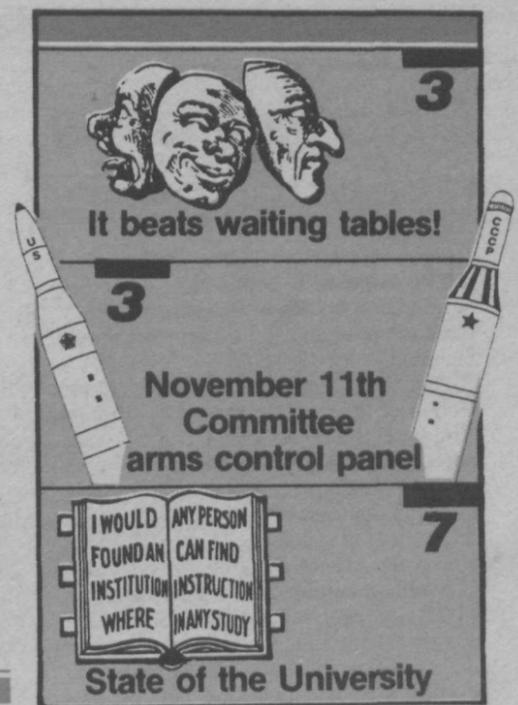


# Cornell CHRONICLE

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## Rhodes forms free speech commission

The balance between freedom of speech and the maintenance of order on a college campus will be examined by a nine-member commission, President Frank Rhodes told a joint meeting of the university assemblies last week.

The commission will be chaired by Professor of Law John J. Barcelo III, a former member of the Faculty Council of Representatives Committee on Freedom of Teaching and Learning.

Recommendations for changes in university policy are one possible outcome of the commission study, Rhodes said at the Oct. 30 meeting. Commission members are expected to be appointed this week, with March 1987 as the target date for completing the study.

"The (commission's) principal charge will be to review and recommend the principles that should guide us in preserving, on one hand, free speech on campus, and on the other hand, the peace and good order of the campus on which any kind of reasoned dialogue depend," Rhodes said.

The president prefaced his announcement to the joint assemblies, which represent students and employees, with comments on two related issues: revisions to the university policy handbook and the court injunction that bans shanties on campus.

Distribution of the handbook, which



President Frank Rhodes

prompted a three-hour demonstration earlier that day in the office of the university counsel, has been halted until recommendations by a special committee on campus rules are reviewed by the assembly and the university board of trustees, according to the president.

Revisions to the policy handbook were in the form of footnotes, Rhodes said, and changed none of the rules themselves. Rather, the footnotes were aimed at "trying to clarify in these rules (for the maintenance of an educational environment in the statement of student rights) the legislative standing of these particular provisions."

*Continued on page 8*

## Arts and Sciences faculty defends shanties on campus

Members of the faculty of the College of Arts and Sciences last week passed by a vote of 108-11 a resolution criticizing the administration for its handling of the Oct. 8 protest on the Arts Quad.

The resolution calls on the administration to exercise greater restraint in dealing with non-violent protests and to return to court to seek the withdrawal of the injunction under which the Oct. 8 arrests were made.

The vote was taken at a special faculty meeting Oct. 30, called by Dean Geoffrey Chester in response to a petition circulated among the faculty. About one quarter of the College's 454 faculty members attended the meeting, as did an equal number of non-voting observers.

In moving the resolution, Walter Slatoff, professor of English, who co-authored the resolution with Philip Lewis, professor of Romance Languages, said he had been impressed by the "peacefulness and lawfulness" of the Oct. 8 demonstrators and thought it "inconceivable the administration would tear the shanties down."

On Oct. 8, anti-apartheid and pro-divestment protesters held a rally on the Quad in front of Goldwin Smith Hall and afterward a group of students erected two shanties there. At about 7:30 p.m., Dean of Students David Drinkwater informed the protesters they were violating a court order and instructed them to leave. Public safety officers dismantled the shanties and those who interfered were arrested.

Twenty students and three non-students were charged with disorderly conduct and five were charged with contempt of court, based upon a preliminary injunction issued in June 1985 by the New York State Supreme Court that prohibits the construction of shanties on campus and interference in their removal. The court order was sought by the university after a fire in a Shantytown between Sage Chapel and Day Hall.

"I am terribly frightened and angry at the administration's actions," Slatoff said. The court injunction should be withdrawn, he argued, because its legality is questionable and it is far too sweeping, enjoining even the threat of building a shanty.

Lewis, characterized the administration's enforcement of the injunction as "capricious and unfair."

"Law enforcement should be even-handed," he said, relating that when more shanties were built Oct. 17 they were allowed to stand for 24 hours, the builders were not arrested and neither were those who fashioned caricature shanties.

In the debate that followed, Gordon Messing, professor of Classics and Linguistics, urged that the resolution be presented to the entire faculty as a referendum circulated through the mail to get a more representative view.

In opposing the resolution, he asked, "At

*Continued on page 3*

## CISER survey: Top scientists oppose SDI 8-1

Members of the National Academy of Sciences in fields relevant to the Strategic Defense Initiative oppose it by a margin of more than eight to one, according to a survey conducted by the Cornell Institute for Social and Economic Research (CISER).

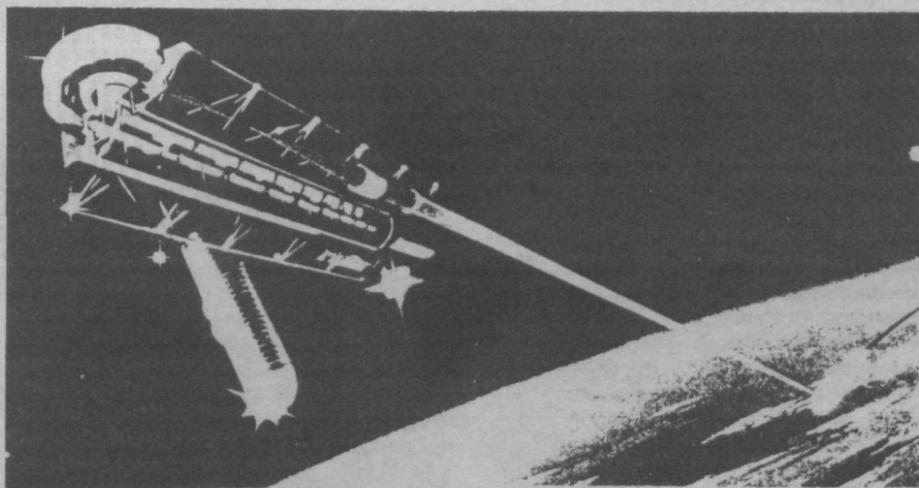
They believe that the SDI — popularly known as Star Wars — cannot be made survivable and cost-effective in the next 25 years, that it cannot defend our population and that expenditures for the program are more than twice the amount that can be justified.

"This survey should contribute to an honest and sensible appraisal of the Strategic Defense Initiative," said Peter Stein, the Cornell professor of physics and nuclear studies who commissioned the CISER study. "A lot of policy is being based on the presumption that SDI can protect the American people."

"I hope the president reads the results of this survey very carefully," said Sen. William Proxmire (D-Wis.). "What the best scientific minds of this country are telling him loud and clear is that Star Wars won't work and it's a waste of money."

"The people who really believe in Star Wars are now just a small but vocal minority within the administration. An overwhelming majority of the nation's top scientists — our most knowledgeable experts — says Star Wars is just an illusion."

The National Academy of Sciences, which was chartered by Congress in 1863, has as its elected members 1,477 American scholars in scientific and engineering research. All of its 663 members in the



Artist's conception of a neutral particle beam weapon.

physical, mathematical and engineering sciences were sent survey questionnaires by CISER over the last two months. Responses were received from 451 members, or about 71 percent of those contacted.

Among other findings of the survey were:

- Seventy-eight percent believe that the prospects are "poor" or "extremely poor" that SDI can be made "survivable and cost effective at the margin" in the next 25 years, while only 4 percent believe that the odds of success are better than even.

- Ninety-eight percent estimated that SDI could not destroy a sufficient number of Soviet missiles to provide an "effective defense of the U.S. civilian population" if the Soviets try to overwhelm and counter

the defensive system. Ninety-four percent estimated that SDI could not defend the U.S. population, even if the Soviets make no changes in their offensive missiles.

- Sixty percent of the scientists said that the annual SDI research budget should be \$1.5 billion or less, while 7 percent believe that the budget should be equal to or greater than the \$3.5 billion just appropriated by Congress.

- Sixty-three percent of the scientists believe that the Soviet Union is behind the U.S. in Star Wars technology, and 5 percent believe it is ahead.

- Seventy percent say it is "highly improbable" that SDI can be adequately tested, while 8 percent believe it "probable or highly probable."

- Eighty-four percent say that "scientific review has not played a sufficiently important role in structuring the current SDI program."

About one-third of the scientists who responded added written comments about SDI. Typical comments made by those opposing the program included:

"Its most damaging aspect is the obstacle it represents to strategic arms reduction agreements."

"It is costly, dangerous and a scientific fraud."

"Current claims concerning 'successful SDI tests' are totally misleading."

"It is a terrible idea. Continuing on this course will either lead to a catastrophic nuclear war or total bankruptcy."

"SDI is an unprecedented hoax being presented to the American people."

Typical comments from supporters of SDI include:

"I support it only to the extent that the Soviets oppose it. I hope that it can be a good bargaining card sooner or later."

"SDI should be reasonably vigorously pursued on a research basis to see whether a defense is technically feasible."

CISER was chosen to conduct the study because of its expertise in formulating scientifically valid surveys, Stein said. The institute is an independent professional research organization of more than 200 social scientists and economists and is not affiliated in any way with the National Academy of Sciences. Funding to conduct the CISER survey was raised outside the university, Stein noted.

— Barry Gross

## Disputed drive to be reopened

Forest Home Drive along Beebe Lake will be reopened to traffic Nov. 10, ending more than a decade of debate over who owns the road and, therefore, who should maintain it.

Arguments over repair of the 1,000-foot section of the road threatened its permanent closing until the City and Town of Ithaca and the university reached a compromise last year. Each party is sharing equally in the \$165,000 cost of improvements to the scenic road that connects Forest Home to University Avenue at Triphammer Bridge.

A ribbon-cutting ceremony is slated for 11:30 a.m. near where Forest Home Drive intersects with Judd Falls Road. Representatives of the city, town, university, and Forest Home neighborhood will take part in the ceremony.

Peter A. Forlano, president of the Forest Home Improvement Association, said, "We are pleased that the three parties could get together and develop a solution. I hope this sets the tone for resolving other problems in the future."

Cornell's community relations director, David I. Stewart, said that residents of the Forest Home neighborhood would be the first to benefit from the road improvement, and added, "The university is pleased that a solution to this dispute unfolded without any further inconvenience to all involved."

Because portions of the road are in the city and the town, and it cuts through university land, each party had claimed the others were responsible for maintenance. While the arguments continued, the road deteriorated, making it dangerous for motorists, runners, cyclists and pedestrians.

In November 1984, the City of Ithaca assumed responsibility for the road, closed it, and began abandonment procedures. The city had estimated that repairs would cost \$750,000 to \$1 million to meet standards for a city street.

Early in 1985, Tompkins County Planning Commissioner Frank Liguori brought the parties together, beginning a series of negotiations that avoided a possible court battle. A new estimate was made, and the city, town and university agreed to come up with \$55,000 each for repairs that began this fall.

Under terms of the agreement, city crews repaired the road, Cornell assumes winter maintenance, and the town will assume eventual control and maintenance of the two-lane road. Also by agreement, the city will begin the legal process that allows the town to annex the portion of Forest Home Drive that is now in the city.

Town of Ithaca Supervisor Noel Desch said it was "a pleasure to reach a satisfactory solution to this long-standing problem."

Mayor John Gutenberg said the agreement was "an example of how discussions can lead to positive solutions instead of protracted court proceedings."

## Survey will ask employees how they feel about Cornell

About one-third of Cornell's nonacademic employees will get a chance to sound off about their employer next week by filling out survey forms that will be sent to them in the mail.

The survey, initiated by University Personnel Services, is being conducted by SRI International, a nonprofit survey research organization that will tabulate results and report back to the university.

No one at Cornell will see individual replies, according to Gerald S. Thomas, the university's director of organizational services. He added that a tear-off comment page will be sent to Lee Snyder, director of University Personnel Services.

The 2,000 employees who will receive the survey forms will be asked to mail them directly to SRI in preaddressed, postage-paid envelopes. Thomas said Cornell expects to receive survey results in February and hopes "to report to employees within a month in as many forms as we can think of that will be helpful."

The survey will cover the following topics: working at Cornell; your job; supervision, salaries and salary administration; Cornell as an employer; benefits; training, career development and promotion; University Personnel Services; and problem-solving and grievance mechanisms.

Thomas stressed that attitude surveys can yield positive results for employees. He said that the previous survey, which was conducted in 1982, indicated that posting job openings on bulletin boards was an ineffective way of publicizing those opportunities.

The result was listings in the *Cornell Chronicle*.

He also noted that "many were surprised" by the 1982 survey's finding that staff members regarded the faculty as somewhat more effective supervisors than non-faculty, contradicting a longstanding myth.

Cornell is part of a trend in arranging for an employee attitude survey. Use of the surveys is expanding, according to an article in last week's *Wall Street Journal*. The newspaper said that organizations used to undertake such surveys only when they wanted to "find out why workers were disgruntled."

Today, however, management specialists are telling organizations that it is important to listen to employees.

Thomas characterized the 1982 survey as general and this year's effort as unit-specific, designed to provide individual deans and executive officers "with much more helpful data."

SRI prepared its survey questions after its representatives met on campus over two days in August with groups of 12 to 15 employees who perform similar kinds of work. Discussions about their personal sources of satisfaction and dissatisfaction working here helped delineate the issues to be covered.

SRI has conducted surveys for Stanford, Johns Hopkins and Pennsylvania universities and also analyzed data from the 1982 Cornell employee attitude survey.

— Barry Gross

## Various activities planned for Homecoming Weekend

It's Cornell versus Yale this Saturday at Schoellkopf Stadium, and the Office of Alumni Affairs has arranged pre-game and post-game festivities for the homecoming crowd.

"We're hoping for greater numbers than ever," said Jim Hazzard, director of Alumni Affairs, noting that pre-registration for the All-Alumni luncheon at Barton Hall has topped 500 and that as many as 800 are expected.

The luncheon will feature an authentic Texas Barbecue catered by Don Seaman of Don's Barbecue, Wild Country, a country and western band and a Big Red/Big Red Alumni Band concert along with Cornell cheerleaders.

Chili and tacos are on the menu for the post-game party at Barton Hall. There, the Big Red band will perform again and will be followed by entertainment provided by Joe McConnell's swing band.

Friday night's Henry E. and Nancy Horton Bartels Lecture will feature Charles

Percy, former senator from Illinois. The lecture, which is open to the public, will be held at Bailey Hall at 8 p.m.

All three alumni boards will be meeting on campus this weekend — the Cornell Alumni Association, the Federation of Cornell Clubs and the Cornell Association of Class Officers.

In addition, the Federation will hold a three-day training workshop for officers from 40 of the 70 Cornell Clubs across the country.

Robert M. Matyas, vice president for facilities and business operations, will be the speaker at Thursday night's opening dinner, and Trustee Robert A. Cowie, vice chairman of the executive committee of the Cornell Board of Trustees, will speak at Friday night's annual banquet.

Many of the colleges are sponsoring events of their own, ranging from continental breakfasts to admissions conferences. A general admissions program for Cornell families will be held at 9 a.m. in Kaufman Auditorium, Goldwin Smith Hall.

### Barton Blotter:

#### Four charged with illegally possessing weapons

Four persons were charged with illegally possessing weapons on campus last week, according to the morning reports of the Department of Public Safety for the period Oct. 27 through Nov. 2. The four were carrying hunting guns.

Two of them are students and were referred to the judicial administrator. The other two are area residents and were referred to Ithaca City Court, charged with criminal possession of a weapon. They are Steven Volpicelli of 782 Lansingville Rd., Lansing, and James R. Spencer of 3049 Triphammer Road, Lansing.

Two students were charged with criminal possession of three street signs and possession of burglary tools after being apprehended carrying the signs by public safety officers. Referred to Ithaca City Court on the chargers were Thomas L. Conboy and David Herz, both of University Hall No. 1.

A computer and several other small items valued at \$1,927 were reported stolen from 410 Thurston Avenue. The items were among a total of 14 thefts reported during the period amounting to losses of \$2,919 in cash and valuables. Other thefts included a \$178 parking permit and a gold I.D. bracelet worth \$296.19.

Five cash thefts including \$99.99 taken

from the Big Red Barn were reported. The other four thefts were from wallets with losses totaling \$46.

In other incidents, Daniel E. McNulty of 320 Elmwood Ave., Ithaca, was charged with driving while intoxicated and Laurence A. Bratton, 35, of 136 Fayette St., was charged with trespassing in Olin Library and possession of stolen property.

In addition, Steven A. Carvill of Candlewyck Apartments was charged with disorderly conduct and Christopher J. Everson of 59 Guernsey St., Roslindale, Mass., was charged with criminal mischief.

### Graduate bulletin

**Sage graduate newsletter:** The first issue of this newsletter will be out in early November. It will contain information on changes in the federal tax laws that affect graduate students' tuition and stipend benefits. The newsletter will be distributed through graduate faculty representatives and also will be available at Sage Graduate Center.

## Briefs

■ **St. Croix study tour:** Cornell's Adult University is offering its popular St. Croix program for the seventh consecutive year, next Jan. 7-16. Alumni, faculty, staff members and families are invited to explore the natural history and marine biology of St. Croix in the American Virgin Islands with Shoals Marine Laboratory Director J. B. Heiser and John M. Kingsbury, professor emeritus of botany, former director of Cornell Plantations and founder of the Shoals Laboratory.

If Caribbean cuisine, snorkeling at Buck Island Reef, and expertly guided examinations of island flora and fauna ignite your interest, contact the CAU office, located in the Alumni House at 626 Thurston Ave. Telephone: 255-6260.

■ **White House Fellowship program:** The White House Fellowship program, now in its 22nd year, gives qualified U.S. citizens a chance to work as assistants to cabinet members, the vice president or members of the president's principal staff for a year sometime early in their careers.

Leadership, intellectual and professional ability and commitment to community and to the nation are the broad criteria employed in the selection of fellows.

Applications for 1987-88 are due on Dec. 16. Forms and additional information can be obtained from President's Commission on White House Fellowships, 712 Jackson Place N.W., Washington, D.C. 20503. Telephone 202/395-4522.

■ **'Transfer Day' for two-year college students:** The College of Agriculture and Life Sciences, the College of Human Ecology and the School of Industrial and Labor Relations will hold a transfer day Nov. 14 for students at two-year colleges and others interested in enrolling. Transfer admission policies and academic programs offered in these colleges will be explained.

■ **Off-campus counselor recruitment:** The Dean of Students Office is recruiting off-campus housing counselors (OCCs) for the spring. OCCs are student volunteers who help new transfer, foreign and graduate students find off-campus housing and adjust to living in Ithaca.

Attendance at two training sessions, one in December and one in January, and the willingness to work several two-hour shifts at the Off-Campus Housing Office during mid-late January are required.

Applications are available at the Off-Campus Housing section of the Dean of Students Office in 103 Barnes Hall, the Willard Straight Desk, the Alfalfa Room in Roberts Hall and the Information and Referral Center in Day Hall. The deadline for applications is Nov. 21.

For further information, contact Neff Casaburri, Debra Roy or Matt Hendricks at 255-5373.

■ **Red Cross bloodmobile:** The Tompkins County Red Cross will station a bloodmobile at Willard Straight Hall Nov. 10 from 10 a.m. to 3:45 p.m. under the sponsorship of APO. To sign up, call 273-1900. Walk-ins also welcome.

■ **Memorial service for Adrian:** A memorial service for Jose Adrian, associate director of admissions, who died Sept. 5, will be held Nov. 11 at 4:30 p.m. in Anabel Taylor Chapel. A reception will follow in the Founders Room. Donations can be made to the Jose B. Adrian Memorial Prize, Arts and Sciences Admissions, 172 Goldwin Smith Hall.

■ Fifty spaces of paid parking for visitors and all members of the Cornell community is now available along the drive to and west of Willard Straight Hall.

Parking in the spaces is limited to one hour, costs \$.50 per hour, and is in effect Monday through Friday, 8 a.m. to 6 p.m., with free parking on Saturday, Sunday and holidays. Access to the metered parking is off Campus Road.

Parking fees and timing are governed by a single computerized meter located in the lot's north corner, near the theatre entrance of Willard Straight Hall. Patrons receive a parking receipt after entering the stall number and fee. For further information, contact the Traffic Bureau at 255-4628.

## Cornell CHRONICLE

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It is the policy of Cornell University to support actively equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age, or handicap. The university is committed to the maintenance of affirmative action programs that will assure the continuation of such equality of opportunity.

# Theatre Arts gives young pros a break

The Department of Theater Arts has begun a program designed to get young actors out from behind the steering wheels of taxicabs and the counters of restaurants and back on stage where they belong.

Under the Resident Professional Theatre Associates Program, recent master of fine arts recipients can earn \$14,000 a year during a one- or two-year stay at Cornell while teaching one class each semester and participating in Theatre Cornell productions on campus or elsewhere as part of the Outreach Program.

"We initiated this program because of my belief that there needs to be a way for MFA graduates to earn a living, continue to develop artistically and make the professional acquaintances that will both further them artistically and further their careers," said Bruce Levitt, chairman of the Theatre Arts Department.

"I've seen what happens to the vast majority of people coming in from an MFA program who don't have a network of contacts, who end up in service jobs waiting tables or driving cabs in some major metropolitan center.

"They may be talented, they may be well trained, but they may not have the luck of the draw. I've seen too much talent dissipate because it goes unused for months or years; whatever contribution those people can make to the theater is gone," Levitt added.

The program has four resident associates this year — a designer and three actors — and will have four next year and nine the year after that. Levitt hopes to be able eventually to offer 20 positions, including actors, designers, playwrights and people in theater management.

Leading professionals will visit the department each year as guest teachers and



Guest Artist-in-Residence Maurice Daniels, left, looks over costume sketches with actors/resident associates Eric Ness, Armand Schultz and Jane Gabbert-Wilson and Theatre Arts Chairman Bruce Levitt. Not pictured is a fourth resident associate, Pat Martin, a costume designer.

directors for the new resident program. Some also will be members of the program's National Advisory Board, which is headed by Gordon Davidson, artistic director of the Mark Taper Forum in Los Angeles.

Guests and board members will act as mentors — watching the associates perform, advising them, and either employing them whenever possible or trying to find work for them elsewhere after they leave Cornell.

This initial year's guest teachers and directors include Maurice Daniels of the Royal Shakespeare Company; Giles Block, formerly with the National Theatre of Great Britain; William Gaskill; Tony Cornish of the National Theatre; Garland Wright, artistic director of the Guthrie Theatre in Minneapolis; Stan Wojewodski, artistic director of the Center Stage in Baltimore; John Reich; Yuri Belov; and Mark Lamos, artis-

tic director of the Hartford Stage Company.

Daniels, one of this year's guest teachers and directors in residence, also currently is directing a production of King Lear at the Niagara University Theatre.

The resident associates program is "useful and creative from two points of view," Daniels said. "First, it provides the post-MFAs with work of a very creative nature soon after they have graduated. Second, it guarantees them a security of employment that is sadly lacking in the profession generally. And with that security, they are relieved of false pressures which the commercial world of theater can place on actors."

One of the first associates is Jane Gabbert-Wilson, who had sporadic theater roles over the last four years after receiving an MFA from Ohio University. Although her agent said he felt she could have started

to pick up television and film roles this year, Gabbert-Wilson said she saw the associates program as a chance to "do a play with very reputable directors" instead of spending a large part of her professional life "auditioning, auditioning, auditioning."

Gabbert-Wilson said she also sees the contacts she expects to make through the guest teachers and directors as a big plus, not to mention "just the things that I can learn from someone like Maurice Daniels."

She is in rehearsal for "Mother Courage," which Theatre Cornell will present on campus Nov. 6-23.

The four resident associates will be featured in "Pleasure and Repentance," a revue that will tour the campus and outlying communities beginning Nov. 11. A production of "Two Gentlemen From Verona" is scheduled on campus in February.

— Barry Gross

## Arts faculty vote *Continued from page 1*

what point should free speech be limited by the interests of the community? . . . The university's chalk line is salutary."

Savely Senderovich, associate professor of Russian literature, opposed the resolution's support for symbolic protests, such as the building of shanties. "Isn't burning a cross also a symbolic protest?" he asked.

David Wilson, professor of biochemistry, molecular and cell biology, urged his colleagues to adopt the resolution, saying he was "appalled" that the Department of Public Safety, which is supposed to protect everyone, had been "taken over by the administration as a private police force."

Computer Science Professor Jerry Salton disagreed. "Where does one draw the line of what is permissible?" he asked. Then he described memories of his childhood in Germany in the late 1920s and early 1930s, a time when bands of youths, wearing yellow shirts and red arm bands, took to the streets, locking arms and singing loudly.

They were not violent at that point, he said, asking the framers of the resolution whether they, if had they been present in Germany at that time, would have defended these people, too, calling them just "exuberant youth?"

That analogy is too extreme, countered Dominick Lacapra, professor of history:

"Building a shanty on campus is unlike the disruption of the Weimar Republic."

Lacapra argued that a college campus, of all places, should tolerate symbolic protest when it does not disrupt ordinary day-to-day activities.

"The administration overreacted to a relatively trivial form of protest," Lacapra said.

George Gibian, professor of Russian literature, introduced a substitute resolution that would have called for the administration to explain its rationale for the injunction and its enforcement, while expressing the faculty's support for free speech and its opposition to apartheid.

The resolution was voted down. So was an amendment to the original resolution by American Studies Professor Cushing Strout that would have acknowledged the administration's concern for public safety as far as shanty-building is concerned.

After the meeting, Susan Buck-Morss, associate professor of government, told Provost Robert Barker, who attended the meeting, "the peacefulness of this meeting only reflects the unanimity of this body. But know we are angry . . . that even a mild protest such as this was treated as an offense of a high order."

— Carole Stone

## Text of resolution

We, the faculty of the College of Arts and Sciences, believe that many symbolic protests against social and political evils are a form of public expression that a free university should take pains to protect. We are deeply concerned, therefore, by the recent police actions ordered by university officials including the arrests and handcuffing of students on the Arts Quadrangle in front of Goldwin Smith on Oct. 8. We believe that police actions of this sort represents an unnecessarily rigid and intolerant response toward protest and may have a generally chilling effect on our students' belief in their right to dissent. At the very least, it hardly fosters the values of free expression and tolerance of diversity upon which the health of the university depends.

WHEREAS we are troubled by the continued enforcement of the preliminary injunction under which the so-called shanties were demolished and the arrests made, an injunction which fails to distinguish between disruptive and entirely legitimate forms of protest, WE CALL UPON the university administration to return to court with a motion to withdraw that injunction and to cease from enforcing it.

WHEREAS we are troubled by the manner in which shanties on the Arts Quad have been demolished and students have been arrested, WE CALL FOR an open investigation under the auspices of the Faculty Council of Representatives into the intentions and actions of the protesters, police officers, and university officials involved.

WHEREAS we believe that a university, of all social institutions, should be dedicated to the protection of free speech and political dissent, WE CALL UPON the university administration to exercise maximum prudence and restraint in responding to non-violent campus protest.

WHEREAS these views have been debated, voted upon, and approved at an open meeting of the Arts and Sciences faculty, we call upon the Deans of the College to transmit this resolution to the University Administration and to speak in its defense on all appropriate occasions.

## Contemporary music festival set

The 19th Festival of Contemporary Music at Cornell, scheduled for Nov. 14, 16 and 24, will feature a performance by the Catskill Chamber Players, compositions by Pulitzer Prize-winning composer Karel Husa, Kappa Alpha Professor of Music, and premier performances of works by Cornell graduate students.

The Catskill Chamber Players, members of the Catskill Conservatory of Oneonta, N. Y., will be joined by guest artists Joseph Dechario and Charles Sommer for their performances of Cornellian Brian Israel's "Serenade for Three Trumpets," Husa's "Recollections," member Carleton Clay's "Song with Tropes," and Wallington Reiger's "Concerto for Piano and Wind Quintet."

That concert will take place Nov. 14 at 8:15 p.m. in Barnes Hall. The second

concert will be given by the Festival Chamber Orchestra, a group of musicians who work closely with Husa and play his music and that of his teacher, Arthur Honegger.

The program for the Orchestra, scheduled to perform Nov. 16 at 4 p.m. in Barnes Hall Auditorium, includes Husa's "Portrait of Honegger," "Four Little Pieces," and "Poem for Viola and Orchestra," (with Rifat Qureshi the violist) and Honegger's "Symphony No. 2."

Finally, works of student composers in the Doctor of Musical Arts program will be performed Nov. 24 at 8:15 p.m. in Barnes Hall, in some cases by the composers themselves.

All three concerts are free, and the public is invited to attend.

## Bethe, Forsberg, Lee to speak on arms control negotiations

The November 11th Committee has arranged for three experts on arms control reductions to speak on alternatives to the arms race Nov. 10 at 8 p.m. in Statler Auditorium.

Hans Bethe, professor emeritus of physics and winner of the Nobel Prize for physics in 1967 will speak on "Arms Control, the Strategic Defense Initiative and Reykjavik."

Bethe was head of the Theoretical Division of the Manhattan Project, which built the first nuclear bomb. He was a member of the President's Science Advisory Committee from 1957 - 1960 and the Strategic Military Panel from 1957 - 1969.

Randall Forsberg, who recently won a MacArthur Award for her work in devising the Nuclear Freeze campaign and for her

efforts to explain the relationship between nuclear weapons and conventional war, will speak on "Alternative Defense: A new approach to arms control."

And Vice-Admiral John Marshall Lee (Ret.), who served in the Navy for 38 years, was assistant director of the Arms Control and Disarmament Agency from 1970 - 1973 and head of the planning staff of the Office of the assistant secretary of defense from 1961 - 1963, will discuss the nature of the nuclear threat in an address entitled "Nuclear Weapons are not weapons."

The November 11th Committee is Cornell's chapter of the United Campuses to Prevent Nuclear War. The convocation is open to the public, and admission is free.

# CALENDAR

All items for the calendar, except seminar notices, should be submitted (typewritten, double spaced) by mail or in person to Fran Apgar, Central Reservations, 531 Willard Straight Hall.

Notices must be received 10 days prior to publication and must include the name and telephone number of a person who can be called if there are questions, and also the sub-heading of the calendar in which the item should appear, i.e. dance, lectures, music, etc.

Seminar notices should be sent to arrive at the Chronicle office, Village Green, 840 Han- shaw Road, 10 days prior to publication.

These deadlines will be enforced.

## DANCE

### Cornell Folkdancing

Cornell folkdancers will meet in the North Room of Willard Straight Hall on Sundays throughout November. Free instruction from 7:30 till 8:30 p.m., followed by request dancing till 10:30 p.m. Beginners welcome, no partners needed. For more information, call 257-3156.

### Israeli Folkdancing

Folkdancing every Thursday at 8:30 p.m. in the Edwards Room, Anabel Taylor Hall.

## EXHIBITS

### Johnson Art Museum

The Herbert F. Johnson Museum of Art, on the corner of University and Central avenues, is open Tuesday through Sunday, 10 a.m. to 5 p.m. Admission is free. Telephone 255-6464.

"Frank Lloyd Wright and the Johnson Wax Buildings; Creating a Corporate Cathedral," through Nov. 9.

"Shouts from the wall," 26 political posters from the Spanish Civil War on loan from the Tamiment Archives of New York University's Bobst Library, through Dec. 21. Sponsored by the Western Societies Program and the Department of Romance Studies to commemorate the 50th anniversary of the war.

"American Modernism: Precisionist Works on Paper," 40 works featuring Charles Demuth, Louis Lozowick, Charles Sheeler and Joseph Stella, among others, Nov. 8 through Dec. 21. A video tape of the 1921 film "Manahatta" will run continuously in the exhibition.

"New York State Artists VI," an invitational exhibition featuring the work of five upstate artists — James Allen, Christine Heller, Carol Kinne, Michael Teres and Courtney Frisse, Nov. 8 through Dec. 21.

"Merton," an hour-long documentary film on the life and thought of Thomas Merton, Trappist monk, poet and social theorist, Nov. 9, 3 p.m. in the Lecture Room.

### Olin Library

"Fight for Freedom: The Hungarian Revolution after 30 years," through Dec. 20.

"1936 - 1956 - 1986: War and Revolution in Spain and Hungary," First Floor and Lower Level, Sunday - Thursday, 8 a.m. - midnight.

Fine binding marbling since 1976, Rare Books Room, 8 a.m. - noon; 1 p.m. - 5 p.m.

### Willard Straight Art

Third World Art Exhibition, reception and show, Nov. 10 at 5 p.m. Fashions of Onslow Carrington, an exhibition of the Uhuru Kuumba Dance Ensemble and a poetry reading. Exhibit continues through Nov. 14.

## FILMS

Unless otherwise noted, films are sponsored by Cornell Cinema. An (\*) indicates admission is charged.

### Friday 11/7

"Angry Harvest" (1985), directed by Agnieszka Holland, with Armin Mueller-Stahl and Elisabeth Trissenaar. Open. 9:30 p.m., \*Uris Hall.

"Trouble in Mind" (1985), directed by Alan Rudolph, with Kris Kristofferson, Keith Carradine, and Lori Singer. Open. 7:15 p.m., \*Uris Hall.

"Hair" (1979), directed by Milos Forman, with Treat Williams and John Savage. Limited. Midnight. \*Uris Hall.

"The Manhattan Project" (1986), directed by Marshall Brickman, with John Lithgow and Christopher Collet. Limited. 8 p.m., \*Anabel Taylor.

### Saturday 11/8

"Trouble in Mind" (1985), 10:15 p.m. \*Uris Hall.

"Hair" (1979), 7 p.m. \*Anabel Taylor Hall.

"The Manhattan Project" (1986), 9:30 p.m. \*Anabel Taylor Hall.

"Round Midnight" (1986), directed by Bertrand Tavernier, with Dexter Gordon and Herbie Hancock. Open. \$4. A benefit for Cornell Cinema, presented by Warner Brother Pictures. 7:30 p.m. \*Uris Hall.

### Sunday 11/9

"Oliver" (1968), directed by Sir Carol Reed, with Ron Moody and Shanni Wallis. Co-sponsored with the Ithaca Youth Bureau. Limited. Admission \$2, \$1.50 under 12. 2 p.m. \*Uris Hall.

"Merton: A Film Biography" (1984), directed by Paul Wilkes. Guest speakers Paul Wilkes and William H. Shannon. Free. 3 p.m. The Johnson Museum. Co-sponsored with the New York Council for the Humanities.

"Astaire Dancing," Guest speaker John Mueller, director of Dance Film Archive in Rochester. Free. 8 p.m. \*Uris Hall.

### Monday 11/10

"Le Cheval D'Orgueil" (1980), directed by Claude Chabrol, with Jacques Dufilho. Open. 8 p.m. \*Uris Hall.

### Tuesday 11/11

"Painter Painting" (1972), directed by Emile De Antonio, with de Kooning, Rauschenberg, Pollock, Motherwell and Warhol. Open. 8 p.m. \*Uris Hall.

"Toward Tomorrow: Beginning from the Indigenous Cultures," a 60-minute video on cultural activities in four regions of Thailand. Southeast Asia Film Series. 4:30 p.m. Uris Library Media Center. Free.

### Wednesday 11/12

"Neerada Jhada" (1984), directed by Manmohan Mohapatra, with Hemant Das and Niranjan Patnalk. Co-sponsored with the South Asia Program. Open. 4:30 p.m. Uris Hall. Free.

"Viva La Muerte" (1984), directed by Fernando Arabal. Co-sponsored with the Western Societies Program. Open. 8 p.m. \*Uris Hall.

"Pixote" (1981), directed by Hector Babenco. Sponsored by the Committee on U.S. Latin American Relations and the Latin American Studies Program. 8 p.m. Anabel Taylor Hall. Free.

NOVEMBER						
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## LECTURES

### Arms control

"Ways out of the arms race," Nobel Laureate Hans Bethe; McArthur Prize winner Randall Forsberg and Vice Admiral John Marshall Lee, 8 p.m., Nov. 10, Statler Auditorium. Sponsored by the November 11th Committee.

### China - Japan Program

"Tokyo Today: Transforming Japanese Life and Art," Patricia Gahan, Department of Art History, 4:30 p.m., Nov. 20, 230 Rockefeller Hall.....HOLD TILL NOV.13

### China - Japan Program

The Program is presenting a two-day symposium, "The ecology of peasant rebellion in China, Japan and Korea," Nov. 14-15.

"China: Environment and Insurrection, a Relationship of Causation or Confusion?" Dian Murray, Department of History, Notre Dame University, and "Japan: Channels of Protest in a 19th-century Paddyscape," William W. Kelly, Department of Anthropology, Yale University, 4 - 6 p.m., Nov. 14, Hollis E. Cornell Auditorium.

"Korea: The Case of Kwangju from an Anthropological Perspective," Linda Lewis, Department of Anthropology, Amherst College, and "The Case of Kwangju from a Literary Perspective," David R. McCann, Department of Asian Studies, a panel discussion, 10:30 a.m. - 12:30 p.m., Nov. 15, Hollis E. Cornell Auditorium.

### Germanic Studies

"Nietzsche's Literary Heirs: W.B. Yeats, Andre Malraux, Thomas Mann," J. P. Stern, University of London. A.D. White Professor-at-Large Emeritus, 4 p.m., Nov. 14, 156 Goldwin Smith.

### Humanities

"Reading at work and other activities frowned on by authority (A science fiction perspective on a feminist manifesto)," Samuel R. Delany, senior fellow, Society for the Humanities and author of "Dhalgren," "Triton," and "Stars in My Pocket like Grains of Sand," 4:30 p.m., Nov. 10, Kaufman Auditorium, Goldwin Smith Hall.

Delany will read from his work, "Flight from Neverjon," at 8 p.m., Nov. 12 in Kaufman Auditorium.

### Southeast Asia Program

"The Great Opium Syndicate in Singapore," Carl Trocki, Thomas More College, 12:20 p.m., Nov. 6, 102 West Ave. Ext.

"Ritual Politics and the New Order Java," John Pemberton, graduate student, 12:20 p.m., Nov. 13, 102 West Ave. Ext.

## MUSIC

### Bound for Glory

Lou and Peter Berryman, good humored songs for our times, Nov. 9.

Performances are free and open to the public. Three live sets at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Broadcast live on FM 93 on Sundays from 8 to 11 p.m. Also on 105.5 FM.

### Cornell Folk Song Club

Cornell Folk Song Club holds two informal group sings each month. One is held on the first Wednesday of each month, at the Unmuzzled Ox Coffeehouse on Oak Ave. in Collegetown, the other on a Saturday evening to be announced.

John Roberts and Lisa Preston will perform traditional English and Irish songs at 8:30

p.m. Nov. 8 in Kaufmann Auditorium. Tickets are available in advance at The Commons Coffeehouse in Anabel Taylor Hall, Ithaca Guitar Works in Dewitt Mall and Borealis Books in Collegetown.

### Cornell Dept. of Music

Cornell Chamber Ensemble: John Hsu, director. Symphonies by Mozart and Haydn, 8:15 p.m., Nov. 7, Barnes Hall.

Cornell Glee Club: Byron Adams, conductor. Works by Vittoria, Britten, Poulenc. Karel Husa conducts his "Cantata for Men's Chorale and Brass Quintet," 8:15 p.m., Nov. 8, Sage Chapel.

Jazz Ensemble, 8:15 p.m., Nov. 8, Barnes Hall.

Piano-violin recital: Christopher Kaufman, piano; George Rosenbaum, viola, 2 p.m., Nov. 9, Barnes Hall.

The English Concert (Bailey Series), Trevor Pinnock, harpsichord. Works by Purcell, J. S. Bach, Telemann, Vivaldi, 8:15 p.m., Nov. 13, Bailey Hall.

### Willard Straight Music

Folk music coffeehouse with Amy Davis Nov. 6 at 8:30 p.m. in the Memorial Room, WSH. Free admission, refreshments.

Classics at Noon: special material with mixed instruments Nov. 12 in the Memorial Room, WSH. Free admission.

The Harlem Boy's Choir, Nov. 16 in Bailey Hall. Tickets on sale at the WSH Box Office.

## RELIGION

### Sage Chapel

E. Vance Randall, university chaplain for the Church of Jesus Christ of Latter-day Saints, will preach at Sage Chapel Nov. 9 at 11 a.m. His sermon topic will be: "Tragedy, suffering and the goodness of God."

Randall earned a bachelor's and a master's degree from Brigham Young University and is currently a doctoral candidate in educational administration at Cornell.

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

### Catholic

Mass: Every Saturday, 5 p.m., Anabel Taylor Auditorium. Every Sunday, 9:30 and 11 a.m. and 5 p.m., Anabel Taylor Auditorium. Monday through Friday, 12:20 p.m. Anabel Taylor Chapel.

Sacrament of Penance Saturdays from 3 to 4 p.m., G22 Anabel Taylor, or by appointment, 255-4228.

### Christian Science

Testimony meetings: Every Thursday, 7 p.m. Anabel Taylor Founders Room.

### Episcopal (Anglican)

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

### Great Commission Students

Worship service: Every Sunday, 10:30 a.m. 314 Noyes Center. Bible Discussion Group: Every Wednesday, 7:30 p.m. Noyes Center 310.

### Jewish

Morning Minyan: 7:30 a.m. Young Israel House, 106 West Ave. Call 272-5810.

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

Conservative/Egalitarian Shabbat Services: Every Friday, 6 p.m., Anabel Taylor Founders Room.

Conservative Shabbat Service: Every Saturday, 9:45 a.m. Anabel Taylor Founders Room.

Orthodox Shabbat Service: Every Friday Evening, Young Israel, 106 West Ave. Call 272-5810. Every Saturday, 9:15 p.m. Anabel Taylor Edwards Room.

### Korean Church

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

**Muslim**

Sunday through Thursday, 1 p.m., 218 Anabel Taylor Hall; Friday, 1 p.m., Anabel Taylor Edwards Room.

**Protestant**

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

**SEMINARS****Agricultural Engineering**

"Seasonal Variations in the Strength of Pavements," L.H. Irwin, 12:20 p.m., Nov. 10, 400 Riley Robb Hall.

**Agronomy**

"The National Experience with Aldicarb: What have we learned?" K.S. Porter, 4 p.m., Nov. 11, 135 Emerson.

**Anthropology**

"Cunning and Conflict in Aymara Narrative," Mary Dillon, University of Chicago, 4:40 p.m., Nov. 6, 305 McGraw Hall.  
"Rethinking Andean Cosmology," Tom Abercrombie, Cornell and University of Chicago, 4:40 p.m., Nov. 10, 305 McGraw Hall.

**Apparel and Textiles**

"Optimization of Textile Design Considerations for Composite Materials," David Brookstein, manager, Materials Processing Laboratory at Albany International Research Co., 12:20 p.m., Nov. 11, 213 Martha Van Rensselaer Hall.

**Applied Mathematics**

"Variational Problems with Differential Constraints: A Geometric Approach without Lagrange Multipliers," D.G.B. Edelen, Lehigh University, 4 p.m., Nov. 7, 322 Sage Hall.

**Archaeology**

"The Challenges of public archaeology," Stephen Oberon, Atlantic Testing, 4:40 p.m., Nov. 13, 305 McGraw Hall.

**Astronomy**

"Gravitational Lenses," Peter Schneider, JILA/University of Colorado, 4:30 p.m., Nov. 6, 105 Space Science Building.

**Biochemistry, Molecular and Cell Biology**

"Tolerance Induction in T Lymphocytes," Ronald Schwartz, Laboratory of Immunology, NIAID, NIH, 4:30 p.m., Nov. 7, 204 Stocking Hall.

**Biophysics**

"Structure Determination from Multiwave Length Anomalous Diffraction," Wayne Hendrickson, Dept. of Biochemistry and Molecular Biophysics, Columbia University, College of Physicians and Surgeons.

**Chemistry**

"Kinetics of e<sup>-</sup> Transfer between Transition Metal Ions Complexes: Insights from Theoretical Studies," Marshall Newton, 4:40 p.m., Nov. 6, 119 Baker Laboratory.  
"New Methodology for Trifluoromethylation and Trifluorovinylolation," Donald J. Burton, University of Iowa, 4:40 p.m., Nov. 10, 119 Baker Laboratory.

**Chemical Engineering**

"Automated Reasoning About Chemical Plants," Lyle H. Ungar, University of Pennsylvania, 9:45 a.m., Nov. 13, 255 Olin Hall.

**CISER**

"Tactics for Improving the Quality of Applied Social Research and Evaluation," David Cordray, Program Evaluation and Methodology Division, U.S. GAO, 4 p.m., Nov. 11, N207 Martha Van Rensselaer Hall.  
"Changes in Labor Force Composition Typesetters Caused by New Technology," Nancy Roos, Stony Brook, 4 p.m., Nov. 6, 114 Ives Hall.  
"Some Exotic Phenomena of Self-perception and Self-Observation," Daryl J.

Bem, Department of Psychology, 12:15 p.m., Nov. 6, 32 Warren Hall.

"Planning in Boston: The Struggle for Control of Turf by Boston's Black and Latino Community," Marie Kennedy, Center for Community Planning, UMASS-Boston, 12:15 p.m., Nov. 7, 157 E. Sibley.

**City and Regional Planning**

"Planning in Boston: The Struggle for Control of Turf by Boston's Black and Latino Community," Marie Kennedy, Center for Community Planning, UMASS Boston, 12:15 p.m. 157E. Sibley Hall.

**Computer Services**

"Guiding Students' Revision with PROSE (a Macintosh Application Package)," Stuart Davis, English, 12:20 p.m., Nov. 6, 100 Caldwell Hall.

**Ecology and Systematics**

"Ecological processes regulating the recovery of a harvested northern hardwood forest," Timothy J. Fahey, Department of Natural Resources, 4:30 p.m., Nov. 12, Morison Seminar Room, A106 Corson/Mudd.

**Environmental Engineering**

"Hydroponic Treatment of Sewage," William J. Jewell, Department of Agricultural Engineering, 4:30 p.m., Nov. 6, 110 Hollister Hall.

**Floriculture and Ornamental Horticulture**

"Fertilizer & Fungicide Interactions in Potted Privet and Other Greenhouse Crops," M. L. Stratton, graduate student, 12:15 p.m., Nov. 6, 37 Plant Science.

**Genetics and Development**

"The Molecular Response of B. subtilis to Environmental Stress," Ronald E. Yasbin, University of Rochester, 4 p.m., Nov. 10, 135 Emerson.

**Geology**

"Neogene Basalts, Andesites and Shoshonites in the Western most Basin and Range: Convergent Margin Volcanism in an Extensional Setting" Thomas Latham, 4:30 p.m., Nov. 6, main seminar room, 1120 Snee Hall.

**History and Philosophy of Science**

"Science Fiction: An Introduction," Samuel R. Delaney, 4:30 p.m., Nov. 12, 165 McGraw Hall.

**Immunology**

"Tolerance Induction in T Lymphocytes," Ronald Schwartz, National Institutes of Health, 4:30, Nov. 7, 204 Stocking Hall.

**International Nutrition**

"The effects of vitamin A supplementation on childhood survival and morbidity in Bangladesh: A proposed study," Lenore Launer, Division of Nutritional Sciences, 12:45 p.m., Nov. 6, 100 Savage Hall.

**Manufacturing Engineering**

"Winning Through Factory Automation," Mellwood Cooksey Jr., Major Appliance Business Group, The General Electric Company, 4:30 p.m., Nov. 6, 282 Grumman.

**Mechanical and Aerospace Engineering**

"Analysis of the Coating Stokesian Flow," M. Bentwich, Tel Aviv University, 1 p.m., Nov. 11, 282 Grumman Hall.  
"Current Theories of Design ) Summary and Issues," Susan Finger, National Science Foundation, 4:30 p.m., Nov. 11, 282 Grumman.

**Microbiology**

"Autoinduction of the Vibrio fischeri Luminescence System: Studies of Autoinducer and the Autoinducer Receptor," Heidi Kaplan, 4:30 p.m., Nov. 6, 124 Stocking Hall.

**Near Eastern Studies**

"The Islamic Dialogue with Judaism and Christianity," Tamara Sonn, 2 p.m., Nov. 7, Edward's Room, Anabel Taylor.  
"Jewish Pageantry in Cinema in the U.S.: 1933-1947," Atay Citron, Tel Aviv University, 4:15 p.m., Nov. 13, 374 Rockefeller Hall.

**Neurobiology and Behavior**

"Cognitive Ethology," Don Griffin, Rockefeller University, 12:30 p.m., Nov. 6, Morison Seminar Room, Corson/Mudd Hall.

**Peace Studies**

"The Role of the Senate Foreign Relations Committee in the Formulation of Defense Policy," Sen. Charles Percy, 12:15 p.m., Nov. 7, 153 Uris Hall.

"The Stockholm Agreement: Achievements and Prospects," Jonathan Dean, Union of Concerned Scientists, 12:15 p.m., Nov. 12, 153 Uris Hall.

**Plant Biology**

"Time-Resolved Fluorescence Decay in Photosystem I," T.G. Owens, Section of Plant Biology, 11:15 a.m., Nov. 7, 404 Plant Science Building.

**Plant Pathology**

"Simulation of Early Blight Epidemics on Potatoes," Jean Robert Pelletier, 4:30, Nov. 11, 404 Plant Science Building.

**Pomology**

"Incidence and severity of Botrytis cinerea as related to cluster exposure, grape berry moth damage and cluster compactness," Alice V. Wise, graduate student, 4:30 p.m., Nov. 6, 404 Plant Science Building.

**Statistics**

"Estimating functions of normal parameters," Andrew Rukhin, Statistics Department, Purdue University, 3:30 p.m., Nov. 12, 100 Caldwell.

**Theoretical and Applied Mechanics**

"Distribution of Stresses in a Craze at the Tip of a Uniformly Growing Crack," D.G.B. Edelen, Center for Applied Mathematics, 4:30 p.m., Nov. 12, 205 Thurston Hall.

**Toxicology**

"Acetone/ethanol inducible cytochrome P-450: Regulation and roles in the metabolism of xenobiotics and endobiotics," C.S. Yang, Professor of Biochemistry, New Jersey Medical School, 12:20 p.m., Nov. 7, 304 Fernow Hall.

**THEATRE****Cornell Savoyards**

"The Yeoman of the Guard," Gilbert and Sullivan's romantic operetta at Statler Auditorium, 8:15 p.m., Nov. 7, 8, 14 and 15; 2 p.m. Nov. 9 and 16. Box office 255-7263 or 255-1004.

**Feminist comedienne**

"An Evening of Feminist Humor," featuring comedienne Kate Clinton, 8 p.m., Nov. 19, Statler Auditorium. Admission is sliding scale \$5 - \$8. ASL interpreted for the deaf. Advance sale tickets available at Smedley's Bookshop, Borealis Bookstore, Rebob Records and Willard Straight Hall box office. Sponsored by Cornellians, the Women's Center, and the Lesbian, Gay and Bisexual Coalition.

**Risley Theatre**

"Pygmalion," George Bernard Shaw's classic story of Henry Higgins' transformation of Eliza Doolittle from flower girl to society lady and Eliza's coming into her own, directed by Dan Oliverio, Nov. 13-16 and Nov. 20-22 at 8 p.m. and Nov. 22 and 23 at 2 p.m. Tickets on Friday and Saturday evenings, \$4; all other performances, \$3.50. For reservations and information, call 255-5365.

**Theatre Cornell**

"Mother Courage," by Berthold Brecht, directed by David Feldshuh, Willard Straight Theatre Nov. 6-8, 14, 15, 22 and 23 at 8 p.m.; Nov. 9, 16, and 23 at 2:30 p.m. Panel discussion to follow the Nov. 9 matinee. Ticket prices range from \$3.50 - \$5.50. Telephone 255-5165.

**MISC****Panel on education**

"Learning: What is possible at Cornell?" a panel discussion examining undergraduate education, will be held Nov. 12 at 4:30 p.m. in the Memorial Room, Willard Straight Hall. Sponsored by the University Forums Committee.

**CUSLAR**

The Committee on US - Latin American Relations meets every Monday at 5 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Telephone 255-7293.

**Nursery School**

The University Cooperative Nursery School, Robert Purcell Union, has several openings available for 4 and 5 year olds in its afternoon program. For information call Robin at 273-6733.

**Ithaca Rape Crisis**

Ithaca Rape Crisis is accepting applications into its volunteer counselor training program. Interested women should be willing to make at least a one-year commitment. No previous experience is necessary. Telephone 273-5589.

**Alternatives Library**

Located in 122 Anabel Taylor Hall, this library contains more than 5,000 books, 180 periodicals and 350 tapes and slide shows on topics of individual, social and ecological transformations. Areas include eco-justice, holistic health, Native Americans, sustainable agriculture, appropriate technology, gay issues, political and economic analysis, and spirituality and mysticism.

**Observatory Open House**

Fuertes Observatory, located on the hill behind Helen Newman Hall, will be open to the public every clear Friday night this fall from 8 p.m. until midnight. The planet Jupiter is spectacular this fall. Call the observatory at 255-3557 after 8 p.m. on clear Fridays for more information.

**Intramural Fencing (foil): men, women,**

Deadline on entries Nov. 13, 4 p.m. in the Intramural Office, Helen Newman Hall. One semester of training required. \$2 to enter, checks only.

**Writing Workshops**

Free tutorial instruction in writing. Monday - Thursday, 3:30 p.m. to 6 p.m. and 7:30 p.m. to 10 p.m.; Sunday 3 p.m. to 8 p.m. at 174 Rockefeller Hall. Sunday - Thursday, 10 p.m. - midnight in 340 Goldwin Smith.

**EARS**

Empathy, Assistance and Referral Service, EARS, provides short-term counseling for both callers and walk-ins. Located in 211 Willard Straight Hall, one floor below the Ivy Room. Telephone, 255-EARS. Open seven days a week, hours are 3 p.m. to 11 p.m. Sunday - Thursday and 7 p.m. to 11 p.m. Friday and Saturday. All services are free and completely confidential.

**Course scheduling**

Course scheduling for spring term continues through Nov. 7. Arts students should make appointments with their advisers and pick up material in the scheduling office, M46 Goldwin Smith.

**Willard Straight**

Chinese Feast and Festivity, 8 p.m., Nov. 8, Memorial Room, WSH. Tickets at the WSH ticket office or at the door for \$5.

A Holiday Design Contest for the most original Winter Holiday Design for the Willard Straight Hall front window. \$150 prize. Entries due Nov. 21 at 4 p.m.

College Bowl Tournament, a trivia game between Cornell students and faculty, Nov. 15 and 16 from 9 a.m. to 5 p.m. and Nov. 17 from 7 p.m. to 10 p.m. in the Memorial Room, WSH. Prizes. Applications at the Straight Desk due Nov. 11 at WSH ticket office. Telephone 255-7132.

# Job Opportunities

Thanksgiving Holiday Schedule: Requisitions received through noon Thursday, November 13, will be posted in the Thursday, November 20, 'Job Opportunities' list. Re-

quisitions received after noon Thursday, November 13, through noon on Wednesday, November 26, will be posted December 4, due to the Thanksgiving Holiday (no Chronicle on

Thanksgiving, Thursday November 27). Hiring freeze begins December 4, 1986 through January 2, 1987.

## Administrative and Professional

The minimum salaries listed are for recruitment purposes only.

### COMMUNICATIONS ENGINEER (PA447) Computer Services-Network Communications

Design and implement new and monitor old campus-wide communications networks, do performance and capacity analysis; provide consulting to campus customers and other computer professionals; do planning and product evaluations. Install, maintain and update communications software; perform high-level problem diagnosis-resolution.

Requirements: Bachelor's degree in Electrical Engineering, Computer Science or related field. 3-5 years experience with digital and analog hardware, communications software and protocols (EP, ASYNCH, RJE, BSC 3270). Considerable knowledge of local area networks, demonstrated excellent written and oral communications and interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

### LANDSCAPE ARCHITECT (PA441) Facilities Engineering

Plan and design development of land areas for projects. Provide professional service in research, development, design, construction, alteration, or repair of landscape, such as plantings, roads, gardens, parking areas, etc. Focus 50% of energies on 'Campus Beautification Projects'.

Requirements: BS degree in Landscape Architecture or equivalent. NYS driver's license. 5 years related landscape architecture-construction experience. Demonstrated ability to design and manage project. Excellent organizational, communication (written and verbal), and interpersonal skills. Send cover letter and resume to Cynthia Smithbower by November 14.

### TEACHING SUPPORT SPECIALIST (PT443) NYSSILR Economics and Social Studies

Assist in introductory statistics; supervise teaching assistants; assist individual or groups of students requiring help; coordinate scheduling of class and seminar rooms and computer laboratories.

Requirements: BS in statistics or equivalent. Excellent organizational, interpersonal and communications skills necessary. Send cover letter and resume to Judi Pulkinen by November 21.

### EMPLOYEE RELATIONS SPECIALIST (P442) University Personnel Services

Provide staff support in development, recommendation and interpretation of the University's employee and labor relations policies, procedures and programs.

Requirements: BS in Labor Relations or Personnel Administration or equivalent. 2 to 3 years experience in employee and labor relations and labor contract administration; verbal and written communication skills; knowledge of University policy and procedures and applicable labor laws and regulations. Send cover letter and resume to Peter Tufford, Manager of Employee Relations, 160 Day Hall by November 14.

### APPLICATIONS PROGRAMMER II (PT446) Integrated Pest Management-Genova

Design, develop, modify, maintain and document straight forward applications software for the IPM Program utilizing micro and mini computer systems. Assist users to develop and construct computer-based models, expert systems, and information retrieval programs. Utilize data-base languages and other software to develop data entry and report generating applications for the IPM support group staff.

Requirements: BS in computer science or closely related discipline. Good communication, interpersonal, and organizational skills. Some knowledge of mainframe-micro-computer hardware and software systems, peripherals, their performance features and characteristics, various software graphics, statistical and database management programs and packages. Submit cover letter and resume to Judi Pulkinen by November 21.

### RESEARCH SUPPORT SPECIALIST II (PT444) Family Development Center

Develop and administer evaluation design and instruments for child protective services training institute; write computer programs. Review and interpret evaluation results.

Requirements: Master's degree in social sciences with emphasis on program evaluation. 2-3 years experience in program planning and evaluative design. Expertise in spread sheet, database, statistical, and software package, preferably Macintosh or IBM PC. Send cover letter and resume to Judi Pulkinen by November 21.

### APPLICATIONS PROGRAMMER-ANALYST TRAINEE (PT445) Extension Administration

Assist senior staff in documentation of computer code for microcomputer. Develop, modify, implement and document applications software. Assist in formulating, devising, and modifying software for applications.

Requirements: Associate's degree or equivalent with related computer courses. Good communication, interpersonal and organizational skills, some knowledge of mainframe-micro computers hardware and software systems. Send cover letter and resume to Judi Pulkinen by November 21.

### COMMUNITY RELATIONS COORDINATOR (PC4410) Johnson Museum

Initiate and oversee production of all museum publicity. Plan, organize and direct all aspects of museum membership program, including writing and coordinating publication of museum newsletter and other publications; act as museum liaison with University Public Affairs and Development offices, promote

museum's public image and maintain its alumni-donor relationships; coordinate news releases and publicity events; administer museum's grant proposal procedures; coordinate public affairs computer system.

Requirements: Bachelor's degree or equivalent. Some experience or training in Museum administration desirable, development-public relations required. Strong interpersonal and organizational skills. Strong writing skills. Knowledge of art preferred. Send cover letter, resume or call in confidence to Esther L. Smith (607-255-6874) by November 14.

### ADMISSIONS COUNSELOR (PA341) Engineering Admissions and Undergraduate Affairs-Repot

Participate in applicant recruiting activities and admissions screening; conduct public and personal admissions conferences; travel to meet goals of college; give academic and career advice; coordinate preparation of office publications; supervise statistical computing for Engineering Admissions and Undergraduate Affairs program.

Requirements: Bachelor's degree or equivalent preferably in engineering; or Master's degree or equivalent in counseling or related field with experience. Demonstrated organizational, interpersonal and communication (written and oral) skills; public speaking ability; experience with statistical computer systems such as SPSS, SAS or DBase. Send cover letter and resume to Cynthia Smithbower by November 21.

### DIRECTOR OF DEVELOPMENT (PA436) Development-Public Affairs

Plan, direct and manage all University's development programs, including management responsibility for professional and support staff of 90. Work closely with Trustees, key alumni, deans, faculty, staff and key administrators.

Requirements: Bachelor's degree required; master's preferred. Significant experience in development or related areas; marketing skills essential, proven ability to work within complex organization and with diverse constituencies required. Frequent travel. Submit cover letter and resume by November 14 to Patricia E. Hutton, Public Affairs, 436 Day Hall, Cornell University, Ithaca, NY 14853.

### FIELD REGIONAL VETERINARIAN (PT434) Quality Milk Promotion Services

Conduct field investigations and epidemiological analysis with local practitioners in developing herd health management for dairymen. Supervise field and lab technicians in maintaining service and research programs; teach veterinary students; present and conduct applied research.

Requirements: Licensure as Doctor of Veterinary Medicine required. Master of Science preferred. 1-3 years experience conducting applied research, working with computers and computerized herd programs desirable. Good interpersonal skills. Send cover letter and resume to Dr. R. Sears, 147 Langmuir Lab, Cornell University, Ithaca, NY 14853 by January 15, 1987.

### ASSOCIATE DIRECTOR OF ADMISSIONS-COMMUNICATIONS (PA437) Undergraduate Admissions Office

Coordinate University admissions publications, recruitment pieces, direct mail programs and other communications. Responsible for development, refinement, delivery and maintenance of all systems that support and implement communications process. Will also take an active role in recruitment.

Requirements: Bachelor's degree. 3-5 years related experience in admissions or publications or communications. Experience in editing, writing, publications, visual communication preferred. Send cover letter and resume to Cynthia Smithbower by November 14.

### RETAIL MANAGER II (PA433) Ornithology

Manage, oversee, and coordinate all aspects of Lab's bookshop. Maximize growth and profitability of operation and assist in marketing of Laboratory programs.

Requirements: B.A. in marketing, business, management; MBA preferred. Proven ability to handle merchandising and catalogue operation. Catalogue sales experience, retail sales and advertising background needed. Previous experience in overall management of an enterprise operation useful. Send cover letter and resume to Cynthia Smithbower by November 14.

### ASSISTANT DIRECTOR OF PROGRAMS AND DEVELOPMENT (P431) Unions and Activities

Develop, implement and manage a year long series of programs and student development events in a progressive University union. Coordinate staff training, public info services and alumni relations programs. Budget and supervisory management of several operational areas: The Pottery Studio, Promotions, Graphic Design Services and others. Develops and supervises submission of grant proposals. Coordinate program-student evaluations and assessments.

Requirements: Bachelor's degree required. Advanced degree or significant experience in student development preferred. 3 years in a related field. Experience in the following: program development and advisement, group development and training, grant proposal writing. Send cover letter and resume to Cynthia Smithbower by November 14.

### JOB LOCATOR (PA4311) Student Employment Office

Assist Associate and Assistant Directors for off-campus employment in developing opportunities through the Summer Job Network, College Work Study off-campus and Non-Work Study off-campus programs.

Requirements: Bachelor's degree required. Excellent oral and written communications skills. Familiarity with Cornell University, and experience working with students, alumni or employers preferred. Submit cover letter and resume to Cynthia Smithbower by November 14.

### FARM MANAGER II (PG432) Animal Science

Supervise Swine Research-Teaching Unit. Maintain experimental facility and herd;

coordinate all research; conduct and supervise trials, collect and summarize data. Assist in laboratory and lecture teaching of undergraduates and veterinary students; participate in extension activities.

Requirements: BS in Animal Science with MS preferred. Formal training in Swine Production, Reproductive Physiology and Animal Breeding required. Experience in swine production and research; reproductive management; crossbreeding systems; farrowing and nursery management; facility design; and computer records system. Able to prepare experimental protocol; supervise and conduct trials; collect and summarize data. Experience in cannulation and blood collection desired. Send cover letter and resume to Bill Webster, Staffing Services, 160 Day Hall, Cornell University, Ithaca, NY 14853.

### PROJECT COORDINATOR I (PC4310) Agricultural Engineering (Local Roads Program)

Make arrangements for conferences and workshops; attend off-campus workshops 10-20 times per year; establish registration procedures; edit and publish quarterly newsletter; conduct surveys, summarize results, prepare reports, etc. Handle projects as assigned.

Requirements: B.S. degree or equivalent. 3-5 years experience in duties related to conference management, newsletter production, etc. Ability to travel away from campus for 2 to 3 days at a time, several times a year. Work independently. Knowledge of IBM-PC word-processing desirable. Valid driver's license. Send cover letter, resume or call in confidence to Esther L. Smith 607-255-6874 by November 10.

### RESEARCH SUPPORT SPECIALIST II-Two Positions: (PT439, full-time; PT438, part-time) Engineering College-Project SOCRATES

Design, write, and maintain interactive graphics-based instructional programs, and systems utilities, in VMS and UNIX. Prepare and present workshops for adapting use of software and operate and maintain computer facilities. Write project publicity and advertisements.

Requirements: B.S. in Computer Science or engineering field, or equivalent. 2-5 years experience in applications and systems programming. Interactive graphics, user interfaces and hardware experience a plus. Knowledge of VAX-VMS, Unix, C, and Fortran. Excellent communications, writing and interpersonal skills required. Send cover letter and resume to Judi Pulkinen by November 14.

### SYSTEMS MANAGER (PT237) Campus Store-repost

Plan, organize and schedule all computer projects for the Campus Store. Analyze user requirements; design, develop, and maintain software, conduct training sessions for both technical and non-technical staff. Support staff in identifying and resolving both technical and non-technical problems.

Requirements: Bachelor's degree with computer related courses or equivalent combination of education and experience is necessary. Reasonable experience with applications programming, procedures and techniques and system utility programs is necessary. Supervisory experience helpful. Send cover letter and resume to Judi Pulkinen by November 14.

### WRITER-PRODUCER-TELEVISION (PC421) Media Services

Develop, write and produce videotape programs for Television Center with special emphasis on public relations, recruitment, marketing, development and other multi-media special projects.

Requirements: Bachelor's in TV or Film production. Computing or word processing skills helpful. Minimum 3-5 years experience in writing and producing television or film programs specifically related to public relations, recruitment, marketing or development. Exceptional creative writing and producing experience or knowledge of academic institutions. Send cover letter, resume, half inch VHS videotape and writing samples or call in confidence to Esther L. Smith (607) 255-6874 by November 7.

### STAFF WRITER II (PC316) University Development-Repot

Create and write promotional brochures, articles, proposals and letters related to fund raising or public relations. Carry out special communication assignments and develop communication strategies working with various University faculty and staff.

Requirements: BA degree in english, journalism, marketing or communication arts. Minimum one year experience as a writer in fund raising, advertising, public relations or higher education. Send cover letter, resume and 3 writing samples or call in confidence to Esther L. Smith.

### ASSOCIATE DEAN (PC344) Graduate School

Responsible for supervision of daily function and operation of Graduate School Office. Counseling and guidance of graduate students. Assist dean in implementation and on-going review of Graduate School legislation and policy coordination. Handle special projects arising both internally and externally.

Requirements: PhD plus administrative experience at university level preferred. Faculty supervision of graduate students desirable. Demonstrated capability for efficient, accurate, and analytical recording and interpretation of data and policies. Familiarity with administrative computing. Excellent interpersonal skills. Send cover letter and resume or call in confidence to Esther L. Smith (607-255-6874).

### RESEARCH SUPPORT SPECIALIST I (PT397) Food Science and Technology-Genova-Repot

Provide technical support involving growth, maintenance and preparation of plant material. Perform biochemical separations, enzyme purification and assays, electrophoretic and immunological work. Record and statistically evaluate data, computerized updating of literature file, and laboratory maintenance.

Requirements: BS degree in biology, bio-

chemistry, molecular biology or related field, Master's preferred. Strong proficiency in advanced HPLC, electrophoresis, radioisotopes, biochemical separations and immunology required. Send cover letter and resume to Charie Hibbard, Box 15, Roberts Hall, Cornell University, Ithaca, NY 14853.

## 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 5-6874 to schedule an appointment.

OUTSIDE APPLICANTS should submit an employment application and resume. Applications and resumes typically remain active for three months; typing test scores remain on file for one year. The clerical section uses an automatic referral system 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 - 6:00p.m. in our East Hill Plaza Employment Office. No appointment is necessary, however a short wait may be required. Call Esther Smith or Lauren Worsell if you have any questions.

### ADMINISTRATIVE AIDE, GR19 (C443) Law School

Provide administrative and secretarial support to the Trial Advocacy instructors. Prepare and distribute classwork; monitor student weekly written assignments; arrange transportation, housing and reimbursement of lawyers and judges; other duties for mock trials; use of PC; research cites of cases and articles.

Requirements: H.S. or equivalent. Business or secretarial school preferred. Heavy typing. Secretarial experience required. Strong interpersonal and communications skills essential. Ability to do several things at same time.

Minimum Biweekly Starting Salary: \$457.09

### SECRETARY, GR19 (C4413) A.R. Mann Library

Provide secretarial, administrative and receptionist support. Type, expedite and maintain personnel forms and files. Arrange complex travel, meeting and appointment schedules; screen calls.

Requirements: A.A.S. degree or equivalent. Heavy typing. Substantial secretarial experience in a public service office. Ability to work under pressure. Excellent word processing skills essential. Familiarity with IBM-PC highly desirable.

Minimum Biweekly Starting Salary: \$457.09

### RESEARCH AIDE, GR19 (C447) Family Life Development Center

Manage course information in human service area. Data inputting; software management; maintenance for the evaluation computer system; direct communication with state and county officials. Regular, full-time until September 30, 1987.

Requirements: Associate's degree or equivalent. Minimum 2-3 years office experience. Excellent communication, interpersonal and mathematical skills. Experience on personal computers, preferably Macintosh.

Minimum Biweekly Starting Salary: \$457.09

### SEARCHER, GR18 (C4411) Acquisitions Department, Olin Library

Search card catalogs, national and trade bibliographies, RLIN and other files for information about books the library is ordering or has received. Input records into RLIN for monograph orders or books. Other duties as assigned. 39 hours per week, some evenings hours required.

Requirements: H.S. education or equivalent. Additional education may be substituted for experience. Light typing. Minimum 3 years of progressively more responsible technical services experience in library. Excellent working knowledge of Russian highly preferred. 1 or more Western European language may be considered.

Minimum Biweekly Starting Salary: \$431.43

### OFFICE ASSISTANT, GR17 (C4410) Architectural Services

Provide secretarial and clerical support. Data entry; light accounting; general correspondence, forms, etc; file; answer telephone; handle mail. Other duties as assigned.

Requirements: H.S. diploma or equivalent. Medium typing. Good interpersonal and communication (telephone) skills. Ability to maintain confidentiality and operate office equipment.

Minimum Biweekly Starting Salary: \$409.53

### OFFICE ASSISTANT, GR16 (C441) Office Equipment Center

Fulfill all cashier functions; receive visitors to the Office Equipment Center; assist stock-keeper; clerical duties.

Requirements: H.S. diploma or equivalent. Light typing. Experience operating a personal computer or electronic cash drawer preferred. Excellent communication and interpersonal skills. Some clerical experience.

Minimum Biweekly Starting Salary: \$390.08

### RECORDS ASSISTANT, GR16 (C4414) Catalog Department, Olin Library

File, type cards, input bibliographic re-

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University Personnel Services

Cornell University

160 Day Hall

Ithaca, New York 14853-2801

cords into RLIN; search for bibliographic and authority records in databases. Other duties as assigned.

Requirements: H.S. education or equivalent. Medium typing. Attention to detail. Previous library experience desirable.

Minimum Biweekly Starting Salary: \$390.08

### OFFICE ASSISTANT, GR15 (C4415) University Development

Handle first class and campus mail, and UPS; copy machine maintenance logs; courier runs between various campus locations; handling checks and office supply purchases.

Requirements: H.S. diploma or equivalent. Some office experience. Familiarity with copy machines and postage machines. Good interpersonal skills. Must have own vehicle and NYS driver's license.

Minimum Biweekly Starting Salary: \$371.48

### PUBLICATIONS ASSISTANT, GR18 (C432) Theory Center

Coordinate and maintain a user library of technical publications; assist in preparation of documents utilizing various formatting packages; update and maintain detailed lists of available documentation, both on-line and hardcopy.

Requirements: Associate's degree with some computer coursework, or equivalent. Minimum 2 years experience in a related area. Word processing experience required, with capability to quickly learn and adapt to new packages (ie-troff, nroff, eroff). Exposure to various computing systems and software packages helpful. Strong organizational and communication skills. Ability to work independently.

Minimum Biweekly Starting Salary: \$431.43

### EDITORIAL ASSISTANT, GR18 (C434) Media Services

Provide production and editorial support for busy publications office. Proofread print-outs, galleys, page proofs; check blueines; process reprints; proof jobs originating in Design Studio; keyboard material from publications unit; file.

Requirements: High school diploma or equivalent. Medium typing. Minimum of 2 to 3 years proofreading, keyboarding and general office experience. Familiarity with word processing desirable. Send cover letter and resume to Esther L. Smith by November 10.

Minimum Biweekly Starting Salary: \$431.43

## General Service

Outside applicants for general service positions should apply in person at the East Hill Plaza Employment Office, Monday - Friday, 9am - 12 noon. Phone requests and cover letters are not accepted unless specified. Regular Cornell employees should submit an employee transfer application.

### MAINTENANCE MECHANIC, SO19 (G441) Baker Institute-Statutory

Responsible for maintenance and service of autos, trucks, and agricultural vehicles; repair motorized lab equipment and grounds machinery; operate trucks, backhoe, and plow. Other duties include boiler maintenance, grounds work, animal care, regular pick-up and delivery of paperwork and supplies.

Requirements: H.S. diploma or equivalent; automotive or mechanical coursework preferred. Excellent mechanical ability; welding skills desired. Must be able to lift 100 pounds. NYS Class III driver's license required.

Minimum hourly rate: \$6.04

### HEAD CUSTODIAN, SO17 (G445) Buildings Care-Statutory

Responsible for routine cleaning of assigned campus buildings; oversee the work of 4-6 other custodians assigned to area. Monday through Thursday, 6:00 a.m. - 2:30 p.m.; Friday, 6:00 a.m. - 1:30 p.m.

Requirements: H.S. diploma or equivalent. Minimum 1 year experience in custodial maintenance. Excellent interpersonal skills and aptitude for organization. Able to perform inventory accounting and purchasing duties. Able to operate heavy power equipment, lift 50 pounds, and climb an 8 foot ladder. Interested employees should submit an employee transfer application and resume by November 13.

Minimum hourly rate: \$5.42

### CASHIER, GR15 (G442) Dining Services

Transact cash and credit sales utilizing an electronic cash register; tabulate daily figures and prepare deposit.

Requirements: H.S. diploma or equivalent. 1-2 years related experience. Basic reading and computation skills. Good interpersonal and communication skills required.

Minimum Biweekly Starting Salary: \$371.48

Jobs listed here are prepared by Staffing Services. The list of current vacancies is part of the university's commitment to promotion from within, affirmative action, and equal opportunity employment.

Employees seeking transfer to other jobs should contact Staffing Services for appropriate procedures and forms.

Employment applications are available at Cornell's employment office, East Hill Plaza (Judd Falls and Ellis Hollow roads), 9 a.m. to noon Monday through Friday. Mail completed forms to Cornell Staffing Services, 160 Day Hall, Ithaca, N.Y., 14853 2801.

This listing also is on CUINFO, the university's computerized info for the Information and Referral Center in Day Hall and other campus locations.

## State of the University Address

## Rhodes reaffirms commitment to leadership

The following are major excerpts from President Frank Rhodes' annual State of the University Address delivered to the Board of Trustees and Cornell University Council Oct. 17.

The optimist, it has been said, proclaims we live in the best of all possible worlds, and the pessimist fears this is true. I shall try to tread the high road between the two perspectives and give you an objective picture of the past year.

I would then like to reflect on two broader questions: How does Cornell's leadership in so many areas — research, teaching, student quality, alumni devotion — relate to its ability to nurture leaders? Is there more that we can — or should — do?

We need to see our efforts in a wide perspective. Consider the following items:

- There is little benefit for some in debating the merits of lists of great books when a quarter of America's young adults aged 21 to 25 — and as many as 40 percent of minority youth — are illiterate or only semi-literate.

- Of the children who enter elementary school each year, 15 percent are physically or mentally handicapped; 24 percent live in poverty; 10 to 15 percent speak a language other than English; 14 percent are the children of teen-ager mothers.

- Such students are demanding more from the educational system than ever before, yet we currently face serious questions about the quality of teacher preparation and the prospect of a teacher shortage in the years ahead.

- Twenty-seven percent of public school children nationwide are non-white, and the nation's 25 largest city school systems have minority majorities.

- We have not been doing very well in encouraging many members of minority groups to seek higher education. Nationwide, black enrollment in higher education peaked in 1978 and has been decreasing every since. At the Ph.D. level, only 1049 blacks received doctorates in 1984, and two-thirds of those degrees were in education and the social sciences. In 1984, blacks received only 15 Ph.D.'s in engineering, 13

in business administration, 11 in physics, 4 in mathematics, and 3 in computer science.

Faced with such challenges, what should we do? I believe that our response must be at two levels, one focused on specific programs and the other operative at the level of the individual student.

At the program level, Cornell, in partnership with several sister institutions, has established a program of summer fellowships to encourage promising minority students to pursue advanced graduate training and consider academic careers. On our own campus, we have established J. Sauders Redding Fellowships for minority graduate students attending Cornell.

Last year we brought to campus 1,718 students from nearly 100 countries, who will carry leadership skills back to their own lands. Our Cornell Abroad Program is enabling more undergraduates from all our schools and colleges to gain a global perspective, and this year, we opened new Cornell Abroad programs in Paris and Rome.

Cornell's CIVITAS organization links Cornell students with agencies and organiza-

tions in the community that can benefit from their skills and services, and we have joined an effort known as the Campus Compact to encourage more students nationwide to serve their communities.

This year we received a \$500,000 grant from the Mellon Foundation for a six-year pilot project designed to attract more able students to careers in teaching. We are also continuing to work through a special Provost's Commission to utilize the university's resources in improving education in Ithaca and the surrounding communities.

But although these programs serve as models, their impact is clearly limited by the lack of more broadly based partnerships. Patriotic calls for private initiatives ring hollow in the absence of a wider strategy for national commitment. Lofty exhortation is no substitute for involvement.

Few would argue that massive federal programs are likely to provide a comprehensive solution to the nation's educational and social problems, but even fewer would argue that we can solve our problems with-

*Continued on page 8*

## Ithaca's scenery reminds Orlov of the outskirts of Moscow

Describing Yuri F. Orlov as an "academic refugee," Arts College Dean Geoffrey Chester said there is more than a 50 percent chance the exiled Soviet physicist will come to work at Cornell.

Here for a day-long visit on campus Oct. 31, Orlov is now on a month's tour of Europe. He is expected to return to Cornell sometime in December for further discussions about Cornell's eight-year-old offer of a research position.

Orlov also has received offers from a number of other research institutions, reportedly including Harvard and Stanford

universities.

"Academia generally has a responsibility to academic refugees," said Chester.

Pointing out that Orlov was a "very notable physicist," before being imprisoned eight years ago, Chester, a physicist himself, said "we hope if he comes here he would pick up his physics again and do very good things."

Orlov, who is now 62, toured Cornell's 10 GEV synchrotron, a research tool of the same family but many times more powerful than any Orlov worked with in Russia, said

physics professor Kurt Gottfried, the university's principal liaison with Orlov.

Lately, the Soviet scientist has been working in areas of linguistics and psychology as well as physics, a combination that does not fit "neatly into the academic departmental structure," Gottfried said.

Before his incarceration, Orlov had developed an international reputation for his work in the conceptual design of particle accelerators and electron storage rings.

While in labor camp, Orlov wrote several scientific papers on quantum mechanics and

wave logic. An early paper was smuggled out of the Soviet Union and published in a scientific journal.

Orlov said that if came to Cornell he would continue his fight for human rights and "make efforts to get my comrades and others free."

Speaking to the press through a translator before entering Goldwin Smith Hall for a luncheon, Orlov said, "I would like to live and work here. The scenery reminds me of the scenery just around Moscow."

— Martin B. Stiles

## An open letter to members of the university community

Dear Cornellians:

I am writing in connection with the establishment of a new commission which will recommend broad guidelines concerning the appropriate conduct of members of the University in expressing strongly held views on political, social and other issues. Let me explain the background to the work of this commission.

Most would, I think, agree that in a university community freedom and restraint must coexist in judicious balance. In no other way can we protect the freedom of learning and freedom of teaching which, taken together, Carl Becker called "the freedom of the mind."

The events of the last year have raised a host of difficult questions in connection with the appropriate nature of conduct within the University and have produced major differences of opinion within the campus community. These differences include matters of tactics, as well as matters of principle, and are based on deeply held convictions. The views which underlie these differences are often passionately held.

It might help to illustrate this by reviewing one particular instance which has generated widespread debate, including a motion by the faculty of the College of Arts and Sciences. This involves the building of shanties on the campus and the injunction granted by the courts in June 1985, to prohibit their further construction. Under our laws, any owner of private property, including the University, is free to regulate the use of that property. Indeed, the University would be compelled to prevent outsiders from using the campus for their own private purposes. We clearly must have some rules to protect and preserve the use of the campus for the legitimate purposes prescribed by the University Charter and Bylaws.

The University, of course, needs no injunction either to make such rules or to enforce them. It is worth pointing out that the present injunction was obtained in June, 1985, in the last extremity in order to preserve the peace and to prevent continued violence in connection with a shantytown between Sage Chapel and Day Hall.

As you remember, a shanty had caught fire, in a brief but spectacular blaze which singed the west wall of Day Hall. Over several weeks, Shantytown had become home to a variety of people, including infants, with no known connection with the Univer-

sity. It represented a clear hazard to health and safety. In the event of an injury or loss of life, the University itself would have become the defendant in any claim for damages.

Was it proper for parties to a dispute of that kind to seek the aid of the courts? It hardly seems possible that, in a land of liberty under law, anyone could seriously doubt that it was. The builders of Shantytown had themselves twice sought injunctions in Federal Court against the removal of Shantytown and brought a separate action in State Court. The courts ruled against the protestors in all three cases.

Were there other steps which might have been taken by the administration, instead of seeking relief from the court? Perhaps. Before passing judgement on that issue, however, it should be noted that Provost Barker and several other University officials tried vainly over a period of several weeks to suggest a variety of means of expression to the demonstrators. In the end, it became clear that a group of demonstrators was unwilling to reach any agreement that limited their occupancy of a steadily growing Shantytown.

An injunction, of course, is not a permanent remedy. Our hope has been that having it in place would ensure that the situation which required us to obtain it in the first place would not be repeated. Sooner or later, however, we must again learn to govern ourselves. For that reason we have to develop some agreements on how we will exercise free speech and sustain an environment that ensures freedom for all.

But the erection of shanties is not the only issue to have divided our campus during recent months. Repeated occupations of Day Hall, including one last week, the disruption of a meeting of the University Assembly and of meetings of the Board of Trustees and its Committees, disruption of recruiting interviews, and threats of violence, two of the most recent occurrences in connection with the visit of a controversial speaker, and a Gay-Lesbian dance, all raise difficult questions regarding the appropriate conduct of members of the University community in expressing strongly held views on political and social issues.

The facts and circumstances surrounding each of these incidents vary, and they are not confined to Cornell. The latest issue of

Newsweek, under a headline "Colleges Grapple with the Limits of Free Speech," describes similar events and concerns on other campuses. But behind them all stands a question of considerable significance to us as a community of scholars. The fundamental question is this: What is free speech on the campus, and are there any reasonable limits to its exercise?

Part of the answer will be found in our laws. The University is not an undiscovered island in an uncharted sea. The University is a part of the larger society, governed by the laws of our state and nation. These laws protect both free expression and the rights of property in a wise and mature balance.

The right of assembly and peaceful protest is not necessarily the right to occupy a University building, whether the Bursar's office in Day Hall or the classroom of a professor in Goldwin Smith. The right to advocate a political or moral position is not necessarily the right to shout down another speaker or to vilify and intimidate those who may disagree. Implicit in the discussions which have taken place on these issues is a general conclusion that it is reasonable and necessary to draw a line somewhere and that the University has the responsibility for enforcing that line. Accordingly, with your participation and help, and after consultation with the Dean of the Faculty, the Executive Committee of the Faculty Council of Representatives, and the Chair of the University Assembly, I have decided to appoint a commission of nine to study these issues and to report to me no later than March of next year. Its members will include:

- Two members chosen from and by the University Assembly and two faculty chosen by the Executive Committee of the FCR.

- The Chair of the University Assembly, the Dean of the Faculty, and the University Counsel as ex officio members.

- Two members to be appointed by me, after discussion with the Chair of the University Assembly and the Dean of the Faculty, one of whom I will name as Commission Chair.

After consultation with the Dean of the Faculty and the Chair of the University Assembly, I have appointed as Chair of the Commission, Professor Jack Barcelo of the Law School, a former member of the FCR Committee on Freedom of Teaching and

Learning. The principal charge to the Commission is to review and recommend the principles which should guide us in preserving the peace and good order of the campus community in order to permit and encourage the continued free exchange of reasoned views by its members in an atmosphere of civility and mutual respect.

In fulfilling that responsibility, the Commission will be guided by well-settled principles of law and, equally important, the traditional academic values of freedom of learning and freedom of teaching. The Commission should have access to members of the University community for the purpose of obtaining information and advice regarding all aspects of the matters under study. I will review their findings with care and will make needed recommendations to the Board of Trustees based upon their report.

I hope you share my view that such a Commission represents a useful contribution to our present situation. I hope also that members of the University community will show understanding and restraint as the Commission undertakes its work. If we are to support the Commission in making a useful contribution, it ought to conduct its business in an atmosphere free from confrontation and tension. We shall do our part to encourage such an atmosphere, while still preserving the safety and well-being of the campus.

So I ask your help in making this Commission an effective one. But I shall also need your help in a wider sense. A university community, such as ours, is a place of extraordinary freedom. That freedom involves the responsibility, not only to tolerate, but also to protect the expression of every viewpoint. Over the years, our University has been faithful to the dream of its founders in allowing the utmost divergence of opinion and encouraging debate on virtually every conceivable issue. The challenge for our generation is to continue to shelter that debate, and to be hospitable to every viewpoint, without infringing on the sense of order and responsibility upon which any reasonable discussion depends. I hope to have your help, and that of other members of the campus community, in this important task.

Sincerely yours,  
Frank H. T. Rhodes

## SPORTS

Defense was the name of the game last Saturday as the Cornell football team nailed Bucknell, 16-3, and boosted its record to 6-1 overall, 4-0 in the Ivy League.

The Red is still tied with Penn (7-0 overall, 5-0 Ivy), for first place in the Ancient Eight as the two teams hurtle towards a final confrontation on Schoellkopf Field.

Cornell, still undefeated at home this season, will have to make it through two more Ivy games before it goes up against Penn. The first of those will be the Yale game this Saturday at Schoellkopf. Yale is 2-5 overall and 1-3 Ivy thus far.

The lightweight football team gained a share of the Eastern Lightweight Football League title with a 31-7 victory over Pennsylvania in Philadelphia. The victory, coupled with Navy's win over undefeated Army, placed the Big Red atop the final league standings with the two service academies. The shared title is a repeat of the 1984 season when the three schools also tied for the league championship.

The men's soccer team fell victim to Columbia and Syracuse last weekend and watched its record fall to 6-5-2 overall, 2-2-2 in the Ivies. The Red is now out of contention for any share of the Ancient Eight title and any post-season activity. The team moves into its final weekend when it faces Yale at 7:30 p.m. Friday night at Schoellkopf Field.

Both the men's basketball and hockey teams will participate in intra-squad, red-

white scrimmages this weekend. The icers will face off on Friday night at 7:30 p.m. in Lynah Rink, while the cagers will be at Helen Newman Hall on Saturday at 10 a.m.

The hockey team, ranked fifth in the nation, coming off a 21-7-4 overall record in 1985-86 and sporting an ECAC crown, boasts the return of 16 lettermen.

The basketball team came within grasping distance of the Ivy League crown last season, but lost it in its final weekend of play. The cagers, under the direction of first-year coach Mike Dement, and boasting the return of seven lettermen, look ready to take the title this year.

The freshman football team came up big on defense last weekend as the gridders rolled to their third victory of the season, a 14-12 win over Army.

The Big Red "D" limited the Cadet's

potent attack, which had averaged over 35 points in four of its last five games, to just 320 total yards of offense and, most importantly, just 12 points.

— Marcy Dubroff

## Breakfast with Baughan

Head Football Coach Maxie Baughan and his coaching staff will be on hand to preview the Cornell/Yale football game at a continental breakfast in the Robison Hall of Fame Room, Schoellkopf Hall, Nov. 7.

Director of Athletics Laing E. Kennedy will be there, too, to give an update on the renovation and construction of Cornell's athletic facilities.

Breakfast will be served at 7:30 a.m. Admission is \$3 per person.

State of the University Address *Continued from page 7*

out federal leadership. Yet both major political parties have failed to provide such leadership.

The lack of federal leadership in this area brings me to the second contribution that the university must make.

Efforts to correct our educational deficiencies and assist the disadvantaged will demand all the high professional expertise we can provide, but they also will require a level of social sensitivity, personal commitment, and individual leadership of a high order. That, in turn, places added obligations on the university.

We must produce not only competent practitioners in every field, but also balanced, enlightened, committed men and women, equipped and eager for leadership in their own generation.

Leadership is an elusive quality in the contemporary world. In an age given to mechanistic assessment of credentials, leadership involves qualities not easily quantified.

It is not easy to say what we expect from leaders today. We expect them to be strong yet sensitive; firm but not arrogant. Our attitude is one of ambivalence and uncertainty. Yet somehow we expect that institutions such as Cornell will play a major role in developing the kind of leaders we need, that somehow we will teach students, as the Student Deskbook observed, "to milk cows and run the world at the same time."

Leadership is more than good management. Managers are concerned with optimizing existing systems, organizing then routine, smoothing the flow of work, maximizing efficiency. We need managers, and we need good ones, but the task of leadership involves something more.

Leadership requires the ability to grasp the wider picture, to see relationships, to clarify choices, to sense both needs and opportunities. We need leaders of vision, courage, and perseverance if we are to meet the dilemmas and opportunities of the current age. Let me share with you four propositions that bear on our ability to nurture that kind of leader at Cornell.

My first proposition is that the liberal arts are crucial in developing leadership skills. One can make the case, convincingly I think, that there is more to be learned about leadership from reading Plato's *The Republic* and Melville's *Billy Budd*, from Machiavelli's *The Prince* and the speeches of John F. Kennedy and Winston Churchill than from the most comprehensive and weighty management text.

I do not mean to exclude the contributions of engineers and architects, agriculturalists and managers, but I do mean to suggest that narrow vocational education, no matter how advanced or technical, is by itself insufficient preparation for leadership.

You may recall that Vice Admiral (Ret.) James Bond Stockdale, who was the ranking prisoner of war in Hanoi for eight

years, kept his sanity and encouraged his fellow prisoners, not by sharing his technical skills, but by drawing upon his background in the humanities, especially the writings of the stoic philosopher Epictetus.

In an age when the most modern professional skills may have a useful life as short as five years; where adaptability and life-long learning are the keys to success, the broadly applicable skills and wide-ranging perspective provided by the liberal arts provide a strong foundation upon which to build leadership.

At Cornell, with both a strong liberal arts tradition and distinguished graduate and professional schools, we have an unusual opportunity to provide students with both professional skills and the more encompassing perspective of the liberal arts.

Yet finding an effective means by which to accomplish that goal is a dilemma with which we are still struggling. Last summer Provost Robert Barker initiated a comprehensive examination of undergraduate education at Cornell, from which we hope to develop proposals for a major new initiative.

My second proposition is that the richness of the campus community makes a vital contribution to leadership skills. Some of the most important lessons of leadership are learned from activities that are distinctly extracurricular. The almost infinite variety of student clubs and associations; programs in music, drama, and art; visits from world leaders: scholarly, artistic, political, moral, and religious — all these and more provide valuable perspectives on leadership.

I regard athletics, an area to which we are making a major commitment in renovations and new facilities, as legitimate education for leadership in that large sense. In athletics, as in life, hard training, self-pacing, and personal discipline are requirements for success.

Athletes learn to set definite goals and to reach them against hardship, weariness, and opposition. Such goals provide an antidote to aimless drifting. Moreover, the achievements of the athlete are reached not in grim isolation, but as part of a team that counteracts narrow individualism and provides friendship, perspective, and support. Within the framework of the Ivy League and its philosophy, athletics provide a valuable balance between mental and physical activity, combining competitive zeal with respect for the rules of the game. Athletic participation can yield satisfaction, judgement and well-being, all of which provide a firm foundation for leadership.

It is significant, I think, that David Van Metre, co-captain of the football team last year, was also a Presidential Scholar, ranking in the top 5 percent of his College of Agriculture and Life Sciences class in terms of grade point average, and in the top 1 percent of the class when other factors, such as leadership and citizenship, were

considered.

Presidential Scholars like Dave Van Metre share outstanding academic performance and commitment to larger goals. They also share something else: They can point to at least one high school teacher or counselor and one Cornell professor who played major roles in their intellectual and personal growth.

Our experience with the Presidential Scholars suggests that the best training for leadership comes from watching those you respect as leaders. It is perhaps too much to claim that great scholars always produce great scholars, yet a study several years ago of 55 Nobel Prize living in the United States found that 34 of them had worked in earlier years with 46 prior Laureates. My third proposition, then, is that leaders create leaders.

The influence of the faculty, and of counselors, coaches, chaplains, and others extends beyond their ability to convey knowledge in a particular field. By design or default, they convey as well their perspectives on larger ethical and moral questions, as they bear upon particular disciplines and upon the world at large.

Cornell is fortunate that so many of our faculty take a broad view of their responsibility. In their own lives, they are guided not only by high professional skills and broad perspective, but by strong moral convictions. They impart to their students not only high skills, but a deep commitment to goals that transcend narrow personal or professional objectives. Their efforts extend far beyond the campus, without any endorsement from the university either requested or given.

I think of Nobel Laureate and Professor Emeritus of Physics Hans Bethe, who has a deep interest in arms control and energy problems. I think also of Dr. George Murphy, Professor of Pathology at the Medical College, who has worked for more than 15 years to create a recreational, educational and cultural center known as the Asphalt Green from dilapidated buildings on New York's Upper East Side. I think of Kurt Gottfried, professor of physics, deeply concerned about the plight of Soviet scientists and intellectuals.

By the force of their example, no less than through the knowledge they share, professors such as these provide training for leadership of which all Cornellians are the beneficiaries. Programs that bring faculty in closer contact with students outside the classroom, such as our Faculty Fellows and Faculty-in-Residence Programs, are vital in this. For as Seymour St. John, headmaster at the Choate School, once observed, "In education, the closeness of students to a great man or woman is the finest we can offer."

My final proposition is that the nurturing of leadership requires an environment of tolerance and also of participation. Universi-

ties are untidy places. They place unusual emphasis on consultation and participation. Their procedures are often laborious, cumbersome, and frustrating.

Few issues affecting the university are simple. Debate is always vigorous and sometimes rancorous. Preserving that atmosphere requires patience, forbearance, and trust. And it can exist only when the university itself is not co-opted or compromised as an agent of political action, however worthy.

Society provides universities with an extraordinary degree of freedom. But the price of that freedom — as Carl Becker once reminded us — is responsibility. For freedom is never absolute. If universities become advocates for causes that are not clearly connected with their mission of teaching and scholarship, that freedom will be weakened. Establishing a reasonable balance between freedom and responsibility is part of the obligation of leadership.

A century and a quarter ago, the dreams of two men, Ezra Cornell and Andrew D. White, gave rise to this university. Their boldness; their unwavering resolution in the face of hostility; their steady and faithful commitment through years of frustration, setbacks, and opposition; their energy and creativity not only altered the topography of the educational landscape, but changed the prospects for the nation.

Their creation, "The First American University," as Frederick Rudolph has called it, broke forever the narrow hierarchy of the traditional curriculum. It opened doors of educational opportunity to those who would otherwise have been excluded. It demanded for its students freedom of choice, and it demanded of its students responsibility for the choices they made. It established new standards of scholarship, and it applied its knowledge to the societal needs that threatened to overwhelm the nation.

In many ways our own times, whose bleaker dimensions I sketched for you earlier, are not unlike those in which Cornell's founders worked. Both eras — post-Civil and post-Industrial — faced a changing economy and society. Both faced the rise of science and technology and an increase in immigrants and members of minority groups. Both embraced new social aims, not the least of which is the aim of which is the aim of equal opportunity for all.

Yet it is always from the crises of an era — not from its times of gentle breezes and calm seas — that the greatest leadership emerges. It is in times of crisis that the Lincolns and the Churchills of history emerge.

The next five years will be a time of unparalleled opportunity for Cornell. Strong as we now are in so many endeavors, we have it within our grasp to bring the university to a level of service and achievement that will make Cornell even more a pace-setter in the closing years of this century than it was in the 1800's.

Free speech *Continued from page 1*

Some of the rules had been adopted by the former faculty senate, Rhodes said, but had never been acted on by that group's successor (the Faculty Council of Representatives), the university administration or the board of trustees.

Construction of anti-apartheid shanties for last month's trustee-council weekend was a violation of a July 1985 state Supreme Court injunction.

"An injunction isn't, of course, a permanent remedy," the president said. "It isn't an effective remedy of the kind that we'd prefer to have because sooner or later what

we all want is to find a way of governing ourselves instead of depending on external people to help govern us."

Over the years, Rhodes said, the university has been "remarkably faithful" to the dream of its founders "not only in welcoming everyone to its campus and in sheltering every point of view but in fact encouraging debate on every conceivable issue. The challenge for our generation is how to shelter the debate, how to continue that debate in an atmosphere of reason and order and responsibility that will not involve tearing ourselves apart as a community, but will

involve conversation."

Shanty towns, Day Hall occupations and meeting disruptions all raise a fundamental question for the free-speech commission, Rhodes said: "Are there limits of decency and self-restraint which permit all of us — however much we disagree with one another — to think and to exchange reasoned thoughts on matters of mutual concern?"

Three of the nine members of the free speech commission will have ex officio status, Rhodes said. They will be the chairman of the University Assembly, Professor Roger A. Morse of the Department of

Entomology; the dean of the faculty, Professor Joseph B. Bugliari of the departments of agricultural economics and business law; and the university counsel, Walter J. Relihan Jr. Two other commission members will be appointed from and by the University Assembly, two faculty members will be chosen by the FCR executive committee and two will be chosen by the president. "The commission is going to be guided not just by state and federal laws," Rhodes said, "but also by the long-term academic concerns and styles on the campus."

— Roger Segelken