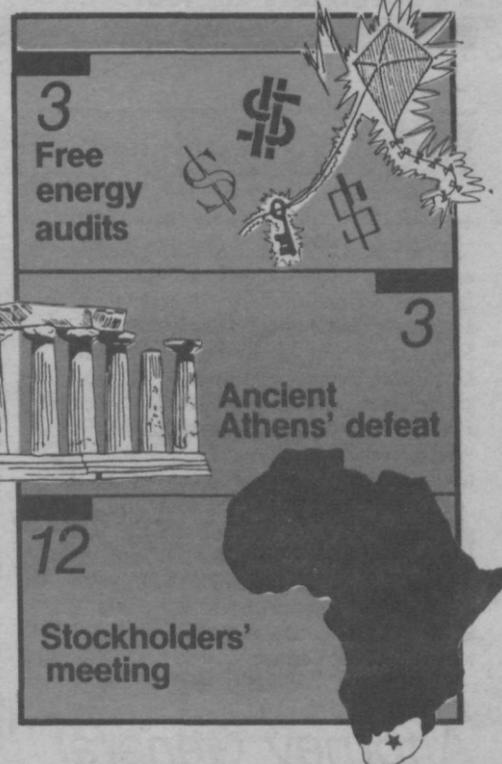


Cornell CHRONICLE

Volume 18 Number 23 February 26, 1987



Panel formed to assess undergraduate education

As the latest in a series of initiatives to revitalize liberal arts education for today's students, Provost Robert Barker has invited 21 professors and academic administrators to serve on a newly created Commission on Undergraduate Education, which will hold its first meeting Feb. 26.

The goal "will be to study and evaluate the undergraduate experience and to recommend actions that might be taken to enhance it," Barker wrote to his colleagues.

Members of the commission include the deans of agriculture and life sciences, arts and sciences, hotel administration, industrial and labor relations, engineering, human ecology, and art, architecture and planning — Cornell's seven undergraduate colleges.

The vice president for campus affairs, William D. Gurowitz, and the vice provost for undergraduate education, Barry B.

Adams, are members, along with Professors William W. Austin, music; Jere Confrey, education; Donald P. Greenberg, computer graphics; Robert L. Harris Jr., Africana; Daphne Jameson, hotel administration; Michel Louge, engineering; Nicholas A. Salvatore, industrial and labor relations; Constance H. Shapiro, human service studies; Geoffrey W.G. Sharp, biological sciences; Christine A. Shoemaker, engineering; and Daniel G. Sisler, agricultural economics.

Karen C. Martin is commission coordinator.

Last summer, the provost convened the Thornfield Conference, a retreat at which a group of faculty members and deans reviewed undergraduate education. They considered such issues as research versus

Continued on page 12

Hearing set for discussion of report on free speech

A public hearing to seek communitywide response to the preliminary report of the Barcelo Commission on Free Speech is scheduled for March 4 from 4:30 to 6:30 p.m. in Room 120 of Ives Hall.

The initial report of the commission appointed last fall by President Frank H.T. Rhodes was released yesterday. It suggests that no changes are needed in current university policy, but it does offer a number of specific guidelines and mechanisms for responding to and clarifying issues of free speech.

The report states that the ultimate authority for maintaining public order on campus rests with the university president and the board of trustees and that any committees created to deal with the issues of free

expression and disruptions on campus should be purely advisory.

In its 18-page report, the commission also argues that temporary structures such as shanties are valid forms of symbolic expression so long as the university administration controls where they are placed and for how long they will stand. In addition, the commission states that disruption of recruiters on campus would violate campus rules of conduct that virtually any kind of protest activity inside Day Hall would be disruptive.

The commission also "wholeheartedly" endorses the 1975 Strout Report, which states in part that speakers invited to campus may not be disrupted on the grounds

Continued on page 11

The text of the Free Speech Commission's preliminary report is reprinted on pages 5-8.



Claude Levett

Lynn Liu, an Arts major from Washington, D.C., performs the Dance of the Golden Rings during the Celebration of Chinese New Year last weekend.

Videotaping is helping teachers learn to improve their teaching

Several times a week, David G. Taylor-Way carries his portable video equipment into a classroom, sets up his camera behind rows of note-taking students and records the performance of teaching assistants.

After class, it is Taylor-Way's turn to be teacher, as he and the teaching assistant, or TA, review the session.

"Anyone who sees himself on videotape for the first time has a tendency to notice trivialities first. He needs a guide to show him what to focus on," said Taylor-Way, the university's director of instructional support.

For example, a teacher might put students in a passive role, he explained. The teacher "might be talking so fast that students aren't thinking at all, so he has to promote more interaction," Taylor-Way said.

Other times, teachers become so wrapped up in their material that they fail to convey why they are teaching a particular idea at a

particular time, and students wind up asking themselves, "Why am I sitting here? What's in it for me?" Taylor-Way said.

In fact, experienced teachers can find themselves facing similar pitfalls. "After teaching 15 years, you can develop bad habits," said Thomas J. Kelly, an assistant professor of hotel administration. He saw himself on Taylor-Way's tape rattling off his lecture, and welcomed coaching on how to give students time to complete their notes "and digest what you were saying."

Taylor-Way "made suggestions on how to promote dialogue in class," Kelly said. He describes Taylor-Way to his colleagues as "happy, healthy, and terrific, and adds that "he is also excellent at interpreting student priorities" from questionnaires.

Some of the critiques are favorable. Kelly got high marks for his technique of placing speaker telephone calls from his class in restaurant administration to experts around the world — including food critic Mimi

Sheraton, chef Anton Mossimann of London's Dorchester Hotel and restaurateur Michel Troisgros in Roanne, France.

Professor Norman M. Vrana, who has taught electrical engineering at Cornell since 1949, came to Taylor-Way because "I just felt I had everything going for me, but I wasn't particularly satisfied with my lectures — I wasn't getting the fun out of them, or the inspiration."

In one session, Vrana recalled, Taylor-Way stopped his videotape and asked the professor why he brought up a particular subject at that moment. Vrana gave his reason, only to be asked in turn, "Why didn't you tell that to the students?"

"That's perfectly obvious, isn't it?" the professor replied — but in Taylor-Way's view it wasn't, and "making students aware of why this follows that" is important.

As a result, Vrana said, "I have been able to get students more involved — to have them become participants, not just receptors

of cold information, even in a class of 100 or more. They now spontaneously ask more questions."

In his 12th year at Cornell, Taylor-Way is helping the College of Human Ecology institute Cornell's first formal, collegewide training program to improve the instructional skills of teaching assistants. He also is working with faculty in 12 departments within five colleges, teaching, carrying out confidential evaluations, and consulting with individual faculty.

"We believe this will make an important contribution not only to the education of TAs but to the undergraduate educational process as well," said Virginia Utermohlen, Human Ecology's assistant dean for educational programs and policy.

Human Ecology's TA training has two parts: familiarizing TAs with the facilities and services within the college, and instructing them in the art of teaching. For the lat-

Continued on page 12

Notable

Frederick H. Buttel, associate professor of rural sociology, John E. Hopcroft, professor of computer science, Robert F. Lucey, professor of agronomy, John D. Reppy, professor of physics and Kenneth G. Wilson, professor of physics and nuclear studies, were among 306 individuals elected Fellows of the American Association for the Advancement of Science at the Association's annual meeting in Chicago Feb. 18.

AAAS, formed in 1848, is the leading general scientific organization in the United States. It currently has some 132,000 individual members and about 295 affiliates scientific and engineering societies and academies of science. AAAS publishes the weekly journal *Science*.

Attorney General Meese and Moses Complex is topic

Pulitzer Prize-winning historian Michael Kammen will lecture on "Constitutional Pluralism, or Attorney General Meese and the Moses Complex" at 4:30 p.m. March 5 in Hollis Cornell Auditorium, Goldwin Smith Hall.

Kammen, the Newton C. Farr Professor of American History and Culture, will deliver the annual invitational lecture of the Society for the Humanities.

Kammen's latest book, "A Machine That Would Go of Itself: The Constitution in American Culture," was listed among the best books of 1986 by *The New York Times Book Review*, which described the book as "hardly comforting reading, although it is often amusing." He won a 1973 Pulitzer Prize for his "People of Paradox: An Inquiry Concerning the Origins of American Civilization."

The invitational lecture is designed to give a local audience a chance to hear Cornell faculty members who frequently are invited to speak at other universities, according to Jonathan Culler, director of the Society for the Humanities. Previous lecturers have included Professors Walter F. LaFeber, Urie Bronfenbrenner, W. Wolfgang Holdheim, Jon Stallworthy, Dominick C. LaCampa and Don M. Randel.

— Mark Eyerly

cuinfo

Information on campus government is now available on CUINFO by typing "govern." For information on summer sublets, type "housing;" for a directory of personnel services staff, type "personnel;" and for learning skills center information, type "SOS."

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.

At-large professors to discuss science, medicine, photography

Science and society, issues related to medical testing and contemporary photographer Garry Winogrand will be the topics of lectures in March and April by Andrew D. White Professors-at-Large.

On March 9 at 8 p.m., John Szarkowski, director of the Department of Photography for the Museum of Modern Art, will present a lecture at 120 Ives Hall entitled "Was Garry Winogrand an Anthropologist?"

Winogrand, a documentary photographer, became prominent in the early 1960s, especially after his work was featured in the "Towards a Social Landscape" exhibit at the International Museum of Photography in Rochester.

John L. Heilbron, historian of science at the University of California at Berkeley, will give a lecture entitled "Coming to Terms with Science and Society" April 15 at 4:30 p.m. at 165 McGraw Hall. Heilbron recently wrote a biography of physicist Max Planck.

"Screening for Drugs, Bugs and Genes" is the title of a presentation that will be given on April 22 at 4:30 p.m. in the Hollis E. Cornell auditorium in Goldwin Smith Hall by Margery Wayne Shaw, professor of medical genetics and health law at the University of Texas.

Shaw, who has a medical degree from the University of Michigan and a J.D. from the University of Houston, is involved in research that centers on testing and privacy issues.

Established in 1965, the Professors-at-Large program brings distinguished academics and professionals from around the world to the Cornell campus. Professors-at-large are appointed for six years and give public lectures when they visit Cornell.

For more information on the Professors-at-Large program or these lectures, call 255-4845.

— Cheryl Kaplan

Briefs

■ **Condoms available 24 hours a day at Gannett:** "Safer Sex Packs" are now available to all members of the Cornell community 24 hours a day through University Health Services.

The Gannett Health Center has developed two "safer sex" packages that each cost \$2. One package consists of eight condoms lubricated with spermicide; the other consists of four condoms lubricated with spermicide and a contraceptive sponge.

During the day, condoms, as well as other low-cost, over-the-counter supplies, may be purchased from the cashier's office at Gannett Health Center. Students may charge purchases to their bursar bill if they present a validated student I.D. After 5 p.m., the packs are available in the overnight Unit, accessible through the emergency entrance of the Health Center.

For information regarding safer sex practices and the "safer sex" packages, call the Contraception, Gynecology and Sexuality Service at Gannett at 255-3978.

■ **Income tax workshop for foreign students and staff:** The International Students and Scholars office has arranged for federal and state tax office representatives to conduct a workshop for foreign students and academic staff who are having special problems filing taxes.

The sessions will be held March 11 in the Anabel Taylor Hall auditorium, third floor. The session for students will be held from 1 to 2:20 p.m. and the session for foreign academic staff from 2:40 p.m. to 4 p.m.

Forms will not be filled out for individuals. Instead, the groups will be led through the standard forms and questions will be answered.

■ **Employee Assembly petitions due Feb. 27:** Employees interested in running for the Employee Assembly may pick up petitions from the Office of the Assemblies, 165 Day Hall.

Petitions are due Feb. 27. For a petition or more information, call 255-3715.

Videoconference on optical discs to be shown

Delayed viewings of a recorded videoconference on optical disc technology are scheduled for Feb. 26 and 27 and will be repeated March 2, 3 and 5.

The videoconference includes demonstrations and discussions by nationally known experts on emerging optical technologies for interactive videodisc, compact disc, CD-ROM and CD-interactive systems. Economics, trends and the major players in optical disc technology are also covered in the conference.

The first showing is from 4 to 6 p.m. Feb. 26 and from 3 to 5:30 p.m. Feb. 27 in N207 Martha van Rensselaer Hall. The conference will be shown again from 4 to 6 p.m. March 2, from 4 to 5:30 p.m. March 3 and from 4 to 5 p.m. March 5 in 100 Caldwell Hall.

To register for showings of the videoconference, call 255-8304.

ILR continues managers series

The Extension Division of the School of Industrial and Labor Relations is sponsoring a series of lectures on managers' problems and prospects in the 1980s and beyond.

Called the "Women's Manager's Forum," the program was started last semester to enable scholars and practitioners to discuss such topics as attitudes towards family policy and women's management style.

Presentations will begin at noon and end around 1:15 p.m. They will be held in room 105 of the ILR Conference Center. An open discussion will follow each lecture. Coffee and tea will be provided and participants may bring their lunches.

The second of the series' six lectures will take place March 3 when Haralyn Kuckes, past president of the Ithaca Teachers Association, will discuss "Managing a Labor Union." Kuckes, who has a masters degree from the ILR school and who is a math teacher in the Ithaca School system, will discuss her experiences as the manager of a labor union.

"Business Attitudes Toward Family Policy" will be discussed March 17 by Mitchel Abolafia, an assistant professor in the Johnson Graduate School of Management and in the Department of Sociology.

Lynn Paltrow, a staff attorney for the Reproductive Freedom Project in the American Civil Liberties Union, will discuss "Sex, Reproduction and Work: A Vision for the

21st Century" April 7. Paltrow, who studied public-interest law, will present an ideal view of benefits in the coming century for working couples with and without children.

"Becoming a Supervisor" is the area that ILR Assistant Professor Thelma Crivens will discuss April 21. Before coming to Cornell, Crivens worked for the Equal Employment Opportunity Commission. She teaches courses on discrimination and labor law.

The final lecture, to be given May 5 by Marylee Bomboy, will focus on "Women's Management Style: Is There Such a Thing?" Bomboy, a senior ILR extension agent in New York City, has completed research comparing women managers who have come up the ranks with women managers who have gone directly into management positions. She will discuss some of the common stereotypes about women's management style.

Jennie Farley, coordinator of the forum and an associate professor in the ILR school, said, "I could fill up the conference center every day of the week with people speaking on these topics. These issues are really so pertinent and have been overlooked for so long."

For more information on the "Women's Manager's Forum," call Farley at 255-4423.

— Cheryl Kaplan

NEWS OF... Construction

Beginning this week, the *Chronicle* introduces a regular series of construction updates provided by the Office of Facilities and Business Operations and slated to appear the last Thursday of each month.

Academic I

The apparent low bidder for the Academic I project on the west end of the Ag Quad, at \$15.1 million, is Streeter Associates of Elmira.

Construction could start in April, pending awarding of the contract by the State University Construction Fund. The six-story building will provide space for academic and administrative units of the College of Agriculture and Life Sciences and Cornell Cooperative Extension. For further information, contact Herbert Pallesen, Cornell's facilities coordinator for state projects, at 255-7784.

During construction, parking spaces in Bailey Circle and along the west end of the Ag Quad will not be available; alternate plans for employees with permits for those areas will be announced next month.

Barton Hall

A new sports surface will be installed in Barton Hall beginning in April. The drill hall and athletics floor, which is badly worn and buckled, will be removed so that repairs can be made to the subfloor. Multiple layers of plywood will be placed over the subfloor, and a modern, polyurethane surface of more than 60,000 square feet will go over the plywood.

The floor is being designed for optimum runner performance on the new indoor track. Improvements to the track infield will include additional volleyball and basketball courts for recreational and intramural use. Varsity basketball will be played in Barton during the 1987-88 and 1988-89 seasons on a portable, hardwood surface until the multipurpose field house is completed early in 1989; construction of the field house is scheduled to begin this summer. Barton Hall will continue to accommodate the needs of ROTC units.

The drill hall will be closed from early April into the fall semester; events in Barton during this period will be limited to commencement, in case of foul weather, and alumni reunion weekend.

Cost of the floor replacement is included in the Department of Athletics' \$28.5 million campaign to upgrade the university's athletic facilities. The State University Construction Fund will manage the construction in conjunction with other rehabilitation projects in Barton, including improvements in the heating and ventilating systems and replacement of windows. Those projects will follow the floor replacement, but will not require any long-term closing of Barton Hall.

For further information, call Phil Cox in Maintenance Management at 255-4731.

Graduate Bulletin

A National Institutes of Health training grant for the graduate program in environmental toxicology has been renewed for a five-year period beginning July 1. The program facilitates training in biochemical, environmental, nutritional and molecular toxicology.

The training grant award of \$1.08 million will be used to support predoctoral and doctoral research associates in various laboratories at Cornell. Graduate students are typically supported for three to four years, while post-doctoral research associates are supported for up to three years.

For more information and applications, call Stephen Bloom at 255-4439.

Senior staff supports preventive measures against campus bias

Calls for active intervention in issues of sexism and racism on campus were sounded from several quarters last week during a meeting of some 150 senior and middle managers.

Vice President for Campus Affairs William D. Gurowitz lauded the efforts of the Dean of Students Office in bringing about the cancellation of a striptease show Feb. 13 at Phi Kappa Sigma fraternity. He said it was an excellent example of the "proactive" approach needed in "fighting 'isms' on campus."

Senior Vice President William G. Herbster echoed Gurowitz in praising Dean of Students David Drinkwater and Assistant Dean of Students Janiece Bacon Oblak. The striptease show was canceled after they

insisted such an event would not meet the fraternity's obligation to contribute positively to the Cornell community.

Herbster said everyone in the administration supported the action by Drinkwater and Oblak. He said it was an example of the "critical importance of being sensitive and active in nipping these issues in the bud."

The comments came during a 90-minute meeting in Uris Hall Auditorium on Feb. 20 on the administration's recently announced Human Relations Program.

Psychologist William Collins, director of the university's Learning Skills Center, said in an opening talk that "the battle against racism and sexism is going to be won on the individual, not the institutional, level."

He said that "a lack of response by individuals to racist acts only emboldens the perpetrator and tells the victim that the community says it's okay."

Drinkwater said that "we have to go and look for problems rather than wait for them to come to us."

He also said there should be more emphasis on mediation of issues rather than on the yes-no format of arbitration.

Referring to last fall's recommendation by the President's Human Relations Task Force that workplace grievances be submitted to binding arbitration, Herbster said the administration has some difficulties with the recommendation.

He referred the issue to Director of Personnel Services Lee Snyder, who said that

one of the problems with current grievance procedures is a general misconception of how the process works. Steps are being made to rectify this, he said.

Snyder also said arguments against using binding arbitration claim outsiders are not always objective nor are they likely to understand the workings of the departments their decisions affect. Using in-house panels of people who understand the university is an alternative approach, Snyder said.

An employee-elected member of the Board of Trustees, George Peter, cautioned that, with the justified emphasis on racism and sexism, the human relations and workplace problems of everyone on campus should not be overlooked.

— Martin B. Stiles

State offers free energy audits to owners of small businesses

Small business owners throughout New York State will have an opportunity to bring down their utility bills by taking advantage of a free energy audit through a new educational program.

The Cornell Cooperative Extension will receive \$5.8 million to administer the program for the next three years, the State Energy Office announced last week.

To make a thousand dollars in profits, a shopkeeper has to make several thousand dollars worth of sales. Energy audits already completed have allowed a thousand dollars on average to flow straight to the annual bottom line of participating small businesses, thanks to practical advice on how to reduce gas and electric bills.

Sixty energy technicians are fanning out to the state's counties after training on campus under the new Small Business Energy Efficiency Program. Money for the university-run effort came from the state's share of millions of dollars paid to the federal government by companies accused of overcharging for price-controlled oil.

The technicians will analyze energy consumption by farms, small businesses and non-profit organizations, and use computer programs to determine the most cost-effective method for conserving energy. Fourteen of the 60 will be assigned to New York City, financed by \$500,000 of the grant.

The auditors' findings in previous surveys have included the following:

- A liquor store owner in Ithaca was advised he could save two-thirds of the annual cost of his security lighting by choosing more-energy-efficient lights, and could make further savings by insulating the new roof he had ordered.
- The owners of a western-wear store learned they were paying an extra \$100 a

month for electricity because they still were being billed for additional capacity required by the former business on the premises, a tavern.

- A library found that an insulating block could prevent its night book drop from serving as a 24-hour-a-day open window. Various other insulation measures added up to a thousand-dollar-a-year saving.

- A food store owner didn't realize he was spending \$2,000 a year to light the neon signs in his window advertising beer. He took them out.

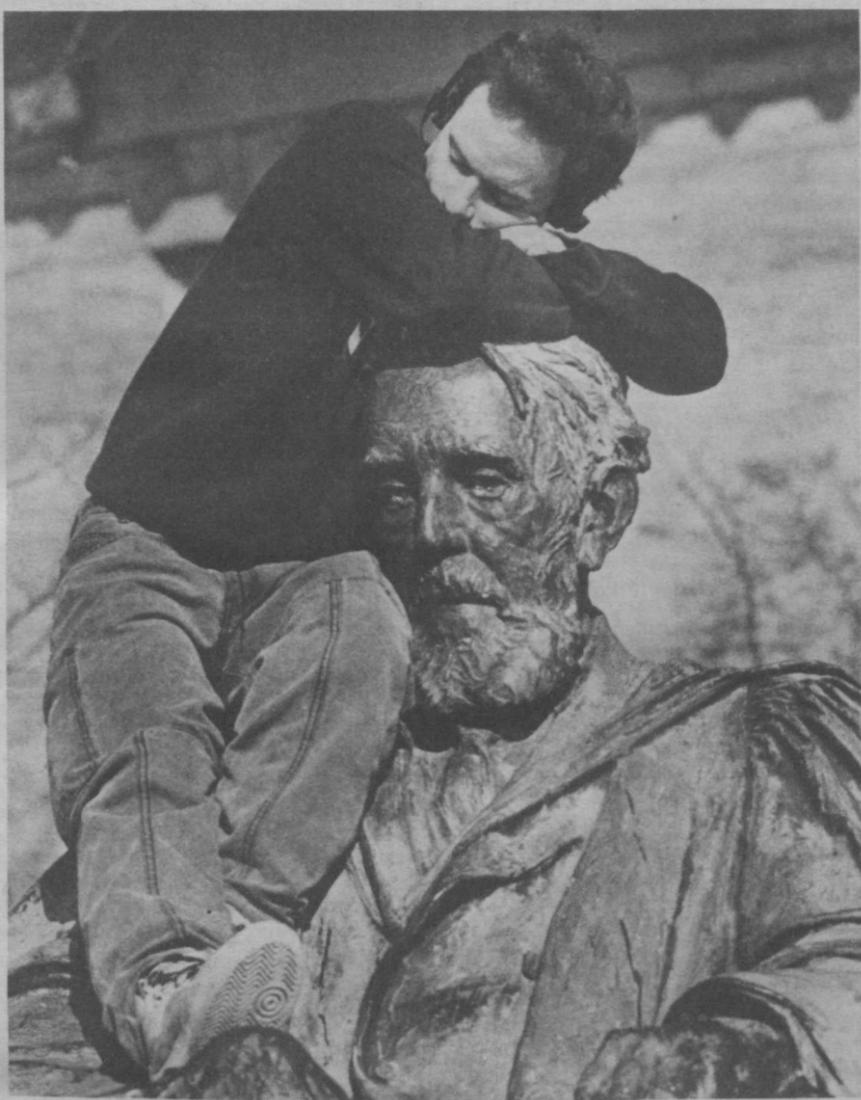
Although most of the energy in a residence goes into heating the building — with savings coming from insulation, weatherstripping and the like — up to half the energy cost in a store comes from lighting, according to Bruce M. John, the Cornell senior extension associate who developed the program.

Techniques for saving energy include installing more efficient lighting, using automatic timers, and placing heating and cooking equipment next to areas of use. Because hot air rises, ceiling fans might be installed to return the heat to ground level.

Another energy-saving tip is that a cooler for soda can be shut down overnight and the contents will stay cool. But the temperature of a cooler containing beer must be kept lower to prevent alterations to the taste of the brew.

The energy-saving program began with a series of seminars for the shellfish industry on Long Island, theater owners in New York City and others. The initial results led to a pilot program in the city of Rochester, and gradual expansion to its present state-wide status.

— Irv Chapman



Claude Levet

Stevie Lee Farrand of Ithaca catches a snooze, headset in place, atop a favorite statue on the Arts Quad.

Historian relates ancient Athens' defeat to issues of today

The defeat of ancient Athens was as devastating as World War II was to Europe and caused as much spiritual anguish as the Vietnam War has to the United States.

These are among the reasons Cornell historian Barry S. Strauss gives for examining with microscopic precision exactly how the society of the world's first democracy responded for 17 years following its final defeat in 404 B.C.

Strauss attempts to provide new insights about the impact of war on democracy in his new book, "Athens After the Peloponnesian War: Class, Faction and Policy 403-386 B.C.," published in February by

Cornell University Press.

For example, by determining the population counts of various social groups before and after the war, he documents how the disproportionate number of deaths among the poor particularly affected political power struggles.

Also, Strauss says, "Those who predicted the end of Germany and Japan in 1945 should have considered the way Athens bounced back. The book examines the seminal dynamics for the continuance of Athenian imperialism for almost another century."

The study helps to clarify the rarity of anti-imperialism outside the Judeo-Christian

tradition, he says, pointing out that "for the person in the street, Athens' only error was losing the war, not fighting it."

Strauss said that, rather than taking a broader look at Athens covering several centuries, he was able to examine in detail the interaction of political, socioeconomic and cultural developments over the much shorter time span of 17 years. This approach helps to reinforce or challenge general historical conclusions about Athens and ancient Greece and their pervasive impact on Western civilization into modern times, he added.

Strauss said his research will serve as

much of the basis for his contribution to a conference being planned for next year on the ideas and writings of the ancient Athenian Thucydides and their relevance to Soviet-American relations today.

Thucydides was an Athenian general who wrote the classic eyewitness history of the Peloponnesian War.

Strauss graduated from Cornell in 1974 with a bachelor's degree and then earned a master's degree and a doctorate degree at Yale University. He has been a member of the Cornell faculty since 1981.

— Martin B. Stiles

Korean poet So Chong-ju praises his Cornell translator

One of South Korea's most highly regarded poets said he was lucky to find an ideal translator for publication in the United States.

So Chong-ju, 73, told a Korean magazine in February that Cornell Professor David McCann has enabled Western critics to read his works.

In an interview with Korea Newsreview, a weekly magazine published in Seoul, So said that McCann was an ideal translator in part because McCann also is a scholar and poet.

McCann, an adjunct professor of Asian studies, translated 92 of So's poems which were published in the United States last

year.

McCann started studying the Korean language before spending two years in the Northeast Asian country with the Peace Corps.

So, a retired professor of Korean literature and Buddhism, writes poems whose topics range from 8th and 9th century Korea to Japan's occupation (1910-1945), the Korean war and events today. Newsreview said that So is qualified to win Korea's first Nobel prize in literature.

"I first met So when I was in Korea on a Fulbright [grant] in 1973-1974," McCann said. "I kept hearing his name and I had read his poems in Korean. Friends told me

that So thought no one could translate his poems into English.

"I asked another poet to introduce me to So. When I met him, I told him that I would like to translate some of his work, and he told me to go ahead."

The venture worked.

In its interview with So, the Korean magazine reported: "In his case, the poet said, he luckily found an ideal type of translator. David McCann, who has translated many of So's poems, is himself a scholar and a poet. . . ."

"The poet gained international acclaim when 58 of his poems rendered in English by David McCann were carried in 1981 in

the Quarterly Review of Literature (Princeton, N.J.). Theodore Weiss, editor and himself a poet, highly acclaimed Midang (So's pen name) as 'a splendid poet, famous in Korea, who has long deserved a larger audience, not to mention an international one.'"

Three major collections of So's poems are scheduled to be published this year in English, French and German. "I intend to present them to foreign critics for evaluation," the poet said. "Since the Nobel Prize is awarded by Westerners, those wishing to receive it will have to be tested by Western critics."

— Albert E. Kaff

CALENDAR

All items for the calendar should be submitted (typewritten, double spaced) by campus mail, U.S. mail or in person to Chronicle Calendar, Cornell News Service, Village Green, 840 Hanshaw Road.

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.

Notices should also include the sub-heading of the calendar in which the item should appear.

DANCE

Cornell Folkdancers

Instruction and requests, 7:30 to 10:30 p.m., March 1, Willard Straight Hall, North Room.

Israeli Folkdancing

Thursday evenings, 8:30 p.m. Anabel Taylor Hall Auditorium.

EXHIBITS

Johnson Art Museum

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

One Man's Nature: Works on Paper by Steven Barbash: The exhibition features 50 works by Barbash through March 8.

The 1987 Council of Creative and Performing Arts Exhibition of Individual Awards: Covering three years of awards the exhibit demonstrates the diverse talents of Cornell students and staff members, through March 8.

Works by Black American Artists and African Art: In recognition of February as Black History Month, works by Afro-American artists and objects from the museum's collection of African art will be on display through April 19.

Gallery closed: The George and Mary Rockwell Galleries of Asian Art on the fifth floor will be closed until late-February or early-March to facilitate the installation of new carpeting and wall coverings.

Special Event: The First Annual Arthur S. Penn Symposium will present "In Pursuit of the Image: The Fine Art of Collecting Photographs," March 4-7. The symposium will include presentations by a museum curator, an art dealer, a private collector and an auction house representative.

Willard Straight Hall

Jennifer Clark will present a photography exhibit in the Willard Straight Hall Art Gallery through Feb. 28.

Olin Library

Modern Poetry and Art: Illustrated Poems in Books and Broadside. Poets such as Daniel Berrigan, Robert Lowell and Archie Ammons are illustrated by artists such as Leonard Baskin, Robert McGovern and Corita Kent, through March 19. Hours: Monday - Friday, 8 a.m. - noon; 1 to 5 p.m.

FILMS

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

Thursday 2/26

"Banaras," 22 minutes, black and white, 5 p.m., Feb. 19, 310 Uris Library. South Asia Program Documentary Film Series.

Friday 2/27

"Ferris Bueller's Day Off" (1986), directed by John Hughes, with Matthew Broderick, Mia Sara and Alan Ruck. 11:30 p.m., Limited. *Uris.

"My Best Friend's Girl" (1984), directed by Bertrand Blye, with Coluche, Isabelle Huppert and Thierry Lhermitte. 7:15 p.m., *Statler.

"Mad Max" (1980), directed by George Miller, with Mel Gibson, Joanne Samuel and Hugh K. Byre. 10:30 p.m., Limited. *Statler.

"Private Practices" (1986), directed by Kirby Dick. 8 p.m., *Uris.

"Films and Talks about Human Rights," will begin with two short films "Prisoners of Conscience" and "And That Is Why the State Is to Blame," Yury F. Orlov and Mary Jo Dudley will talk about human rights violations in the USSR and El Salvador, Feb. 27, 7:30 p.m., Anabel Taylor Hall.

Saturday 2/28

"Ferris Bueller's Day Off," 11:30 p.m., Limited. *Uris.

"My Best Friend's Girl," 10:30 p.m., *Statler.

"Mad Max," 9:30 p.m., Limited. *Uris.

"Private Practices," 8 p.m., *Uris.

Sunday 3/1

"Black Maria Film Festival" (1986), Expanding Cinema, Stranger Than Fiction 2 Series. Co-sponsored with CCPA, Johnson Museum, 2 p.m. Free.

"The Thief of Bagdad" (1986), directed by Michael Powell, with Sabu and Conrad Veidt. Co-sponsored with the Ithaca youth bureau. Limited. Admission \$2/\$1.50 under 12. 2 p.m., Uris.

"Exodus" (1960), directed by Otto Preminger with Paul Newman and Eva Marie Saint. Co-sponsored with the Ithaca Friends of Israel, 8 p.m., *Uris.

Monday 3/2

"We Were So Beloved" (1986), directed by Manfred Kirshheimer. Co-sponsored with the New York Council on the Humanities, 7:30 p.m., Uris.

"The Unheard Music" (1986), directed by W.T. Morgan, with Exene Cervenka, John Doe, X., 8 p.m. Premiere night admission \$2. Uris.

Tuesday 3/3

"Gentle Wind or Typhoon?" a 35-minute video documentary about workers on the sugar plantations on the island of Negros. 4:30 p.m., Uris Library Media Center. Sponsored by the Southeast Asia Program.

"People Power: The Philippine Experience" a 40-minute video documentary about the February Revolution that ousted Marcos and brought Aquino to office. 8 p.m., *Uris.

"Z" (1969), directed by Costa Gavras, with Yves Montand and Irene Pappas. Co-sponsored with CPIRG. 8 p.m. Uris.

Wednesday 3/4

"Pigs and Battleships" (1969), Shohei Imamura. Sponsored by the China-Japan Program and co-sponsored by Pentagle: 8 p.m. Uris Auditorium.

"La Dolce Vita" (1961), directed by Federico Fellini, with Marcello Mastroianni, Anita Ekberg, and Anouk Aimee. 8 p.m. *Uris.

LECTURES

Asian American Coalition

"Asian American Communities Today," with lectures and various workshops, Feb. 28, 10 a.m., Goldwin Smith.

Astronomy Colloquia

To be Announced, David Chernoff, Feb. 26, 4:30 p.m., Space Sciences Building, Room 105.

"Molecular Clouds & Star Formation in Galaxies," Judith Young, University of Massachusetts, March 5, 4:30 p.m., 105 Space Sciences.

Applied Mathematics (Discrete Optimization)

"Computation of Multiple Symmetry Breaking Singular Points," Timothy J. Healey, Theoretical and Applied Mechanics, 4 p.m., Feb. 27, 322 Sage Hall.

Camel Breeders

"Utopia, The University and the Third World: An Imaginary Cooperation Program," Susan George, 5 p.m., Feb. 26, 45 Warren Hall.

Classics

"The Greek Masks of Egyptian Thoth," Townsend Lecture on "The Gods of Writing," Marcel Detienne, director, Ecole des Hautes Etudes, Paris, 4:30 p.m., March 3, Goldwin Smith Kaufmann Auditorium.

English Department

"Raphael Riefus's Commentary on Ovid's Metamorphoses," Kenneth Knoespel, Fellow of the Society for the Humanities, Georgia Tech, 4:30 p.m., March 2, 164 Goldwin Smith.

Evolutionary Biology

"The Case of Comparative Evolution," G. Ledyard Stebbins, University of Genetics, Emeritus, University of California, Davis, March 3, 8 p.m., 101 Bradfield.

Hotel School and Department of History

"Idle & Alehouse Talk: The Coffeehouse in its Social Setting in the Sixteenth Century," Ralph Hattox, Emory University. Sponsored in part by Near Eastern Studies, March 5, noon, 374 Rockefeller Hall.

Johnson Museum

"Painting as Investigation: Some Works by John Hartell and Gilian Pederson-Krag," Emoretta Yang, assistant curator of Asian Art, 10:15 to 11:15 p.m., Feb. 26, Johnson Museum.

Mechanical and Aerospace Engineering Colloquium

"The Control of Transitional and Turbulent Flows," K.R. Sreenivasan, Yale University, March 3, 4:30 p.m., 282 Grumman.

Near Eastern Studies

"Radical Shiism and its Discontent," Martin Kramer, Dayan Center, Tel Aviv University, 4:15 p.m., March 5, 374 Rockefeller Hall.

"The PLO, Jordan and the Peace Process," Asher Susser, Near Eastern Studies, 12:00 p.m., March 5, 374 Rockefeller Hall.

"Contemporary Sufism," Federick De Jonq, University of Utrecht, Holland, March 3, 4:30 p.m., 374 Rockefeller Hall.

Psychology Colloquium

"Pedagogy and Human Uniqueness," David Premack, University of Pennsylvania, Feb. 27, 3:30 p.m., 202 Uris Hall.

Quodlibet

"Causality and Miracle: Philosophical Perspectives in the 'Knight's Tale' and the 'Man of Law's Tale,'" Robert Kaske, 4:30 p.m., Feb. 26, 134 Goldwin Smith Hall.

Romance Studies

"La Desesperanza: A conversation with Jose Donoso," with Jose Donoso, and Professors Enrico Mario Santi and Jonathan Tittler, March 2, 4:30 p.m., Goldwin Smith. For more information call 255-4264.



Minor repairs being made on the second floor of

Society for the Humanities

"Constitutional Pluralism or Attorney General Meese and the Moses Complex," Michael Kammen, Newton C. Farr Professor of American History, 4:30 p.m., March 5, Hollis Cornell Auditorium, Goldwin Smith Hall. Annual Invitational Lecture sponsored by the Society for the Humanities.

Southeast Asia Program

"Education and Language Policy in Vietnam and Laos: Report from a 1987 Trip," Carol Compton, Ithaca College, 12:20 p.m., Feb. 26, 102 West Ave. Ext.

Veterinary Medicine

"The African Cheetah: Tracing the Natural History of an Endangered Species," Stephen J. O'Brien, National Cancer Institute, 4:30 p.m., Feb. 26, James Law Auditorium.

MUSIC

Bound for Glory

Geoff Bartley - finger style guitar and vocals

Broadcast live on FM 93 (WVBR) on Sundays from 8 to 11 p.m., with live sets at 8:30, 9:30 and 10:30 p.m. Performances are free and open to the public.

Department of Music

Sonya Monosoff, violin, and Phyllis Rapoport, fortepiano, an all Beethoven program, March 1, 4 p.m., Barnes Hall.

Martin Williams, lecture on "Melody in Jazz," 4:30 p.m., March 3, Barnes Hall.

Kathryn Stuart, piano, Yenoin Guibbory, violin, Sara Edgerton, cello, works by Beethoven and Mendelssohn, 8:15 p.m., March 4, Barnes Hall.

Free Speech Commission draft report

February 23, 1987

Introduction

President Frank H.T. Rhodes established the Free Speech Commission at Cornell in November, 1986 and charged the Commission as follows:

PREAMBLE TO CHARGE

"In a community of scholars, freedom and restraint must coexist, in judicious balance. In no other way can we protect the freedom of learning and the freedom of teaching which, taken together, Carl Becker called the 'freedom of the mind.' Only thus, can we preserve an atmosphere of tolerance and civility upon which our whole existence as a University depends.

"The events of recent academic years have raised a host of difficult questions regarding the appropriate conduct of members of the University community in expressing strongly held views on political, social and other issues.

"Last year, demonstrators sued the University twice in Federal Court and once in the State Supreme Court, each time the court ruled against them. The University, in the end, also went to court in an effort to preserve the peace. Litigation, however, is not a permanent solution. We must relearn the elemental lessons which make it possible for us to live together in relative peace and in the pursuit of our greater purposes as a University."

CHARGE

"In order to consider these matters anew, I appoint this commission of nine [subsequently changed to ten] to perform the following duties:

1. To consider whether or not, in light of extant University policies, an additional policy statement is needed regarding the responsibilities and rights of members of the campus community in the expression of views on political, social and other matters of common concern.

2. To make recommendations on the possible need for additional guidelines regarding the conduct of members of the campus community when assembled together for the purpose of making such views known to fellow members of the community. Such recommendations should include:

a) conduct in relation to: meetings of the Assemblies and their committees, meetings of the faculties, public convocations for the purpose of hearing guest speakers, open meetings of the Board of Trustees or its committees, and

b) conduct in relation to: the character, time, place and duration of large-scale demonstrations, including attendant symbolic means of expression.

3. In reviewing such matters, the Commission will be cognizant of federal and state laws and bear in mind the ultimate and nondelegable responsibility of the Board of Trustees to preserve the peace and good order of the campus in the interests of all members of the immediate campus community, as well as alumni, friends and visitors.

"I ask that the Commission report to me regarding general policies and guidelines not later than March 1, 1987. It will be my intention to review these recommendations and, thereafter, to ask the Board of Trustees to take such actions as may be needed and appropriate."

The Commission began its work by soliciting written comments and views from any member of the campus community who cared to express them and by holding a series of three public hearings in early December, 1986. The Commission received approximately 35 written statements and heard approximately 25 speakers at the December public hearings.

The first two hearings were devoted to speakers whom we specifically invited to address the Commission, and the third was available to any campus community member who wanted to speak to the issues before the Commission or to help frame those issues.

We also met privately with a group of Trustees, with members of the University administration, and with other members of the campus community who had special knowledge of campus episodes over the last two years involving freedom of expression issues, including the spring, 1985 sit-ins in Day Hall, the shanty building incidents of spring and summer, 1985 and fall, 1986, and the disruption of Meir Kahane's speech in November, 1986 (after the Commission was formed).

We have not focused on resolving factual disputes concerning these or other incidents, but rather upon proper guidelines and policies for the future. Much — indeed, most — of this report is not novel or original, but seeks to clarify what is already Cornell University policy.

The Campus Rules of Conduct and the Principle of Freedom of Expression

We believe the freedom of expression principle in the current "Statement of Principles and Policies," with a slight modification, should be submitted to the Board of Trustees for adoption. The relevant portion of the statement would then read:

"The principle of freedom with responsibility is central to Cornell University. Freedom to teach and to learn, to express oneself freely and to be heard, and freedom to assemble and protest peacefully are essential to academic freedom and the continuing function of the University as an educational institution. Responsible enjoyment and exercise of these rights means respect for the rights of all; and infringement upon the rights of others or interference with the peaceful and lawful use and enjoyment of University premises, facilities and programs violates this principle."¹

We understand that the President's Study Group to revise the "Statement of Principles and Policies" agrees with this wording and with the desirability of obtaining Trustee approval of the statement. We also believe that any emergency powers reserved to the President concerning other portions of the "Statement of Principles and Policies" should not authorize suspension of the right of freedom of expression guaranteed to all members of the campus community in the above statement.

Trustee adoption of the above language in a "Statement of Principles and Policies" would establish unequivocally that the principle of freedom of expression is binding and operative policy on Cornell's campus.²

The current "Statement of Student Rights" also contains provisions on freedom of expression.³ We

the rights, privileges, and responsibilities of the corporation are vested in Cornell's Board of Trustees. New York state law thus looks to the Trustees as the group empowered to decide policy, safeguard and administer University property, and maintain order on campus.

A specific New York statute requires Cornell's Trustees to adopt and provide for the enforcement of rules for maintaining public order on campus.⁷ The Board of Trustees adopted the Rules for the Maintenance of Public Order in their original form in 1969 to fulfill this statutory requirement.

Given these powers and responsibilities of the Trustees, no campus group could make a decision concerning University affairs that would be legally binding on the Trustees. The Trustees have delegated responsibility for certain areas of campus affairs to different campus groups, such as the University Assembly and the judicial system hearing boards.

At any time, however, the Board of Trustees has the legal authority to revoke these and other delegations of power. Similarly the Trustees may at any time revoke or amend the rules governing campus affairs, subject to any contract rights created by prior Trustee action. It also goes without saying that Trustee powers must be exercised consistent with applicable federal and state law, including applicable constitutional law.



In building a shanty such as this, faculty members argued that shanty-building is an act of "symbolic speech worthy of protection under first amendment rights."

understand that no portion of the "Statement of Student Rights" was ever approved by the Faculty Council of Representatives or the Board of Trustees. The "Statement of Student Rights" was adopted by the former University Senate, but at least in some respects the statement appears to have exceeded the authority the Board of Trustees delegated to the former University Senate.⁴

If in the future the Board of Trustees adopts a statement of student or community rights, we believe any included provisions dealing with freedom of expression should be consistent with the principle of freedom of expression quoted above as a part of the "Statement of Principles and Policies" and with the recommendations and conclusions in the remainder of this report.

Legal Authority and Responsibility of the Board of Trustees and the President

Later in this report we recommend the creation of a Standing Committee on Free Speech and a separate crisis consultation group to advise the President concerning protest, dissent, and free expression issues on the campus.

We recommend that these groups be only advisory because we understand that the ultimate legal authority and responsibility for deciding policy, safeguarding and administering University property, and maintaining order on campus rests with the Board of Trustees and its designee, the President.

Cornell University is an education corporation created by the New York legislature. Under its specific charter⁵ as well as the general New York statute governing not-for-profit corporations,⁶ all of

The President is the chief executive officer of the University, invested with that position by the Board of Trustees. The President conducts the day to day administration of the University as the designee of the Trustees.⁸

In light of this structure of University governance, we believe it would be meaningless to recommend that any group be constituted on campus to take decisions "binding" on the President or Board of Trustees. Thus, in recommending the creation of committees and consultative groups to aid the University in setting policy concerning protest and dissent and guaranteeing freedom of expression with protection of the rights of others, we have recommended only that such groups be advisory to the President.

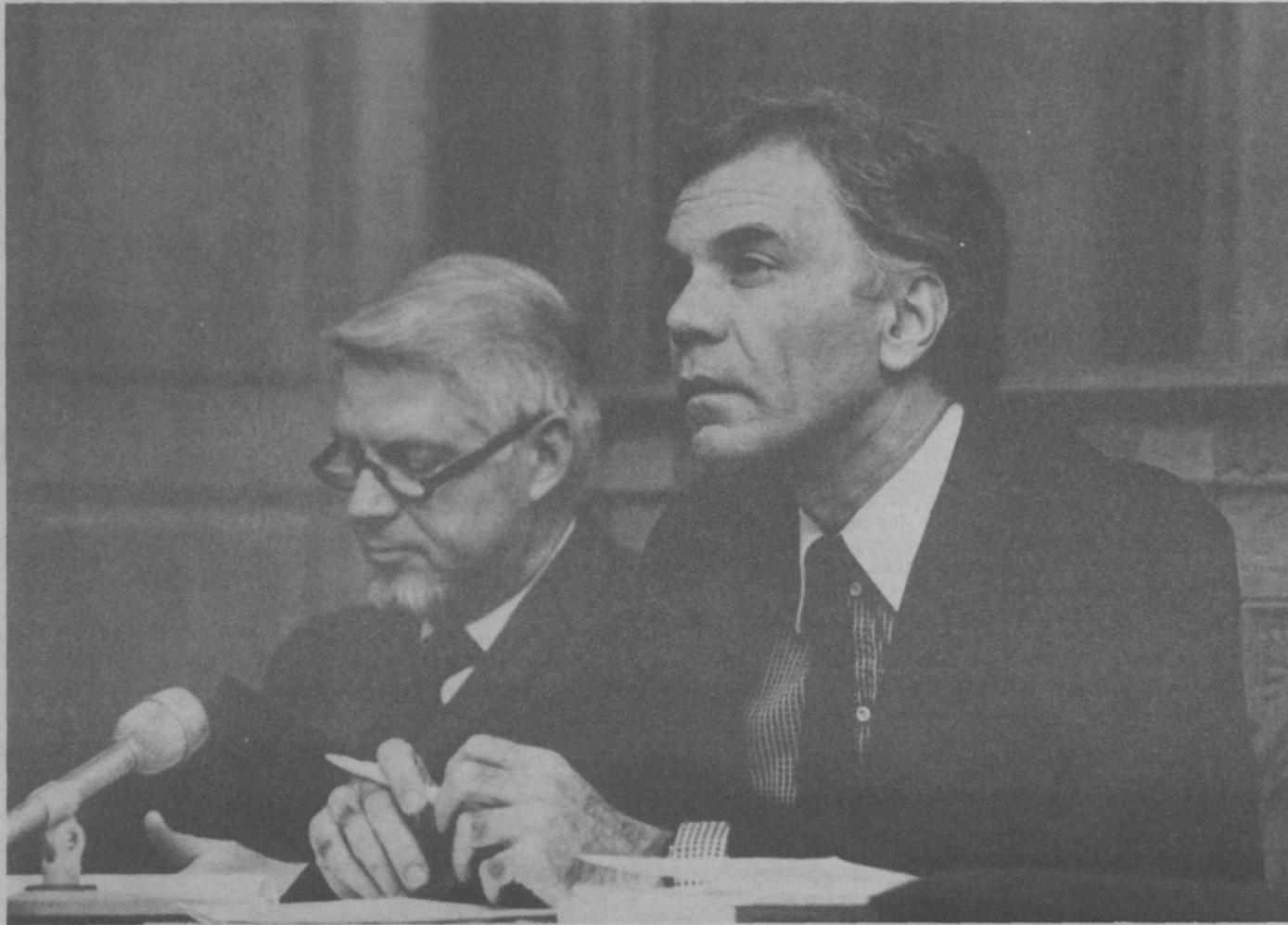
Public Speaking Events on Campus

Basic Principles

We believe a campus organization should be free to invite a speaker to address its own membership in a private, closed meeting under ground rules set by the inviting organization.

A closed meeting can serve many legitimate purposes, including creation of a more informal atmosphere, maximizing the opportunity of organization members to ask questions, allowing the speaker to talk "off the record," and ensuring a particular kind of discussion because of advance preparation of the organization's membership.

If a speaker is likely to attract widespread interest among nonmembers, however, the group would often be wise to open the meeting to nonmembers.



The Free Speech Commission held open public hearings last semester and has scheduled another one for March 4 from 4:30 to 6:30 p.m. in Room 120 Ives Hall. Some members of the

'We view the intentional disruption of a public speaker at Cornell'

including those with views contrary to those of the speaker. Nevertheless, the University should not insist that the group do so.⁹

If the group chooses to open the event to the campus public, however, it should in good faith seek to arrange adequate space to accommodate the reasonably expected audience. In such a public event the inviting group may also decide whether there is to be a question and answer period, and if so, its length and general format. The speaker or moderator should also be allowed reasonable discretion in requiring questioners to be concise, not to abuse the speaker, and not to monopolize the proceedings or otherwise interfere with their purpose.

If a question and answer period is held, however, neither the speaker nor the moderator should be allowed in recognizing speakers to discriminate on such grounds as race, gender, religion, national origin, political persuasion or other suspect or invidious categories. By the same token, at a public event, the sponsoring organization should not be allowed to bar attendance or give preferred seating on the basis of these same or similar suspect or invidious categories.¹⁰

B. Disruption of Speakers

Reaching as far back as the campus disturbances of spring, 1969 and the Ky episode at Bailey Hall on December 9, 1975 and including the recent Kahane incident in Ives 120 on November 16, 1986 the campus community has witnessed a series of disruptions of public speakers at Cornell so serious as to constitute denial of the right to speak.

We do not mean occasional outbursts of audience heckling or expressions of disapproval, but rather — at least in the Ky and Kahane episodes — prolonged generation of shouts and noise that effectively denied the speaker a forum at Cornell. These were deeply disquieting events for those at Cornell who place freedom of expression among the paramount values of the University.

Shortly after the 1975 incident in which Ky was prevented from speaking in Bailey Hall a committee appointed by then Dean of the Faculty Byron Saunders and chaired by Professor S. Cushing Strout issued a report assessing the episode and the free expression principles that should govern public speaker events at Cornell.

We wholeheartedly endorse the Strout Report.¹¹ In particular we reiterate and fully subscribe to the following propositions advanced in that report:

1) In a university community, as in society as a whole, freedom of speech cannot be absolute. Speech that is libelous, or that incites a crowd to riot, deserves no protection. Perhaps no one, in real life, has ever falsely shouted "Fire!" in a crowded theatre; but surely no one has a right to do so.

2) Within these commonly-accepted limits, freedom of speech should be the paramount value in a university community. Because it is a special kind of community, whose purpose is the discovery of truth through the practice of free inquiry, the university has an essential dependence on a commitment to the values of unintimidated speech. To

curb speech on the grounds that a speaker is noxious, that his cause is evil, or that his ideas will offend some listeners, is therefore inconsistent with a university's purpose. One may argue against inviting a speaker on the grounds that he has nothing of importance to say. But once members of the university community extend an invitation, others may not disrupt the speech on the grounds that they find it stupid, immoral, or dangerous.

3) Those who dislike what a speaker is saying also have rights. They include distributing leaflets outside the meeting room, picketing peacefully, boycotting the speech, walking out, asking pointed questions, and, within limits set by the moderator, expressing displeasure with evasive answers. Those who oppose a speaker may thus make their views known, so long as they do not thereby interfere with the speaker's ability to make his known or the right of others to listen.

4) The American conception of academic freedom includes the principle that a professor may participate in political demonstrations and speak out on controversial issues without jeopardizing his employment. In a campus setting, however, academic freedom carries with it certain responsibilities. Scholars should not only respect the professional demands of their discipline and the pedagogical requirements of the teacher-student relationship, but they should not encourage efforts to abridge the free expression of controversial viewpoints. As citizens, professors may or may not be especially solicitous about freedom of speech; as scholars, they are morally bound to defend it. Professors traduce their calling by any deliberate action demonstrating contempt for freedom of speech.

5) Civility is a fragile virtue, but one upon which a university ultimately depends. Name-calling and the shouting of obscenities, even when they are not carried so far as to abridge freedom of speech, are nevertheless deplorable in a community devoted to rational persuasion and articulate controversy.

6) As the "Report on Free Expression at Yale" recently pointed out, explicit formal sanctions against obstruction of free expression are necessary in a university as a declaration of its positive commitment to defend that expression. Yet as the Report also notes, 'the strength of these obligations and the willingness to respect and comply with them, probably depend less on the expectation of punishment for violation than they do on the presence of a widely shared belief in the primacy of free expression.'

(Notes: "Report of the Committee on Freedom of Expression at Yale," (January 8, 1975), p. 7. Yale suspended twelve students in 1974 for shouting down a controversial speaker.)¹²

In relation to the Kahane episode in Ives 120 on November 16, 1986, protesters and others urged several arguments in an attempt to justify denying Kahane the right to speak at Cornell. These views appeared either in letters to the editor of *The Cornell Daily Sun* or were expressed directly to the Commission orally or in writing. We review the arguments here to express our conviction that they are unpersuasive and fail to accord sufficient pri-

macy to the right of free expression on Cornell's campus:

1) A speaker who advocates violence or harm to others, on the campus or elsewhere, should be denied a forum at Cornell.

This proposition sweeps too broadly. The limiting principle should be that expressed in point (1) from the Strout Report quoted above. Not speech that merely advocates violence or harm to others as policy, but rather speech that incites imminent violence or other unlawful action should be proscribed. The Supreme Court captured the point in *Brandenburg v. Ohio* as follows: "[T]he constitutional guarantees of free speech and free press do not permit a State to forbid or proscribe advocacy of the use of force or of law violation except where such advocacy is directed to inciting or producing imminent lawless action and is likely to incite or produce such action."¹³

2) A speaker whose ideas are published in books, journals, or newspapers available in the library and who has nothing new to say need not be given a forum at Cornell.

The difficulty with this notion is that one cannot know whether a speaker has anything new to say until the speaker is heard. More importantly, a valuable product of free expression on campus is the opportunity, often present in public speaking events, to engage a speaker with questions and dialogue. Even when the format does not allow questions after an address, it is for the audience to decide whether they would prefer access to the speaker's ideas through a speech or a visit to the library.

3) A speaker who has committed criminal acts, is currently involved in criminal acts, or who belongs to a group that commits such acts, should not be allowed to speak at Cornell.

Whether a given person or organization has committed a criminal act is often a matter of significant dispute. We have lawful procedures for deciding that fact — and assessing penalties where appropriate — and they should be followed. If a barrier to unpalatable ideas could be thrown up at the mere allegation of a speaker's criminal conduct, we can be sure there would be no scarcity of those who would make the allegation. Moreover, even a criminal has the right to express ideas, and especially before he or she has been convicted.

4) Persons in the audience who find the speaker's ideas or past actions morally reprehensible, may exercise their right of civil disobedience to deny the speaker a forum at Cornell.

Although nonviolent civil disobedience can be an honorable way of expressing moral outrage, in a university community where the free flow of ideas is paramount it seems contradictory and misguided to employ it to deny that very right of expression to another.

In any event, civil disobedience is not a ground for exonerating one from penalties for violating the paramount principle of free expression, nor should it be a circumstance mitigating the penalty. Because the argument is a call to all those who find a



mission, from left, are: Paul R. McIsaac, John J. Barcelo III, chair, Joseph B. Bugliari, James W. Spencer and George Peter.

'as an intolerable practice calling for the most serious penalties'

speaker's ideas morally repugnant to use force to censor those ideas, it is aimed at the heart of freedom of expression and should not be tolerated.

The laudable principle of freedom of expression can be made a mockery if the University refuses to enforce it. The University's enforcement procedures now in place, however, appear sound.

When the University administration learns of a potential for speaker disruption, the Office of the Vice President for Campus Affairs, or its designee, appoints a floor manager to attend the event. Safety Division officers are also called in.

When disruption is imminent or occurring, Safety Division officers video tape the disrupters or potential disrupters for later identification in disciplinary proceedings. When the floor manager concludes that a disruption is occurring, he or she warns the disrupters that they are acting in violation of the Rules for the Maintenance of Public Order and may be subject to disciplinary proceedings.

If the disruption continues, the floor manager, event moderator, and Safety Division officers must decide whether to eject the disrupters, terminate the program and re-schedule it, or allow the disruption to continue while concentrating on continued warnings and efforts at identifying the disrupters. The latter course was followed in the November 16, 1986 Kahane incident and is clearly preferable to any option that would entail a serious threat of violence.

We view the intentional disruption of a public speaker at Cornell as an intolerable practice calling for the most serious penalties. The University acts properly we believe when it avoids a risk of violence by not intervening in an emotionally charged meeting hall to arrest or eject disrupters. At the same time the campus community must be assured that an after-the-fact disciplinary proceeding will yield results that adequately deter future protesters from denying others the right to speak and be heard at Cornell.

Symbolic Expression

We believe that symbolic expression should be protected on campus as art of a campus community member's right to freedom of expression. We also believe that such symbolic expression should be limited by reasonable time, place, and manner restrictions.

We recommend as a basic guideline for the many uncertainties in this area that Cornell, as a private university, should choose to be at least as protective of expressive interests on campus as public universities are required to be by the First Amendment. That is, Cornell should extend voluntarily to all campus community members a right of free speech at least equivalent to the free speech right that the U.S. Constitution guarantees to members of a public university community.¹⁴ Cornell should depart from these standards only for a convincing reason, openly articulated.

A. Protected Expressive Conduct

The University administration should treat as

within the basic protection of a right to free expression any conduct, including erecting temporary structures on campus grounds, that satisfies the following two tests. The conduct should be (i) intended primarily for expressive purposes and (ii) reasonably understood as such by the campus community. Building a temporary shanty on campus grounds to protest the University's investment policies would seem clearly to meet these tests. Its purpose would be expressive, and it would generally be so viewed by the campus community.

Even in regard to conduct that is primarily expressive and perceived as such, the University may — and, indeed, should — impose reasonable time, place, and manner restrictions on that conduct to preserve other important values and interests in the University community.

All protection and regulation of symbolic expression should be content neutral. A group's persuasion or point of view should have no bearing on the grant of permission or the conditions regulating that group's symbolic expression.

B. Time, Place, and Manner Restrictions

We believe that the University should seek a campus environment in which formal constraints, rules, and regulations are kept to a minimum. Instead of detailed rules and regulations answering every question in advance, we favor a permit procedure for developing and applying in each case reasonable time, place, and manner limits to expressive conduct — where necessary to preserve other campus values.

The primary goal of such a permit procedure would be to accord maximum reasonable protection to free expression on campus. While some prior guidance should be made available to those seeking a permit, we believe that in most instances substantive rules and regulations developed in advance and without regard to a specific permit request would tend to be more restrictive than necessary.

1. Symbolic Structures

Symbolic structures should be allowed in accordance with an express permit issued by the Office of the Vice President for Campus Affairs. Such structures should be temporary and should conform to the conditions contained in the permit. In regulating by permit the duration, size, location, and other features of symbolic structures, the Office of the Vice President for Campus Affairs should be guided by attention to the following, or similar, kinds of campus community interests that such structures could infringe upon:

1. Protecting health and safety;
2. Preventing damage or risk of damage to University property;
3. Preserving unimpeded mobility on pathways and streets, entrance to and departure from buildings, and unimpeded mobility within buildings;
4. Providing for competing uses of campus grounds;
5. Avoiding interference with other University activities;

6. Reasonably limiting costs to the University of increased campus police protection, potential University liability, insurance coverage, and cleanup and repair after an event.

Limits on the duration, size, and location of symbolic structures may also be based legitimately upon the desire to preserve campus aesthetic values. Just as aesthetic considerations may determine where on campus posters are allowed, such considerations may properly influence the regulation of symbolic structures.¹⁵

We believe the University administration should exercise particular care, however, to ensure that no improper factor, such as hostility to a structure's message, be allowed to influence aesthetic judgment.

In addition to limits on the duration, size, and specific location of symbolic structures, other restrictions could also be reasonable. For example, depending on experience and context the Office of the Vice President for Campus Affairs might impose any of the following restrictions: requiring portability so that structures do not remain overnight (thus limiting police protection costs and the risk of violence); prohibiting overnight sleeping in structures (for health and safety reasons, to limit police protection costs and risks of violence, and to constrain duration); requiring continued physical presence of persons responsible for the expressive activity (to ensure adherence to other permit conditions and to link continued duration of structures to continued desire for expression and expressive dialogue).

In any area where campus community members customarily gather for outdoor speaking events, the Office of the Vice President for Campus Affairs might allow symbolic structures with fewer restrictions (except for competing uses) than in other areas. Any department, office, or division of the University uniquely affected by a proposed structure should be consulted concerning appropriate regulations for the structure.

We believe it should and would be a punishable violation of campus conduct rules for anyone to build a structure on the campus without a permit, or in violation of the conditions of a permit, and to refuse to dismantle it, or discontinue the nonconforming feature, upon the lawful order of a University official.

Such conduct would appear to violate at least the Regulations for the Maintenance of the Educational Environment, Section 2 (a): "To refuse to comply with any lawful order of a clearly identifiable University official acting in the performance of his or her duties in the enforcement of University policy."

2. Protest and Dissent Not Involving Structures

Picketing, marches, rallies, and demonstrations are traditional and legitimate forms of self-expression on campus. The limiting principle for such activities is that demonstrators must not disrupt other University functions, including, without limitation, regular and special curricular activities, extracurricular activities, and employment interviews. The right to free expression here, as in other

'We recommend a standing committee to study significant policy issues concerning protection of freedom of expression on campus'

contexts, requires respect for the rights of others.

Because picketing, marches, rallies, and demonstrations generally pose no threat of long-lasting exclusive use of University grounds or property, we see no need for a mandatory permit procedure for all such activities.

In some circumstances when a student organization sponsors a public event, whether for expression of views or other purposes, the activity may fall within the jurisdiction of the Organizations and Activities Review Committee (OARC) established by the Student Assembly.¹⁶ OARC uses its approval procedure primarily to avoid scheduling conflicts and to arrange for appropriate facilitative services—for example, the assistance of campus security personnel.

Reassuringly, an OARC guideline states: "No event may be refused scheduling because of its controversial nature."¹⁷ We view these procedures as reasonable even if the event has a primarily expressive purpose.

3. Protests, Demonstrations, and Sit-Ins In and Around University Buildings

We believe that picketing, marches, rallies, and demonstrations on the grounds around University buildings fall within the protected right of free-expression so long as such activities do not interfere with entrance to or exit from the building, do not produce noise or sound levels that interfere with work conducted in the building, and do not otherwise disrupt University functions.



Faculty members constructing a shanty in front of the A.D. White House last November.

Virtually all University buildings contain private rooms, offices, anterooms, and work areas. These areas are inappropriate for protests, demonstrations, or sit-ins. The authorized occupants of private working or living areas should control access to them. Protest demonstrations and related activities are also inappropriate inside a meeting room reserved for a private meeting, one not open to the campus community generally. We believe a class meeting falls into the private meeting category.

Protests, demonstrations, or sit-ins inside Day Hall are as a practical matter virtually always disruptive, even if protesters merely stand or sit passively in the hallways and threaten no direct violence. The working space within Day Hall is very compact. Almost any assemblage of protesters or demonstrators within the building could be disruptive to staff within the building and to others, especially students, seeking access to a Day Hall office for normal business purposes. We base this conclusion in part upon the views of a significant number of Day Hall staff who met with the Commission to discuss their experiences during the spring, 1985 sit-ins in Day Hall.

The Day Hall Regulations promulgated January 24, 1986, which essentially prohibit demonstrations, protests, sit-ins, and other disruptive actions within Day Hall itself, appear to us to entail reasonable time, place, and manner restrictions upon the right to protest and dissent.

We believe it should be and is a violation of the campus rules of conduct (Regulations for the Maintenance of Public Order and Regulations for the Maintenance of the Educational Environment) for demonstrators to refuse to leave Day Hall when a University official lawfully orders them to do so to prevent what the official reasonably believes is actual or imminent disruption.

Similarly a disruptive demonstration in any other University building should be and is a violation of the campus rules of conduct, and a lawful order of a University official acting to prevent actual or imminent disruption must be obeyed.

We also believe prohibiting demonstrators from remaining in Day Hall after the official closing time is a reasonable time, place, and manner restriction on expressive conduct.

Allowing demonstrators in Day Hall at nighttime after the closing hour would entail an unreasonable risk of injury to University property or risk of intrusion into confidential information. Alternatively, such conduct would seem to impose an unreasonable cost upon the University and burden upon security personnel to protect against such risk of damage or intrusion. We believe the same conclusions apply to other University buildings with an official closing time.

4. Disruption of Recruiters

As long as a recruiter is on campus in accordance with ordinary University processes, we believe that a demonstration or protest that intentionally disrupts recruitment activity should be and is a violation of campus rules of conduct and should not be tolerated.

The right to express one's views should not extend so far as to infringe upon another community member's right to participate in a recruitment interview or information session with a recruiter who is on campus in accordance with ordinary University processes.¹⁸

VI. Standing Committee on Free Expression

We recommend that the President of the Univer-

sity create a standing committee to study and report to the President on significant policy issues concerning protection of freedom of expression on campus.

The committee would study issues submitted to it by the President and issues with important policy implications submitted to it by campus community members. The committee should not take up or continue considering any issue growing out of a campus incident when a disciplinary proceeding growing out of that incident and involving the same or similar issues has been filed, until any such disciplinary proceeding has been completed.

Any report issued by the committee should go to the President and should be available thereafter to the campus community. The report would be advisory only.

We recommend a twelve-member committee constituted as follows: a chair and two distinguished faculty (preferably having expertise in free speech or related areas) selected by the President; the Dean of the Faculty; the Chair of the University Assembly; one representative of the University Administration selected by the President; two employees chosen by the Employee Assembly; two students chosen by the Student Assembly; two faculty chosen by the Executive Committee of the Faculty Council of Representatives.

We believe that such a standing committee on free expression is desirable because free expression issues inevitably require balancing and tradeoffs among competing interests and values. Judgments about such questions tend to differ.

We believe the University administration's judgments about the proper balance between expressive interests and other values will be more readily accepted on campus as sound if informed by the occasional reports of a broadly representative committee containing one or more members with expertise on free speech or related areas.

A "crisis consultation group" appointed by the President but different from the Standing Committee on Free Expression could also serve an important advisory function in the presence of actual or potential disruptive protest on campus.

We believe such a body should be broadly representative of the University community. The Executive Committee of the University Assembly would be an appropriate group. It contains two faculty members, two students, and one employee elected by the University Assembly from among its own members. The President might prefer to add members to the University Assembly Executive Committee or to appoint an ad hoc committee entirely of his or her own choosing.

We envision the group functioning with respect to any given matter as a body reflecting the opinions of the campus at large and striving for reasonable solutions without confrontation whenever possible. It would be advisory to the President and would serve at his or her pleasure.

John J. Barcelo III, Chair
Joseph B. Bugliari
Henry C. Granison
Mary F. Katzenstein
Walter F. LaFeber
Paul R. McIsaac
Roger A. Morse
George Peter
Hillary B. Rossman
James W. Spencer

FOOTNOTES TO BARCELO REPORT

1. The equivalent provision currently in effect is Statement of Principles and Policies 1.C. in "Cornell University Policy Handbook for Students, Faculty and Staff" p. 4 (August, 1986). The slight modification involves substituting the words "to express oneself freely" for the current phrase "to speak freely."

2. The existing Statement of Principles and Policies was never submitted to or approved by the Board of Trustees. See "Cornell University Policy Handbook for Students, Faculty and Staff" p. 3, footnote 1 (August, 1986).

3. See "Statement of Student Rights" Art. II in "Cornell University Policy Handbook for Students, Faculty and Staff" p. 38 (August, 1986).

4. Trustee legislation delegated authority to the former University Senate as follows: "The powers and duties of the University Senate subject to the powers of the Board of Trustees as the University's governing body and of the President as its chief executive officer . . . are: . . . To enact and provide for the administration of codes of personal conduct on campus for students, faculty members, and other employees . . ." Trustee Legislation, pp. 6482-84 (April 10, 11, 1970). See also Adamson v. Cornell University, University Review Board Decision (Oct. 8, 1986) (concluding that sections of the Regulations for the Maintenance of the Educational Environment referred to as Art. III in the decision that

contemplated Cornell University could be a defendant before the University judicial system exceeded the authority the Trustees delegated to the University Senate).

5. Education Law Art. 115 (75701-5716).

6. Not-for-profit Corporation Law 7701. See also Education Law 7216-a (providing that the Not-for-Profit Corporation Law applies to an education corporation like Cornell).

7. Education Law 76450.

8. The Bylaws of Cornell University specify the powers and duties of the President: "The President shall be chief executive and educational officer of the University and is charged with responsibility for providing general supervision to all affairs of the University. . . ." Bylaws, Art. V, 73; "The President shall be responsible for the proper regulation of student conduct." Bylaws, Art. V, 75.

9. President Derek C. Bok of Harvard University makes this same point with greater elaboration in Reflections on Free Speech: An Open Letter to the Harvard Community printed in the Harvard University Gazette, September 21, 1984.

10. Id.

11. Report of the Special Committee on Academic Freedom on the Ky Episode at Bailey

Hall, December 9, 1975.

12. Strout Report at 14-15.

13. Brandenburg v. Ohio, 395 U.S. 444, 447 (1971). In Brandenburg the Supreme Court prohibited Ohio from prosecuting the defendant for a speech in which he urged violence and other unlawful means to effect the racist policies of the Ku Klux Klan. The defendant spoke on an Ohio farm before eleven other Klan members and before television cameras. Thus, the setting and context carried no genuine threat of incitement or imminent violence.

14. See, for example, University of Utah Students Against Apartheid v. Peterson, F.Supp. (D.C. Utah, 1986) (slip opinion, Dec. 8, 1986, holding University of Utah could not dismantle shanties without prior time, place, and manner regulations restricting shanties but that the shanties should be made portable until such regulations were in place); State v. Ybarra, 550 P.2d 763 (Ct. App. Ore. 1976) (Portland State University could prohibit students protesting the plight of farm workers from setting up tent-like structures and sleeping bags on the library lawn); Shamloo v. Mississippi State Board of Trustees, 620 F.2d 516 (5th Cir. 1980) (Jackson State University regulation requiring advance approval for any demonstration and stating that only activities of a "wholesome nature" would be approved violated students' First Amendment rights); Sword v. Fox, 446 F.2d 1091 (4th Cir. 1971) (a state college in Virginia could impose a

total prohibition on demonstrations inside any University building, especially one housing administrative offices and classrooms). For other cases see D.P. Young & D. Gehring, The College Student and the Courts: Cases and Commentary (rev. ed. 1986).

15. See, for example, the Supreme Court decision in City Council v. Taxpayers for Vincent, 466 U.S. 789 (1984), upholding Los Angeles's decision, taken for largely aesthetic reasons, to ban posters on public property, including utility pole crossarms.

16. The Reference Manual for Campus Affairs 1983-85 of the Campus Activities Center, Department of Unions and Activities, Willard Straight Hall, which deals with student activities and organizations, states on page 2 that any "major event" must be approved by OARC. A "major event" is defined as "any public gathering other than a regularly scheduled meeting, that is held outdoors or in any auditorium with a seating capacity of at least two hundred (200), except those auditoria under the jurisdiction of an individual department."

17. Reference Manual for Campus Affairs 1983-85 of the Campus Activities Center, Department of Unions and Activities, Willard Straight Hall page 3.

18. The Commission believes it is not within its charge to explore or assess University policies regarding which recruiters are allowed on campus.

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

Architecture

To be Announced, Howard Sallman, architectural historian, Carnegie-Melon University, March 5, 5:30 p.m., Tjaden Hall.

Agronomy

"Preliminary Design of an Automated Land Evaluation System," D. Rossiter, Department of Agronomy, 4 p.m., March 3, 135 Emerson Hall.

"The Dominance Hierarchy and its Relationship to Productivity and Welfare of Chickens in Cages," Dan L. Cunningham, Department of Poultry and Avian Sciences, Feb. 26, 4:30, 300 Rice Hall.

Biological Sciences

"The History of Mortality," John Cairns, Department of Cancer Biology, Harvard School of Public Health, Feb. 27, 4:30 p.m., 204 Stocking Hall.

Center for International Studies

"Integrating Human Resource and Manufacturing Process Innovations," James Lucas, vice president, Combine Division, Deutz-Allis Corporation, Independence, Mo., Feb. 26, 4 p.m., 156 Goldwin Smith Hall.

Chemical Engineering

"The Application of Finite Automata to Sequential Control of Chemical Processes," Heinz Preisig, Federal Institute of Technology, Zurich, Switzerland, 4:15 p.m., Feb. 26, Olin 145(a).

"Melting, Freezing and Glass Transitions for Simple Materials," Paulette Clancy, School of Chemical Engineering, 4:15 p.m., March 3, Olin 145(a).

Chemistry

"Dynamics of Feeble Bonds: There's Lots of Room at the Bottom," Dudley Herschbach, Harvard University, 4:40 p.m., Feb. 26, 119 Baker.

"Molecular Recognition in Organic and Biological Chemistry," Andrew Hamilton, Princeton University, 4:40 p.m., March 3, 119 Baker.

"Long Distance Electron Transfer in Proteins and Model Systems," George McLendon, University of Rochester, 4:40 p.m., March 5, 119 Baker.

China-Japan Program

"Career Opportunities Related to East Asia," Edward J. Baker, assistant director of the Harvard-Yenching Institute, a member of the board of directors of Asia Watch, vice chairperson of the Council of Democracy in Korea and an active supporter of Amnesty International, Feb. 26, 4:30 p.m., 374 Rockefeller Hall.

Joining him will be Stephanie J. Mitchell, an associate attorney with the firm of Kay, Scholer, Fierman, Hays and Handler in Washington D.C. In February 1985, she opened the firm's Beijing office and was its resident attorney in Beijing until August 1986. The seminar will be moderated by Sherman Cochran, director of the China-Japan Program.

Comparative and Environmental Toxicology

"Inhibition of Murine Interferon Production by Polycyclic Aromatic Hydrocarbons," Karen Golemboski, Department of Poultry and Avian Sciences, 12:20 p.m., Feb. 27, 304 Fernow Hall.

Computer Services (Lunchtime Bytes)

"Using the Apple Macintosh for Environmental Design," Sheila Danko, Design and Environmental Analysis, 12:20 p.m., Feb. 26, 100 Caldwell.

"Simulating the Universe: Astronomy without Large Distances, Long Times or Cloudy Skies," Martha P. Haynes, Astronomy, March 5, 100 Caldwell Hall.

Economics

"The East Java Pregnancy Study," Jane Kusin, Nutrition and Agrotechnology, Royal Tropical Institute, Amsterdam, Netherlands and Sri Kardjati, Faculty of Medicine/Public Health, Airlangga University, Surabaya, Indonesia, Feb. 26, 12:45 p.m., 100 Savage Hall.

"A rural development strategy oriented towards poverty alleviation for Indonesia," Erik Thorbecke, Department of Economics, March 5, 12:45 p.m., 100 Savage Hall.

Environmental Research

"Inhibition of Murine Interferon Production by Polycyclic Aromatic Hydrocarbons," Karen Golemboski, Department of Poultry and Avian Sciences, Feb. 27, 12:20 p.m., 304 Fernow.

Floriculture and Ornamental Horticulture

"The Dreer Award Year at Hidcote, England," Irene Lekstutis, 12:15 p.m., Feb. 26, 37 Plant Science.

"The Landscape Architecture of Louis Barragan: Mexico City," Michael Schneider, LA Graduate Student, March 5, 12:15 p.m., 37 Plant Science.

Food Science and Technology

"Dynamical Process Modeling and Evaluation of Computer Control of a Retort for Thermal Processing," Steven Mulvaney, Department of Food Science, 4:30 p.m., March 3, 204 Stocking Hall.

"Heat Transfer Augmentation by Mechanical Agitation During Processing of Foods," Folsa Ladiende, Department of Food Science, 4:30 p.m., March 3, 204 Stocking Hall.

Paul W. Gates Symposium

"One Hundred Years of Research in the Agricultural Experiment Stations: Accomplishments, Problems, and Issues from a Social Science Perspective," Robert E. Evenson, Economics Department, Yale University, 3 p.m., Feb. 26, Morison Room, Corson/Mudd Hall.

Genetics and Development

"Comparative Anatomy of the Mammalian Genome: Lessons from Carnivore," Stephen O'Brien, National Cancer Institute, Laboratory of Viral Carcinogenesis, Feb. 27, 12 noon, 135 Emerson.

"Evolution in microorganisms and higher animals: a contrast," G. Ledyard Stebbins, professor emeritus, Genetics, University of California, Davis, March 2, 4 p.m., 135 Emerson.

Geological Sciences Seminar Series

"Carbon Dioxide generation, steam generation and the Salton Sea," L. Cathles, Department of Geological Sciences, Feb. 26, 4:30 p.m., 1120 Sneek Hall.

"Crustal structure problems associated with two 'back-arc basins' behind the Hikurangi subduction zone, New Zealand," T. Stearn, Department of Scientific and Industrial Research, Wellington, New Zealand, March 5, 4:30 p.m., 1120 Sneek Hall.

Jugatae

"The development and Use of an Enzyme-linked Immunosorbent Assay (ELISA) for Field Studies of the granulosis virus of imported Cabbageworm (*Artogeia rapae* (L.)), Susan Webb, graduate student, 4 p.m., Feb. 23, A106 Morison Room, Corson/Mudd.

Mechanical and Aerospace Engineering Colloquium

"Attenuation of a Sound Wave in the Presence of a Fractal Boundary," D. Coch, 1 p.m., March 3, 282 Grumman.

Microbiology Seminar

"Topic to be Announced," Graham Walker, Department of Biology, Massachusetts Institute of Technology, 4:30 p.m., Feb. 26, 124 Stocking Hall.

Neurobiology & Behavior

"An Ecological Role for the Precocious Larvae of the Hymenoptera," Yolanda Cruz, Department of Biology, Oberlin College, 4:30 p.m., Feb. 26, Morison Room, A106 Corson/Mudd Hall.

Ornithology Seminar

"Loggerhead Shrikes in New York State: Going, Going, Gone?" Paul Novak, Department of Natural Resources, 7:45 p.m., March 3, Fuertes Room, Laboratory of Ornithology, 159 Sapsucker Woods Road.

Pharmacology

"Reverse Transcription of Hepatitis B Virus," Christoph Seeger, Department of Microbiology, host: Greg Weiland, 4:30 p.m., March 2, Pharmacology Library, D101L Shurman Hall.

Plant Biology

"The Cyanobacterial Photosynthetic Apparatus: Analysis by Molecular Genetics," Don Rryant, Pennsylvania State University, March 6, 11:15 a.m., Boyce Thompson Auditorium.

Plant Pathology

"Protoplast fusion for improving *Trichoderma* strains for biocontrol," Thomas Stasz, 4:30 p.m., March 3, 222 East Roberts.

Poultry Biology

"The Dominance Hierarchy and Its Relationship to Productivity and Welfare of Chickens in Cages," Dan L. Cunningham, Poultry and Avian Sciences, 4:30 p.m., Feb. 26, 300 Rice Hall.

Physiology

"Evolution of Steroid-Sensitive Neuroreflexion System For Communication in Fish," Andrew Bass, assistant professor of neurobiology, 3:30 p.m., March 3, Hollis E. Cornell Auditorium, Goldwin Smith.

Sociology

"What is the Impact of Third World Debt on the Day-to-Day Lives of 'Ordinary' People in Developing Countries?" Susan George, Institute of Policy Studies/Transnational Institute, Washington, D.C. and Amsterdam, 12:15 p.m., Feb. 27, 115 Tjaden.

Theoretical and Applied Mechanics

"Chaotic Orbits and Spins in the Solar Systems," Jack Wisdom, Massachusetts Institute of Technology, 4:30 p.m., March 4, 205 Thurston Hall.

Vegetable Crops

"Modeling row cover effects on microclimate, plant growth and yields," David W. Wolfe, 4:30 p.m., Feb. 26, 143 Plant Science Building.

"Cold Tolerance in Beans," Michael H. Dickson, Department of Horticultural Science, New York State Agricultural Experiment Station, Geneva, March 5, 4:30, 143 Plant Science.

Veterinary Medicine

"The African Cheetah: Tracing the Natural History of an Endangered Species," Stephen J. O'Brien, National Cancer Institute, 4:30 p.m., Feb. 26, James Law Auditorium.

THEATRE

Theatre Cornell

"Two Gentlemen of Verona," by William Shakespeare and directed by Master-Director-in-Residence Anthony Cornish.

One of Shakespeare's earliest and funniest comedies at the Willard Straight Theatre, Feb. 27, 28 and March 6 and 7 at 8 p.m. Matinees on Feb. 22, March 1 and March 8 at 2:30 p.m.

Thursday and Sunday matinee: \$4.50/\$3.50 for students and seniors. Friday and Saturday: \$5.50/\$4.50 for students and seniors.

Theatre Cornell Box Office 255-5165, Monday through Saturday 12:30 to 5:30.

Calendar continues on page 11

Claude Levett

RELIGION

Sage Chapel

Fred B. Craddock, Bandy Professor of Preaching and New Testament, Candler School of Theology will preach at Sage Chapel, March 1 at 11 a.m.

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., every Sunday, 9:30 and 11 a.m., and 5 p.m., Anabel Taylor Auditorium.

Daily masses: 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 Meeting: Every Thursday, 7 p.m. in the Anabel Taylor Founders Room.

Episcopal (Anglican)

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

Friends (Quakers)

Sunday, 9:45 a.m., adult discussion, 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

Morning Minyan: Young Israel House, 106 West Avenue. Call 272-5810.

Conservative/Egalitarian Services: Friday 5:30 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.

Orthodox Shabbat Services: Friday evenings, Young Israel House, 106 West Avenue. Call 272-5810. Saturday, 9:15 a.m., Anabel Taylor Edwards Room.

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

Goldwin Smith Hall.

Job Opportunities

February 26, 1987
 Number 7
 University Personnel Services
 Cornell University
 160 Day Hall
 Ithaca, New York 14853-2801

Administrative and Professional

The minimum salaries listed are for recruitment purposes only.

SENIOR VICE PRESIDENT (PA075) Office of the President As chief nonacademic officer of the University, the Senior Vice President reports to the President and has responsibility for managing the university's nonacademic programs. Responsibilities include management of the following functions: Human resources, business and finance, facilities, student services, athletics, alumni affairs, and resource development. Also acts as advisor to the President, Provost, and Provost for Medical Affairs, in developing long range plans/financing strategy for institutional development. Frequently acts as University spokesperson to alumni, community, and other constituencies. Provides administrative support to the Secretary of the Corporation, General Counsel, University Auditor and the Office of Equal Opportunity all of which report either to the President or Board of Trustees. Qualifications include: Demonstrated effectiveness and record as a senior executive in a major diversified and decentralized organization. Experience with Cornell University or a comparable institution is highly desirable. Must possess proven managerial and technical competence in several of the following areas: Human resources, facilities management, finance, investments, business management, institutional development. The ability to work with and provide leadership to highly diverse groups of people essential. Nominations and applications should be submitted, by March 13, 1987 to: The Office of the President, 300 Day Hall, Cornell University, Ithaca, NY 14853.

VICE PROVOST FOR PLANNING AND BUDGETING (PA074)

Office of the Provost
 The Vice Provost is responsible for integration of academic planning and budgeting in both the endowed and statutory colleges. The Vice Provost works directly with the Provost and acts on the Provost's behalf in his absence.

The Vice Provost coordinates the functions of the Endowed Budget Office, the Statutory Office for Business and Finance, the Office of Institutional Planning and Analysis, and the Office of Campus Planning. Close working relationships are maintained with the Vice Provost for Academic Affairs and the Vice Presidents for Research and Advanced Studies, for Facilities and Business Operations, and for Finance to ensure sound academic planning.

The Vice Provost will be the principal advisor to the Provost and the President on academic long-range planning and matters related to finance, facilities and other resource needs, campus development, and statutory college affairs.

The Vice Provost is a member of the President's Executive Staff and provides support to the Board of Trustees' Committee on Land-Grant Affairs and to the Executive Committee and the Board on budgets and campus plans.

Qualifications: The ideal candidate will be a present member of the Cornell academic community holding the rank of professor. The individual should have a strong interest in the development of efficient and effective systems for managing resource allocations and for planning the academic and physical future of the campus. Demonstrated leadership and interpersonal skills are important as is a willingness and capacity to work effectively with deans and member of campus organizations. Nominations and applications should be received by Robert Barker, Provost, 300 Day Hall, by March 13, 1987.

SYSTEMS ANALYST II (PT072)

Asst. Dir. of Computing Support. Provide main computer hardware support & supply backup support for computer network mgmt. & programming. Able to deal with tech. problems & familiarity with all aspects of Law School Computing, Research, diagnose & do complex repairs.

Req.: BA or equiv. exp. Knowl. of PCs. Programming exp. knowl. of DOS. Knowl. & familiarity with A-V equip. Good mgmt./interper. skills. Send cover letter & resume to Judi Pulkinen by 3-13.

ADMINISTRATIVE SUPERVISOR (PC073)

Support Services
 Provide admin. support to Dir. of Support Services & assist in developing & implementing marketing strategies for a variety of enterprise business operations within purview of Director.

Req.: BS in Marketing or Busn. Mgmt. Extensive knowledge of marketing research & advertising essential. Operational expertise for microcomputers & Lotus necessary. Displayed talent for effective customer relations helpful. Send cover letter & resume or call in confidence to Esther Smith (607) 255-5226 by 3-6.

ADMINISTRATIVE MANAGER (PA0610)

Theory Center
 Serve as liaison for Cornell National Super-computer Facility (CNSF) to Theory Center's Asst. Director, Finance in budgetary & administrative matters.

Req.: BS, MBA desirable. 2-4 yrs. business mgmt. exp. in research program area. Knowledge of Cornell financial & admin. systems necessary. Exp. in sponsored research (i.e., grants & contracts) pref. Knowledge of computer systems, particularly IBM, essential. Supervisory & comm. skills. Send cover letter & resume to Cynthia Smithbower by 3-6.

ASST. DIRECTOR, SUMMER COLLEGE (PA061)

Summer Session
 Assist Summer College dir. in selection & recruitment of high school student participants. Direct summer residential program. With Resi-

dence Life asst. dir., develop & implement program for selecting & training summer residential staff. Full-time, regular, Jan.-Sept. Recurring 9 month appt.

Req.: BS in Student personnel or related field. MS pref. Exp. in residence life req., admissions & financial aid exp. pref., supv. skills necessary. Send cover letter & resume to Cynthia Smithbower by 2-27.

RESEARCH SUPPORT SPECIALIST I (PT065)

Food Science & Technology
 Assist in research efforts on fruits & vegetables incl. chemical analysis, pilot plant operations; design & development of research methodology & experiments.

Req.: BS in Food Sci., chem. MS pref. Several yrs. related exp. Able to design & develop experiments independently. Familiar with computer statistical packages. Send cover letter & resume to Judith Pulkinen by 3-6.

ASST. MANAGER (PG051)

CU Transit
 Supervise & schedule approx. 30-40 regular & temp. bus drivers. Develop route & driver schedules; coordinate substitute drivers; interview, hire & train new drivers; collect daily fares; assist manager in other duties as assigned.

Req.: A.A.S. req.; BS pref. Min. 5 yrs. supv. or mgmt. exp. req. Exp. in scheduling & route design. NYS Class 2 operator's license req.; Able to obtain Article 19A inspector's cert. Exc. interper., oral & written comm. skills. Send cover letter & resume by 3-2 to Bill Webster, Employment Office, East Hill Plaza.

TECHNICAL CONSULTANT III (PT3811)

Theory Center-Repast
 Support graphics applications. Develop software tools & support services for natl. users of supercomputer graphics software & workstation hardware.

Req.: BS or equiv. combination of ed. & exp. 3-5 yrs. related exp. Graphics programming exp. req. pref. in a mainframe environ. Exp. with VM-CMS, FORTRAN-based graphics. Exc. comm., interper., org., & planning skills. Send cover letter & resume to Judi Pulkinen by 2-27.

GRAPHIC CONSULTANT (PT318)

Theory Center-Repast
 Support graphics applications which are interfaced to microcomputers or terminals on local or natl. computer networks. Develop materials & provide trng. to users on graphics software, networking graphics issues, & workstation hardware & software.

Req.: BS or equiv. with coursework in computing or related fields. 3-5 yrs. related exp. Graphics programming exp. req. pref. in a mainframe environ. Exp. with VM-CMS, FORTRAN-based graphics & famil. with micro-computer graphics an advantage. exc. comm., interper., org. & planning skills. Send cover letter & resume to Judi Pulkinen by 2-27.

SYSTEMS PROGRAMMER III (PT451)

Theory Center
 Under general supv., perf. sys. anal., design, program & document projects in CU Nat. Supercomputer Facil. Provide software support & tech. leadership for users & other Theory Center staff.

Req.: MS or equiv. with wide range of prog. exp. utilizing high-level languages. Abil. to work in scientific or large-scale computing environ. IBM mainframe (VM/CMS) & FORTRAN exp. des. Send cover letter & resume to Judi Pulkinen.

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 - 6:00 p.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.

SECRETARY (C072) Boyce Thompson Institute
 Type manuscripts, grant proposals, corresp., reports, etc., for a group of scientists. Assist at switchboard. Other duties as assigned.

Req.: A.A.S. or equiv. Exc. typing skills; ability to read various handwritings, & good proof-reading skills. Word processing exp. necessary; IBM PC exp. helpful. Ability to work pleasantly & cooperatively with many different people. Contact Joanne Martin, 257-2030. Min. Starting Salary: \$11,000

ADMINISTRATIVE AIDE, GR19 (C039)

Computer Services-Repast
 Provide admin. support. Manage office info. flow; serve as liaison to computing users groups & as asst. to computing workshop instructors; coord. distribution of software to CCS public facilities & Campus Store.

Req.: A.A.S. or equiv. Exp. with offc. procedures & software. Med. typing. Minimum Biweekly Salary: \$457.09

General Service

Employees interested in General Service positions should submit a transfer application to the Cornell Employment Office, East Hill Plaza. Outside applicants should apply in person at the East Hill Plaza Employment Office, Monday-Friday, 9 am-12 noon. Phone requests and cover letters are not accepted unless specified.

UNIVERSITY SERVICE OFFICER (G072)

Public Safety
 Prevention & detection of criminal behavior; external & internal patrol of Univ. property within his-her area for fire, safety & crime hazards; enforcement of parking regulations occurring on CU property.

Req.: H.S. dip. or equiv. Further formal ed., training or exp. in law enforcement field pref. Satisfactory completion of basic Univ. Service Officer training. US citizenship; eyesight 20-40 corrected to 20-20; no record of convictions other than minor traffic infractions. NYS driver's license; ability to obtain NYS pistol permit within 90 days of employment. Must pass physical exam. Minimum hourly rate: \$6.50

LIFE SAFETY SPECIALIST I (G074)

Life Safety Services
 Provide life safety surveillance for Univ. bldgs., dormitories & personnel. Respond to emergencies (i.e., gas leaks, rescues, fires). Provide testing & maintenance of life safety equip., inspect bldgs. & facilities for hazards; inspect alarm & sprinkler systems. Assist in training employees & Univ. community by speaking & demonstrating equip. at Life Safety seminars. Conduct fire drills.

Req.: A.A.S. or related exp. Valid NYS driver's license necessary. Knowledge of codes & standards appropriate to safety field. Exp. with blueprint reading & bldg. construction. Electrical, mechanical abilities. Good written & oral comm. skills. 12 midnight-8:00 a.m. Minimum Biweekly Salary: \$512.32

COOK, SO22 (G075)

Dining Services-Endowed
 Prepare & present full variety of foods incl. soups, sauces, casseroles, meats & vegetables. Shift subject to change.

Req.: H.S. dip. or equiv. 3-5 yrs. exp. in preparing full range of entrees; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional enviro. pref. Good interper., comm. & org. skills. Able to supervise. Minimum hourly rate: \$7.07

Technical

CURRENT EMPLOYEES should submit an employee transfer application, resume and cover letter. **OUTSIDE APPLICANTS** should submit an employment application, resume, transcripts and a list of laboratory techniques/equipment, or computer languages/hardware with which you are familiar. Applications and resumes remain active for six months. For each position that you are qualified and wish to be considered for, submit a cover letter, including position title, department and job number, to Judi Pulkinen. **OPEN INTERVIEWING FOR OUTSIDE APPLICANTS** interested in technical positions, with training or experience in biochemistry, chemistry, microbiology, electronics, physics and licensed animal health technicians, will be conducted on the first Thursday of each month from 1:30-4:30 p.m. in our East Hill Plaza Employment Office. No appointment is necessary, however a short wait may be required.

TECHNICIAN, GR18 (T072)

Horticultural Sci.-Geneva
 Asst. in researching pine vole damage of young apple trees. Conduct routine chemical analysis of plant tissue samples; summarize & statistically analyze data.

Req.: A.A.S. in Bio. Sci. plus related work exp. or equiv. BS in Bio. Sci. pref. 1-2 yrs. fruit farm or research exp. Able to operate a farm tractor. Send cover letter & resume to C.G. Forshy, Hudson Valley Laboratory, PO Box 727, Highland, NY 12528. Minimum Biweekly Salary: \$431.43

TECHNICIAN, GR22 (T071)

Pharmacology
 Conduct experiments & analyze results in research relating to vertebrate phototransduction & epidermal growth factor receptors system. Assist in design & interpretation of results.

Req.: BS in biochem. or related field. 2 yrs. lab. exp. req. Additional exp. in protein purification in cell culture work helpful. Familiar with balances, pH meters, peristaltic pumps, fraction collectors, centrifuges, spectrophotometer, & gel electrophoresis equip. Send cover letter & resume to Judi Pulkinen by 3-13. Minimum Biweekly Salary: \$539.94

RESEARCH AIDE, GR22 (T073)

Institutional Planning & Analysis
 Encode univ. academic personnel data into an on-line analytic database. Maintain database tables. Gather info. to establish & maintain related data elements. Work with IPA staff & other personnel-related office to compile mgmt. info.

Req.: A.A.S. or equiv., pref. in busn. or data mgmt. Familiar with personnel policies or computers: data entry desired. Understanding of a univ. enviro. & effective interper. skills helpful. Send cover letter & resume to Judi Pulkinen by 3-6. Minimum Biweekly Salary: \$539.94

ENVIRONMENTAL SAFETY TECH., GR23 (T075)

Environmental Health
 Perform routine inspections of workplaces to evaluate health hazards; investigate reports of possible health hazards; perform environmental sampling, & maintain instruments.

Req.: A.A.S., BS or equiv. pref. with coursework in chem., bio., or engr. Some lab. health &

safety exp. desirable, good interper. skills essential. Send cover letter & resume to Judi Pulkinen by 3-13.

Minimum Biweekly Salary: \$572.27

TECHNICIAN, GR22 (T044)

Animal Science-Repast
 Maintain a research lab engaged in cell biology research. Maintain cell cultures & medium. Analyze using electrophoresis, electrofocusing, chromatography, radioimmunoassays & ELISA. Perform recombinant DNA & other molecular biology techniques. Collect blood & tissue samples from small & large animals. Some routine lab work.

Req.: BS in biochem. or bio.; MS pref. Cell culture, molecular biology, biochemistry, radioimmunoassay, ELISA trng. in characterization of proteins. Exp. with electron microscopic techniques desirable. Send cover letter & resume to Judi Pulkinen by 3-13. Minimum Biweekly Salary: \$539.94

TECHNICIAN, GR21 (T021)

Vet Microbiology-Baker Institute-Repast
 Asst. in conducting lab & animal exp. in immunology & reproductive bio., i.e., tissue culture (monoclonal antibody production); immunological assays; biochem., work with rodents & farm animals (horses); general lab maintenance.

Req.: BA-BS sci. major or equiv. 1-3 yrs. related exp. Knowledge in operation of centrifuges, microscopes, balances, production of buffers, sterile tissue culture technique, etc. Pre-employment physical req. Send cover letter & resume to Judi Pulkinen by 3-13. Minimum Biweekly Salary: \$512.32

TECHNICIAN, GR20 (T064)

Animal Science
 Work with fac. & grad. stud. in a in vitro fertilization & cryobiology research program. Involves lab & animal research. Prepare various reagent solutions, collect blood samples, maintain lab supplies & operate lab equip. (distillation apparatus, freezer, autoclave, osmometer, phase microscopes, etc.). Maintain lab, glassware recycling, sterilization. Analyze data promptly & prepare reports.

Req.: BS or equiv. with adv. courses in reproductive physiol. & background courses in biochem., microbiol. or other courses providing quantitative lab skills. Res. exp. with lab equip. & handling lab animals (also large farm animals desirable.) Aseptic tech. for handling sperm & eggs & embryos in culture. Aptitude for simple but careful surgery for fertility research. Send cover letter & resume to Judi Pulkinen by 3-6. Minimum Biweekly Salary: \$482.33

Part-Time

COOK, SO18 (G073)

Residence Life-Endowed
 Clean, prepare & cook food for univ. owned fraternity. Clean food prep. & cooking areas; assist in keeping storerooms sanitary. Aid student steward in menu planning & food purchases as needed. Mon.-Fri. 2-6 p.m.

Req.: H.S. dip. or equiv. 1-2 yrs. cooking exp. in large quantity preparation req. Able to follow recipes accurately & operate standard food prep. equip. Able to supv. & work with student volunteers. Able to work with min. supervision. Apply in person at the East Hill Plaza Employment Office. Mon.-Fri.; 9 a.m.-noon. Minimum hourly rate: \$5.71

SECRETARY, GR18 (C076)

COMEPP
 Provide sec.-clerical support. Disseminate PADL 2 software info.; process inquiries, orders, & invoices; ship orders; maintain records, tech. lib., mailing, phone & file lists; handle arrangements for meetings; arrange travel for external visitors. Mon.-Fri. 20 30 hrs; per wk., to be arranged.

Req.: H.S. dip. or equiv. Sec.-Busn. school desirable. Med. typing. Exp. with Mac desirable; min 1 yr. clerical exp. Accuracy & attention to detail essential. Exc. phone etiquette; able to work with a variety of people (students, faculty, corporate visitors). Minimum Full-time equivalent: \$431.43

ASST. COORDINATOR, CAREER DEVELOPMENT (PA064)

Office of Instruction, CALS
 Provide career planning & placement counseling & assist to undergraduates & graduates of College. Develop new job opportunities by contact & interaction with prospective employers & on-campus recruiters. 4-day wk.; acad. yr.

Req.: BS in student personnel admin., counseling or teaching. MS pref. Exp. in career planning & placement or a related field. Knowledge of agriculture industry helpful. Send cover letter & resume to Cynthia Smithbower by 3-6.

ADMINISTRATIVE AIDE, GR20 (C0615)

Chemistry
 Resp. for word processing in dept. Word Processing Facility. Use IBM PC & Mac & Microm 3000; train staff members in use of machines & various software; keep records of Facility svcs.; prepare monthly billing; arrange for overflow workload staffing. P-t, M-F, 9 a.m. - 1 p.m.

Req.: A.A.S. or equiv. Heavy typing. Min. 3 yrs. exp. in word processing, using chemical, physics, or math terms. Use of Word Perfect, Mac Write, & LaTeX desir. Demonstrated exp. in prioritizing. Minimum Full-time equivalent: \$482.33

COPY PREP SPECIALIST, GR20 (G498)

Graphic Production Services-Repast
 Serve as operator of Linotronic 300 & related equip. to produce photo ready copy. Communicate with customers regarding matters related to electronic composition processes. Dp paste-ups & layouts to produce camera-ready mechanicals. Mon.-Fri. 8-12.

Req.: H.S. dip. or equiv. 2-3 yrs. exp. using electronic typesetting equip. & perform paste-up. Send cover letter & resume to Bill Webster. Minimum full-time equivalent: \$482.33

SECRETARY, GR17 (C025)

Entomology
 Provide clerical support. Type corresp., manuscripts, grants, proposals, course work, etc. using personal computer (Macintosh); mail; file; answer phone. Other duties as req. Mon.-Fri. 20 hrs. per wk.

Req.: H.S. dip. or equiv.; sec. school desirable. Med. typing. Exc. grammatical skills req. Training & exp. in microcomputer word processing desirable. Good phone technique essential. Minimum full-time equivalent: \$409.53

Temporary

TEMPORARY OPPORTUNITIES: Individuals qualified for temporary work and interested in clerical/secretarial: if you have experience or skills, and are interested in learning more about the opportunities, please call Lauren Worsell at 255-5226.

DATA EDITOR (C079)

Mann Library
 Participate in project to convert library catalog records into machine-readable form. Apply MARC tags to catalog copy being input into RLIN; search for & derive from records in RLIN database; proofread records input. F-t, 5 days per wk., incl. evening hrs. until 6-30.

Req.: BA or equiv. Light typing. Min. 1 yr. tech. exp. in a library, catalog exp. pref. Working knowledge of MARC II format & RLIN or OCLC catalog systems. Contact Michele Draiss at 255-9560.

OFFICE ASST. (C071)

Vet. Medical Teaching Hospital
 Telephone communications liaison for staff, clients referring veterinarians, general public of Small Animal Clinic. Schedule appts. using hospital computer system, take messages, page doctors, relay general info. to clients, refer vets & others as requested. Mon.-Fri., 10-6; Sat. 8-12.

Req.: H.S. dip. or equiv. Light typing. Knowledge of medical terminology. Computer exp. essential. Able to deal with emergencies & use sound judgment in stressful conditions. Minimum hourly rate: \$5.53

ANIMAL HEALTH TECHNICIAN (T492)

Vet. Medical Teaching Hospital
 Induct, maintain, monitor & recovery of large animals under anesthesia. Prepare & maintain anesthetic equip., case, drug records & inventory, incl. controlled substances.

Req.: Lic. An. Health Tech.; A.A.S. in An. Health Tech. Able to handle & restrain large animals, 2 yrs. exp. working with large animals, pref. in a clinical atmosphere. Send cover letter & resume to Judi Pulkinen by 3-13.

DATA ENTRY CLERK (C062)

Summer Session
 Computer entry (IBM PC/XT) of data from application & recommendation forms for Summer College applicants; produce daily, weekly & final statistical reports; answer phone inquiries from students, parents, guidance counselors regarding Summer College. Full-time until 8-87.

Req.: H.S. dip. or equiv. Exp. with IBM PC/XT, dBase III & Word Perfect.

OFFICE ASST. (C061)

Summer Session
 Answer phone & mail inquiries; provide info. to callers; process applications, recommendations, transcripts; assemble & process bulk mailings, info. packets for students & parents; assist with registrations & course changes; enter student data on computer. Full-time until 8-87.

Req.: H.S. dip. or equiv. Offc. exp. pref. Exceptional phone skills req. Enjoy dealing with public.

SECRETARY (C044)

Mechanical & Aerospace Engineering
 Type corresp., classwork & tech. reports; schedule appts.; make travel arrangements & reserv. Order supplies; keep track of paperwork & accounting in connection with same, phone screening & messages. Temp. until 5-15.

Req.: A.A.S. or equiv. Min. 2-3 yrs. office exp. (CU helpful). Heavy typing. Tech. typing, bookkeeping, wp (MacIntosh). Good org., interper. & comm. skills. Able to work independently & set priorities. Call Laurie Worsell at (607) 255-7044.

OFFICE ASST. (C041)

Music
 Perform record & bookkeeping, data entry & other duties as assigned. Med. typing.

Req.: H.S. dip. or equiv. BS pref. Strong comm. & clerical skills desirable. Call Laurie Worsell at 255-7044.

COLLECTIONS REPRESENTATIVE (C021)

Bursar
 Collect delinquent student loan & Bursar accounts through written & telephone comm. Locate delinquent borrowers through "skip tracing" techniques. Tues., Wed., Thurs., 4:30-8:30 p.m.

Req.: H.S. dip. or equiv. Good written & telephone comm. skills. Collections exp. pref. Call Laurie Worsell at 255-7044.

Academic

ASST. PROFESSOR (A071)

Theoretical & Applied Mechanics
 Send resume, transcript of records, abstract of thesis, copies of relevant papers, & names of 3 references by 3-15 to Professor Francis C. Moon, Chairman, Dept. of Theoretical & Applied Mechanics, 212 Kimball Hall, Cornell University, Ithaca, NY 14853.

RESEARCH-INTERVIEW POSITION (A072)

Dept. of Communication
 Address responses to Dr. Dan McDonald, 312 Roberts Hall, Cornell University, Ithaca, NY 14850 by 3-15.

RESEARCH ASST. (A073)

Dept. of Communication
 Address responses to Dr. Dan McDonald, 312 Roberts Hall, Cornell University, Ithaca, NY 14850 by 3-15.

'Babar,' jazz, Beethoven set

Polulenc's "Babar," an introductory lecture on jazz and an all-Beethoven concert are among musical events scheduled on campus this week.

"Babar" will be performed by the Cornell Symphony Orchestra and the Ithaca Ballet Feb. 28 at 3 p.m. in Bailey Hall auditorium. The concert will be narrated by Fred Ahl. Handel's Music for the Royal Fireworks also will be performed. Tickets are \$4 for adults and \$3 for students ages 2 to 17.

Pianist Phyllis Rappoport and violinist Sonya Monosoff will perform Beethoven's "Sonata in A Minor, Op. 23," "Sonata in G Major, Op. 96" and the "Kreuzer" sonata during a free concert March 1 at 4 p.m. in Barnes Hall auditorium.

Rappoport is a professor of music at Western Michigan State University. She was awarded a Fulbright Grant to study at the Hamburg Hochschule fur Musik, and she holds degrees from the University of Illinois and Queens College. She has been the guest harpsichord soloist at the Oberlin Conservatory of Music as well as a soloist with the Kalamazoo Symphony Orchestra.

Monosoff, a faculty member in the Department of Music, has performed throughout the United States and in Italy. She is a graduate of Julliard Graduate School. She presently is serving as a consultant to the Collection of Musical Instru-

ments at the Smithsonian Institution and is the founder and director of the Baroque Players of New York.

Martin Williams of the Smithsonian will offer several lectures on jazz, including "Where's the Melody? A Listener's Introduction to Jazz." The lecture, which carries the same title as his book, will be held on March 3 at 4 p.m. in Barnes Hall auditorium.

On March 2 he will lecture on Louis Armstrong, and on March 4 he will talk about Duke Ellington. These lectures will be held at 11:15 a.m. in Barnes Hall auditorium. Williams' other books include "King Oliver" and "Jelly Roll Morton."

Works by Mendelssohn and Beethoven will be highlighted in a concert for forte piano, violin and cello March 4 at 8:15 p.m. in Barnes Hall auditorium. Forte pianist Kathryn Stuart, violinist Yenoim Guibory and cellist Sara Edgerton will perform. Stuart and Edgerton are doctoral students in the Department of Music; Guibory is an associate professor of music at the State University of New York College at Plattsburgh.

More information on these concerts and lectures may be obtained by calling 255-4760.

— Cheryl Kaplan

CU won't vote shares

The Board of Trustees' Proxy Review Committee split evenly Feb. 20 on whether to back a Hewlett-Packard Co. stockholder proposal asking the company to withdraw from South Africa.

Patricia Carry Stewart, chairman of the committee, said that because those who voted were evenly divided and one member abstained from voting, the committee could not cast proxies for or against the proposal.

The committee, which has one faculty member and four trustees, including one student, does more than voting proxies on South African issues and corresponding with corporations in connection with shareholder proposals. On behalf of the university, it urges corporations to maintain non-discriminatory policies and practices in the workplace, and to work aggressively outside the workplace to end apartheid.

Stewart said those supporting the proposal that Hewlett-Packard withdraw from South Africa noted that 8 percent of the company's sales there are to the government or to governmental agencies.

She said Hewlett-Packard has stated that, although all sales of its products in South Africa are made in strict compliance with U.S. government policy and regulations and the products are to be used for humanitarian purposes only, the company cannot monitor the final destination of these sales or of any of its products sold in South Africa.

Another concern raised in support of the proposal was that the company's latest rating on compliance with the Sullivan Principles had dropped to category two from the category one rating it had in previous years.

In brief, the Sullivan Principles call on companies with operations in South Africa to act affirmatively to end racial discrimination in the workplace and to work toward ending apartheid. They were developed in the mid-1970s by the Rev. Leon Sullivan, a Philadelphia clergyman and civil rights activist who is a long-time member of General Motors Corp.'s board of directors.

Stewart said comments against the resolution calling for divestiture noted that the company's sales to the South African government or governmental agencies have dropped from 60 percent to 8 percent. The leadership role the company has taken in improving conditions for its own employees and its support of a number of social justice

programs outside the workplace also were cited.

She said it also was noted that Hewlett-Packard has been a leader among the American corporations lobbying against the South African government's apartheid policy. The view also was expressed that it is important for responsible American companies who can afford to remain in South Africa to do so, preventing the United States from losing all contact with the South African people.

The person abstaining thought there was insufficient information available on the ultimate use of the company's products in South Africa and on the reason for the downgrading of its rating on the Sullivan Principles to weigh these negatives against positive contributions being made by the company in the area of social justice and lobbying, Stewart explained.

The committee will be voting in April and May on approximately 20 other proxy proposals related to South Africa.

In 1979, Cornell became one of the first universities to adopt the Sullivan Principles as the basic guideline for determining institutional investments in corporations with operations in South Africa.

In January 1986, after a two-year study, the Cornell Board of Trustees adopted a stricter policy of selective divestment, limiting investments to those companies ranked in the top two Sullivan categories — making progress or making good progress in adherence to the Sullivan Principles, or their equivalent.

Since 1980, in accordance with the board's investment policies, Cornell has sold more than \$12 million in securities in nine companies with operations in South Africa. The nine are IMS International, Revlon Inc., International Minerals & Chemicals, Diamond Shamrock Corp., Boeing Co., American Hospital Supply Corp., G.D. Searle & Co., Schlumberger Ltd. and U.S. Steel Corp. (now USX Corp.).

As of Feb. 3, the total amount of Cornell funds invested, including the university's endowment, was \$980.3 million; approximately 11.7 percent of that figure, or about \$114.25 million, is invested in companies with operations in South Africa. The latter figure does not include Cornell-held stock in companies that have set timetables for ending South Africa operations.

Free speech *Continued from page 1*

that their speech is "stupid, immoral or dangerous."

Any member of the Cornell community who wishes to speak at the hearing should notify Commission Chair John Barcelo, professor of law, at his office in Myron Taylor Hall (255-3604) up to and including the day of the hearing. Those who wish to speak at the hearing also are requested to submit written statements.

Written comments are welcome from anyone whether or not he appears at the hearing, Barcelo said. Statements may be submitted through March 5 to the Free Speech Commission, Office of the Dean of Faculty, 315 Day Hall.

The commission expects to make its final recommendations to Rhodes by the end of the week after considering the responses of the community to the preliminary report, Barcelo said.

Rhodes appointed the 10-member com-

mission in early November "to consider whether or not, in light of extant university policies, an additional policy statement is needed regarding the responsibilities and rights of members of the campus community in the expression of views on political, social and other matters of concern."

In early December, the commission conducted three open hearings totaling more seven hours, during which 21 persons, most of them students or faculty, offered their views.

Copies of the report are available at the reference desks in Uris, Olin and Mann libraries; the Information and Referral Center in the lobby of Day Hall; the Dean of Faculty Office, 315 Day Hall; the Willard Straight Hall Desk; and the main offices of Robert Purcell Union and the Noyes Center.

— Martin B. Stiles

CALENDAR

Continued from page 9.

MISC

Films about human rights

"Films and Talks about Human Rights" will begin with two short films "Prisoners of Conscience" and "And That Is Why the State Is to Blame." Yuri F. Orlov and Mary Jo Dudley will talk about human rights violations in the USSR and El Salvador, Feb. 27, 7:30 p.m., Anabel Taylor Hall.

Garden Plots

Small and large garden plot are available for rent by the season for a nominal fee from the Cornell Garden Plot Committee. Plots are located in three places, near Cornell Quarters, on Ellis Hollow Road and off Hanshaw Road on the Warren Farm. Send a stamped self addressed envelope to Cornell Garden Plots, Box 843, Ithaca, N.Y., 14851.

Sex at Seven

"Sex at Seven: How to get what you want but not more than you bargained for," live drama and audience discussion exploring communication and decision-making in relationships, 7 p.m., March 4 in the Memorial Room, Willard Straight Hall. Sponsored by Theatre Cornell Outreach.

Cornell Nursery School

The Cornell Nursery School, Martha Van Rensselaer Hall, will accept applications for 1987-88 on March 2 through 6 from 8:30 a.m. to 4:30 p.m. Half-day sessions are held five days a week. For further information or to arrange to visit school, call Sue West at 255-1849.

Cornell Plantations

The Cornell Plantations is offering non-credit evening courses and weekend workshops. Call 255-3020 for a free brochure. Courses offered this semester include: Water Gardening, Natural History, The Chinese Painters and their Arts, Chinese Landscape Painting Techniques, Extending the Garden Season, Basics of Floral Design, Bulbs for Summer Bloom, Orchid Growing, Handmade Silk Flowers, Botanical Illustration, Small Fruits for the Home Garden, Ikebana, Gardening to Encourage Butterflies, Flowers in Watercolor, Spring Wildflowers, History of Cayuga Lake and Getting to Know Your Ferns.

Third World Student Program Board

"The Look," a fashion experience in music and dance, presented by Southern University in Baton Rouge, preceded by an ethnic dinner, 6 p.m., Feb. 28, \$6 per person, \$10 per couple.

Microcomputer User Groups

Amiga users group meets the third Tuesday of each month, 7 to 9 p.m., G14 Uris. Call Eli Meir, 273-5025 (evenings), for details.

Atari ST users meet the second Thursday of each month, 7:30 to 9 p.m., Mike Hojnowski, 255-3748 for details.

Macintosh Developers meet 3:30 p.m. the second Tuesday of each month, 100 Caldwell, Tim Larkin 257-2030 ext. 426 for details.

PC Users meet the last Friday of each month 1:30 to 3 p.m. in 100 Caldwell, Chris Haller 255-5716 for details.

For more information on user groups call Computer Services at 255-8304.

The Potshop

Classes are offered by the Willard Straight Hall pottery shop at all levels for \$65 (\$40 for students). Fee includes six weeks of classes, 10 pounds of clay and use of the studio for the entire semester. The studio is open from 10 a.m. to 10 p.m. every day. Call 255-5170 to register or for more information.

Women Managers' Forum

"Managing a Labor Union," Haralyn Kuckes, Past President, Ithaca Teachers Association, March 3, 12 noon, 105 ILR Conference Center.

"Women Media-ting Women: A Feminist Looks at Films," Jean Thomas-Allen, visiting professor, Theater Arts, March 4, noon, Women's Community Building. A \$1 donation is requested. For more information, call 272-1247.

Writing Workshop

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

Prose reading

"Shakespeare's Will: The Temporality of Rape," Russell Banks, Creative Writing at NYU and Princeton, will read from from his fiction March 5, at 134 Goldwin Smith.

Olin Library Research Seminars

Olin Library Reference Department will offer two research seminars.

A General Research Seminar will cover Olin's union card catalog, COMPASS (Computer Assisted Search Service), subject search strategy, Olin's reference collection and interlibrary services, Feb. 26, 1-3 p.m.

A Government Documents Seminar will concentrate on the organization, location and use of U.S. government publications at Cornell, Feb. 27, 2-4 p.m.

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.

3COM Local Area Network (LAN) Products

A presentation of 3COM LAN products and details involved in implementing a 3COM LAN in a university environment, 1:30 to 3 p.m., Feb. 23, 100 Caldwell.

Intramural badminton

Intramural Badminton for men's, women's and co-ed teams. Entry fee \$2 per team due with rosters by March 2 at 4 p.m. in the intramural office, Helen Newman Hall. Two to enter. Call 255-2315 for more information.

SPORTS

The 1987 Ivy League basketball season comes to a close this weekend in Barton Hall when the Big Red men cagers return home to face Harvard on Friday and Dartmouth on Saturday in 6:30 p.m. contests.

Cornell is coming off a disastrous weekend at Princeton and Penn, in which the squad squandered a 1 1/2 game led in the Ancient Eight race by losing to both teams (69-63 at Princeton, 93-59 at Penn). The Red, 14-10 overall and 8-4 in the league, is now 1/2 game out of first place.

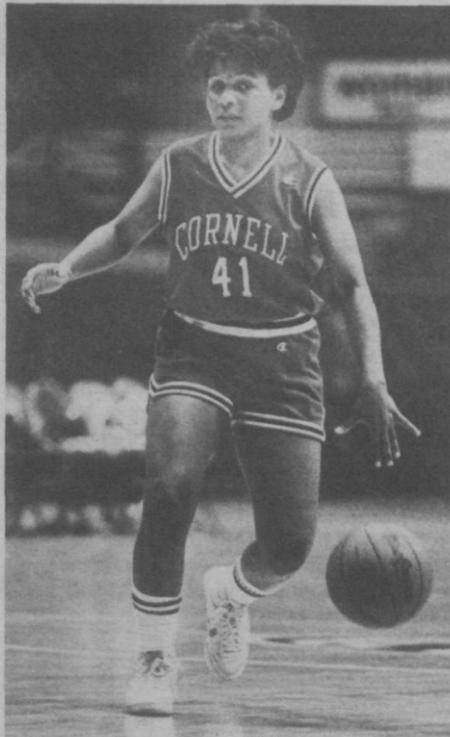
For the first time since the opening game of the season, Cornell shot below 40 percent from the field against Princeton (36.7 percent). The Red did not find its touch the next night at the Palestra either (34.3 percent) and the Quakers never let the Red in the contest, leading by 46 points at one stage of the game.

Senior All-America guard John Bajusz led the Red with 21 points against the Tigers, but was held to just five markers at Penn. The 6-foot-1 co-captain leads Cornell in scoring with a 19.6 points per game average and paces the club in steals with 33.

Junior Greg Gilda averages 11.8 ppg. and is pulling down 4.4 rebounds per outing. Classmate Mike Millane had the most productive games of all the cagers last weekend, scoring 16 points against Princeton and registering 15 at the Palestra. Millane is averaging 9.7 ppg. and 5.5 rpg.

Cornell hung on to defeat Harvard 80-73 in Massachusetts on Feb. 1. Since that game, the Crimson has won just one of eight contests and has fallen to 8-14 overall and 3-8 in the Ivies. Dartmouth, currently 14-8 overall and 6-5 in the league, is riding a three-game winning streak, following victories over Princeton, Brown and Yale. The Green handed the Red a 82-74 loss back in January.

The women's basketball team closed out its home season last weekend with a split against Princeton and Penn at Barton Hall. The Tigers romped over the Red on Friday, 71-47, but the Red came back with a vengeance on Saturday and pummeled Penn, 80-57. Senior tri-captain Mary Browne had a career-high 32 points, hitting on 14 of 24 shots in the contest against the Quakers, while sophomore Patti Froehlich pumped in 12 points and pulled down 10 rebounds. Cornell is now 8-16 overall, 3-9 in the Ivy League.



Carla Kelly

Hockey

The men's hockey team, 9-16 overall and 6-14 in the ECAC, entertains RPI (11-14-1, 9-11) on Friday night and Vermont (18-10, 12-8) on Saturday evening at Lynah Rink. Both games are scheduled for 8:30 p.m. faceoffs.

The Big Red dropped two key ECAC contests last weekend to Brown (5-3) and Yale (7-6) and is now in 10th place in the league going into this final weekend. Only the top eight ECAC squads will compete in the playoffs, and Cornell is two points out of that hotly contested last spot.

Brown (7-13) currently occupies that position, while Princeton (6-13-1) is ninth. On Friday night, Brown plays at Army and Princeton entertains Yale. Saturday night finds the Bruins facing the Tigers in New Jersey.

Joe Nieuwendyk had an outstanding weekend, despite the Red losses, scoring two consecutive goals and assisting a third against Yale. The 6-foot-2, 200 pound junior leads the team in scoring with 20 goals and 25 assists for 45 points and continues to pace the Red with over two points per contest. Junior defenseman Chris Norton is second in scoring with 19 goals and 23 assists.

Head coach Lou Reycroft used three goaltenders last weekend. Senior Don Fawcett has a goals against average of 3.91 and a save percentage of .847 with a won-lost record of 1-2. Classmate Jim Edmands has a goals against mark of 4.11, a save percentage of .870 and a 5-7 overall record. Freshman Wayne Skelton started against Yale, but was replaced by Edmands after allowing four goals in the first period.

RPI comes into Lynah after having split a pair last weekend. The Engineers lost to Harvard 4-1 and blanked Dartmouth 8-0. RPI has won four of its last five games.

Vermont also posted a .500 slate last weekend. The Catamounts beat Dartmouth 5-3 and lost to Harvard, 3-0.

The women's hockey team secured a place in the Ivy League playoffs at Harvard this weekend with a 2-1 overtime victory over Brown at Lynah Rink last Saturday night.

Freshman Mary Slaney scored at 1:36 of the overtime to give the Red its second consecutive Ivy win and make its record 7-13-2 overall and 4-4-2 in the Ivy League. Missy Gambrell, another freshman, opened the scoring for the Red in the first period. Kathryn LoPresti made 16 saves in the contest.

Gymnastics

The women's gymnastics team lost a tough 170.50-169.05 meet to Northeastern on Saturday at Teagle Hall to make its record 3-8 for the year.

Jeanné Pitts won the all-around with score of 34.9 and tied for first on vaulting and balance beam. Pam Andrellos tied Pitts for first on the beam and Carolyn Boos won the uneven bars. The women will close out their dual season with a Saturday clash against New Hampshire at 1 p.m. in Teagle Hall.

The men tumblers captured their second straight Ivy League crown last weekend with a 194.15 finish at the Ivy championships. Princeton came in second with a 190.90. Bruce Sonnenfeld took first in the all-around with a 50.65 mark. The squad swept the floor exercise and vaulting events, with Peter Engelhard and Dean Koyanagi taking first place, respectively. The men close out the season this weekend at the North Atlantic Gymnastics League Championships at West Chester.

Wrestling

The men's wrestling team won the Ivy championship Saturday night by defeating Princeton 20-17. The match came down to the heavyweight bout with the visiting Tigers having a chance to tie with a decision, but Cornell's Jeff Farrow and Princeton's

Rob Garwood fought to a 1-1 draw.

Taking decisions for Cornell were Jerry Graziano, Jack Macko, Pat Waters and Andy Rice. Chris Labatte and Mike Salm each earned two points apiece on draws.

The Red closed out its Ivy campaign at 6-0 and is now 9-3 overall heading into two weekend matches with Syracuse and Wilkes. The grapplers will travel up the road on Friday for a 7 p.m. meet with the Orange and return to Teagle on Saturday for a 7 p.m. showdown with Wilkes.

Track

At the Cornell Track Open at Barton Hall on Saturday, Judy Gitzi won the women's 20-pound weight throw with a freshman, varsity and Barton Hall record toss of 49.9. She also won the shot put with a 44-1/2 effort.

Steve Kuntz took the high jump with a 7-foot leap, while Bill Rathbun won the 800 in 1:54.86. Sarah Day captured the 1500 in 4:36.73. Both the men and women hurriers will be at the Heptagonal Championships at Navy this weekend.

Tennis

The first spring sport of the season got under way last weekend as the men's tennis team defeated Pitt 8-1 and lost to Penn State 6-3 at University Park, Pa. on Saturday. The netters will play Rutgers and Buffalo on Saturday in 10 a.m. and 3 p.m. matches, respectively.

— Marcy Dubroff

Friday 2/27

Men's Basketball - Harvard, 6:30 p.m., Teagle Hall.

Men's Hockey - RPI, 7:30 p.m., Kite Hill.

Saturday 2/28

Men's Tennis - Rutgers, 11 a.m., Barton Hall.

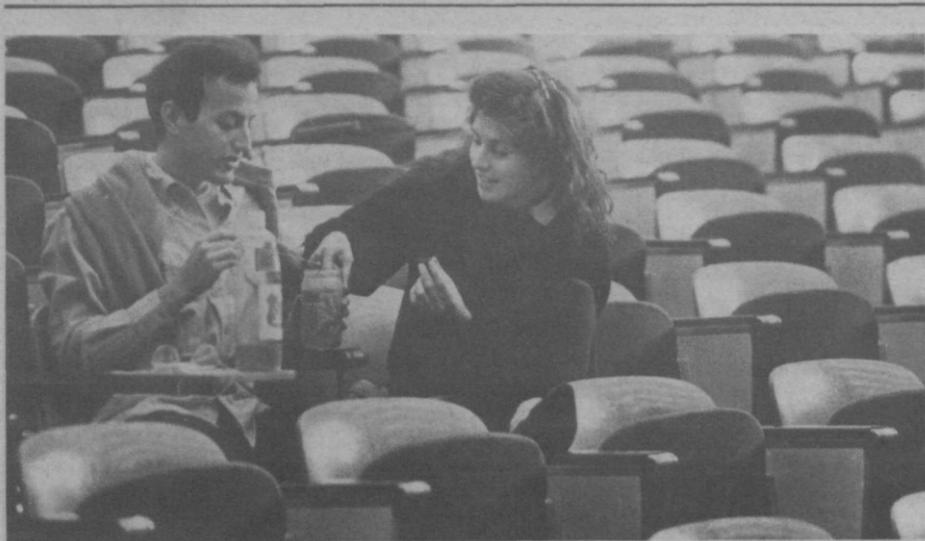
Women's Gymnastics - New Hampshire, 1 p.m., Teagle Hall.

Men's Tennis - Buffalo, 3 p.m., Kite Hill.

Men's Basketball - Dartmouth, 6:30 p.m., Teagle Hall.

Men's Wrestling - Wilkes, 7:30 p.m., Barton Hall.

Men's Hockey - Vermont, 7:30 p.m., Lynah Rink.



Claude Levett

Avill Lasser and Rebekah Sale share lunch from a jar in the auditorium in Goldwin Smith Hall.

Videotaping Continued from page 1

ter, the college is relying heavily on the use of videotapes to show instructors how they appear in front of a class.

Part of the larger problem of fostering quality instruction at a university is that college teachers, unlike those hired by elementary or secondary schools, are not required to take courses in educational technique, Taylor-Way said. They are hired on the basis of their research achievements and knowledge of subject matter.

"One hired, they find there aren't a lot of meaningful rewards for putting effort into their teaching," he said. "Most of the rewards are for research and publication. And sometimes they are looked down upon by their peers for devoting time to their teaching, since it is assumed they must be sacrificing their research to do so," he said.

Taylor-Way empathizes with teaching assistants and other new teachers struggling to stay ahead of their classes; he remembers his own first experience as a teacher.

"It was very typical, in that I was hired as a teaching assistant with little background either in how to teach or the subject matter I was responsible for," he recalled. "It was a sink-or-swim situation in which I frequently felt I was groping my way through. I soon saw that most other TAs were in the same situation."

Instructors interested in meeting with Taylor-Way may call him at 255-3493 or through the office of Vice Provost for Undergraduate Education Barry Adams, 255-7595.

— Irv Chapman

Undergraduate education Continued from page 1

teaching, resource allocation for teaching, curriculum improvements, advisory services and quality of the student environment. The Thornfield Conference followed a year of reviews within each college. Afterwards, a series of faculty-student meetings explored these subjects further.

More recently, President Frank H.T. Rhodes created a \$1-million-a-year fund "to encourage creative experimentation in undergraduate education."

According to Barker, the new commission "will address the question of whether Cornell should undertake a substantial restructuring of the undergraduate experience," in part because "there may be opportunities during the next year to interest foundations in a very major evolution of Cornell undergraduate programs."

The commission has a three-year mandate. Subcommittees will enlist student participation as they deal with such issues as experimental programs, counseling and other support services, relationships among academic units on the campus and how to reward excellence in teaching. Much of the significant work will be done within these subcommittees, with students taking part. But it will necessarily be the faculty that acts on the recommendations.

Student organizations, including several serving minority students, were asked to submit nominations, as were members of the commission itself.

Barker noted this week that student participation "is important to the effective functioning of the commission, and this is why they will be included on the working subcommittees, which will be on the front line as we develop program options and evaluate alternatives."

He added that he expects the subcommittees to "provide a vehicle for us to reach

into the various constituencies of the university to make sure that we have the best possible participation in the commission's work."

An example of the concepts the commission will explore will be the suggestion to create a division of freshman education that would provide a common base for all upperclass programs, Barker said. The commission "can be among the most significant forces in shaping Cornell's future," he asserted.

In a prospectus prepared for commission participants, Adams urged that "Cornell as a university (as distinct from an aggregation of programs, colleges, departments or individuals) should do more to cultivate a unified approach to fulfilling its institutional obligation to educate undergraduates."

Although "primary responsibility for undergraduate education will continue to reside with the schools and colleges," Adams noted that this "does not preclude a useful and proper reinforcement of existing efforts" as well as "special concern for those elements" that have a universitywide implication.

In still another initiative affecting undergraduate education, the College of Arts and Science will use a \$1.05 million grant from the Andrew W. Mellon Foundation to create six professorships, each for a three-year term, to make possible new undergraduate courses that "pursue new ways of exploring and presenting knowledge."

The Mellon chairs are seen "as an important step in a process of curriculum renewal and reform." The associate and full professors selected will be freed from most departmental responsibilities, will have a reduced teaching load and will receive research support for their project.

— Irv Chapman

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 7, Number 20

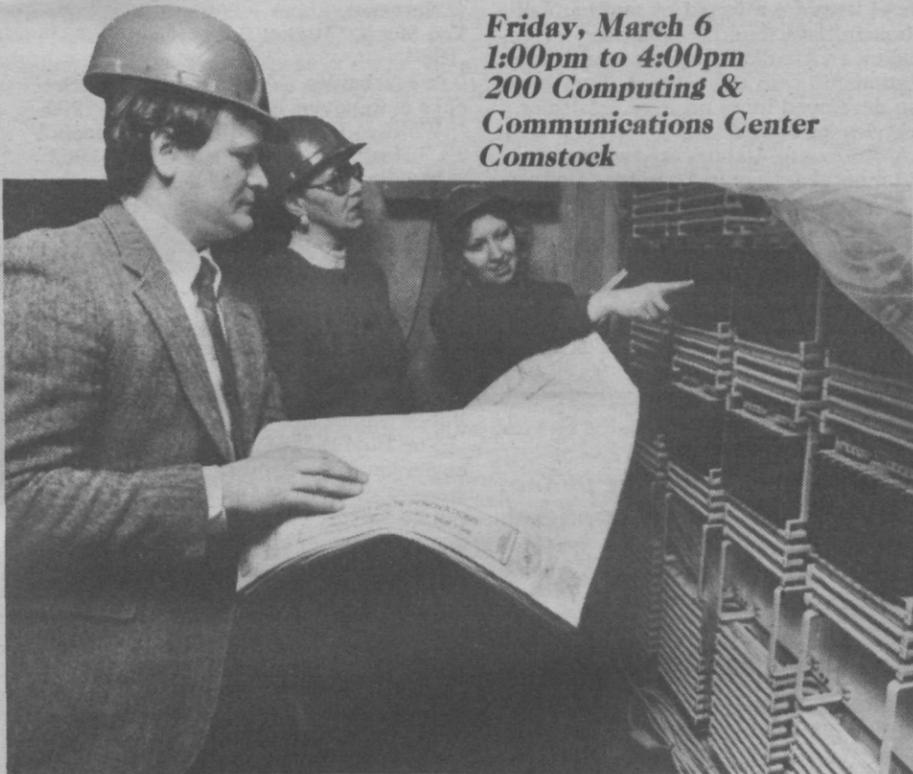
Thursday, February 26, 1987

Open House Planned: Meet the Telecommunications Staff

**"We're Trying Harder to
Serve You Better"**

The staff of Telecommunications invites the Cornell community to an open house celebrating System 85's first year anniversary at Cornell.

**Friday, March 6
1:00pm to 4:00pm
200 Computing &
Communications Center
Comstock**



Jeff Wilber, engineer; Judy VanDermark, project coordinator; Pat Paul, director of Telecommunications inspect Systems 85 installation in Class of '22 Hall. As the class halls renovations bring better living conditions to students in West Campus the implementation of system 85 brings improved communication ability.

February 28, 1986 signalled the cut-over to Cornell University's System 85 switch, associated telephone sets, underground and building cable-wire facilities as well as the telephone company circuits that connect Cornell to the outside world.

We serve the Cornell community with nearly 9,000 administrative and 4,000

resident hall telephones, utilizing the latest technology. During the past year System 85 processed 4,970,000 calls representing 390,833 hours of phone usage.

The cooperation and patience of the entire Cornell community was integral in the transition to the new system.

Please join us on Friday, March 6th.



Back row, left to right: Doug Hoover, Judy VanDermark, Jeff Wilber. Front row, left to right: Jan Brown, Pat Paul, Kathy Parker. Missing from the photos: Mike Cobler, Dick White, Judy Saam.



Back row, left to right: Jan Cook-Moore, Kathy Ryan, George Gillespie, Eva Benson, Joyce Maki, Anne Smith. Front row: Dave Perkins, Diane Mattison, Kathy Drake, Joanne Fitch.

FOCUS on the Employee Assembly

Ballots, Celebrations, and Affirmations

by Bill Staffeld, Employee Assembly
Attention Cornell Employees! Here is an important reminder concerning Employee Assembly elections.

Tomorrow, February 27 is the last day to submit petitions to get your name on the 1987 ballot. Beginning March 4, candidates will spend a month campaigning for the six available Assembly seats. It would be to everyone's advantage to get to know the candidates and listen closely to their views.

Here are a few ways to get to know the candidates and the issues: First through personal contact; second, posters and profile sheets; third, articles and announcements in Networking; and last, but an upcoming Employee Assembly meeting.

Later in March, ballots will be mailed to all employees. You will have approximately two weeks to fill them out. By this time you will have familiarized yourself with all the candidates, so don't put it off, fill out the ballot right away and return it to the Office of the Assemblies, 165 Day Hall!

Before we get off the subject, here are two further thoughts. Stay in touch with Networking for Assembly and election information. For those who would like to attend an Assembly meeting, we meet the first and third Wednesdays of each month at 12:15pm in B-8 Roberts Hall.

O.K., now that you have digested all this vital information, allow me a few moments to indulge in a couple of day-dreams that I believe will be fulfilled.

The first one is a dream that has become an affirmation. Once again it has to do with Employee Assembly elections. It goes like this... One hundred percent of Cornell's employees will respond to the ballot. That's right, 100%! Sure I know about the apathy of the past, but this is 1987, and I believe it can happen (now)! I believe it will happen! Let's all see to it that it does.

On a somewhat different subject, a dream that just won't go away speaks of a need for more celebration at Cornell! This dream was recently affirmed by the "Festival of Black Gospel," which was held at Cornell February 13-15. It was a cele-

bration of the heart and the soul when we needed it the most!

Let every person begin the process within themselves. We need to think and act celebrating all our talents, struggles and dreams as one. First, for the sake of celebrating, and celebrate to bring us together as a community. Celebrating together, we become more understanding and tolerant of one another's beliefs.

I propose that Cornell University instigate and promote campus celebrations on a regular basis. Our celebrations will draw together students, employees and faculty for inspiration and education,

commemorating people, ideas and traditions, new and old.

Are you ready for some ideas? How about a celebration of leadership and great leaders? (a mighty critical issue these days)... and a celebration for working people, a real "Labor Day" extolling the daily sacrifices of workers. A day doesn't pass at Cornell that we are not boasting of our evolving technologies and staying "competitive." Yet the world still turns because of people who work solely with their hands and hearts.

How about a celebration of childhood? or the environment? (Remember "Earth Day" 1970?) Spiritually, Cornell United Religious Work continues to sponsor events that are ecumenically inspired and challenging. The possibilities go on and on. The challenge is bringing together the talents and the interests of the many segments that make up Cornell.

I believe it can happen! The two keys to success will be that our celebrations encompass the entire Cornell community, realizing a shared goal and promoting understanding and that it have the full support of the central administration.

Can't you see the possibilities? The opportunity to put aside our politics and our cherished beliefs and receive some utterly new insights?

Here's a final affirmation to live with: Cornell will renew itself through celebration, bringing together its physical, spiritual, and intellectual strengths to promote our faith and goodwill for all people and for all time.

EMPLOYEE "SUGGESTION BOX"

Do you have any suggestions which would make Cornell a better working/learning/living environment?

Write them down so they will be heard!

Suggestion: _____

Campus Mail to: Chair, Employee Assembly
Assemblies Office
165 Day Hall



A Neglected Group: "The Other Victims of Alcoholism"

Does it surprise you to learn that the vast majority of persons affected by alcoholism do not have a drinking problem? They are the family, friends, coworkers and employers of the person who chronically drinks too much and belong to a huge group who are "the other victims of alcoholism." (In fact, this is the name used by a self-help group in New York city.) The other victims have special needs - needs which have often been neglected if the focus of treatment has been on the alcoholic. The other victims have sometimes been used as treatment tools for the recovery of the alcoholic, while their own needs went unmet.

It has been difficult to identify and address the needs of these other victims. The stigma surrounding alcoholism may have prevented them from seeking help or voicing concern when another's drinking impacted their lives. This fear, coupled with denial - the inability or refusal to recognize the problem - has often created a formidable barrier between the

The other victims have special needs - needs which have often been neglected if the focus of treatment has been on the alcoholic.

"other victims of alcoholism" and the help they need.

Some characteristics of the "other victims," or codependents, have been recognized and may involve:

1. Difficulty in identifying or expressing feelings;
2. Problems with intimate relationships;
3. Perfectionism;
4. Rigidity - being stuck in attitudes or behaviors;
5. Fear of change;

6. Feeling over-responsible for others;

7. Needing others' approval to feel good about oneself;

8. Decision-making difficulties;

9. A general feeling of helplessness, hopelessness, powerlessness,

10. Shame over what is perceived as failure in one's life or low self-esteem.

If any of these concerns sound uncomfortably familiar to you, and if someone in your past or present life drinks too much, the drinking problem may have affected you more than you realized.

A difficult situation - perhaps. Hopeless, no! On the contrary, many people whose lives are affected by another's alcoholism have found support and guidance for building a new, healthier relationship with the drinker. They have also developed more positive, healthier lifestyles for themselves.

Al-Anon and Alateen are two groups that meet regularly in Tompkins County. They provide help and support for the other victims of alcoholism, much as A.A.

provides support for the alcoholic. Other victims may attend Al-Anon or Alateen whether the alcoholic attends A.A. or not.

If you have questions about seeking out those self-help groups, or if you would like to discuss your concerns with an experienced, professional counselor, call your Employee Assistance Program at 273-1129 to arrange an appointment. A number of helpful books are available and may be purchased locally. Some of these are:

Black, C. "It Will Never Happen to Me," M.A.C. Printing & Publications Division, Denver, 1981.

Norwood, Robin. "Women Who Love Too Much," Pocket Books, New York, 1986.

Wegscheider. "Another Chance," Science & Behavior Books, Palo Alto, 1981.

Woitz, J. "Adult Children of Alcoholics," Health Communication Inc., 1983.

Woitz, J. "Struggle for Intimacy," Health Communications, Inc., Pompano Beach, Fla, 1985.

Leadership Leads

"You Know"

by George Peter

The world is full of "You Know" pollution from which we need to find a good solution.

From athletes in interviews and in private conversation, from speakers at their podiums all across the nation -- "You Know" is added to every other word.

There is not doubt it has become absurd. Let's all start a crusade to have no "you knows" at all. Before it drives us, everyone, right up the damned wall.

Public Safety Offers Cornell Blue Light Services

Contributed by Dick Clark, Crime Prevention Unit, Public Safety

Operation Blue Light was implemented August 1, 1976 with the installation of the first 5 public access emergency phones. There are now 48 outside and 61 interior Blue Light phones. These phones are placed at strategic locations across campus that make them convenient for other forms of assistance besides police emergencies.

There is a Blue Light phone in each of the major peripheral parking areas for people with vehicle problems to obtain rapid assistance. Phones at campus directories enable visitors to obtain information or directions. Phones adjacent to athletic fields and in labs allow for rapid medical assistance for injuries. Public Safety plans to eventually have a network of the phones installed across campus so any person walking anywhere will be able to see a Blue Light phone.

When a Blue Light phone is activated, a light and alarm are triggered on a

There is a Blue Light phone in each of the major peripheral parking areas for people with vehicle problems to obtain rapid assistance.

switchboard in Public Safety's communication office. A chart enables the dispatcher to immediately pinpoint the exact location of the call. In 1985-86, the department of Public Safety answered 1,507 calls over the Blue Light system.

The Blue Light Bus service is a free night time bus service that runs during the school year. Schedules are available in libraries, dorms, student unions, the Traffic Bureau, and Public Safety. For safety, each bus is equipped with a radio

that provides immediate contact with Public Safety.

The Blue Light Escort service increases personal safety on campus. Staffed by student volunteers and coordinated by Public Safety, the escort service operates during the regular school year. The escorts operate in pairs and are readily identified by their blue jackets. Each pair is equipped with a flashlight and a portable radio, which gives them communication with both Public Safety and the Blue Light bus operator. They provide escorts on campus and to fringe areas in the surrounding community that are not on the bus route. By calling 5-7373 you can inquire about the hours of operation or request an escort. By calling 5-8948 you can learn how to become a Blue Light Escort volunteer.

Information on the Blue Light services, including an audiovisual slide show, is available at the Department of Public Safety's Crime Prevention Unit in G-9 Barton Hall, or by calling 5-7404.

Food for Thought

Cornell Alum Finds Peeling Carrots Therapeutic

by Nancy Mozenter Simmons

Lewis Futterman '59, on the New York City's prominent real estate developers, occasionally finds a relaxing moment at home -- watching the 6:00 evening news while peeling carrots.

"I find it incredibly therapeutic," said Mr. Futterman, whose days are long and arduous.

Even though Mr. Futterman is known by several of his friends as a connoisseur of foods and gourmet cook, and is in the process of opening a restaurant in New York City, he seemed quite modest about his culinary talents during my interview with him. His heart and soul were clearly into bricks and mortar, not fruits and vegetables.

However, when I met him in Ithaca for breakfast, he had specific tastes in food and a healthy appetite. There I was with a bowl of cereal -- while Mr. Futterman ordered juice, milk (he wanted skim, but settled for whole), a large omelet with several added ingredients, hash browns, bacon and tea.

"I usually eat a large breakfast at home, skipping lunch -- those lunches can put on the pounds," he said while patting his belly.

When he is at home in Manhattan, he has plenty of time to prepare a healthy breakfast, since getting to the office is as easy as rolling out of bed -- his office and apartment are located in the same building, which he owns.

When he was younger, meal preparation was not always a simple task.

In 1955, he pulled up his Long Island roots to attend Cornell and moved into his first apartment. Cooking was a major cause of concern since the kitchen was

"Luckily, one of my roommates gave me some rudimentary instructions, like cooking vegetables so they don't taste like shoe leather and cooking eggs without burning them."

unknown territory for Mr. Futterman.

"Out of self-defense and not being able to afford a decent meal at a restaurant, I began to learn to cook at college. Luckily, one of my roommates was majoring at the hotel school and gave me some rudimentary instructions, like cooking vegetables so they don't taste like shoe leather and cooking eggs without burning them."

"From those beginnings you've become a gourmet cook, as I have been told," I said.

"No, I would not call myself a gourmet cook," he answered with a chuckle.

Modesty aside, he has played a major role in choosing a chef of renowned talents and has used his own cooking know-how to add a special touch to the menu, to feature nouvelle-American cuisine.

I asked him to share a recipe with me. It took him but a moment to offer two -- adding that they are easy to prepare and delicious.

One is a swordfish recipe. The other is a recipe for glazed carrots, which is so good, he said, that his friends are often disappointed when they peer into an empty pot.

He offered us a few helpful hints.

According to Mr. Futterman, the one problem with swordfish is that many peo-

ple overcook it, which dries out the fish, leaving it tasteless. The secret, he added, is to cook the fish leaving it slightly pink in the middle.

For the carrot recipe, he suggested using baby carrots since they are more delicate than the larger ones.



Swordfish

Have the fish cut 1 1/2" thick (6-10 oz. per person). Cook either in preheated extremely hot broiler or on charcoal or gas grill. Thoroughly brush the fish with olive oil on both sides. On the first side, shake on black pepper, rosemary powder, dill, and garlic salt or powder. Cook five min-

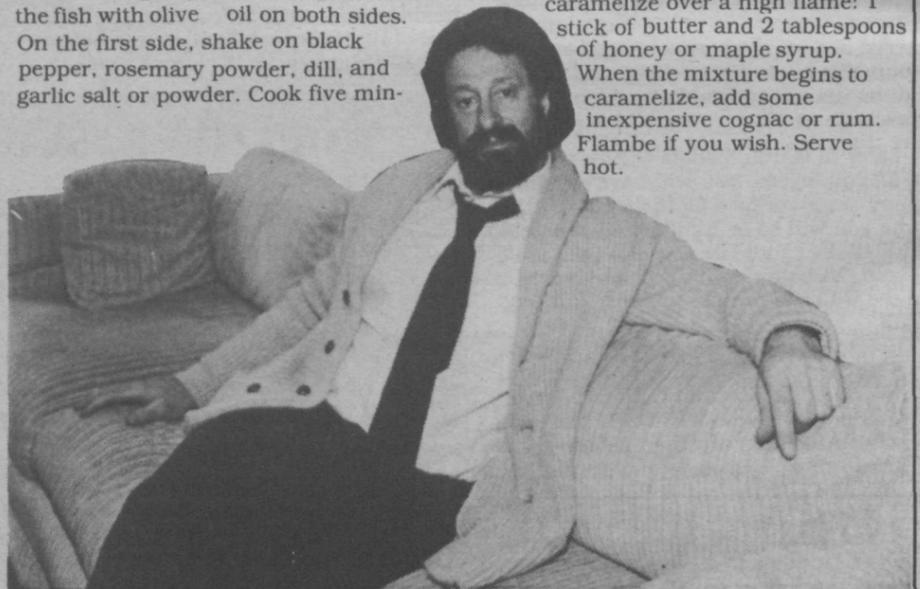
utes on first side. Turn over and add seasonings on other side and cook 3 1/2 minutes, leaving it a bit pink in the middle. Serve immediately.

He adds that leftovers should not be reheated but are delicious cold for breakfast or lunch the following day.



Glazed Carrots

Peel carrots and cut off ends. If using full-sized carrots, cut into thirds. Steam 5-7 minutes then immediately run under cold water. Reserve. For each four portions (portion size was unclear) add the following ingredients into a saucepan to caramelize over a high flame: 1 stick of butter and 2 tablespoons of honey or maple syrup. When the mixture begins to caramelize, add some inexpensive cognac or rum. Flambe if you wish. Serve hot.



Employee Education Committee Changes, Offers Success Story

by Jan Haldeman and Esther Roe

The Employee Education Committee of the Employee Assembly is starting the spring semester of 1987 with a new slate of officers and new hopes for the future of employee education at Cornell.

Eve Desmond-Lugo, one of the co-chairs of the committee, has taken to the education trail to become a full-time student (story below). Theresa Vander Horn has been elected to serve as co-chair with Esther Roe for the remainder of the term 1986-87.

One of the new items on the agenda is to periodically share, through an article in Networking, the successes of employees who have worked at Cornell and received their degrees. The purpose of this committee is to help employees achieve their goal of higher education. The committee is trying to work on two avenues:

To promote more course offerings after regular work hours so that Cornell employees can take advantage of classes

For her "patience, persistence, and push," Eva has been rewarded with a full university fellowship for the last leg of her graduate program.

without disrupting busy work routines.

To review several programs with Training and Development in University Personnel Services so that more employees can take advantage of the present system.

If you are interested in joining us, or know of someone who is, please contact a member of the committee or the Employee Assembly office. The following is the first of our success stories.

Patience, persistence and push. These are the "Three Ps" that Eva Desmond-Lugo used to pursue her educational and career goals. A 1978 graduate of the Col-

lege of Human Ecology, Eva remained at Cornell after obtaining her degree, taking various clerical and supervisory positions, which sparked her interest in personnel management. Her future objectives were further set when she took a personnel management course dealing with evaluation and analysis, which combined with her job to give her theoretical as well as practical perspectives.

Eva's latest position, administrative supervisor of the Purchasing Department required more time on the job, and limited her participation in coursework. But even with heavy job responsibilities Eva managed to take a course or two each year. She found her supervisor flexible and supportive, which allowed Eva to adjust her work schedule to accommodate class hours.

Eva recently reached a point in her own program where she wanted to "get the job done" in terms of her educational goals. In eight years of employment she

has taken enough courses to enter a graduate program full-time and complete her Master's program in the I&LR School in one year. For her "patience, persistence and push" Eva has been rewarded with a full university fellowship for the last leg of her graduate program.

The bottom line in achieving goals, says Eva, is keeping in mind the "three Ps," and above all, that Cornell University make opportunities available to you. The final push, however, must come from yourself. Self-motivation is a major factor. "If you really want it, the avenues are here to do it."

The following are the current members and officers of the Education Committee and their phone numbers: Ann Argetsinger (5-2117); Stacey Coil (5-4500); Jan Haldeman (5-7427); Pat Long (5-5479); Mike Moynihan (5-1666); George Peter (5-5274); Dorothy Reddington (5-9698); Esther Roe, co-chair (5-5072); Theresa Vander Horn, co-chair (5-8656).

CRC News

CRC Plans Trip of a Lifetime: North to Alaska

ROAST BEEF DINNER DANCE: SATURDAY, MARCH 21: CRC will sponsor a roast beef dinner dance at the VFW in Dryden, NY. The evening will begin at 6:00pm with a cash bar and dinner will be served starting at 7:00pm. "Sophisticated Country" will provide music from 9:00pm-1:00am. Proceeds will go to the CRC park fund. Tickets are available, first-come, first-served at the CRC Office, 165 Day Hall, and the cost is \$10 per person. Attendance is limited to 200 so purchase your tickets today.

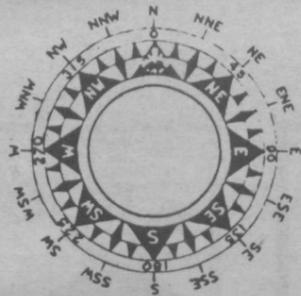
WASHINGTON, DC, APRIL 9-12: There are just ten openings that remain on this popular trip. Included are: transportation, hotel, dinner-theatre "Showboat," a day at the Smithsonian Institute, a guided tour of the city in the evening, reserved seats at the Cherry Blossom Festival parade, breakfast daily, and a guided bus tour of Gettysburg on the trip home. The cost is \$185 per person, double occupancy. Call today (5-7565).

FAMILY CAMP OUT, MAY 15-17: Plans are underway for a family camp out to be held the weekend of May 15-17 at the CRC park. Everyone is welcome to bring their own camper or tent, food, supplies, and beverages. CRC will provide a water truck and, of course, the new "out-houses" are ready for use. Join other CRC members and friends for a relaxed, informal outing!

GERMAN ALPS FESTIVAL, JULY 18: Start planning for the summer by joining CRC on this trip to Hunter, NY. The bus will leave A Lot at 7:00am. The group will make a stop for breakfast in Oneonta (own cost) and then continue on to the

festival. The price of \$21 includes transportation and admission to the festival. There will be lots of music, magicians, clowns, puppets, craft demonstrations, German foods and beer! Join the fun!!

A TRIP OF A LIFETIME -ALASKA, AUGUST 7-18: Join us for a wonderful trip to Alaska from August 7 through August 18. Fly from Syracuse to Vancouver; one night in Vancouver with a tour of the city, then board the Island Princess for a three-day cruise with ports-of-call in



Juneau and Skagway; two-night stay in Skagway; two-night stay in Anchorage (side trip to Portage Glacier and Alaska Ski area); one-night stay at Denali National Park (Mt. McKinley); two-night stay in Fairbanks (includes a river cruise); one-night in Seattle, Washington and return on the 18th to Syracuse. All of this and more. For more information, please call Kip at Stone Travel 257-2515 or Donna Vose at 5-6358. \$25 will be given to CRC for every CRC member who books passage to Alaska.



CRC group enjoys Florida Sunshine.

Walt Disney World Report:

On Monday, December 29 at 8:00am, 34 CRC members, families and friends departed from the Ithaca airport for the "sunny" South, namely Orlando, Florida. Our home in Orlando was the Las Palmas Inn, centrally located on International Drive. The Las Palmas is a very attractive hotel-motel but as we all found out, has many personnel problems. Everyday was a new experience!

Doris and Ruth spent six days with no coat hangers, and one morning at 12:45am, a maid knocked on their door ready to clean their room; Ray was charged with long distant telephone calls to England; and Al and Fran weren't ever registered - so many little tidbits that we'll never forget.

The weather was not as sunny and warm as we had hoped but in the 60's

during the day and in the 40's at night. No snow!!

Three days were spent at Disney World and Epcot Center. There were lines everywhere - people everywhere, but what an exciting time.

There were two side trips - Sea World and Busch Gardens. The day at Sea World started out hazy and by afternoon we had liquid sunshine. The trip to Busch Gardens was sunny and warm.

The award for the best traveler would have to go to Christopher Harrington, one year old son of Chuck and Jane Harrington. Christopher was just a delight and we all enjoyed him.

We arrived in Syracuse Sunday, January 4, tired but happy. We had spent a week away from the cold and snow and had a great time with a super group of people.

Personnel Manual Update in Mail

The January 1987 update to the Personnel Manual has been distributed across campus to over 600 manual holders. The Personnel Manual is one way Cornell communicates with employees and represents the established guidelines to make sure policies and procedures are administered in a fair and equitable way.

The manual is a living changing document and the update represents the periodic review of policies and appendices to make sure the manual is up to date and as clear and concise as possible.

The Personnel Manual is meant to be shared by all nonacademic, non-union employees and one should be located near your work place for you to use. Manuals are also located in all the libraries.

The Personnel Manual is easy to use. It is divided into eight main sections and the policies in each section cover a broad topic such as Administering Salaries and Wages, Providing Benefits, Encouraging Employee Growth, Time Away From Work, etc.

You will find a table of contents, index, and an appendix complete with samples of all the personnel-related forms used at Cornell such as the 90-day review form or the sick-leave statement.

The Personnel Manual we use today,

The Personnel Manual is one way Cornell communicates with employees and makes sure policies and procedures are administered in a fair and equitable manner.

the dark brown three-ring notebook, was designed in 1980 and now contains 92 policies, and 63 forms in the appendix.

No one individual owns a manual. Rather, Personnel Manuals are assigned to a specific position title, such as the director of computer services or the administrative assistant at building and grounds. The manual holder is responsible for updating the manuals.

Assigning a manual to a specific title rather than an individual assures the manual will remain in the designated area and not be taken when an individual leaves a position.

University Personnel Services invites your comments on your experience using the manual. If you do not find the answers to your questions in the Personnel Manual, please ask your supervisor or call UPS at 5-3936.

Winners Announced: Annual Program a Success

The Department of Residence Life is pleased to announce the winners of its fall WOWIE Program. Pam Hamilton, secretary, has won a first prize of \$250. The staff in North Campus won an honorable mention prize of \$75.

The WOWIE (Wipe Out Waste and Increase Efficiency) program's goal is to encourage Residence Life staff to think of ways to improve operations and increase productivity in the department. Pam Hamilton found a solution for transferring files between a word processor and a personal computer that saved hours of work and will be used by other clerical staff in the department.

The North Campus staff proposed an idea which would allow students to enroll in a linen plan prior to their arrival on campus. The idea should increase linen plan sales, decrease paper work and improve our service to students.

This is the fourth year of Residence

Life's WOWIE Program. The department salutes the winners and thanks them for their ideas.



Pam Hamilton

Unclassified Ads

1. Please submit all unclassified ads to Networking Classifieds, 240 MVR - no phone calls please.
2. For our information your name and campus phone number MUST be submitted with ads. Otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. If an ad is longer than 30 words it may be shortened by the Networking staff.
5. Unclassified ads are for nonbusiness purposes only.
6. The deadline for the March 12nd issue is March 2nd.
7. If an error appears in your ad, please resubmit the ad to be published in next available Networking.

For Sale

1981 Datsun 200SX, 5-spd, AM-FM tape, snows, air, good cond, \$2000. James 5-6305 days or 257-2468 5-8pm.
1981 Audi 5 5 4,000, 272-4711 to make an appointment to see.
1981 Chevette, 4-dr hatchback, automatic, 4 snow and 4 summer tires, AM-FM radio-cassette, \$1500 neg. 5-3763

days or 546-9342 eves and weekends.
1980 Ford van, 15 passenger, automatic, power steering, dual heater and air cond, mounted snows, \$2400 OBO. 539-7996 or 5-7752.
1978 Datsun pickup, very low mileage, exc shape, must see to appreciate, asking \$2500. Danny 5-5296 or 277-0598.
1977 Plymouth Fury station wagon, good cond, \$1000 OBO. Beth 253-3940 days or 844-4762 eves.
1976 Plymouth Volare, one owner, well maintained, 6 cyl, auto, 4-dr, new brakes, all-season radials, body good, 75k miles, \$800. 1-749-4365 eves.
1970 Dodge Dart, very little rust, 110k miles, good winter car, \$350 OBO. 387-5839.
Computer, classic, nearly new portable Osborne 1, two drives, disks, software, Okidata printer, ribbons, got a new computer; sacrifice, \$675 OBO. Erik 5-4863 or 273-0597.
12" B&W RCA TV, 2 yrs used, \$39; hair dryer, \$5; both exc cond, like new. Stratts or Claire 277-1358 after 10am.
28-80 macro zoom lens for all Canon cameras, \$120; Sony Walkman with headphones, \$25, both like new.
Thilak 5-5438 or 272-2745 leave message.
Antique drop-leaf oak table, refinished, exc cond, can be seen in Geneva. 315-789-2628 eves and weekends.

Unclassified Ad Address Change
Send all ads to Donna Updike, 240 MVR
No phone calls please.

Wanted

Used trumpet in good cond. 5-3541.
Fumehood, John Dean. 214 Olin Library. 5-9867.
Wood jointer or jointer-planer combination. 5-9096 or 272-0394.
Two road-bike motorcycle helmets. 589-6386 eves.
Medium sized, elec. stove & refrig. in good work cond. 5-4865 days or 387-6201 eve.
Help: Van driver to CU Nursery School, M-F or MWF, 11:30-2:00, exc driving record, responsible, enjoys children. Sue West 5-1849.

For Rent

Two bdrm apt in Van Etten, fireplace, hardwood floors, \$250 plus utils, security, references. 589-6662 eves.
Secluded, picturesque setting on creek, 15 min. downtown, 2 bdrm, \$280 plus, no pets. 533-4997 5-7 only.
One bdrm in four bdrm house, fully furnished, \$160 plus utils, 15 min. drive to CU, pets ok, avail. immediately. 253-3919 days or 273-3770 eves.
One person to share Renwick Heights house, walk to CU, off-street parking, no lease, \$300. 277-1743 or 5-1676.
Three bdrm house in T-burg, attached garage, sunporch, garden space, quiet street near Tomtran stop, low utils, laundry hookups, reasonable rent, avail mid-April. Pat 5-4041 days or 564-7927 eves and weekends.
Two bdrm apt with carpeted living room, kitchenette, bath, garage space, 20 min. from CU, \$400 per month includes heat and electricity, cable and access to swimming pool. 844-4586 after 5:30pm.
Single room in Colletown, 3 min. fro Hollister Hall, 715 East Buffalo St, avail. immediately, lease expires in June, furnished, quiet, no kitchen, \$200 per month, everything included. Mi J. Macora 272-8203.
Summer sublet, 4 bdrm house, 1 block from Commons, avail. June to mid-August. 257-3236 anytime.

Variety of Programs Offered in Spring Calendar

The spring '87 Calendar of Workshops and Seminars was mailed this week and should have arrived at your campus address by now. Call the Training and Development section of University Personnel Services, 5-7170, if you did not receive your calendar.

Spring is a time for growth and perhaps this spring is the time for you to participate in a workshop or seminar. There's a wide variety of programs listed in the current calendar ranging from computer courses to high school equivalency test preparation to managing stress on the job.

Second sections of the more popular programs are offered including speed-reading, smoking cessation, right-to-know training, and effective correspondence skills.

An individual development plan was inserted into your spring calendar and is designed to help you define the direction of your career development. The plan will help you identify your development

The April 21 program will also explore components of special equal opportunity needs within the workplace such as sexual harassment and equal opportunity complaints.

needs as they relate to your current position and career goals. The plan may also serve to encourage communication between you and your supervisor. Keep the individual development plan in your own personal file; please do not return it to Training and Development.

The majority of spring training and development programs for staff will be held in a conference room in Robert Purcell Union. RPU is easily accessible by the A-B local campus bus. You will be dropped off in front of RPU and picked up at the

corner of Jessup Road and A Lot road.

Registration for workshops and seminars is on a first-come, first-served basis. Prior to registering for a program, it is important to discuss with your supervisor the time commitment and any departmental charges associated with your participation in a specific program. Individual employees are never charged for courses. Return the completed form to Training and Development, 107 Day Hall as early as possible.

Brown Bag Luncheon
March 11 - 12 Noon
200 ILR Conference Center
Speaker: Judy Atcheson
"Education Opportunities for Cornell Employees"

Employee Calendar

Events of Particular Interest to Cornell Employees

Wednesday, March 4. Employee Assembly meeting, 12:15 in Room B-8 Roberts Hall.
Friday, March 6. Telecommunications open house, 200 Computing & Communications Center, Comstock Hall.
Saturday, March 21. CRC Roast beef dinner dance, 7-1:00pm at the VFW in Dryden. Tickets available through the CRC Office.
Tuesday, March 24. Open blood pressure clinic, 8:30am-12 noon, Uris Hall, Room 202.
Tuesday, March 24. Open blood pressure clinic, 1:30pm-3:00pm, Upson Hall, Lounge.
Thursday, April 9-12. CRC Washington D.C. trip. Call the CRC Office 5-7565 for more information.
Friday, May 15-17. CRC Family Camp Out, CRC Park. Call the CRC Office (5-7565) for more information.

Community Resources for Smoking Cessation

FRESHSTART

This program, sponsored by the American Cancer Society, consists of four one-hour small group sessions and includes a guidebook. The instructors are volunteers trained by the American Cancer Society, and the format includes group discussions, viewing of videotapes-films, and information handouts. The program is free of charge. More information can be obtained by calling the American Cancer Society at 273-0430.

SMOKE STOPPERS

Sponsored by the Tompkins Community Hospital, this program consists of seven sessions held at the hospital. The \$145 fee includes a training manual and membership in the national Smokestoppers organization. The first session (information night) is free of charge and open to any interested persons. For more information, call the Health Education Office at TCH, 274-4421.

FREEDOM FROM SMOKING IN 20 DAYS

This set of two self-help manuals available through the American Lung Association (based in Syracuse) provides individuals with day-by-day guidance through the quitting process. Also included is a maintenance manual for the new exsmoker providing support strategies and techniques to help the exsmoker remain cigarette-free for life. The set of two manuals costs \$7, and is available through the American Lung Association by dialing the operator and asking for Enterprise-9069.

IN CONTROL

This is another American Lung Association program of self-help. It uses a videotape and work manual to teach individuals how to quit by giving specific "tools" to use in coping with recovery thoughts -- a wide variety of pleasurable alternatives to smoking. The 1-2" VHS videotape is sold for \$59.95, and can also be rented by putting down a deposit of \$50 and being reimbursed \$25 upon return of the tape within 30 days. To reserve the videotape, call the American Lung Association (dial "0" and ask for Enterprise-9069).

FREEDOM FROM SMOKING CLINIC

Also available through the American



Lung Association, this group clinic involves seven 90-minute meetings led by trained leaders. The cost is \$35 per person. The American Lung Association brochure states that clinics are "held often in Central New York's eight counties." More information can be obtained by calling the Lung Association (dial "0" and ask for Enterprise-9069).

HABIT BREAKTHROUGH

On campus, this program is offered to Cornell faculty and staff through the Training and Development Office. It consists of six two-hour sessions designed to help people learn to change habitual behaviors including, but not limited to, smoking. The instructor is Mitch Bobrow, author of the book "Habit Breakthrough." There is a \$45 charge to the department. More information can be obtained by calling Training and Development at 5-7170. Habit Breakthrough programs are also offered in Ithaca; for more information call their headquarters at 277-0438.

Nicotine substitutes (such as Nicorette gum) have helped some people quit smoking. These are available by prescription only; the cost may be covered by insurance. Consult your physician for more information.

Other options include:

Hypnosis - A number of mental health practitioners in the area offer hypnosis services. For information, or a listing of practitioners, call the Mental Health Association at 273-9250.

Accupuncture - At present, there are no acupuncture services in Ithaca, but the Medical Society of Tompkins County lists practitioners in Watkins Glen, Elmira, and Rochester. For information, call

the Medical Society at 273-1135.

Biofeedback - There are two biofeedback centers in Ithaca. The Biofeedback and Stress Management Center of Central New York is located at 402 N. Cayuga St., 272-8396. The Biofeedback Medical Service is located at 1018 Ellis Hollow Rd., 272-5151. Some private practitioners also provide biofeedback services; for information, contact the Medical Society of Tompkins County, 273-1135.

Please note: The listing of a resource herein does not constitute an endorsement or recommendation by University Health Services. Individual health care consumers are encouraged to investigate these options in more detail prior to investing time or money into a smoking cessation program.



Networking Deadlines

March 2 for March 12
March 23 for April 2
April 13 for April 23
April 27 for May 7
May 11 for May 21
May 25 for June 4
June 8 for June 18
June 22 for July 2
August 3 for August 13
August 31 for September 10
September 14 for September 24
September 28 for October 22
October 12 for October 22
October 26 for November 5
November 9 for November 19
November 23 for December 10
December 14 for December 24

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