerned.

"Better safe than sorry." Sizing up what the new employee knows through interview

ee's performance. How well does your orientation program work? There are ways to assess it. On the organizational level, you can look at turnover data, check probationary reports, follow up

### Employee Assembly Election

Petitions Available at 165 Day Hall February 5, 1986

Petitions Due February 28, 1986  
Become involved in the development, implementation and evaluation of the benefits and policies which affect your life.

### Review Board Vacancy

One Employee Vacancy on the University Review Board

The University Review board hears appeals of decisions of the University Hearing Board if requested by defendants against whom penalties have been imposed.

Please call the Office of the Assemblies, 6-3715, or stop by 165 Day Hall to pick up an application.

## Just For Your Information

W2 70

### IMPORTANT NEW INFORMATION

This year your W-2 form will show only taxable income.

Voluntary pre-tax contributions to Select Benefits or Tax Deferred Annuity will appear only on your final paycheck.

Therefore, save your final 1985 paycheck stub for a record of your total earned income.



Shown here are seven retired employees of the grounds department who returned for the department holiday party.

Left to Right: Joe Nunziata (15 years of service), Leroy Reed (12 years of service), Mike Tagliavento (35 years of service), Louis Di Russo (48 years of service), Donald Wright, Sr. (37 years of service), Ernie Wright (25 years of service), Orville Brown (18 years of service) with a total of 190 years of service to Cornell University.

withholding

## Heart Club Outlines Plans for Coming Year

Heart Mates, Inc. is an extension of the very successful, 300 member, Open Heart Club which was founded in February 1984 by Henry Aron and Charles Hurlbut. The organization is a voluntary, nonprofit support group whose primary purpose is to promote the good health and well-being of heart patients.

Heart Mates, Inc. has been strongly supported by local doctors and the hospital. In line with the original concepts, Heart Mates' services will now be broadened to include specific preventive and rehabilitative programs for the public. Throat culture tests are now being offered to detect strep throat, a measure which can reduce the danger of rheumatic fever, a disease of the heart valves.

fund-raising events to finance programs and services and to raise money for cardiac-related projects.

Heart Mates is an independent, nonprofit organization and controls all funds received. They are not obligated to share funds with any other outside agency. All contributions will be used for the good health and wellbeing of the residents of Tompkins County.



Heart Mates invites anyone who may have heart problems of any type, to join. Those who may not have heart problems, but are interested in the cause are also welcome. Memorial gifts and contributions will also be gratefully accepted. Checks should be made out to Heart Mates, Inc. and mailed to Heart Mates, Inc., 175 Williams Glen Road, Ithaca, NY 14850. for further information, please call 272-5340.

A campaign is now underway to encourage local restaurants to introduce low-salt, low-cholesterol selections on their menus. This will not only please heart patients but will prove most beneficial to everyone's health! Heart Mates will arrange for members to be available as speakers for any local group or organization.

Heart Mates, Inc. plans to conduct various

## Blood Pressure Screening Clinics

January 16, 1986 - Savage Hall, Room 130 - 8:30am - 12:00 noon  
January 17, 1986 - Martha Van Rensselaer Hall - 8:30am - 2:00pm

## Leadership Redefined

From time to time it is a good idea to re-define leadership. How do we define a leader? Recently we heard perhaps the simplest and best definition yet. "A leader is one who treats people as friends while working with them to accomplish achievable goals."

To be a leader, a person must be a friend first. A leader is friendly.

Too many believe that a leader must be above and apart from others. The true leader is a friend. Are you?

By George Peter

# CRC News



CORNELL RECREATION CLUB

A fundraiser for the CRC park fund will be held on Saturday, March 29, 1986. CRC will sponsor a roast beef dinner and dance at the VFW in Dryden, NY. The cash bar will begin at 6:00 pm and dinner will be served at 7:00 pm. Music will be provided by Flight VIII from 9:00 pm until 1:00 am. This event is limited to 150 people and tickets will be available from the CRC office only in advance. The cost is \$10.00 per person. Come and support the new park and enjoy an evening of food and dancing!

Magic Kingdom Club memberships are still available for CRC members through the CRC office. Many discounts at Disney World, at some Howard Johnson Motor Inns, and on National car rentals are provided with a club membership card. This may be useful to those of you planning a trip to Florida in the next few months.

The January TGIF party will be held on Friday, January 24th at the Box Car located on Rt. 366, near NYSEG. Stop by after work for an informal get-together with fellow CRC members.

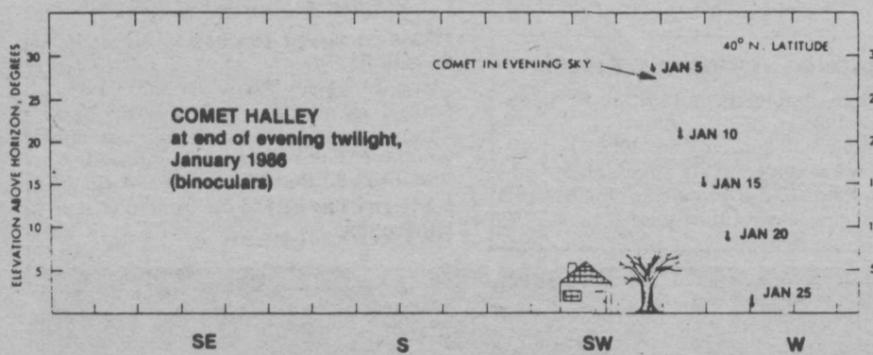
Due to the many requests we have received for a trip to Atlantic City, CRC is offering the following package through Swartout & Ferris bus company. The dates are March 2-3, 1986. The price of \$114.00 per person includes: round trip deluxe motor coach transportation, one night deluxe accommodation at Resorts International Casino motel, one Wedgwood Pavillion buffet meal, admission to "Wild" revue show, gift and discount pack, one visit to Resorts Health Club, free use of year-round pool, sauna, jacuzzi and sundeck, round trip tram ride on the Boardwalk. Contact the CRC office if you are interested (6-7565).

There will be a spaghetti dinner on Tuesday, February 11, 1986. This event will be held in the new dining room of Woody's Tavern located at 1230 Danby Road (past Ithaca College on Rt. 96B). Dinners will be served starting at 5:00 pm and continue until 7:30 pm. The price is \$3.50 for adults and \$2.50 for children 12 and under; children 5 and under eat for free. Dinner will include spaghetti, salad, bread, and beverage. Enjoy an inexpensive meal out with your friends and family and join us on February 11th. Purchase your tickets from the CRC office. Call today.

January 8-22. CRC Hawaii '86 trip. The CRC office is still accepting park fund donations (cash, check, or through payroll deduction). If you haven't made a contribu-

tion, please consider doing so soon. The park will be built on money that is raised and donated through our own efforts. The more money, the bigger and better the CRC park will be. CRC would like to thank the following people who have recently made contributions:

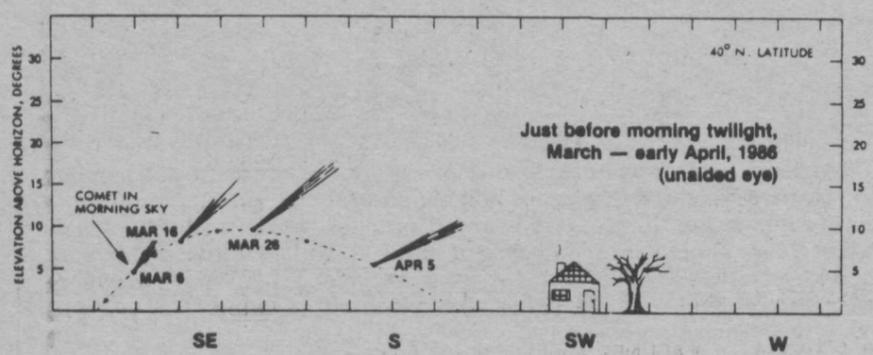
- Mr. & Mrs. Caryl Terry
  - Mr. & Mrs. Dominic Versage
  - Mr. & Mrs. Richard Pendleton Margaret Gerlach
  - Mr. & Mrs. William McDaniel Francis Williams
  - Dot & Keith Messenger Robert Slocum
  - Barbara Morse Margaret Darchangelo
- Submit listings for employee calendar to editor, University Personnel Services, 130 Day Hall.



## New Number for Comet Information

Comet Hotline - The Comet Halley Hotline was improved December 15, 1985 when the U.S. Naval Observatory and the American Astronomical Society inaugurated a new AT&T "900" number - 900-410-8766, because of the overwhelming interest in the comet. The original hotline number was always busy. The "900" number lessens this problem by handling up to 14,000 calls at once. The new number began service at noon December 15 and will operate through April

15. It will allow anyone in the United States, Canada, Puerto Rico and the U.S Virgin Islands to call the Halley Hotline at a charge of \$.50 for the first minute and \$.35 for each additional minute. Starting in September, the hotline will give callers historical and present-day information on the comet, including its location and how to see it. The four-minute recording is updated weekly, or more often when new information is available.

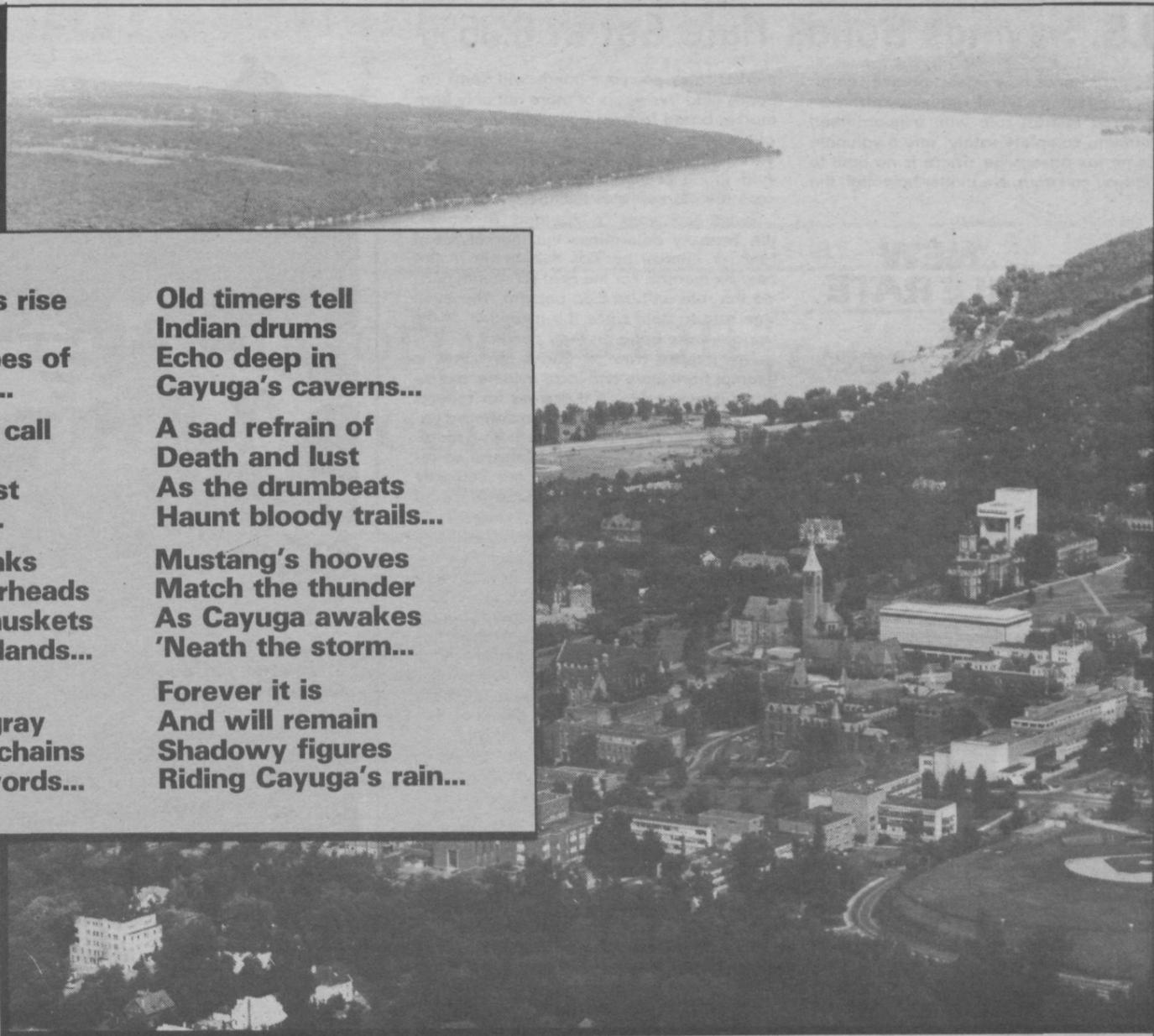


## Networking

### Deadlines

#### 1986 Deadlines

- 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)



**Thunder clouds rise  
Above Cayuga  
Rumbling echoes of  
Forgotten lore...**

**Mocking birds call  
Lyrical notes  
From years past  
Chanting low...**

**Lightning streaks  
Racing thunderheads  
Like ancient muskets  
Raping Indian lands...**

**Cayuga lies  
Motionlessly gray  
Under golden chains  
Of flashing swords...**

**Old timers tell  
Indian drums  
Echo deep in  
Cayuga's caverns...**

**A sad refrain of  
Death and lust  
As the drumbeats  
Haunt bloody trails...**

**Mustang's hooves  
Match the thunder  
As Cayuga awakes  
'Neath the storm...**

**Forever it is  
And will remain  
Shadowy figures  
Riding Cayuga's rain...**

Where it's quiet  
Let me sit  
Reflecting  
Light and dark...

Let me feel  
Torment's ache  
Retreating  
Into mists...

Trouble me not  
With trivia  
Of life's  
Petty pursuits...

Let fresh winds  
Cross my brow  
And raindrops  
Clear my mind...

Let die  
The struggles  
On tides kissing  
The shores...

Let me stay  
'Til freedom's calm  
Washes me with  
Serenity's balm...

I drift along  
Life's highways  
Country fields  
And slum ghettos...

I see a beauty  
In Nature's art  
And smell the stench  
Of sorrid Poverty...

I hear the songs  
Of meadow larks  
And the cries  
Of hungry babes...

Slick sport cars  
Flash expressways  
Towards cities  
Of bag-people...

I wretch sickened  
From empty codes  
Double-standard  
With betrayals...

I find no peace  
I cannot rest  
I stand raped  
In Truth's quest...

Poetry by Otilie D. White

## Fourth Annual Photo Contest Rules Announced

Categories:  
Places at Cornell  
People  
Still Life  
Animals/Nature  
Places/Scenes  
Cornell at Work  
Off Beat

Photo Contest committee:  
Nancy Hutter - 6-4320  
Mary Jamison - 6-4247  
Sigrid Peterson - 6-5144  
Donna Updike - 6-4429  
Carolyn Wells - 6-5218

1. You must be a full-time or part-time Cornell employee (including student employees and retired Cornell employees).

2. Only amateur photographers. (No one who makes 50 percent or more of his income from photography, or whose job description includes the taking of photographs, is eligible.)

3. There will be separate competition for black & white and color photographs in each category. There will be 16 winners, subject to submission of photographs, 2 grand prizes and 14 first place winners. Honorable mentions will be awarded as judged.

4. Three photographs per employee entered in one or in any combination of categories.

5. You have the option to title your work.

6. Photographs must be 8 x 10 or 8 x 12 and securely mounted in an 11 x 14 matting (color of your choice). (Framed photographs will be disqualified).

7. A label must be on the back of the mat with your name, campus work address, campus work telephone, and the category.

8. Submit each photograph in an envelope with an entry form securely taped to the front of the envelope with all appropriate information filled in. (Entries will be disqualified if this format is not followed).

9. Entries must be delivered to Nancy Hutter at 607 Clark Hall (6-4320) or mailed to Sigrid Peterson at 122 Lincoln (6-5144) no earlier than 8:00 am March 26 and no later than 4:00 pm April 11, 1986. (No entries will be accepted for any reason after that date and time.)

10. Only one entry per person will be awarded one Grand Prize or First Place - additional photographs by that person will be awarded Honorable Mention as judged.

11. The Photo Contest Committee will not be held responsible for loss or damage to any entry submitted.

12. Judges' ruling is final.

The contest committee reserves the right to publish photographs submitted and to exhibit them on campus. An exhibit of all photographs will be held at the John Hartell Gallery in Sibley from June 9 through June

27 and will not be returned until after that date.

Prizes will be awarded to the two grand prize winners - one for black and white and one for color. In addition, all first-place winners will be featured in Networking in the

May 27 issue. A reception to present prizes and announce winners will be announced at a later date.

Entry forms are available in Networking or from any of the above committee members, or, copy the form below.

ONE FORM PER PHOTO PLEASE!!

Name \_\_\_\_\_ Dept. \_\_\_\_\_

Work Address \_\_\_\_\_ Work Phone \_\_\_\_\_

Job Title \_\_\_\_\_

PLEASE CIRCLE THE APPROPRIATE CATEGORY:

Places at Cornell

People

Still Life

Animals/Nature

Places/Scenes

Cornell at Work

Off Beat

Photograph Title \_\_\_\_\_

PLEASE CIRCLE ONE:

Black/White

Color

Don't forget: DEADLINES: April 11, 1986 at 4:00 pm  
Deliver to: NANCY HUTTER at 607 Clark (64320).

## U.S. Savings Bonds Rate Set at 8.36%

Savings bonds now offer a unique combination of features which really pay off: market-based interest rate with a guaranteed minimum, complete safety, and a valuable income tax advantage. There is no limit to what you can earn. No matter how high the

market rates go, your bonds will keep up. Bonds held five years or more not only earn market-based interest but also come with a guaranteed minimum rate of 7.5 percent a year, compounded semi-annually. And the guaranteed rate protects you in case the market rates decline.

Twice each year, in May and November, the Treasury determines the market-based rate for interest periods that begin in the next six months. For the next six-month period the rate will be 8.36 percent. The average rate to date since the inception of the variable rate option is 9.69 percent.

The interest rate on Series EE bonds is exempt from State and local income tax. Interest is reportable as it accrues for federal income tax purposes or may be deferred until the bonds are cashed or reach final maturity, whichever comes first. Deferral of reporting is beneficial if you are currently paying high taxes. Also, the money not paid in yearly tax earns interest on interest.

Savings bonds are a wise investment for a college education or for retirement. By placing a little bit aside each pay period, your money can grow over a period of time. If you cash these bonds to supplement your retirement, you will likely be in a lower tax bracket with a double exemption and have more money to enjoy.

Cornell offers the opportunity to purchase U.S. Savings Bonds through convenient payroll deduction. For additional information, please contact your Cornell payroll office (Statutory - B22 Mann Library, 6-2022; Endowed - East Hill Plaza, 6-5194).

### NEW VARIABLE RATE

### US SAVINGS BONDS



'The amount of sleep required by the average person is about an hour more.'

## Unclassified Ads

Please submit all unclassified ads to Networking Unclassifieds, 216 Plant Science Bldg. NO PHONE CALLS!! The deadline for the February 6th issue is January 27th. 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: Solid oak exterior door (original Victorian) 3' x 7' with rectangular glass insert (not leaded). Needs some cosmetic work, but original dentil work, etc. In very reasonable shape. Comparable door \$300; \$125-OBO. 272-8795.

FOR SALE: 1976 Honda Civic, \$800. 347-4351.

FOR SALE: Queen-size waterbed kit, \$30. Includes mattress, liner, deluxe heater, drain and fill kit. 272-0171.

FOR SALE: G.E. refrigerator, avocado green, \$200. Very good condition. Also, Scandia woodstove, \$75. Martha 6-3492, 272-3565.

FOR SALE: IBM Selectric I typewriter, \$150; Corby trouser press (used once), \$90, (\$200 new); ladies Schwinn 3-speed bicycle with carrier and fenders, \$40; ironing board (large, folds), \$10; turntable Garrard SP25 with Shure cartridge, \$5; downhill ski boots, leather, size 8, \$10; riding hat, size 6 7/8, \$10. 6-1880 evenings or late at night.

FOR SALE: Brand new ladies Frye boots, brown leather with braid trim, 15" high, size 9 medium, asking \$100. Lori, 6-4884.

FOR SALE: Five summer tires, used less than one month; Sears 24 Die-Hard battery. 1973 Chevrolet 350 V-8 engine, priced to move. 272-2997.

FOR SALE: 1978 Chrysler LeBaron, four-door, recently painted, new starter, new exhaust system, power steering, power brakes, auto transmission, 318 V-8, five summer tires, two snowtreads. Priced to move. 272-2997.

FOR SALE: 1975 Olds Starfire, new water pump, timing chain, rebuilt carburetor, body good, nice winter car, must sell, \$950-OBO. 564-9375.

FOR SALE: Beautiful walnut roll-top secre-

tary, \$1995; black Persian lamb jacket, size 16, \$129. 564-9375 or 273-1577.

FOR SALE: Oldsmobile Cutlass Brougham station wagon, 1979, excellent care and maintenance, clean, high mileage, fully equipped, trailer hitch, \$2,595. 844-8073, keep trying.

FOR SALE: 2-bedroom house in woods, \$30,000/OBO. Owner anxious to sell, 6-4981, ext. 302, 1-546-8266.

FOR SALE: Men's 3-speed bicycle, \$50; Nikon EM camera, \$115; close-up 52mm lenses, \$30; 2X multiplier, Nikon mount, \$50. Bill Albern 6-4741.

FOR SALE: Two apartment-size gas ranges; two apartment-size refrigerators. Best offer. 257-7877.

FOR SALE: Oriental rugs, new and antique, special orders to meet your individual needs, by appointment. Michelle McDonald, 387-5090.

FOR SALE: 1974 Dodge 4x4 Club cab pick truck, good condition, little rust, 318, V-8, power steering, power brakes, 80,000 miles, many new parts, extra tires and rims, asking \$1,200. Pat 8-6-2363 or 315-585-9515.

FOR SALE: Old Eureka vacuum cleaner, still runs fine, \$35. Chris 273-5163.

FOR SALE: Four P205-70R14 Goodyear high performance tires; used 10,000 miles. Price negotiable. 273-9434.

FOR SALE: Firewood: 16", 18", 20", and 24". Full cord, \$85; face cord, \$30. 659-5676.

FOR RENT: Room in apartment, 3 bedrooms, (1 or 2 rooms), \$195/month. Next to East Hill Plaza. Jenny, Ana, or Ray, 273-6034.

FOR SALE: FOR RENT: House in Cornell Heights, new kitchen and bath, furnished or unfurnished, no pets, garage, garden, 700. 257-7877.

WANTED: 6' couch, cloth-covered. 272-0171.

WANTED: Bedroom set with full-size bed frame. 273-1024.

WANTED: Van or VW bus. Large sofa. 257-7877.

FOUND: Blue Buck Rogers wallet outside Schoellkopf Hall. Linda 6-7301.



December 14 was a busy day for CRC members. Seventy-five youngsters attended the annual CRC children's Christmas party. Elmer Van-Arkel enjoyed his role as Santa.



### Editorial Board

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

UNIVERSITY PERSONNEL LIAISON  
Laurie Roberts  
PRODUCTION  
Cheryl Seland

## Dedicated Service Award

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

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

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

For the **Dedicated Service Award**  
I NOMINATE

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

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

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

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

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

Mail to: Carol Thurnheer, 216 Plant Science Bldg.