

Cornell CHRONICLE

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Food experts to discuss problems of Africa

Food, agricultural and administrative policy experts from U.S. and European universities and international organizations will meet here April 24 and 25 to discuss development problems in Africa.

David Lewis, director of Cornell's Institute for African Development, said the symposium will be the largest gathering of scholars at the institute since it was established last year to enable African and American research experts to work together on some of Africa's most critical social and physical ills.

The symposium will be held in Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Agriculture and nutrition specialists will attend from the World Bank, the U.N. Food and Agriculture Organization, the Rockefeller Foundation and several universities, including Florida, West Virginia, Stanford, Michigan State and Cornell universities and the City University of New York.

The Institute for African Development focuses on cooperative projects to develop Africa's food production, human resources and educational, research and administrative agencies. For the past 25 years, Cornell has

been doing similar work in Southeast Asia and Latin America.

Hans Wyss, director of project development for Eastern and Southern Africa at the World Bank, will lead a discussion on economic policy in agricultural development.

Rene Dumont, an agronomist and one of Europe's leading African scholars, will open the symposium by discussing Africa's food production crisis.

Michael Latham, director of Cornell's program in international nutrition, will talk on priorities for nations which do not produce enough food to feed their own people.

Dumont, a professor at the Institut National Agronomique in Paris, said in a March interview that Africa's problems include low prices paid for export crops such as coffee and cocoa, illiteracy, inadequate irrigation and destruction of the environment.

"If they don't listen now, in 20 years the Africans will be obliged to take the ferocious birth-control methods that China imposes today," the French scientist told Newsweek magazine.

Lewis said the April conference of Afri-



Rene Dumont

can and agricultural scholars will be followed by other studies and research in the United States and Africa on such problems

as food shortages, land erosion, poor schools and inadequate public and private agencies.

This week's meeting will examine agricultural research, food production, farming in poor environments, food consumption, food security, the role of food and export crops, and strengthening local institutions for agricultural development.

Lewis was appointed last year to direct Cornell's long-range African development program. He worked with Kenyan officials for 30 months during that nation's worst drought in 100 years.

President Frank H.T. Rhodes will address the symposium on "The New Role of the University in International Development."

The symposium is sponsored by Cornell's Institute for African Development and its Center for Analysis of World Food Issues. Other Cornell groups assisting are the Africa Research Group, International Nutrition Program and the Rural Development Committee.

For more information about the symposium, call 255-6850.

— Albert E. Kaff



Claude Levett

Some 50 demonstrators chained and padlocked the front door of Day Hall Monday to dramatize their message that Cornell should divest from firms that do business in South Africa. (Story page 8)

Hotel Ezra Cornell, minus hotel

For the first time since 1949, Hotel School students will have to run their annual weekend hotel the hard way — without a hotel.

Some 300 representatives of the hotel and restaurant industry have been invited to the university beginning April 24 for Hotel Ezra Cornell, a three-day series of dinners, entertainments and other social activities designed to demonstrate the practical and managerial skills of students at the School of Hotel Administration.

The "hotel" began its admittedly short seasons in 1926. And since the opening of the school's Statler Inn in 1950, the

"hotel's" activities have centered there.

Statler Inn was razed this fall, so students have had to take their annual show on the road, and that has presented additional challenges, according to Mari Garcia, a Hotel School senior who is this year's marketing director for Hotel Ezra Cornell.

One challenge is transportation. Guests are staying off campus in the local Howard Johnson and Holiday Inn motels. They will be moved among those sites and the campus on Cornell Transit buses. "Can you see these distinguished ladies dressed in their expensive outfits getting on a bus to go

Continued on page 8

Bronfenbrenner: Family best at making humans human

One moment, Urie Bronfenbrenner is his 4-year-old granddaughter sitting up straight and proud when grandpa comes to visit her day-care center.

Later, he is a college student complaining about a request to rewrite a paper, and then a 24-year-old management-school graduate who, with a heavy sigh, offers that life is nothing more than a business.

Each portrayal is part of a lesson from the 70-year-old psychology professor, who is always teaching, even if his class consists of just two reporters and a photographer.

His message — so forceful and consistent for a quarter of a century that colleagues can recite it from memory — is simply this: "The family is the most powerful, most humane and by far most economical system known for making human beings human."

Trouble is, few people seem to be listening. "I sound like a broken record about broken families and broken children," he told a joint House-Senate hearing on child and family policy — in 1975, and again this past year.

A note of sadness sounds in his voice as he points out that the United States is the only industrialized nation that does not ensure adequate health care for families or provide extended leave from work for new mothers, let alone fathers.

"Our government says, no interference in the family, and look what we've got, the biggest government blow to family life we've had in our history," says Bronfenbrenner, one of the founders of the Head Start program. "It's federal policies that we don't have that put one-fourth of the nation's kids under 6 in poverty, and deprive them of health care in the bargain."

"But I'm an optimist," he adds, characteristically holding his hands in front of himself, palms up and fingers slightly curled, in a plea for understanding. "Our history has been one of waiting until the last possible moment. Only then are we willing to set

aside our individualism and take common action as a nation. We make it by the skin of our teeth."

Whatever the outcome for American families, there are a good many people who think that Urie Bronfenbrenner deserves an "A+" for effort. Some 200 of those people, including colleagues from the United States and abroad, former students, and classmates from his undergraduate days at Cornell, will gather on campus for a day-long program on developmental research, honoring Bronfenbrenner on what, in most circumstances, would be called his retirement.

In fact, however, Bronfenbrenner will be teaching an undergraduate course every other semester, working on a book manuscript and will be studying the role of mentors in children's development along with four faculty colleagues. He will remain director of Cornell's Andrew D. White Professors-at-Large program. Officially, he will be the Jacob Gould Schurman Professor Emeritus of Human Development and Family Studies and of Psychology.

"I'll be 70 when my body says it. As yet, I don't see the numbers on my biological clock," Bronfenbrenner says. "It's when you can't think, that's when you know you're old."

The developmental psychologist is so highly regarded, intellectually and affectionately, that, at several academic meetings, fellow panel members and the audience have referred to him as simply "the professor," says Phyllis Moen, a colleague who organized the program.

"Despite all of the academics in the room, everyone knew who they meant," she adds. "He really is the quintessential professor. I'll see him in the hall, and he's so intently engaged in conversation that he'll forget he's still wearing his bicycle helmet. Yeah, he rides a bicycle to work!"

"It's amazing how he continues to grow

Continued on page 7

Notable

Frank Kosikowski, professor emeritus of food science in the College of Agriculture and Life Sciences, has received the 1987 Recognition Award from the National Cheese Institute. He received the award during the organization's recent 60th annual meeting in Chicago.

Kosikowski is known internationally for his expertise in cheese and cheese-making. He is an authority on food fermentations, enology and alcohol technology, enzymology and international food science and development. He retired in 1986 after 46 years on the faculty.

He received a bachelor of science degree from the University of Connecticut in 1939 and both his master's degree (1941) and doctorate (1944) from Cornell.

Kuo-King Wang, professor of engineering and mechanical and aerospace engineering, director of Cornell's Injection Molding Program and co-founder of the university's Manufacturing Engineering and Productivity Program, has received the 1987 Frederick W. Taylor Research Medal from the Society of Manufacturing Engineers. The award will be presented at the SME's annual banquet in Detroit May 4.

Wang is internationally known for his research in injection molding, including geometric molding, thermal analysis, the dynamics of liquid polymers and polymer properties. He received his B.S. degree from the National Central University in China and his master's and doctoral degrees from the University of Wisconsin, Madison.

John L. Lumley, the Willis H. Carrier Professor of Engineering, has received an honorary doctorate from the Ecole Centrale de Lyon, France.

In a letter to Lumley from the school's director, Lumley was recognized for his "considerable help . . . given to the school in its scientific development and in the establishment of fruitful relations with Cornell University."

Lumley, who came to Cornell in 1977, was instrumental in developing the Graduate Exchange Program between Cornell and ECL. He has been a Fulbright senior lecturer at the University of Liege in Belgium and a Guggenheim fellow at the University of Aix-Marseille and the ECL.

Correction

A caption on page 4 of last week's Chronicle accompanying an article on Philip Wagner's gift of his wine library to the Cornell Libraries incorrectly called attention to a bottle of wine from Wagner Vineyards. That vineyard, in Lodi, N.Y., is owned by Bill Wagner and is not related to the winery Philip Wagner established in Maryland in 1945. The Chronicle regrets the error.

Envoy describes peace plans as Tamil rebels kill Sinhalese

On the very day that Sri Lanka's ambassador to the United States spoke here on his government's peace efforts, Tamil rebels massacred at least 127 people in his homeland. Four days later, a bomb killed 105.

News bulletins describing one of Sri Lanka's worst days of bloodshed reached Ambassador Susantha de Alwis in Uris Hall April 17 just a few minutes after he had outlined his government's efforts to end violence in his South Asian nation.

"It was tragic," de Alwis said in an interview the next day. "My government truly is trying to reach a political settlement, but these people don't want a political settlement."

"They are terrorists, and they are trying to create a backlash to whip up sympathy. The world media should clearly identify them as terrorists."

The night after gunmen opened fire on vehicles along a jungle road, de Alwis carried a newspaper to the rostrum and told some 300 people packed into Bache Auditorium for a Sri Lankan cultural evening that ethnic issues in his country are misreported by the world press.

He read from the newspaper which said that Sri Lanka's minority Tamils constitute about 12 percent of the country's 15 million people and are causing the trouble.

"Six percent of our population are Tamils who came recently to Sri Lanka from India, and they are not involved in this dispute," the diplomat told the audience. Other Tamils have lived in Sri Lanka for generations.

The majority Sinhalese, who are the targets of anti-government guerrillas, comprise about 74 percent of the population.

De Alwis blamed the strife on a "group of young people attempting to upset democracy and set up a separate state." He said a report that tension and violence are common in Sri Lanka was wrong. He said Buddhism respects life, and people are liv-

ing normally in most parts of the country.

In two talks and an interview, de Alwis said press reports misrepresent the reasons for the violence if they emphasize that most Sinhalese are Buddhist and most Tamils are Hindu.

The strife is not rooted in religious differences, he said. Many Buddhists, Hindus, Moslems and Christians live in harmony in the island republic off the Indian coast and their places of worship in some areas are in neighboring buildings, said the ambassador, who once was a newspaperman.

But he said that Tamils were given a disproportionate share of jobs under British colonial rule, which ended in 1948.

"The government now is trying to democratize the country politically and economically with equal rights to education and jobs," the ambassador said. "Some Tamils have viewed these steps as discrimination. Today's problem is jobs, although some reports attempt to give a communal view to the issues. It is really an economic problem — jobs."

Open warfare began in Sri Lanka in 1983. The record death toll in a single attack was 157 people killed on May 14, 1985.

When not talking about problems at home, the ambassador proposed a faculty exchange between Cornell and a Sri Lankan university.

In an interview, de Alwis said he met with President Frank H.T. Rhodes and suggested that Cornell and a Sri Lankan university exchange a faculty member or two.

"We have an exchange arrangement with American University [in Washington, D.C.], and I would like to see one established with Cornell," the ambassador said. "Your South Asia program at Cornell is very good, and I believe both our countries would benefit from each other's professors."

— Albert E. Kaff

Pakistani ambassador will discuss South Asian political developments

Pakistan's ambassador to the United States will meet with students and faculty here in May and lecture on recent political developments in South Asia.

Ambassador Jamsheed K. Marker, who was posted to Washington, D.C. by the Islamic Republic last September, will give his address at 12:15 p.m. on May 8 in Room 115 of Tjaden Hall.

Closely associated with the United States, Pakistan assisted U.S. officials who traveled secretly to China in 1978 for discussions with the Beijing government which led to establishment of U.S.-China relations the

following year.

Some U.S. officials are concerned today that Pakistan is developing nuclear weapons. But President Mohammad Zia ul-Haq has said in numerous interviews, including one in 1983 to a Cornell News Service editor, that Pakistan is working only on peaceful uses of nuclear energy.

While at Cornell, the ambassador will meet with the South Asia faculty, faculty and students in the Peace Studies Program, members of the Pakistan Students Association and several university officials.

Alumni elect Blanchard, Ferreira

Kenneth H. Blanchard, coauthor of "The One Minute Manager," and Joan Hartford Ferreira, chairman of the New York State Legislative Forum, have been elected to the Cornell Board of Trustees.

Blanchard and Ferreira were chosen through mail balloting of some 125,000 alumni. They will begin four-year terms on the board July 1.

Barton Blotter: Two computers stolen

Two computers valued at \$4,059 were reported stolen from campus buildings, according to the morning reports of the Department of Public Safety for April 14-19.

One computer, worth \$2,000, was taken from 256 Olin Hall sometime between midnight April 11 and an unknown time April 12. The other, valued at \$2,059, was taken from 104 Lincoln Hall sometime during April 14 or 15.

Among nine reported thefts totaling losses of \$5,957 in cash and valuables was \$1,200 taken from 353 Plant Science. Other thefts included three of cash totaling \$106 and a \$300 power saw taken from Martha Van Rensselaer Hall.

Seven persons were referred to the judicial administrator on charges that included petit larceny, failure to comply with an order, public lewdness and criminal trespass.

The election results were announced April 14 by James D. Hazzard, director of Alumni Affairs. A total of 22,978 ballots were cast for four candidates in the annual election, Hazzard said.

The number of alumni trustees will be reduced from (the current) 10 to eight as of July 1, 1988, the result of a 1984 charter revision which reduces the board's membership to 42 from 62. Currently, there are 47 trustees.

Blanchard earned a bachelor's degree in government in 1961 and a doctorate in educational administration at Cornell in 1967. He and his wife, Marjorie McKee Blanchard, a 1962 graduate of Cornell, cofounded Blanchard Training and Development Inc., a national management consulting firm with headquarters in Escondido, Calif.

Ferreira, a 1951 graduate of Cornell who lives in Schenectady, N.Y., heads the Legislative Forum, a research and educational organization that studies current legislation and public policy issues and represents more than 150 national, state and local organizations.

The two new trustees have extensive family ties to Cornell. Ferreira's husband, Manuel J. Ferreira, and three of their five children and a son-in-law are all graduates of Cornell. Their twin daughters are juniors at Cornell. Blanchard and his wife have ties with Cornell that include 19 relatives spanning five generations.

— Martin B. Stiles

Briefs

■ **Gannett participates in Empire Plan:** Cornell University Health Services (UHS), located in Gannett Health Center, will become a participant in The Empire Plan (insurance carrier for New York State Employees) on May 1.

UHS will bill The Empire Plan directly for covered medical services. The patient will be billed for uncovered services.

Only eligible employees, retirees, students and student dependents may be cared for at UHS. Except for emergencies, spouses and dependents of faculty and staff members and non-Cornell related persons on-campus are not eligible to be seen at the Center.

On the first visit to UHS after May 1, the Empire Plan subscriber will be asked to visit the New Patient Orientation Office (off the main reception area) to provide adequate billing information prior to their appointment. The patient needs to remember to carry the Empire ID card and his or her Cornell ID. Without proper identification (required at each visit), the patient will be asked to pay fee-for-service for that day's visit.

UHS staff members are available to answer questions in the following offices: New Patient Orientation, 255-4364; Billing Office, 255-7492; Cashier's Office, 255-6952.

■ **Memorial service for Donald Grout:**

A memorial service for Donald Jay Grout is scheduled for April 26 at 3 p.m. in Sage Chapel. A musicologist and member of the Cornell faculty from 1945 until his retirement in 1962, Grout died March 9 at his home in Spafford, N.Y. He was 84.

■ **Student loan 'exit interviews'**

set: The Bursar's Office will offer special "exit interviews" for students who hold Guaranteed Student Loans with either their home bank or an Ithaca bank. The interviews are intended to provide students with information concerning their rights and responsibilities as borrowers. Sessions in Uris Auditorium for GSL borrowers have been set for the following dates and times: April 27, 8 a.m.; April 29, 2:30 p.m.; May 1, 4:30 p.m.

■ **Staffing Services closings:** Staffing Services, 160 Day Hall, will be closed April 30 and May 1 for minor renovations and will re-open May 4. Requisitions, resumes and applications may be delivered to: Operations, 147 Day Hall or Staffing Services, East Hill Plaza.

■ **Cornell Cinema seeks co-sponsorship proposals:** The Cornell Cinema Advisory Board is accepting co-sponsorship proposals for individual films or film series for fall 1987 from faculty and community or student organizations.

There are vacancies on the C.A.B. for student, faculty and staff representatives. The deadline for both applications is May 1. Application forms can be picked up in 525 Willard Straight Hall. For more information, call 255-3522.

Union teleconference on health, safety set

Representatives from more than 100 unions nationwide will gather at 18 sites linked by television and satellite for a meeting April 22, 23 and 24 on health and safety on the job.

The second annual AFL-CIO Right to Know Teleconference will include addresses and workshops at each site on that state's laws pertaining to workplace health and safety and sessions on the overall problems broadcast to all sites from the AFL-CIO's George Meany Center for Labor Studies in Silver Spring, Md., near Washington, D.C.

About 100 of the participants will be at the Albany Hilton for the New York State segment of the conference, which is being sponsored by the School of Industrial and Labor Relations, the New York State AFL-CIO and the New York Committee on Occupational Safety and Health.

The director of the Industrial and Labor Relations School's chemical hazard information program, Professor James Platner, will participate in a workshop on New York State's Right to Know Law April 23 at 2 p.m. with Joel Shufro, executive director of the state occupational safety and health committee, and Richard Corenthal, section chief for safety and health in the Labor Bureau of the New York State Attorney General's Office.

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Artificial dog grows fleas for Veterinary College research

It doesn't bark, and it will never chase a rabbit, but the "artificial dog" developed by veterinary medical researchers does one thing better than any living pup: provide a home for raising fleas in the controlled environment of the laboratory.

"It's more complicated than you might think to raise fleas for scientific purposes," said Susan E. Wade, a veterinary parasitologist in the College of Veterinary Medicine, who explained that fleas are difficult to keep track of on living animals and that their eggs often fall on the floor and are lost.

So, together with Jay R. Georgi, another Cornell parasitologist, Wade now maintains thousands of fleas in small, specially constructed cages.

Their "artificial dog" is simple enough: a double-walled glass membrane feeder resting on a stack of sieves.

The feeding apparatus was invented separately as a mosquito feeder by L.C. Rutledge of the Walter Reed Army Medical Center. A plastic and paraffin membrane, which serves as a substitute for animal skin, is stretched across the bottom of the feeder's inner chamber, and fresh blood is added. Water at 37 degrees Celsius is circulated through the feeder's outer chamber to keep the blood warm.

When the feeding apparatus is placed over a stack of three small sieves, adult fleas thrive between the meshes of the upper two sieves. Their eggs fall into the bottom sieve

where they are collected and counted. When the fleas want to feed, they move to the mesh of the upper sieve and pierce the membrane with their mouth parts to drink the blood.

Wade and Georgi's tiny laboratory subjects are *Ctenocephalides felis*, the common cat fleas that live on cats and dogs — not to mention raccoons, goats, sheep and cattle — throughout the world.

Now that they have a dependable source of the creatures most pet owners would gladly donate to science, Wade and Georgi are ready to proceed with parasitology experiments. Among the questions of scientific interest are:

- Which chemicals work best to control fleas and how do they work?
- What part of animal blood is essential for fleas' nutrition?
- Why do pets develop allergic reactions to flea bites? The "artificial dog's" membrane makes an ideal place to collect minute amounts of flea saliva, some part of which is believed to be responsible for the allergy.
- How do fleas reproduce so fast?

Under the ideal conditions of a warm moist summer, fleas on a dog or cat can grow — from eggs to the larval and pupal stages to adults laying eggs — in less than two weeks. In the artificial system, factors such as temperature and humidity can be varied.

The research is supported in part by SmithKline Animal Health Products, a div-



Claude Levett
An emboldened cat named Amie inspects the 'artificial dogs' in a laboratory of the College of Veterinary Medicine. The devices were developed to raise fleas for research.

ision of SmithKline Beckman Co.

The Cornell researchers already have learned one important fact about the athletic, wingless insects that are famed for jumping hundreds of times their height. Given a choice, fleas prefer to walk.

"When fleas spend all their time hopping, they do not feed and they die of starvation

and exhaustion," Wade explained. "Therefore, to provide the fleas with a footpath to the feeding membrane, we provide a mat of cat or dog hair."

That simple amenity spells the difference between success and failure for the artificial rearing of fleas.

— Roger Segelken

Centuries-old farming practice hedges total crop failure

In peasant farmers' fields in the Peruvian Andes, 12,000 feet above sea-level, ecologist Deborah Rabinowitz has found dozens more varieties of potatoes than are commonly grown in the entire United States. The Andes, it is estimated, are home to 3,000 to 5,000 varieties.

Why so many? Rabinowitz, associate professor of ecology and systematics, thinks a lesson learned hundreds of years ago by indigenous Andean agriculturalists still applies in modern Peru and other Third World countries.

"Diversity may mean lower yields, but it also means lower risk. There are a lot of hazards to genetic uniformity," she said, after conducting research in the mountain village of Tungasuca. "The chances of crop failure are reduced by the traditional practice of polyculture."

In the United States today, only six varieties of potatoes account for about four-fifths of all commercially grown spuds. Most

American farmers plant a single crop of the potato that is most productive and profitable for a specific purpose: baking, boiling or slicing into chips.

This practice can be dangerous: A monoculture caused a million deaths from famine 140 years ago when the "late blight" fungus wiped out the narrow genetic base of the potato crop in Ireland.

New varieties are constantly arising in the mountain fields of the Andes because peasant farmers allow wild potatoes to grow as weeds near their plantings of domesticated potatoes. Cross-pollination by insects produces new hybrids and seed potatoes from the hybrids are planted, either accidentally or deliberately, along with the domesticated seed potatoes in the following years' crops.

The new varieties may not be the most productive. And some — such as the one called "the potato that makes young brides weep" because it is so knobby and hard to peel — are not best-sellers. But many Peru-

vian Indians wouldn't have their farming practice any other way, according to Rabinowitz.

"When you ask them why they let so many less productive varieties grow, they say, first of all, 'We like them,'" the ecologist reported. "They eat potatoes three meals a day, and the different types have quite different characteristics. Second, the Indian farmers understand they are preserving variety against crop failure. They have been planting potatoes in varietal mixtures for centuries."

The wild potatoes of the Andes also provide an ever-changing genetic reservoir for plant breeders who wish to confer resistance to disease on so-called improved crops.

Rabinowitz traveled to the remote mountain village of Tungasuca to study one of the areas of the world where potatoes are presumed to have evolved, at least 6,000 years ago. Other centers of potato evolution are believed to have been in Bolivia and

Ecuador.

She worked with agronomists from the University of Cusco and volunteers sent by Earthwatch, the private foundation that also provided financial support. Additional research was conducted at the International Potato Center in Lima.

Her findings may help substantiate an idea advanced by some evolutionists: that plant systems are dynamic and that evolution is still occurring with the genetic interaction between cultivated plants and their wild relatives.

Rabinowitz hopes the lessons of the Andean potato patches will be heeded by government officials and agricultural policymakers who, she said, sometimes view peasant farmers as unsophisticated.

"Although they operate at the subsistence level, the peasants are very sophisticated farmers," she said. "There are benefits in the traditional way these people farm."

— Roger Segelken

Louisiana Zydeco Blues concert to wrap up Willard Straight series

Delton Broussard and the Lawtell Playboys aren't in it for the money . . . They just got the blues.

The Arts Project in Willard Straight Hall will present the last in a series of "Blues Traditions" April 30, featuring a film and discussion with Nick Spitzer, Louisiana folklorist, at 2 p.m. in the Art Gallery and a concert by Delton Broussard and the Lawtell Playboys at 8 p.m. in the Memorial Room. Both lecture and concert will be in the tradition of Louisiana Zydeco Blues.

Zydeco is Louisiana Dancehall Blues — meant for dancing and shaking off the blues. It comes from an expression, "Les haricots sont pas sales," that means "The greenbeans aren't clean" and refers to times so hard there was no salt meat to flavor the beans.

Nick Spitzer will illustrate Zydeco culture through a discussion and videotape of the art, offering a glimpse of the popular Opelousas club, "Slim's Y-Ki-Ki," the sacred chanting known as juror and a look at the work, family life, language and traditional religious practices of the area, including a Mardi Gras tour around rural Louisiana in a pick-up truck.

Delton Broussard and The Lawtell Playboys' concert will be the last coffeehouse of the semester.

Tickets are \$5 and are available at the door or in the WSH Ticket Office. Call the Arts Project at 255-5170 for more information.



Delton Broussard and the Lawtell Playboys will bring Zydeco music to the Memorial Room of Willard Straight Hall April 30 at 8 p.m.

Editor interviewed on '60 Minutes' program

After seven years in Brazil — as an anthropology graduate student, a visiting scholar at the university in Brasilia, and an employee of the Indian Service — David Price was asked to testify on Capitol Hill on a World Bank-financed highway development project for which he was a consultant.

Price's statement was reprinted in a British publication, *The Ecologist*. Price, who is now associate editor of *Cornell's Engineering Quarterly*, says he had no notification from the magazine, which gave him a byline, but his testimony was in the public domain.

The article was widely read, including by researchers for the CBS News magazine

program, "60 Minutes," which taped an interview with Price last June. The story on the Brazil project described how thousands of settlers were brought to a forest region to become farmers — on land that could not in fact sustain agriculture.

The story, including excerpts from the Price interview, aired on "60 Minutes" April 19. Dianne Sawyer was the correspondent.

The World Bank financed the highway because of its hope of influencing Brazil's development plans for the region, and Price says he went along in the hope the Bank would "lean on Brazil to do some significant things for the Indians." The hopes were in vain.

— Irv Chapman

St. Louis Symphony Orchestra last concert in Bailey Hall series

The last concert of the 1986-87 Bailey Hall Series will be the Saint Louis Symphony Orchestra, Leonard Slatkin conducting, April 28 at 8:15 p.m. The program will include Haydn's Symphony No. 67, Joan Tower's "Silver Ladders," which was commissioned by the Saint Louis Symphony, and Symphony No. 5 by Sibelius.

The 101-member Saint Louis Symphony Orchestra, founded in 1881, is the nation's second oldest orchestra, following only the New York Philharmonic.

Slatkin was named music director of the Saint Louis Symphony Orchestra, as well as artistic director of Summerfest, the Min-

nesota Orchestra's summer program, in 1979. He is a frequent guest conductor of the Chicago Symphony, the New York Philharmonic, the Los Angeles Philharmonic, the Boston, Cleveland, Cincinnati and Philadelphia orchestras as well as many major European ensembles.

Slatkin is consistently praised for his imaginative programming which reflects his keen interest in the music of our time.

Tickets are on sale at the Lincoln Hall ticket office (Tel: 255-5144) Monday through Friday from 9 a.m. to 1 p.m. and the night of the performance at the Bailey Hall box office from 7:30 p.m.

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 Scottish Country Dancers

Monday evenings, 8-10 p.m., 213 S. Geneva St. Beginners and experienced dancers welcome. For more information call 257-6017 or 272-6229.

Israeli Folkdancing

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

EXHIBITS

Johnson Art Museum

The Herbert F. Johnson Museum of Art, 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.

Wyndham Lewis: Vorticist and Later Works: The exhibition features works by Lewis, through May 3.

Derek Jarman: Night Life and Other Recent Paintings: Filmmaker and painter Jarman's paintings through May 3.

Gallery closed: The George and Mary Rockwell Galleries of Asian Art on the fifth floor will be closed until further notice for installation of new carpeting and wall coverings.

Olin Library

Wyndham Lewis, author and artist, Monday-Friday, 8 a.m.-noon; 1-5 p.m., through May 17.

FILMS

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

Thursday, 4/23

"Loving Krishna," 5 p.m., 310 Uris Library.

"What You Take for Granted" (1983), directed by Michelle Citron, part pseudo-documentary and part emotional narrative. Co-sponsored by the Arts College Pentangle program, 8 p.m., Uris Hall.

Friday, 4/24

"Police" (1986), directed by Maurice Pialat, with Gerard Depardieu and Sophie Marceau, 7:15 p.m., Uris Hall.

"Down By Law" (1986), directed by Jim Jarmusch, with Tom Waits, John Lurie and Roberto Benigni, 9:45 p.m., Uris Hall.

"Brighton Beach Memoirs" (1986), directed by Neil Simon, with Blyth Danner, Bob Dishy and Jonathan Silverman, 8 p.m., Uris Hall.

"Fast Times at Ridgmont High" (1982), directed by Amy Heckerling, with Sean Penn and Jennifer Jason Leigh, midnight, Uris Hall.

Saturday, 4/25

"Mary My Dearest" (1983), directed by Jaime Hermsillo, with Maria Rojo and Hector Bonillo. Co-sponsored with the Association of North American Colombianists, 7:30 p.m., Uris Hall.

"Brighton Beach Memoirs," 8 p.m., Uris Hall.

"Down By Law," 9:45 p.m., Uris Hall.

"Fast Times at Ridgmont High," midnight, Uris Hall.

Sunday, 4/26

"Police," 8 p.m., Uris Hall.

"Deep Dish TV: Remaking Popular Culture" (1986), Co-sponsored with CCPA and the Culture Industry Conference, 2 p.m., Johnson Museum.

Monday, 4/27

"Sera Possible El Sur: A Trip Through Argentina with Mercedes Sosa" (1986), directed by Stefan Paul and shown with "Ninos Desaparecidos." Co-sponsored with CUSLAR. *Uris Hall.

Tuesday, 4/28

"Jubilee" (1978), directed by Derek Jarman, with Jenny Runacre, Toyah Wilcox and Adam Ant. Co-sponsored with GayPac, CCPA. 8 p.m., Uris Hall.

"See You On the Way Out" (1986), directed by Carlos Palau, with Santiago Madrinan and Judy Pedraza. Sponsored by CCPA and the Department of Romance Studies, 4:30 p.m., Uris Hall.

"House of the Spirit," 4:30 p.m., 310 Uris Library.

Wednesday, 4/29

"Faces of Women" (1985), directed by Desire Ecaire, with Sidiki Bakaba and Kouadio Brou. Co-sponsored with Africana Studies, 8 p.m., Uris Hall.

"Distant Cry of the Mountains" (1980), directed by Yoji Yamada, 4:30 p.m., Uris Hall.

LECTURES

Camel Breeders

"A Fifty Year Perspective on Mis-Development in the Third World," Rene Dumont, Comparative Agriculture, Institut National Agronomique, Paris, April 29, 8 p.m., 45 Warren Hall.

"Oxfam's Projects in the Philippines," John Silva, Oxfam, April 30, 7 p.m., 401 Warren Hall.

Campus Conduct

"Alcohol on Campus," Thomas McCormick, Cornell's judicial administrator, April 29, 9 p.m., Browsing Library, Willard Straight Hall.

China-Japan Program

"Introduction to Korean Taoism and Shamanism," Chai Shin Yu, East Asian Studies, University of Toronto, April 24, 3 p.m., 374 Rockefeller Hall.

"Issues in Contemporary Chinese Painting," Yang Yanping, painter and visiting scholar, State University of New York at Stony Brook, co-sponsored by the Johnson Museum, April 27, 4:30 p.m., Johnson Museum.

Classics

"Act and Utterance: Speech Performance in the Iliad," Richard Martin, Classics, Princeton University, April 28, 4:30 p.m., 156 Goldwin Smith Hall.

CUSLAR

"Development in Times of War: A Central American Perspective," Father Jose Alas, director, Central America Program, Capp Street Foundation, April 28, 4:30 p.m., N207 Martha Van Rensselaer Hall.

"The Church in Central America: A Personal Perspective on Liberation Theology," Father Jose Alas, director, Central America Program, Capp Street Foundation, April 28, 8 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

English

"Splendors and Miseries of the Russian Writer: Sinyavsky, Nabokov, Bakhtin," Donald Fanger, Harvard University, April 30, 4:30 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

History

"Herodotus and the Scythians," Karen S. Rubinson, The Institute for Research in History, New York City, April 27, 8 p.m., 22 Goldwin Smith Hall.

Mechanical and Aerospace Engineering

"Vortices," Nicholas Rott, Stanford University, April 30, 4:30 p.m., B17 Upson Hall.

Near Eastern Studies

"The Response of Maimonides," Yehoshua Blau, Jewish Linguistics, Hebrew University, April 23, 4:15 p.m., 374 Rockefeller Hall.

Southeast Asia

"Chinese Literature in Indonesia," Claudine Salmon, National Center for Scientific Research, Paris, April 30, 12:20 p.m., 102 West Ave, Extension.

Western Societies Program

"Myths of Resistance and the Nation in Yugoslav Museums," Jeanne Cannizzo, Royal Ontario Museum, April 27, 4 p.m., 117 Stimson Hall.

MUSIC

Bound for Glory

Bill Staines, singer-songwriter, April 26. Live sets at 8:30, 9:30 and 10:30 p.m., Commons Coffeehouse, Anabel Taylor Hall.

Music Department

Piano Students Recital, April 23, 8:15 p.m., Barnes Hall Auditorium.

Jazz Ensemble April 24, 8:15 p.m., Barnes Hall Auditorium.

Cornell Symphony Orchestra, Edward Murray, conducting, Jonathan Shames, piano. Works by Beethoven, Schumann and others. April 25, 8:15 p.m., Bailey Hall Auditorium.

Graduate Composer Concert, works by Alexander, Bradbury, Brackett, Grant, Hopkins, Kaufman, Lefkowitz, Tarsy, April 27, 8:15 p.m., Barnes Hall Auditorium.

Student Recital Naomi Dushay, horn; joined by Richard Will, violin, and Elliot Wachman, piano. Brahms Horn Trio. April 29, 8:15 p.m., Barnes Hall Auditorium.

Bailey Hall Series

Saint Louis Symphony Orchestra, Leonard Slatkin, conducting. Works by Haydn, Tower, Sibellius, April 28, 8:15 p.m. For tickets and more information call 255-5144.

Blues Traditions

"Louisiana Zydeco Blues" will be the topic of a discussion and film April 30 at 2 p.m. in the Willard Straight art gallery. Nick Spitzer, Louisiana folklorist, will lead the discussion.

Delton Broussard and the Lawtel Playboys will perform the last concert in the Straight's Blues Traditions series. This Louisiana-based Zydeco dance band will perform April 30 at 8 p.m. in the Memorial Room, Willard Straight Hall. Tickets are \$5 in advance and at the door. For more information call 255-5170.

Willard Straight Coffeehouse

Extra's Acapella Quartet will perform April 23 at 8 p.m. in the Memorial Room, Willard Straight Hall.



The Saint Louis Symphony Orchestra will perform.

RELIGION

Sage Chapel

Forrest C. Stith, United Methodist Bishop of Syracuse, will preach at Sage Chapel April 26 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 Hall, 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 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.

"Boker Tov," with Rabbi Larry Edwards and Rachael Gray, WTRU 88.1 -FM, every Friday between 6-8 a.m.

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.



by Haydn, Towers and Sibelius April 28 at 8:15 p.m. in Bailey Hall.

Protestant

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

Zen Buddhism

Zazen meditation: every Thursday 5:10 p.m., Anabel Taylor Chapel. Beginner's instruction every Tuesday 6:30 p.m., at Ithaca Zen Center, 312 Auburn Street. For more information call 277-4364.

SEMINARS

Africana Studies

"The Effects of Export Cropping on the Regional Variation and Variance of Food Consumption: A Comparative Analysis Among Agronomic Regions of Tanzania," Betty Mlingi, April 30, 4 p.m., Faculty Commons, Martha Van Rensselaer Hall.

"Sierra Leone: A Case Study of African Repatriation," Obiagiele Lake, April 30, 5 p.m., Faculty Commons, Martha Van Rensselaer Hall.

Applied Mathematics

"The Probabilistic Analysis of Combinatorial Algorithms," Richard M. Karp, University of California, Berkeley, April 27, 4 p.m., 165 Olin Hall; April 29, 12:20 p.m., 207 Upson Hall

"Network Optimization Problems: An Example of How Research and Applications Interact in an Industrial Research and Development Laboratory," Clyde L. Monma, Combinatorics and Optimization Research Group, Bell Communications Research, April 24, 4 p.m., 322 Sage Hall.

Astronomy

"Cracking the Moons of Uranus," Guy Consolmagno, Lafayette College, April 24, 2 p.m., 105 Space Sciences Building.

"Topology of Cosmic String Wakes and Large-scale Structures," Jane Charlton, University of Chicago, April 30, 4:30 p.m., 105 Space Sciences Building.

Biological Sciences

"Microtubular dynamics and the mechanism of chromosome motion in anaphase," Gary Gorbsky, postdoctoral fellow, Laboratory of Molecular Biology, University of Wisconsin, Madison, April 23, 12:30 p.m., Hagan Room, Schurman Hall.

"Intermediate filaments and cytoarchitecture: a cellular and molecular approach," Kathleen J. Green, post-doctoral fellow, Northwestern University Medical and Dental Schools, April 27, 12:30 p.m., D-105 Schurman Hall.

Boyce Thompson Institute

"Genetic Studies of Rubisco Biogenesis in Chlamydomonas and in C4 Flaveria Species," Laurens L. Mets, Department of Biology, University of Chicago, April 27, 3 p.m., Boyce Thompson Institute Auditorium.

Chemical Engineering

"A Structural Approach to Process Design," Marco Duran, Universidad Autonoma, Metropolitana-Iztapalapa, Mexico, April 23, 4:15 p.m., 145(a) Olin Hall.

Chemistry

"Carbene-Metal Complexes: New Reactions and Applications," Martin Semmelhack, Princeton University, April 27, 4:40 p.m., 119 Baker Laboratory.

"Introduction to Photoelectrochemistry at Semiconductors," Allen J. Bard, University of Texas, Austin, Baker Lecture Series, April 28, 11:15 p.m., 119 Baker Laboratory.

"Photoelectrochemical Systems," Allen J. Bard, Baker Lecture Series, April 30, 11:15 a.m., 119 Baker Laboratory.

"Small Angle Scattering Facilities and Polymer Research at Oak Ridge," George D. Wignall, Oak Ridge National Laboratory, April 30, 4:40 p.m. 119 Baker Laboratory.

Computer Services (Lunchtime BYTES)

"MathWriters: The Elegant Tool for Typesetting Mathematical Equations," J. Robert Cooke and E. Ted Sobel, Agricultural Engineering, April 23, 12:20 p.m., 100 Caldwell Hall.

Floriculture and Ornamental Horticulture

"Ethylene Production by Laccaria laccata and Consequent Effects on Host Plant Roots," Henry DeVries, graduate student, April 30, 12:15 p.m., 37 Plant Science Building.

Ecology and Systematics

"Eutrophication and recovery of Lake Washington," W.T. Edmondson, Department of Zoology, University of Washington, Seattle, April 29, 4:30 p.m., Morison Seminar Room, A106 Corson/Mudd Hall.

Environmental Research

"Income Diversification Among Rural Households: The Pull to Urban Employment in Bangladesh," Shelley Feldman, Department of Rural Sociology, April 23, noon, Polson Seminar Room, 32 Warren Hall.

"Chemistry of DNA Alkylation by N-Nitrosaminiens and Related Compounds," Chris Michejda, National Cancer Institute, Maryland, April 24, 12:20 p.m., 304 Fernow Hall.

Food Science

"IFT's Office of Scientific Public Affairs," Richard A. Greenberg, Office of Scientific Public Affairs, I.F.T., Chicago, April 28, 4:30 p.m., 204 Stocking Hall.

Genetics and Development

"The distribution and evolution of breeding systems in flowering plants," Debra Charlesworth, Department of Biology, University of Chicago, April 23, 3 p.m., 135 Emerson Hall.

"Population Genetics of Drosophila Transposable Elements," Charles H. Langley, Laboratory of Genetics, National Institute Environmental Health Sciences, NIH, April 30, 3 p.m., 135 Emerson Hall.

History and Philosophy of Science and Technology

"The Biological and Cultural Impact of the Evolutionary Synthesis of the 1930s and 1940s," William B. Provine, History of Science, Biological Sciences, April 29, 4:30 p.m., 165 McGraw Hall.

Hotel Administration

"Impact of the New Tax Act of 1986 on Creative Financing of Hospitality Real Estate," Jochen Schaefer-Suren, April 28, 12:30 p.m., Taylor Room, Statler Hall.

International Nutrition

"Socialist development in the Third World — Has this benefited agriculture and nutrition?" Rene Dumont, Institut National Agronomique, Paris, April 23, 12:45 p.m., 100 Savage Hall.

International Studies in Planning

"IMF Stabilization Policies in Turkey: A Success Story?" Nilufer Cagatay, Department of Economics, New School for Social Research, April 24, 12:15 p.m., 115 Tjaden Hall.

Jugatae

"Patrilines and environmental factors in division of labor among worker honeybees," Steven A. Kolmes, Department of Biology, Hobart and William Smith College, April 27, 4 p.m., A106 Morison Room, Corson/Mudd Halls.

Law School

"Public Law and Political Theory," Paul Craig, visiting professor of law, April 25, 9 a.m., West Lounge, Law School.

"On Abortion: The Case for Pro-Life," Victor Rosenblum, professor of law, Northwestern University, April 30, noon, Hughes Hall Private Dining Room (open to the law school community).

Mechanical and Aerospace Engineering

"An Orthogonal Decomposition of an Axisymmetric Jet Mixing Layer," M. Glauser, SUNY Buffalo, April 28, 1 p.m., 282 Grumman Hall.

"Fluid Dynamics Problems in Hypersonics," H.K. Cheng, University of Southern California, April 28, 4:30 p.m., 282 Grumman Hall.

Microbiology

"How Genes Evolve," L. Nicholas Ornston, Department of Biology, Yale University, April 30, 4:30 p.m., 124 Stocking Hall.

Modern Languages and Linguistics

"Contemporary Yugoslav Literature," Ljiljana Gjurgjan, University of Zagreb and Yale University, April 27, 4:40 p.m., 117 Goldwin Smith.

Natural Resources

"Groundwater: Is it Worth Protecting? - Risk Analysis and Policy Initiatives at the EPA," W.P. O'Neil, U.S. Environmental Protection Agency, April 24, 2 p.m., 304 Fernow Hall.

"Winter Behavior of the Eastern Coyote in Northern New York," John Green, professor of biology, St. Lawrence University, April 30, 12:15 p.m., 304 Fernow Hall.

Near Eastern Studies

"Sir Austin Henry Layard - Ninevah's Discoverer," F. Mario Fales, University of Venice, April 27, 4:30 p.m., 374 Rockefeller Hall.

"Islam in India," Dan Gold, Asian Religions, April 29, noon, 374 Rockefeller Hall.

Neurology and Behavior

"Postembryonic neurogenesis in the segmental ganglia of the moth (*manduca sexta*) control by extrinsic and intrinsic cues," Ron Booker, Department of Zoology, University of Washington, April 30, 12:30 p.m., Morison Room, A106 Corson/Mudd Hall.

Nutritional Sciences

"Dietary fat, hormones and cancer," David Rose, American Health Foundation, Valhalla, N.Y., April 27, 12:20 p.m., 100 Savage Hall.

Ornithology

"Birding in Kenya: An Ecological Perspective," Marie Read, Department of Neurobiology and Behavior, April 27, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies

"The Politics of Soviet Defense Spending," Bruce Parrott, Johns Hopkins University, April 24, 12:15 p.m., 153 Uris Hall.

Pharmacology

"Characterization of the dihydropyridine-sensitive calcium channel," Bill Horne, Department of Pharmacology, April 27, 4:30 p.m., Pharmacology Library, D101L Schurman Hall.

Plant Biology

"In Vitro Manipulation of Cytoplasmic Traits of Brassica," Pablo Jourdan, Department of Plant Breeding, April 24, 11:15 a.m., Boyce Thompson Institute Auditorium.

Plant Breeding

"Analysis and Utilization of Medicago Wild Germplasm," Royce Murphy, Department of Plant Breeding, April 28, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Regulation and Expression of Avirulence Genes in Phytopathogenic Bacteria," Brian Staskawicz, Department of Plant Pathology, University of California, Berkeley, April 24, 9:30 a.m., 135 Emerson Hall.

"Is pisatin demethylating ability a common requirement for virulence among fungal pathogens of *Pisum sativum*?" Leslie Delsere, graduate student, April 28, 4:30 p.m., 222 East Roberts Hall.

Pomology

"Methods of extending the strawberry harvest season," Marvin Pritts, April 27, 11:15 a.m., 114 Plant Science Building.

Poultry Biology

"The Phenomenon of Filial Imprinting - Basic and Applied Studies," Gadi Gvoryahu, Department of Poultry and Avian Sciences, April 23, 4:30 p.m., 300 Rice Hall.

Rural Sociology

"Bittersweet Progress: Imperialism, Trade and Sugar Production in Cuba, 1900-1935," Michael Inskeep, graduate student, Development Sociology, April 24, 3 p.m., 32 Warren Hall.

Southeast Asia

"Chinese Literature in Indonesia," Claudine Salmon, National Center for Scientific Research, Paris, April 30, 12:20 p.m., 102 West Ave. Ext.

Statistics

"Semi parametric maximum likelihood estimation in the Rasch modes," Bruce Lindsey, Statistics Department, Penn State University, April 29, 3:30 p.m., 100 Caldwell Hall.

Toxicology

"Chemistry of DNA Alkylation by N-Nitrosamines and Related Compounds," Chris Michejda, National Cancer Institute, Maryland, April 24, 12:20 p.m., 304 Fernow Hall.

Vegetable Crops

"Root distribution in dry bean-fescue living mulch system," Elizabeth Maynard, graduate student, Vegetable Crops, April 30, 4:30 p.m., 143 Plant Science Building.

Job Opportunities

April 23, 1987
Number 13
University Personnel Services
Cornell University
160 Day Hall
Ithaca, New York 14853-2801

Employment and employee transfer applications forms are available at both Staffing Services locations—160 Day Hall and East Hill Plaza. Requests for referral and/or cover letters are not accepted unless specified in the ad. Cornell University is an Affirmative Action/Equal Opportunity Employer. This listing is also available on CUINFO, Cornell's computerized info service. Contact Information and Referral Center at 255-6220.

Administrative and Professional

Minimum salaries listed are for recruitment purposes only.

ASSOC. PROVOST/ASSOC. VICE PRES.

As Cornell's chief AA/EEO officer, the Assoc. Provost/Assoc. Vice Pres. is responsible for providing leadership in coordinating and monitoring the University's academic and non-academic affirmative action policies and programs. Working with deans, and executive staff, he/she will also assist in the design, monitoring, and evaluation of the new Cornell human relations program. This individual will report directly to the President on general policy matters and to the Provost and Senior Vice President on matters related to areas of their responsibility.

The Assoc. Provost/Assoc. Vice Pres. provides leadership for all affirmative action programs, including direct responsibility for the Office of Equal Opportunity and the Academic Personnel Office and their activities. Advises faculty search committees, hiring units, Office of Human Resources on AA/EEO recruitment strategies. Provides counseling and/or mediation in cases of alleged discrimination/harassment. Also responsible for the maintenance of the University's affirmative action plan/reporting requirements. Assists the Provost's Review Committee with faculty tenure/promotion recommendations.

As general advisor to the President on the Cornell Human Relations Program, assists in the program design and monitoring while providing advice and review to all campus units in developing and supporting a positive human relations environment.

QUALIFICATIONS: Demonstrated personal commitment to AA/EEO with successful experience in relevant program design, management and evaluation. Sound knowledge of Cornell's academic and non-academic functions. Strong interpersonal and communication (written and oral) skills with successful counseling/mediation experience. Academic appointment desirable, but not essential. Nominations and applications should be sent to: President's Office, 300 Day Hall, Cornell University, Ithaca, New York, 14853 by Friday, May 8, 1987.

ADMINISTRATIVE SUPERVISOR (PA149) SRC Programs

Report to Program Director. Oversee fin. & admin. functions for CU/SRC programs. Supv. 1 employee; admin. \$2M research budget distrib. over 4 academic depts. & 30 faculty members.

Req.: BA/BS or equiv. pref. AAS with 3-4 yrs. exp. in CU acctg. & admin. procedures req. Good comm. skills, working knowl. of Lotus 1-2-3, Database III & WordPerfect necessary. Send cover letter, resume or call in confidence to Esther Smith (607-255-6878) by 4-29.

ASST. CURRICULUM DESIGNER (PC144) Plantations

Assist in design & writing of an elemen. sci. curriculum focused on the Life Sciences; assist in implementing & evaluating curriculum working closely with elemen. school teachers.

Req.: BS in bio. sci. or related field or equiv. req. Min. 2 yrs. elemen. teaching exp. Able to work with teachers in a leadership role. Demonstrated ability in curriculum develop. & writing. Send cover letter, resume or call in confidence to Esther Smith (607-255-6878) by 5-15.

ASST. DIRECTOR OF CORPORATE DEVELOPMENT (PA146) University Development

Assist dir. in development & stewardship of University's relationship with private corps. Coord. initiatives with staff, faculty, alumni & corp. officers designed to increase corp. support for Univ. Assist in overall coord. of broad range of non-individual fund-raising programs at CU. Provide assistance to Univ. executive staff, deans & faculty in develop. & admin. of programs & activities designed to attract & facilitate appropriate corp. involvement covering a broad range of activities & programs.

Req.: BA. Advanced degree desir. Knowl. of private corporations. Ability to comm. persuasively orally & in writing. Analytic ability & familiar with computerized records. Willingness to travel. Exp. in 1 or more of the following areas: corp. public rel. or comm., research admin., marketing, univ. public aff. or development, or other approp. exp. in corp. sector. Send cover letter & resume to Cynthia Smithbower by 5-1.

APPLICATIONS PROGRAMMER I (PT131) Dean's Office-Arts & Sciences

Provide admin. programming support & technical coordination of academic applications. Develop multi-user information systems.

Req.: BS or equiv. Knowl. of DOS, Netware, CMS, Natural, IBM VM & database concepts. Good comm. skills. Send cover letter & resume to Judi Pulkinen by 5-1.

ASSISTANT DIRECTOR, STATE PROGRAMS HEOP-EOP (PA428) State Programs Office-Report

Assist in providing programmatic accountability to univ. & state programs office for HEOP-EOP programs. Aid in development & comm. to univ. officials for new proposals, as well as, program structure & changes affecting mgmt. & continuation of program. Field recruiting of students in coord. with univ. recruiting for admissions office & individual colleges.

Req.: MS or equiv. pref. in student personnel admin., higher ed. admin., social sci. or related field. Some exp. in student pers. svcs. or counsel-

ing. Send cover letter & resume to Cynthia Smithbower.

AREA COORDINATOR (PC102) John S. Knight Writing Program-Report

Supv. Macintosh writing facility. Teach WP to undergrads; hire & train 25 student employees; support ongoing & special computing projects; create & maintain datasets; train staff; evaluate new equip. & software; maintain all program computing equip. & supplies; provide security.

Req.: BA/BS related field or equiv. 2 or more yrs. with Macintosh equip. Expertise in dataset manipulation, creation & WP. Exc. writing & supervisory skills. Desktop-publishing background helpful. Demonstrated ability to train staff. Send cover letter & resume or call in confidence to Esther Smith.

ASSOCIATE DIRECTOR (PA131) Campus Store

Manage all facets of support functions of store: business office, operations, traffic, personnel, systems; provide leadership in these areas & facilitate full store planning; provide support to dir. in storewide planning & decision-making.

Req.: MBA or equiv. & 5 yrs. exp. in retail or business environ. Supervisory & financial exp. essential. Exc. verbal & written comm. skills needed. Planning, negotiating, org., & general admin. skills req. Familiar with automated business systems pref. Send cover letter & resume to Cynthia Smithbower by 5-22.

SENIOR COMPUTER STAFF SPECIALIST (PT137) Theory Center

Advise Theory Center personnel & remote users of Theory Center facilities on network planning, implementation & use. Participate in research, develop. & prototype projects.

Req.: BS with knowl. of at least 1 scientific discipline desir. Min. 5 yrs. concentrated exp. with computer networks, esp. local area networks. Knowl. of how wider-area TCP-IP networks behave in actual use. Extensive knowl. of TCP-IP protocol family & how it can be implemented in a variety of situations. Strong knowl. of ISO protocols & standards. Awareness of current develop. with these protocol families. Send cover letter & resume to Judi Pulkinen by 5-1.

ASSISTANT DIRECTOR (PA136) Human Ecology Admissions

Participate in planning & coordination of recruitment activities. Coord. systems support for admissions & research. Conduct info. programs, advise & counsel prospective students, travel to schools & community colleges. Assist with publications & coord. a selection committee.

Req.: MS in educ., comm. or human ecology helpful. Exp. in admissions, public relations, ed. or related fields. Strong verbal & written comm. skills. Mgmt. & computer exp. helpful. Submit cover letter & resume to Cynthia Smithbower by 5-15.

TRADES SUPERVISOR-ELECTRIC SHOP (PT138) Maintenance & Service Operations

Supv. work of M&S/O electric shop trades people who perform work on high & low voltage installations on campus. Assign, schedule, coord. & review job assignments.

Req.: Completion of Apprentice Prog. req. Extensive knowl. of Electrical & Life Safety codes. Demonstrated leadership, comm. & interper. skills. Send cover letter & resume to Judi Pulkinen by 5-1.

ASSISTANT DEAN (PC134) Graduate School

Respons. for overall coord. & mgmt. of admissions & records functions of grad. school; interpret grad. legislation; special projects as assigned.

Req.: MS or equiv., Ph.D. pref. Understanding of grad. ed. essential; knowl. of Cornell grad. system highly desir. exp. with IBM mainframe & micro-computers req.; programming exp. desir.; an understanding of design & use of large databases essential. Exc. interper. skills. Able to work independ. Send cover letter & resume or call in confidence to Esther Smith (607-255-6878).

Clerical

REGULAR EMPLOYEES

Submit an employee transfer application, resume & cover letter. Career counseling interviews are available by apt. **EXTERNAL APPLICANTS:** Submit an employment application & resume. Interviews are conducted Wed. from 1-6pm at Staffing Services, East Hill Plaza by apt. Contact Esther Smith (255-6878) or Lauren Worsell (255-7044).

SR. CIRC./RESERVE ASST., GR18 (C144) Veterinary Library

Coord. circ. of lib. materials & perform various circ. duties (i.e. overdues & billings); maintain reserve collection & stacks; hire, train & supv. student assts.; staff Circ./Reserve/Info. desk; provide photocopy & current awareness svcs. Other duties as assigned.

Req.: BA or equiv. pref. Min. 1-2 yrs. exp. in a lib. or off. exp. in customer or public svcs. Light typing. Strong svcs. commitment & able to work effectively with a variety of people in a public svcs. capacity essential. Accuracy in detailed work. Strong org. & interper. skills. Exp. with microcomputers helpful.

Minimum Biweekly Salary: \$431.43

SECRETARY, GR18 (C147) Food Science & Technology-Geneva

Provide sec. support to large dept. involved in research. Type scientific manuscripts & proceedings; maintain meeting regis. & cash receipt records; general off. work. Geneva Experiment Station.

Req.: H.S. or equiv. Sec. school desir. Heavy typing, WP expertise. Shorthand desir. Excellent command of grammar & spelling. Good math aptitude.

Minimum Biweekly Salary: \$431.43

CHIEF TELEPHONE OPERATOR, GR19 (C143) Telecommunications

Responsible for supv. & operation of CU switchboard (consoles), related directories & TELEX.

Req.: H.S. dip. or equiv. req.; AAS pref. Light typing. Exc. supv., comm., & problem-solving skills req. Able to take independent

action & understand & support dept. goals.

Minimum Biweekly Salary: \$457.09

SECRETARY, GR18 (C146) Dean's Office-Law School

Provide sec. support to Law School Dean, Assoc. Dean & Building Mgr.

Req.: AAS or equiv. Med. typing. WP & spreadsheet software exp. Strong comm. (written & oral) skills. High level of confidentiality. Able to set priorities & work in a complex, active environment.

Minimum Biweekly Salary: \$482.33

ACCOUNTS ASST., GR20 (C149) ILR Dean's Office

Manage employee travel & visitor reimbursement; prepare interdept. orders to redistribute costs of central expenditures; admin. telecomm. billing system; manage accounts receivable; act as fiscal off. cashier; maintain files. Other duties as assigned.

Req.: AAS in acctg. or equiv. Light typing. Min. 3 yrs. related exp., pref. with CU statutory acctg. procedures. High level of confidentiality. Exc. interper. skills. Familiar with microcomputer, spreadsheet, database, & WP pref.

Minimum Biweekly Salary: \$482.33

ADMINISTRATIVE AIDE, GR20 (C131) Western Societies Program-CIS

Respons. for daily operation of Western Societies Program & its associated Nat. Resources Ctr. Administer program acctg.; interpret & execute program policies, procedures & work-study programs; coord. conf., seminars, mtgs. & publicity; maintain database of WSP mailing lists; handle other projects as assigned.

Req.: AAS or equiv. combination of ed. & exp. Exp. with CU acct. system & the Office of Sponsored Programs desir. Med. typing. Good org., interper. & supervisory skills. Familiar with WordPerfect software. Knowl. of a European language helpful.

Minimum Biweekly Salary: 482.33

GRADUATE FIELD SECRETARY, GR20 (C1310) Computer Science

Coord. Grad. Student recruiting & admissions. Screen applications; advise candidates; maintain grad. student records; prepare GRA, TA & fellowship appts.; monitor financial arrangements; sec. to Grad. Field Representative.

Req.: AAS or equiv. Med. typing. Knowl. of degree program req.'s & admission criteria. Extensive bkgnd. in computer use.

Minimum Biweekly Salary: \$482.33

RESEARCH AIDE, GR20 (C131) Classics

Operate Kurzweil optical scanner, converting printed texts into computer files, for CU Center for the Computerization of Greek Inscriptions. Scanning texts in Greek & Latin & Classical texts for similar projects at other institutions; organize copies of material scanned; correspond with & provide tech. consultation svcs. to other institutions; train others to use scanner. Until 8-88.

Req.: BA in Classics, humanities, history, or rel. field desir. Proficiency in Ancient Greek req. WP exp. Some knowledge of Latin helpful. Exc. org. & interper. skills necessary. Send cover letter, resume or call in confidence to Esther Smith (607-255-6878).

Minimum Biweekly Salary: \$482.33

ACCOUNTS COORDINATOR, GR24 (C124) Lab of Nuclear Studies

Perform acctg., budget, & admin. service for large research facility.

Req.: AAS in Acctg. or equiv. Min. 3 yrs. exp. in acctg., budgeting, & fund admin. Some previous supv. exp. req. Send cover letter, resume or call in confidence to Esther Smith by 4-20.

Minimum Biweekly Salary: \$607.21

General Service

REGULAR EMPLOYEES

Submit an employee transfer application to Staffing Services, East Hill Plaza. **EXTERNAL APPLICANTS:** Employment applications are available at Staffing Services, East Hill Plaza 9-noon, Mon.-Thurs.

SALES ASST., GR15 (G14) Campus Store

Provide customer svcs. incl. direct customer contact on sales floor & operation of cash register; stock shelves, price merch. & maintain overall dept. appearance. Process mail & telephone orders. Operate heat transfer machine.

Req.: H.S. dip. or equiv. 6 months retail exp. pref.; ability to operate or learn to operate electronic cash register & heat transfer machine req.; good comm. skills a must.

Minimum Biweekly Salary: \$371.48

CUSTODIAN, SO16 (G144) Residence Life-Endowed

Perform maint. & custodial care of bldgs. & grounds in immed. vicinity of assigned area. Mon.-Thurs., 7:30 a.m.-4:00 p.m.; Fri. 7:30 a.m.-3:00 p.m.

Req.: H.S. dip. or equiv. Able to operate a variety of heavy power equip., climb an 8 foot ladder & lift 50 lbs. Basic reading & writing skills. Daily contact with students.

Minimum hourly rate: \$5.14

SALES ASST., GR17 (G142) Campus Store

Provide customer svcs. incl. answering photography & electronic product (e.g. calculators, radios) questions. Process phone orders & operate electronic cash register. Price & shelf merchandise. Maintain overall dept. appearance; some light cleaning.

Req.: H.S. dip. or equiv. 1-3 yrs. sales exp. req. (pref. in photography or related products); ability to operate or learn to operate elec. cash register req.; good comm. skills a must.

Minimum Biweekly Salary: \$409.53

ANIMAL ATTENDANT, SO18 (G143) Avian & Aquatic Medicine-Statutory

Care & feeding of breeding & growing flocks of chickens. Set & hatch eggs; identify chicks by wing-banding; clean & disinfect buildings & equip. at Levine Lab SPF farm. Subst. care of highly isolated SPF breeder facility (shower-in unit), including artificial insemination, blood sample collection, setting & hatching eggs on pedigree basis, care of replacement stock, feed

fumigation, recordkeeping, judge bird breeding status. Daily care of bldg. Substitute care of birds in isolation units at the Poultry Virus Isolation Bldg. Mon.-Fri., 7:30-4:00.

Req.: H.S. dip. or equiv. Training in lab animal care desir. 1-2 yrs. animal caretaking (pref. poultry). NYS driver's license. Pre-employment physical req. Able to lift 100 lbs.

Minimum hourly rate: \$5.71

DUPLICATING MACHINE OPERATOR, SO20 (G145) Agricultural Economics-Statutory

Operate A.B. Dick 369T, A.B. Dick 360, Kodak 150 copier & Plate Maker; as well as other peripheral off-line equip. (collator, stitcher, folder, perforator, cutter, punch, binder). Mon.-Fri., 39 hrs. per wk.

Req.: H.S. dip. or equiv. Printing press exp.; mech. knowl. pref. 3-4 yrs. exp. in rtd areas. Able to lift 50 lbs.

Minimum hourly rate: \$6.04

Technical

REGULAR EMPLOYEES:

Submit an employee transfer application, resume & cover letter. **EXTERNAL APPLICANTS:** Submit an employment application, resume, & a list of laboratory techniques/equipment, or computer languages/hardware with which you are familiar. Submit a cover letter for each position for which you apply, (specify title, dept. & job number) to Judi Pulkinen, 160 Day Hall. Interviews are conducted the first Thursday of each month from 1:30-4:30 p.m. at Staffing Services, East Hill Plaza. The following backgrounds are highly desired: biochem., chem., microbio., elect., physics, lic. animal health tech. No appt. is necessary, however a brief wait may be required.

TECHNICIAN, GR19 (T146) Diagnostic Laboratory

Perform radioimmunoassays of hormones & other antigens on animal & human blood samples. Prep. samples (centrifuging, extracting with volatile solvents, dispensing into assay tubes), handle low level radioactive materials, protocol assays & calculate results, refer vets. & other clients with inquiries to proper sources of info., prepare buffers & hormone solutions, maintain paper & computer files, wash dishes, & clean lab.

Req.: BS or BA in biol. or chem. sci. desir. Knowl. of chem. lab. procedures, math, comm. & keyboarding essential. Immunology, endocrinology & biochem. trng. useful. Send cover letter & resume to Judi Pulkinen by 5-8.

Minimum Biweekly Salary: \$457.09

LAB EQUIPMENT TECHNICIAN, GR20 (T147) Theatre Arts

Resp. for interpreting & implementing lighting designs for theatre productions: hang, cable, focus, circuit lighting instruments; implement & maintain special effects & projections; purchase & maintain lighting & sound equip.; recruit, train & supv. student crews.

Req.: AAS, BA or equiv. desir. Theatre background pref. Exp. with theatrical lighting sound equip., drafts & plans req. Theatre bkgnd., working knowledge of elect., along with good org. & time mgmt. skills necessary. Exp. with students & volunteers helpful. Send cover letter & resume to Judi Pulkinen by 5-1.

Minimum Biweekly Salary: \$482.33

COMPUTER OPERATOR, GR20 (T145) Integrated Pest Management-Geneva

Utilize software to enter data into weather, crop, pest & pesticide databases. Generate reports, graphs, & tables.

Req.: AAS or equiv. exp. in computer operations & interactive data entry. Exp. with data entry, processing & computer operations. Send cover letter & resume to Judi Pulkinen by 5-8.

Minimum Biweekly Salary: \$482.33

TECHNICIAN, GR20 (T142) Food Science & Technology-Geneva

Perform wine analyses for crystallization rates & various chem. constituents, calculate kinetic parameters for crystallization rates; make wines.

Req.: BS in food sci. or equiv. with trng. in chem. Exp. in physical & analytical chem. & computerized data analysis pref. Send cover letter & resume to Judi Pulkinen by 5-1.

Minimum Biweekly Salary: \$482.33

TECHNICIAN, GR21 (T144) Natural Resources

Derivation & analysis of lignin oxidation products in ecological samples by gas-liquid chromatography. Analysis of dissolved organic carbon in water samples by coulometer. Develop new methods for analysis of organic components in ecol. samples. Routine operations, analyses & maintain lab instruments.

Req.: BS in Chemistry. 1 yr. exp. in ecological chem. lab. Send cover letter & resume to Judi Pulkinen by 5-1.

Minimum Biweekly Salary: \$512.32

TECHNICIAN, GR21 (T148) Diagnostic Lab

Perform microbio. & immuno. tests on specimens as requested by clinicians to aid in diag. of infections in animals & humans.

Req.: BS or equiv. with Medical Microbio. exp. Able to perform all tech. assoc. with diag. microbio. Basic knowl. of immunology req. Send cover letter & resume to Judi Pulkinen by 5-8.

Minimum Biweekly Salary: \$512.32

RESEARCH AIDE, GR22 (T149) Natural Resources

Assist in develop. of program materials for forest owners in NYS. Write info. publications; help conduct & evaluate Coop. Ext. programs. Handle routine corresp., perform editing respon. Until 9-30-87. Possible annual renewals, contingent upon funding.

Req.: BS in natural resources req., pref. in some aspect of forest sci./mgmt. Microcomputer skills; knowl. of NYS & public ed., especially Cooperative Extension desir.; documented comm. skills req. Send cover letter & resume to Judi Pulkinen by 5-1.

Minimum Biweekly Salary: \$539.94

TECHNICIAN, GR23 (T141) Microbiology, Immunology & Parasitology

Conduct molecular studies on replication of hepatitis B virus. Develop exper., tissue culture,

immuno. analysis of cells for specific viral proteins, construct, isolate & charac. recombinant plasmids; maintain inventories of supplies, train new personnel in lab tech.

Req.: BS in microbio., biochem. or genetics, plus either graduate trng. or exp. in nucleic acid chemistry tech. Manual dexterity to handle delicate gels & potentially dangerous substances. Able to handle tissue cultures aseptically. Exp. handling toxic chemicals, radioisotopes, recombinant DNA & pathogens. Send cover letter & resume to Judi Pulkinen by 5-8.

Minimum Biweekly Salary: \$572.27

TECHNICIAN, GR22 (T119) Diagnostic Laboratory-Report

Routine radioimmunoassays & other standard chem. lab procedures plus difficult assays, radioiodinations, validations, interact with lab clients & trng. of workstudy students, techs., visitors, etc.

Req.: BS or BA in bio. or chem. sci. Basic related exp. in chem. or bio. lab. Basic knowl. of endocrin., biochem., phys. Accurate & precise skills req. Computer skills desir. Good oral & written comm. skills. Send cover letter & resume to Judi Pulkinen by 5-8.

Minimum Biweekly Salary: \$539.94

TECHNICIAN, GR21 (T118) Vet. Med. Teaching Hospital-Report

Perform diag. test in hematology, cytology, coprology, urinalysis, microbiology, chemistry, & immunology sections of Clin. Path. Lab. Operate & maintain equip. pertinent to each section. Participate in "on-call" coverage for off hrs. & holidays. Use computer for specimen accession data entry & info. retrieval.

Req.: AAS in med. technol. req. BS in Med. Technol., ASCP cert. pref. 1 yr. exp. in clinical lab with emphasis on hematology & microbio. pref. Send cover letter & resume to Judi Pulkinen by 5-8.

Minimum Biweekly Salary: \$512.32

COMMUNICATIONS TECHNICIAN IV, GR24 (T378) Computer Services-Report

Assemble/test/install/diagnose malfunctions & repair terminal, microcomputer, network & data comm. equip./circuits. Resolve complex problems using digital test equip. Interface with vendors, & provide technical guidance & trng. to less exp. techs.

Req.: AAS in Elect. or equiv. with 2-5 yrs. related exp. Familiar with oscilloscope, Break-Out-Box, Bit Error Rate Test set & telephone circuit test equip., some CMS, RSCS, 3270; good interper. & org. skills. Valid driver's license. Send cover letter & resume to Judi Pulkinen by 5-8.

Minimum Biweekly Salary: \$607.21

TECHNICIAN, GR21 (T134) Plant Breeding & Biometry

Execute various protocols used in molecular bio. research; data analysis; manage lab (order supplies, etc.); prepare various buffers & media; supv. undergrad. students working in lab; help train new grad. students.

Req.: BS pref. in bio., molecular bio., biochem. or related area or equiv. exp. Related lab exp. desir. Send cover letter & resume to Judi Pulkinen by 5-1.

Bronfenbrenner *Continued from page 1*

intellectually. Most people stop at the level of expertise they acquire in graduate school," says Moen, whose office is close to Bronfenbrenner's. "When I first got here, I watched Urie and thought I wasn't producing enough. If I had been put anywhere else in the building, I wouldn't have felt that way.

"Urie always says people need maximum support and maximum demand, and that's what he's provided for me," she adds. "He's the optimal blend of the personal and the intellectual."

The support and demands of others are crucial to developing competence and character, Bronfenbrenner maintains. In his well-known book, "Two Worlds of Childhood: U.S. and U.S.S.R.," the Russian-born scholar showed how children benefit from emotionally rich interaction with their parents, grandparents, neighbors and older children.

"We are coming to live in a society that is segregated not only by race and class, but also by age," he wrote in the 1970 book. "If

the current trend persists, if the institutions of our society continue to remove parents, other adults, and older youth from active participation in the lives of children, and if the resulting vacuum is filled by the age-segregated peer group, we can anticipate increased alienation, indifference, antagonism, and violence on the part of the younger generation in all segments of our society — middle-class children as well as the disadvantaged."

It's that kind of prediction that has Bronfenbrenner feeling these days a bit like Cassandra, the character in Greek mythology who was given the gift of prophecy but also the fate of never being believed.

"There wasn't anything magical about it," he says. "I just projected the existing trends and documented their consequences, as revealed by research. The disintegration of the family means more kids in trouble."

The blame rests not on a 50 percent divorce rate or on mothers working outside the home. "The problem is not parents, but the way we treat parents in our society," he

says.

The major destroyers of family life are poverty and instability in the family's environment, he says. The latter includes intrusions of the workplace and job-related stress into family interaction and the resulting "hecticness" of family life. Such instability could be alleviated by giving parents a specified number of parental leave days away from work each year. The only reason needed for taking such a day off: "I'm a parent. Parental leave is a common practice in other modern societies, whereas we don't even have maternal leave when a baby is born," Bronfenbrenner says.

If parents can provide a stable environment while both are working, a working mother "enriches the development of the children, particularly daughters, because it helps teach them about the world outside," he says.

Bronfenbrenner's career — including four decades on the Cornell faculty — is so crowded with accomplishments that he has taken to listing only "recent" honors, pro-

fessional activities and publications on his curriculum vitae. What he cares about most, he says, is not the "done," but the "doing" — whether in research, teaching or everyday life. His preoccupation is how to enable others to reach their fullest potential.

That's why, when his granddaughter calls to invite him to her day-care center, he goes.

"She became the hostess of the situation: 'This is my grandfather!' Life is made of those things," he says. "You see this little person becoming a person."

That's why, when a student balks at rewriting a paper because "I already did the assignment," Bronfenbrenner responds: "You're not here to do the assignment. You're here to learn."

That's why, when he looks at someone who thinks life is all about getting ahead in business, he wonders, "What has become of the American dream? The most important things in life are being treated like a movie script that's out of date."

— Mark Eyerly

Job Opportunities (continued)

5-1.
Minimum full-time equivalent: \$512.32

Temporary

Experienced & skilled individuals specifically interested in temporary clerical/secretarial work can contact Lauren Worsell (255-7044).

CONSTRUCTION LABORER (G146) Agricultural Engineering

Assist in construction of a 10,000 gallon per day pilot treatment plant to be located at the City of Ithaca's Sewage Treatment Works. April-May 5, 1987.

Req.: H.S. dip. or equiv. Basic knowl. of plumbing, framing & concrete const. tech. Knowl. of elect. circuits desir. NYS driver's license req.; able to lift 70 lbs. Apply at the East Hill Plaza Staffing Office, Mon.-Thurs., 9 a.m.-noon.

Minimum hourly rate: \$6.00

SUMMER CUSTODIANS (G128) Residence Life

Provide general care & maint. of res. halls & grounds in immediate vicinity of assigned area. May-Aug.; 39 hrs. per wk.

Req.: Able to operate a variety of heavy power equip., lift 50 lbs. & climb an 8 foot ladder. Basic reading & writing skills. Pay: \$3.50/hr., room provided, cash bonus based on service.

PHOTOCOPY ASST. (C099) Olin Lib. Admin. Oper.

Provide coverage for operations of Photocopy Services; supply minor maint. for CUL photocopiers & related equip.; answer calls for service; make approp. log entries & ensure proper responses to requests for services; supv. students. Eve. & weekend hrs; part-time.

Req.: H.S. dip. Work exp. pref. Willing to work with machines. Able to work with patrons, staff & faculty.

Academic

Contact department directly.

INSTRUCTOR (A141) Veterinary Medicine-Small Animal Medicine

Submit a curriculum vitae & names & addresses of 3 references to Dr. Donald Smith,

Department of Clinical Sciences, NYS College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401.

EXTENSION ASSOCIATE IV (A142) Agriculture & Life Sciences-Cooperative Extension Electronic Technology Group

Send curriculum vitae, official transcripts, & 3 letters of reference to Dr. James P. Tette, Cornell Cooperative Extension, 114 E. Roberts Hall, Cornell University, Ithaca, NY 14853 by 4-22. 607-255-0770.

PUBLIC SERVICES LIBRARIAN (A132) Mann Library

Send cover letter, resume & list of 3 references to Carolyn Pythila, Personnel Director, Cornell University Libraries, 235 Olin Library, Ithaca NY 14853 by 6-15.

CALENDAR

Continued from page 5

Western Societies

"Black Athena Denied," Martin Bernal, government, April 23, 12:15 p.m., 117 Stimson Hall.

"Public Law and Political Theory," Paul Craig, David Lyons, Michael Elliott, April 25, 9:15 a.m., West Lounge, Myron Taylor Hall.

"Student Protests in France: Legitimacy and Citizenship," Patrick Pharo, Maison des Sciences de l'Homme, April 28, 12:15, 117 Stimson Hall.

THEATRE

Theatre Cornell

"Loose Ends," by Michael Weller, directed by Bruce Levitt at the Willard Straight Theatre, April 23-25 at 8 p.m. Tickets for Thursday evening are \$4.50 for adults, \$3.50 for students and seniors. Friday and Saturday performances are \$5.50 for adults, \$4.50 for students and seniors. Tickets are available at the Willard Straight Box office, or by calling 255-5165.

"Lines and Scribbles," by Jennifer Maisel, '87, winner of the annual Forbes Heerman/-George McCalmons student playwriting contest sponsored by the Department of Theatre Arts, April 26 at 8 p.m. in Drummond Lab Theatre, Lincoln Hall. Directed by George Ferencz, Columbia University Graduate School of Theatre. Part of Theatre Cornell's New Works Script-in-Hand Series. Free admission.

Risley Theatre

"Sexual Perversity in Chicago" by David Mamet and "Ancient Philosophies," by Ashley Wilson at Risley Theatre, April 30-May 2 and May 7-9 at 8 p.m. Sunday matinee at 2 p.m. Tickets are \$3. For more information and reservations call 255-9521.

MISC

Sexual Harassment

Cornell's Human Relations Training Program is sponsoring several lectures, discussions, workshops and support groups concerning sexual harassment. An (*) indicates that presentations are restricted to members of particular groups, as noted.

"Myths and Realities of Rape in Tompkins County," Kathleen Seibel, Ithaca Rape Crisis, April 28, 4:30 p.m., Unit One Lounge, Balch Hall.

"Acquaintance Rape Prevention," Andrea Parrot, lecturer, Human Services Studies, April 29, 5 p.m., L-04 Uris Library.

"Staff Women of Color," support group and discussion, led by Irma Almirall-Padamsse, instructor, Linguistics, and assistant director of COSEP and Lorna Fitzgerald, assistant professor, psychology, April 27, 4 p.m., 214 Ives Hall.*

"Lesbian/Bisexual Women," support group and discussion, led by Cindy Black, staff, Alpha House and Julianna Simon, coordinator, Alpha House Outreach, April 27, 8 p.m., Edwards Room, Anabel Taylor Hall.*

"Men," support group and discussion, led by Matt Lyons, Western Societies staff member, and Jake Moss, student and member of Community Against Sexism, April 28, 4 p.m., 212 Ives Hall.*

"Women: A Self Defense Workshop," Kathleen Garrity, instructor in charge, Hidi Ochiai Karate and Julianna Simon, coordinator, Alpha House Outreach, April 30, 7 p.m., Multipurpose room, Robert Purcell Union.*

Symposium on Agriculture, Nutrition and Development in Africa

"Agriculture, Nutrition and Development in Contemporary Africa," a symposium, will be held April 24 and 25 in Hollis E. Cornell Auditorium, Goldwin Smith Hall. Issues to be discussed will include: human resource development, policies and institutions and food production.

Law School Mock Jury

Cornell Law School's trial advocacy class will hold mock jury trials as a final class exercise April 25 and April 26 from 10 a.m. to 5 p.m. Jurors will receive \$15 for their participation. Anyone interested in serving as a juror should call 255-5353 for more information.

Garden Plots

Small and large garden plots are available for 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 871, Ithaca, N.Y. 14851.

E.A.R.S.

Empathy, Assistance and Referral Service (EARS) provides short-term counseling for both callers and walk-ins. E.A.R.S. is located in 211 Willard Straight Hall, one floor below the Ivy Room. Telephone 255-EARS. Hours are 3 p.m. to 11 p.m. Sunday through Thursday and 7 p.m. to 11 p.m. Friday and Saturday. All services are free and completely confidential.

Microcomputer User Groups

Amiga users group meets the third Tuesday of each month, 7 to 9 p.m., G14 Uris. 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.

Writing Workshop

Writing Workshop walk in-service. Free tutorial instruction in writing. Monday through Thursday 3:30 to 5:30 p.m. and 7 to 10 p.m. and Sunday 3 to 8 p.m., 174 Rockefeller Hall; Sunday through Thursday 10 p.m. to midnight in 340 Goldwin Smith; Sunday through Tuesday 8 p.m. to midnight McFaddin Hall Computer Room; Sunday 1 to 5 p.m. and Monday, Wednesday and Thursday 8 p.m. to midnight in Clara Dickson Computer Room.

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.

CUSLAR

Committee on U.S./Latin American Relations meets at 5 p.m. on Mondays in the Commons Coffee House. For more information call 255-7293.

Fuertes Observatory

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

Art Gallery

Willard Straight Hall Art Gallery is now taking applications for gallery showings during the '87-'88 academic year. Pick up your application at the Willard Straight Potshop, or call 255-5170.

Cornell Craft Fair

Cornell Craft Fair, May 7 and 8, is now accepting applications for gallery showings during the '87-'88 academic year. For more information on entry into the fair call The Arts Project at 255-5170.

Toastmasters Club

"Service: Is it the key to American business success?" a panel discussion moderated by Rafael Ovalle, Ph.D. candidate in botany and including Chris Nebole, manager, Robert Purcell Dining as a panelist. Topics may range from management theory, style, and effectiveness to competitiveness in the world economy. Sponsored by the Ithaca Area Toastmasters Club, April 23, 7 p.m., BOCES on Warren Rd., Ithaca.

Call for Musicians

Willard Straight Hall is looking for musicians and vocalists to perform during the 1987 Sunset Concert Series. Concerts will be held on the Willard Straight Terrace from 5-7 p.m. on Fridays during the summer semester. Musicians are welcome to submit a tape of their work and their photo to: Sunset Concert Series c/o Perri LoPinto, Willard Straight Hall.

Cornell Plantations

Bonsai Day at the Plantations will be held April 25 from 1-3 p.m. Displays, demonstrations and a sale. For more information call 255-3020.

SPORTS

Atop the Ivy League and now ranked No. 2 in the country, the men's lacrosse team knocked off Dartmouth 15-4 last Saturday to raise its overall mark to 8-0 and its Ivy slate to 4-0.

Eight consecutive wins at the start of the season is the best for Cornell since the 1978 campaign which saw the Red reach the national game. And this last the win gave head Coach Richie Moran his 100th Ivy League coaching victory.

Two of the Red's traditional rivals are on the schedule this week, as Cornell travels to Hobart on Wednesday and plays host to

Princeton at Schoellkopf Saturday at 1 p.m.

As has been the case for most of the season, junior attackman Tim Goldstein led Cornell with a goal and six assists against Dartmouth. Named Ivy Player of the Week for his effort, he now has 11-41-52 on the year and ranks fourth on the all-time seasonal assist chart.

Sophomore linemate Steve Meyer led all goal scorers with four, while John Wurzburger and Kevin Moran each tallied three times. Meyer remains the club's second leading scorer with 258-33 with Wurzburger holding down the No. 3 spot with 25-0-25.

Sophomore netminder Paul Schimoler stopped 13 Big Green shots on goal to raise his save percentage to .720 on the year.

Princeton is 1-9 overall and 0-4 in Ivy play. Cornell leads the series 22-21-2 and has not lost to Old Nassau since 1967. The Red took last year's matchup by a 14-6 score.

The Cornell women's lacrosse team went 1-1 last week, as it handed Colgate a 6-4 loss in Hamilton Thursday, and returned home Saturday to lose to Ivy League-leading Harvard 14-5. The women are now 8-1 overall.

The Crimson scored nine unanswered goals in the first half and started off the second stanza with three more before Cornell fought back. Scoring goals for Cornell were Julie Infurna, Ellen Graap, who scored twice, Karla Griffin and Meg Bantley. Cornell will take on Dartmouth Friday at 3 p.m. on Schoellkopf Field. The Green leads the series 5-2 and took the last two outings.

Baseball

The Red won two of six games in Ithaca last week, including a 1-2 mark in EIBL action.

On Monday, Cornell played the second game of its proposed doubleheader with Pennsylvania and lost 5-4 in eight innings. On Tuesday, the Red traveled crosstown to meet Ithaca College and lost 8-2. On Saturday, Cornell split a doubleheader with EIBL rival Princeton.



Doug Hicks

Carol Andersen has her race number pinned by Kate McEowen, a fellow member of the women's cycling team, at the start of team time trials, the first of a three-stage race, Saturday. Marta Beechhoffer looks on.

The Red split a twinbill with Fredonia State on Sunday, dropping the first game 8-7 before blanking the Blue Devils 3-0 in the second game.

Cornell will begin a road swing this week, traveling to Brown, Yale and Buffalo.

Crew

The lightweight and women's crews had an outstanding day on the Cayuga Inlet Saturday, sweeping every race in which they competed. The lightweights captured the Geiger Cup with their performance, topping Columbia and MIT. The varsity eight finished 9.2 seconds better than the Engineers and 18.4 seconds better than the Lions.

The jayvees came from behind to cross the line 10 seconds ahead of MIT. The first freshman boat also won its race.

The Big Red women swept past Pennsylvania and Rutgers, winning all six of their

races by wide margins. The varsity shell took a commanding lead at the start and kept it. The jayvees also rowed to a stunning win with their closest competition, Penn, 28.6 seconds behind. Rutgers came in third. The first novice shell besting Penn and Rutgers.

The heavyweights were not as successful. They lost at the Goes Cup regatta in Syracuse last weekend. The varsity boat finished behind a strong Navy crew and the Orange. The junior varsity boat came in behind the Midshipmen, but finished ahead of Syracuse. The first freshman shell had a sluggish third-place showing.

The lightweights and the women will both be home again this weekend. The lights will take on Dartmouth for the Bag-galey Cup on Saturday, and the women will row against Ithaca College on Sunday.

— Marcy Dubroff

Friday, 4/24

Women's Lacrosse - Dartmouth, 3 p.m., Schoellkopf Field.

Men's Tennis - Princeton, 4 p.m., Kite Hill Courts.

Men's Junior Varsity Lacrosse - Nassau Community College, 6 p.m., Schoellkopf Field.

Saturday, 4/25

Men's Tennis - Navy, noon, Kite Hill Courts.

Men's Lacrosse - Princeton, 1 p.m., Schoellkopf Field.

Sunday 4/26

Men's Junior Varsity Lacrosse - SUNY Farmingdale, 2 p.m., Schoellkopf Field.

Tuesday, 4/28

Women's Lacrosse - Cortland, 3:30 p.m., Schoellkopf Field.

Women's Junior Varsity Lacrosse - Cortland, 3:30 p.m., Alumni Field.

Pro-divestment demonstrators may face campus code charges

Pro-divestment demonstrators bodily removed from Day Hall by Public Safety officers April 20 and 21 face the possibility of charges of violating the Campus Code of Conduct.

Judicial Administrator Thomas J. McCormick said April 22 that he is reviewing videotapes of the incidents taken by Public Safety to determine if there were violations of rules against disrupting or attempting to disrupt the operation of the university.

The tapes also will be used to identify demonstrators, he said. Students, staff and faculty are subject to the Campus Code. Demonstrators not affiliated with Cornell could face charges in Ithaca City Court under local and state law.

On April 20 about 14 demonstrators were removed from the main entrance lobby of Day Hall. The following day, 18 demonstrators were removed from the hallway in front of the third-floor office of President Frank H.T. Rhodes and the stairway leading to the hallway. No one was arrested on either day.

In both incidents, the demonstrators

refused to leave Day Hall at the 5 p.m. closing time after warnings by university officials and Public Safety officers.

The sit-in on April 20, which included demonstrators chaining the front entrance to Day Hall, followed a day-long U.S. foreign policy symposium on the Arts Quadrangle which included authorized construction of a shanty, symbolic of the oppression in South Africa.

The activities also marked the second anniversary of pro-divestment demonstrations which resulted in some 1,000 arrests over a 12-day period.

About 50 demonstrators marched on Day Hall at 3:30 p.m. where they chained the door closed. Public Safety cut the chain within minutes. The demonstrators sat in the entrance lobby when their attempt to go the third-floor offices of Rhodes were thwarted by Public Safety.

The next day, about 20 demonstrators entered Day Hall to speak to Rhodes, whom they were told was out of town. They sat for several hours in the hallway to the president's office.

— Martin B. Stiles



Claude Levett

From the attics and basements of the university, members of the Jordani Natural History Society have gathered items, including this skeleton held by Kurt Dorsey, a senior studying plant science, to be sold at auction beginning at 7:30 p.m. April 24, in the Corson-Mudd atrium.

Medical College confirms error in research paper

Medical College officials have confirmed an error in a scientific paper published by a faculty member that they say was a case of "careless documentation" and not intentional fraud.

Dr. Jeffrey S. Borer, a cardiology researcher, is now cooperating with the college to review research and training under his supervision, according to Margaret Moore, associate director for public affairs.

Borer's mistake came to light during a five-year investigation by the National Institutes of Health following allegations of scientific misconduct by one of Borer's colleagues.

During the NIH investigation, it was discovered that Borer inaccurately reported in a study the number of patients administered a drug, propranolol. The results were published in the American Journal of Cardiology. Originally, Borer reported that four of 54 patients had received the drug; in fact, 14 had received it. Borer is notifying the journal of the error.

British psychiatrist, A.D. White professor, will lecture April 28

A British authority on child psychiatry, Dr. Michael L. Rutter, will discuss the effectiveness of schools in a lecture April 29 at 8 p.m. in 120 Ives Hall.

Rutter, an Andrew D. White Professor-at-Large, also will lecture on psychosocial resilience and protective mechanisms on April 28 at 4:30 p.m. in 120 Ives Hall.

Rutter will be on campus April 27 through May 1 for the first time in his capacity as a professor at large. He was named to a six-year-term last year based on the nomination of the Department of Human Development and Family Studies.

He is a professor of child psychiatry at the University of London's Institute of Psychiatry and the author of seven books published since 1970.

Hotel Ezra Cornell Continued from page 1

from the Johnson Art Museum to Lynah Rink?" Garcia asked.

Some of the equipment from the Statler Inn used in years past is not available now, so some silverware and china have had to be rented, she continued. "We've been having to do a lot of calling outside of the area" to rent things, including calls to Syracuse, Rochester, New York City, New Jersey and Connecticut.

The main banquet on April 25 has as its theme a picnic in Central Park. Lynah Rink, the site, has been outfitted with a real pond and real trees and a large screen to block off the bleachers from the view of the guests.

The cold-food stations for the picnic will be situated in the stands, and "we're trying to train student waiters to carry food as they walk down the stands," Garcia said.

Other Hotel Ezra Cornell events include:

- Opening reception in the Statler Auditorium foyer with the lost city of Atlantis as the theme.

- Lunch in the Law School courtroom featuring food, drink and entertainment from a variety of cultures.

- Dinner in Hughes Dining Room celebrating American regional cuisine.

The overall theme of the weekend, "A New Road Taken," reflects the changes involving the Statler renovation.

Some of the 500 Hotel Ezra Cornell participants from among the 650 students in the Hotel School are hotel staff members, some are in charge of running a function and others, like Garcia, are members of the board of directors. "We've been working on this since the beginning of the year. I feel like it's a part-time job," she said.

In past years, high-powered industry leaders such as J. Willard Marriott Jr. have been keynote speakers at Hotel Ezra Cornell. This year, three new Hotel School professors will hold seminars "to show off the curriculum, show off the faculty, show off where we're heading," Garcia said.

The faculty members will be Craig Lundberg, the Kenneth and Marjorie Blanchard Professor of Human Resource Management; Leo Renaghan; and Steve Carvell.

Balancing all of the real and potential problems of running a hotel without the availability of the Statler Inn is what the student hoteliers consider a tremendous opportunity. As Hotel Ezra Cornell's managing director, Jacklyn P. McFadden, put it: "For the first time, the guests will be exposed to more of Cornell's beauty than the inside of a single, familiar building."

— Barry Gross

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 8, Number 3

Thursday, April 23, 1987

Senior VP William Herbster Recognized for Dedicated Service

By George Peter

Senior Vice President William Herbster has been described as a chronic workaholic. But that doesn't begin to tell the whole story. He has been the epitome of dedication to Cornell. Bill has worked diligently to bring the University to financial equilibrium. Prior to his arrival, the University was operating with a deficit budget of over \$6 million per year. This had gone on for over six years and was causing a severe drain on the endow-

ment. The budget has been balanced for the last several years.

But the Dedicated Service Award is presented to Bill more for his dedication to what he has done for employees. The first summer that Bill came aboard, his temporary office was in the A.D. White House. Some of us arranged for a series of brown bag luncheons so Bill could meet a cross section of employees from the campus. I fondly remember sitting on the lawn of the A.D. White House while Bill listened intently to what was on the minds of staff members. We felt at that time that he was a friend to the staff. We

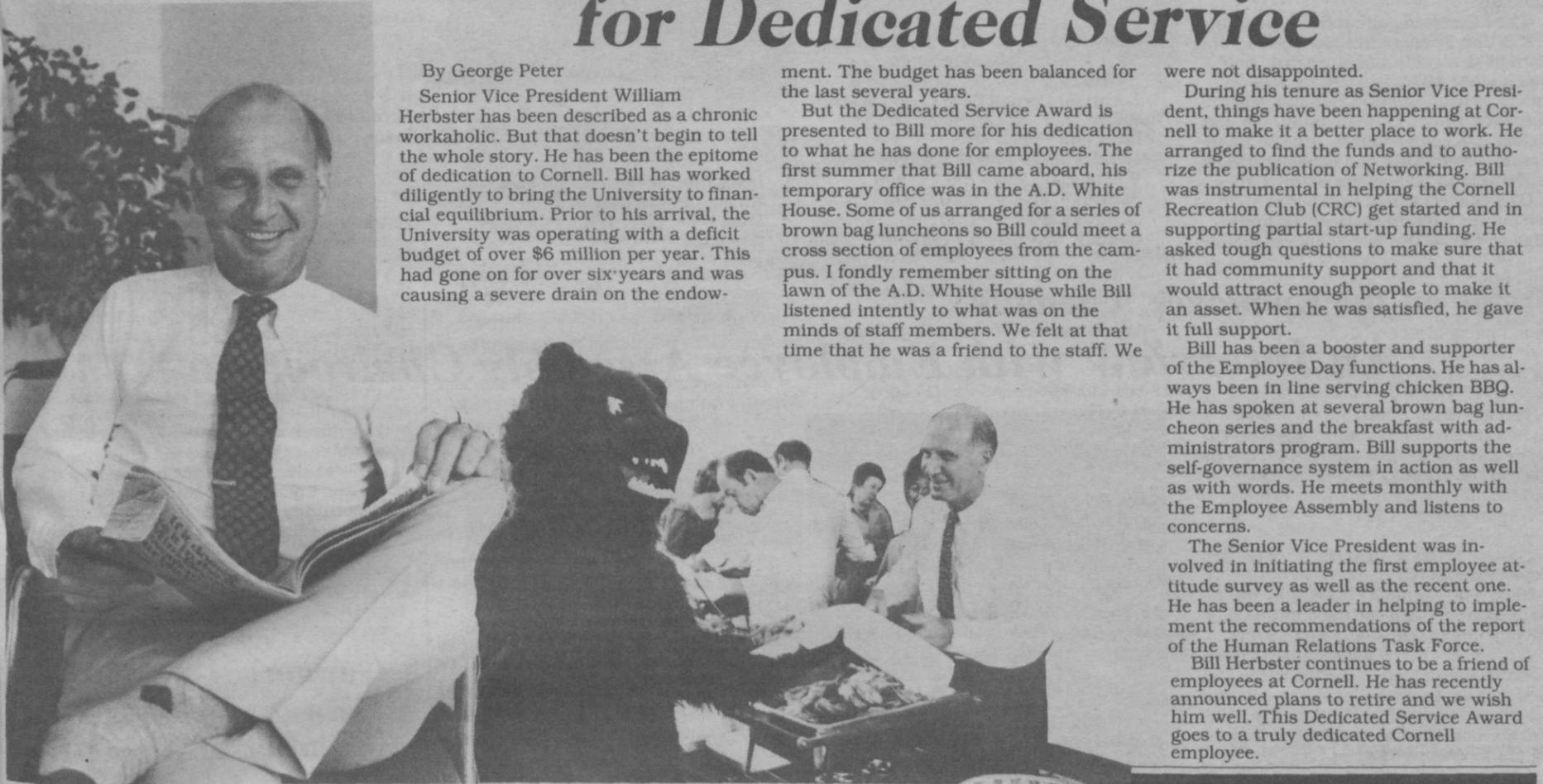
were not disappointed.

During his tenure as Senior Vice President, things have been happening at Cornell to make it a better place to work. He arranged to find the funds and to authorize the publication of Networking. Bill was instrumental in helping the Cornell Recreation Club (CRC) get started and in supporting partial start-up funding. He asked tough questions to make sure that it had community support and that it would attract enough people to make it an asset. When he was satisfied, he gave it full support.

Bill has been a booster and supporter of the Employee Day functions. He has always been in line serving chicken BBQ. He has spoken at several brown bag luncheon series and the breakfast with administrators program. Bill supports the self-governance system in action as well as with words. He meets monthly with the Employee Assembly and listens to concerns.

The Senior Vice President was involved in initiating the first employee attitude survey as well as the recent one. He has been a leader in helping to implement the recommendations of the report of the Human Relations Task Force.

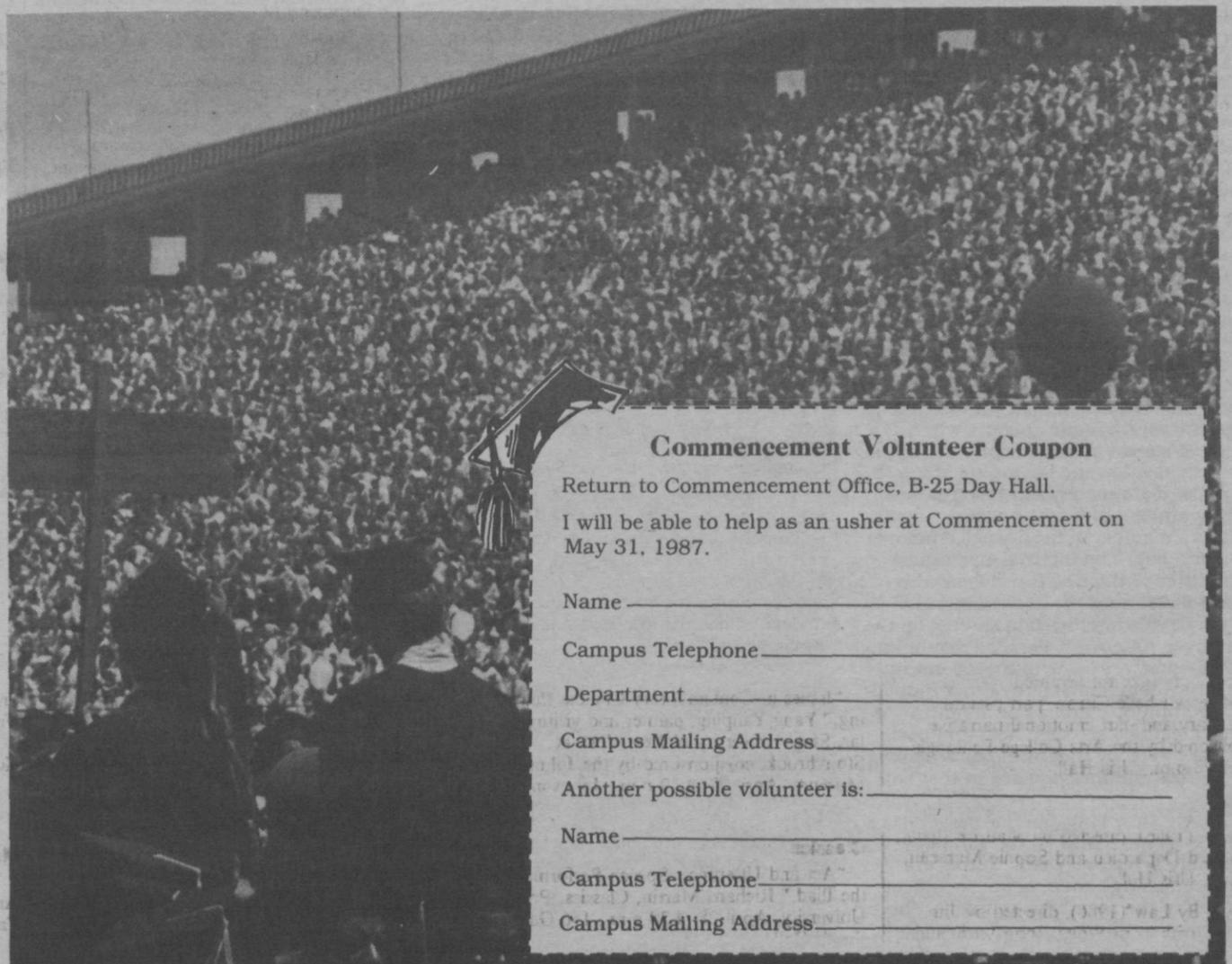
Bill Herbster continues to be a friend of employees at Cornell. He has recently announced plans to retire and we wish him well. This Dedicated Service Award goes to a truly dedicated Cornell employee.



Commencement Ushers Agree: They Share in a Very Special Day

1987 Volunteers Asked to Sign Up Now

As a Cornell employee, you are invited to be a commencement usher on Sunday, May 31 and contribute to the success of a very special day for Cornell and a very special day for more than 5,000 graduates and 28,000 guests to the campus. To volunteer to be an usher, fill in the coupon below and return it via campus



Being an usher has very special rewards, because you have the opportunity to share the experience with the participants.

Commencement Volunteer Coupon

Return to Commencement Office, B-25 Day Hall.

I will be able to help as an usher at Commencement on May 31, 1987.

Name _____

Campus Telephone _____

Department _____

Campus Mailing Address _____

Another possible volunteer is: _____

Name _____

Campus Telephone _____

Campus Mailing Address _____

mail to the Commencement Office, B-25 Day Hall by May 1, 1987.

Commencement is now the largest single University event and each year the responsibility of the ushers has been expanded. Due to these expanded responsibilities, 350 ushers are being recruited this year, four times the number assigned for the 1980 commencement.

Responsibilities of ushers vary. Schoelkopf ushers provide support in the direc-

Continued on Page 3

Cornell Golf Club Begins 46th Season

The Cornell University Golf Club is open for its 46th golf season. The course was designed by Robert Trent Jones in 1953. The Moakley Club House, which offers food and beverage services as well as locker room facilities was completed the same year. The Pro Shop, located near the Clubhouse, is stocked with the largest inventory of quality golf equipment in the area. In addition, this championship golf course has a driving range, three practice putting greens, and a practice green for sand shots. The 6823-yard course contains 60 sand traps and provides a true test of golfing skill. The United States National Junior Tournament was held here in 1961. The New York State Public High School Golf Championship is held here annually.

The PGA head golf professional at Cornell is Jim Fenner. Jim has been serving Cornell as a golf professional and golf coach since 1954. In 1972 he was promoted to head professional and general manager. Under his leadership, the golf facility has enjoyed increased use by the Cornell community and considerable improvement in golf course maintenance.

Dick Diebert joined the staff in 1975 as golf course superintendent. His knowledge and expertise in golf course maintenance

has brought him recognition as a leading course superintendent.

Dick Costello, PGA teaching professional, joined the professional staff in 1973. Dick brought with him, an extensive background in teaching, including both radio and television exposure and published articles in national golf magazines. In addition, he teaches a very popular golf program for Cornell's physical education. He is recognized by his peers as one of the top teaching professionals in central New York.

As a service to the Cornell community, Dick runs a six week series of group golf lessons each Spring. Several classes are offered to accommodate all who are interested. The schedule for Spring 1987 is as follows.

Adult and Junior Group Golf Classes
First Meeting - Rain or Shine
6 weeks - 1 hour per week

Location: Cornell Golf Club - Warren Road

Days and Times

Monday, May 4 - 5,6,7:00pm

Wednesday, May - 5,6,7:00pm

Saturday, May 9 - 8,10:00am

Saturday, May 9 - 1:30 Juniors

Sunday, May 10 - 9,11:00am, 1:30pm



L. to R. Dick Diebert, Golf Course Superintendent; Jim Fenner, Golf Coach; Dick Costello, PGA Teaching Professional.

Instructor: Dick Costello, PGA
All equipment provided
Must preregister
255-3361

This facility is a beautiful fringe benefit to the Cornell community. The Cornell University Golf Club is a course worth cheering about!

Focus on the Employee Assembly

An Interview with Employee Assembly Chairperson

The following interview was conducted by Cristen Gardner, director, Office of the Assemblies. Michael Ellis is the chair of the 1986-87 Employee Assembly and has been a participant in campus governance since 1981.

Cristen: What is the purpose of the Employee Assembly?

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

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

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

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

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

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

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

Employee Assembly elections are held in the spring. Prior to the spring elections, the Employee Assembly determines which seats are vacant and forwards this list to the Internal Operations Committee. A vacancy occurs when 1) a member's term of office expires, 2) a seat is unoccupied at the beginning of a term of office, 3) an incumbent resigns, or 4) the incumbent of a seat no longer qualifies as a member of the Cornell employee constituency. The Internal Operations committee of the Employee Assembly then solicits from the community names of individuals interested in serving on the Employee Assembly. Persons may nominate themselves or, with their consent, they may be nominated by other individuals, community groups or organizations. Elections are then held and positions are filled by the candidate receiving the highest number of votes in that category.

Cristen: How long can one serve?

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



Mick Ellis

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

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

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

Mick: I saw Assembly membership as an opportunity to have a voice in decision making throughout the University. I saw it as a chance to not only be involved in the development, implementation, and evaluation of the benefits and policies which affect my life but also as an opportunity

to be actively involved in determining the course the University was to steer in the years that lie ahead.

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

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

Obviously, it would be impossible to list all of the important accomplishments of the Employee Assembly over the past six years. Since 1980, the Assembly has been involved with the development of the Employee Assistance Program, the establishment of the University's Infant Care Center, the establishment of the Tax Deferred Annuity alternative investment program, the development of the Select Benefits program, the establishment of Networking (the employee newspaper), the 1986 Employee Attitude and the Human Relations Task Force Recommendations.

Cristen: How has the Employee Assembly changed over the past six years?

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

Cristen: What have you gotten out of

Congratulations to New EA Members

Congratulations to the newly-elected members of the 1987-88 Employee Assembly. They are:

Michele Draiss, Endowed At-Large, University Libraries, 255-9560

Mick Ellis, Endowed Exempt, Unions & Activities, 255-6220

Joan Heffernan, Statutory Nonexempt, Architecture, 255-6701

Esther Roe, Statutory Exempt, Health Services, 255-5072

Nancy Simmons, Endowed Nonexempt, Development, 255-6199

Theresa VanderHorn, Endowed Nonexempt, Chemical Engineering, 255-7504

Continuing members are:

Bernadette D'Amico, Geneva At-Large, Geneva, 787-2301

Dean L'Amoreaux, Statutory nonexempt, Vet Avian Aquatic Animal Medicine, 253-3365

Judy McPherson, Statutory Exempt, Vet Clin Sciences, 253-3229

Kris K. Miller, Endowed Exempt, Human Relations Training Program, 255-8626

William Staffeld, Statutory Nonexempt, Architecture, Art & Planning, 255-6812

Donna Vose, Endowed Nonexempt, Hotel Administration, 255-6358

Dwight Widger, Statutory At-Large, Nuclear Studies, 255-4882



your involvement in the Employee Assembly?

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

Gannett Health Center Becomes Member of Empire Plan

On May 1, 1987, Cornell University Health Services (UHS), located in Gannett Health Center, will become a participant in the Empire Plan (insurance carrier for New York State employees).

UHS will bill the Empire Plan directly for covered medical services. The patient will be billed for uncovered services.

Only eligible employees, retirees, students and student dependents may be cared for at UHS. Except for emergencies, spouses and dependents of faculty and staff members and non-Cornell related persons on campus are NOT eligible to be seen at the Center.

On the first visit to UHS after May 1, 1987, the Empire Plan subscriber will be asked to visit the New Patient Orientation Office (off the main reception area) to provide adequate billing information PRIOR to their appointment. The patient needs to remember to carry the Empire ID card and Cornell ID. Without proper identification (required at each visit), the patient will be asked to pay fee-for-service for that day's visit.

UHS staff members are available to answer questions in the following offices:

New Patient Orientation	255-4364
Billing Office	255-7492
Cashier's Office	255-6952

Leadership Leads The Peter Principle

Dr. Lawrence Peter has written two very interesting books. The first defines the "Peter Principle" as that phenomenon whereby in any organization a person ultimately is promoted to his or her level of incompetence. The second book, "The Peter Prescription," offers suggestions for preventing the Peter Principle from happening.

This essay is to suggest that the root of the Peter Principle is found in those organizations whose management refuses to admit that "Leaders are not born; they need to be developed."

Cornell University has a program of leadership development. The administration has accepted recommendations of the recent report of the Human Relations Task Force. An important recommenda-

tion was that all supervisors be given leadership training and that the training include the human element -- how to treat people as humans. When implemented, this could go a long way to minimize the Peter Principle.

Leadership development programs are necessary for all levels of management -- from the "straw boss" to deans, directors and department heads of educational institutions. Leaders are not born; they need to be developed. The pay off for the development of effective leaders is so great that no organization can afford to neglect this first priority function of management.

George Peter

Excerpted and edited from an article written in 1978.

Commencement

Continued from Page 1

tion and crowd control of guests at Schoellkopf; procession ushers assist in lining up graduates and proceeding with them from the Arts Quad to the stadium; graduate seating ushers assist in seating graduates and faculty on the field; mobility impaired ushers provide support for the seating and care of mobility impaired visitors, primarily in the mobility impaired seating section of the stadium; and other ushers are assigned special tasks as needed.

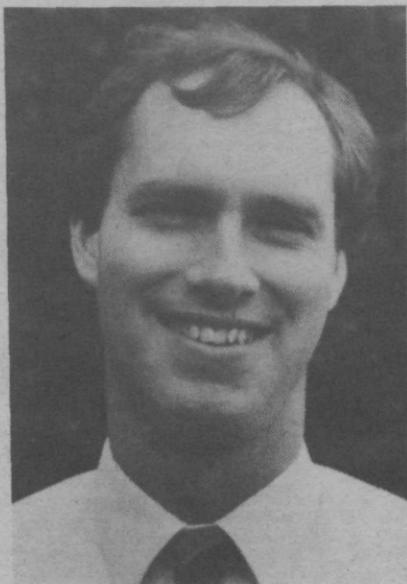
A rehearsal of all ushers will be held at Schoellkopf Field on Tuesday, May 26 at 3:00 p.m. On commencement day, ushers are asked to check in between 8:30 a.m. - 9:30 a.m. and should be at their assigned posts by 10:00 a.m. Ushers will assist until the ceremonies are over and the crowd has dispersed, usually by 2:00 p.m.

All employees who volunteer to work during the University's commencement exercises will be granted compensatory time-off equivalent to their standard work-day. This compensatory time-off must be used by December 31, 1987.

In addition, volunteers are provided with doughnuts, bagels, coffee, and soft drinks on commencement day. All volunteers are also invited to a reception at President Rhodes home and are given a commencement commemorative mug.

This year, why not consider being a part of one of Cornell's most important and exciting events? If you are a veteran usher and planning to return, please ask a fellow worker to join the ranks. It's a

very worthwhile endeavor and lots of fun. Below are some comments from repeat volunteers.



Jim Gibbs
Engineer
Humphreys Service Building

The best part is meeting other employees and participating in an activity with students. In my job I don't have daily contact with students and I enjoy working with them.



John Hartnett
Associate Director of Finance
Statutory Finance and Business

I like the exposure of working with parents and students. Being an usher has very special rewards, because you have the opportunity to share the experience with the participants. Working at Commencement reminds me of what Cornell is all about - educating students. It is a good experience I'll remember for the rest of the year.



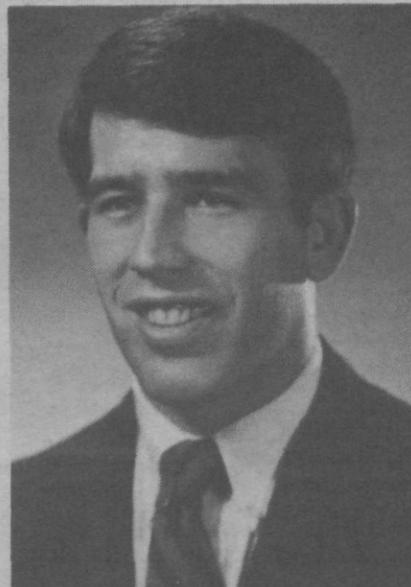
Carole McClain
Secretary
Computer Services

Working at Commencement is a unique experience because you usher graduates who may be friends and have the opportunity to share this moment with them. You also have an opportunity to meet President and Mrs. Rhodes in their home at the usher reception - I enjoyed talking with them in an informal setting. During commencement day and at the reception I get a warm feeling inside and don't feel like an usher, but part of one big family.



Adele Feierstein
Benefits Specialist
Office of Human Resources

I've volunteered again because I enjoyed the experience so much last year. Being able to help the parents and to see their happiness and joy on this day when they are so proud of their offspring is very special. I'm particularly interested this year because a former work-study student of mine, Vicky Chovil, is graduating and it will be fun watching her graduate.



Andy Noel
Head Wrestling Coach
Athletics and Physical Education

I enjoy seeing all the graduates together - particularly the wrestlers I recruited - as this is the culmination of four years of effort. The ceremony itself and the day are exciting. I have only missed a few in thirteen years. Ushering is a lot of work and takes time, but you can help the ceremony come off well. Something inside makes you want to do it. It's a great chance to see the kids have fun on their graduation day after four years of work.

CRC News Picnic, Deep Sea Fishing, and Hawaii

7th Annual Scotch Doubles Tournament and Chicken Barbecue

Don't miss out on the annual event. All ability levels are encouraged to come and bowl and enjoy a great meal. The dates are Saturday and Sunday, April 25-26 and bowling start times are 1:00, 3:00, and 5:00pm. Sign up for a start time when you register at either Helen Newman Lanes (5-4200) or the CRC Office. The price of \$6.25 per person includes bowling, prizes, and dinner. Also available are bowling only \$2.75 or dinner only \$3.50. No sign ups for the barbecue dinner will be taken after April 17th. Register now!

Finger Lakes Racing

For those of you who won't be camping out at the CRC park, May 16th is the date for a trip to Finger Lakes Race Track in Canandaigua, NY. The bus will leave B Lot at approximately 10:30am arriving at Finger Lakes at 12:15pm. A deluxe dinner will be served starting at 12:30pm and Post Time is 1:30pm. The bus will return to Ithaca immediately following the last race. The price is \$25 per person and includes transportation, admission to the racetrack, deluxe lunch (tax and tip), and a racing program. Call the CRC Office today. Deadline for sign up is May 8th.

CRC Annual Summer Picnic

The CRC annual summer picnic will be held on Saturday, June 6. This event is FREE to all CRC members but you do need a ticket to attend. Tickets are now available at the CRC Office, 165 Day Hall. Stop by and pick yours up today. The picnic will begin at 10:00am and end at 6:00pm and will be held at Helen Newman Grounds. "Sophisticated Country" will provide music from 2:00-6:00pm. Hamburgers, hot dogs, hot sausage, pop, beer, and chicken or roast beef (for dinner) will be available at no charge. We do ask that you do bring a dish to pass to share with everyone for the dinner. Family memberships will receive tickets for the entire family (children under 19 and living at home), single parent members will receive tickets for themselves and their children and may purchase one adult guest ticket at the reduced rate of \$5. Individuals will receive one ticket and may purchase one additional at the reduced rate. All other guests will be charged: adults \$10, children 5-12 \$4. As always, if you would like Lobster, the cost is \$5 additional.

Deep Sea Fishing in Wildwood, NJ

The bus will leave Ithaca on Friday evening, June 12 and travel to New Jersey arriving in Wildwood early Saturday, June 13. The group will fish with the Adventurer Fleet for a full day on Saturday. They will then stay overnight on Saturday at the Whittier Inn, Pleasantville, NJ. The trip includes bus transportation, boat, bait, tackle, motel (which offers a free shuttle to Atlantic City), and continental breakfast. The price is \$115 per person, double occupancy. A deposit of \$60 is due when registering and the balance is due by May 22. Call today.

Montreal, Canada

This promises to be a wonderful vacation. Included are roundtrip transportation via motor coach, three nights accommodations at the Holiday Inn-Place Dupuis, group dinner on evening of arrival, half day tour of Montreal which covers over 200 points of scenic and historical interest, and a full day tour beyond the city to the Laurentain highland (includes lunch and a boat ride). Participation is limited to 46 people. The price is \$210 per person, double occupancy. A deposit of \$100 is due at time of registration. Final payment due by June 12.

Hawaii

Many have already signed up for the CRC 1988 Hawaii trip. We are pleased to offer three options. Please contact CRC for more information.

German Alps Festival

On Saturday, July 18th, CRC will travel to Hunter, NY for the German Alps festival. The bus will leave A Lot at 7:00am, make a stop in Oneonta for breakfast (own cost), and continue on to Hunter, NY. The price of \$21 includes transportation and admission to the festival. Magicians, clowns, puppets, craft demonstrations, German foods and beers abound. It's fun for the entire family at this unique, authentic midsummer "Otoberfest." Deadline for sign up is July 10th.

Department of Residence Life Custodian of the Month Awards

The Department of Residence Life proudly announces past Custodian of the Month awarded winners. Although our time has been full of activities related to closings and openings of residence halls these individuals through their actions excelled in the performance of their work. We appreciate their efforts and ask you to join us in recognizing them.

Bill Paleen, director of the Department of Residence Life, awarded each person in a separate reception a departmental plaque and an individual plaque as well as a gift certificate and letter of award.

In July, Done Phimdeng, our always-smiling Collegetown area Custodian of the month, was recognized for her quality of work, enthusiasm and commitment to improving. She is a favorite with the students and continues to serve our department very well.

Betty Stevens, of the Fall Creek Gorge area, received recognition as the August Custodian of the Month. Betty's consistency in meeting and exceeding the stan-

dards sets a fine example of our custodial staff's objectives. She is a valuable part of the Fall Creek area team.

The Fall Creek area repeated as recipients of the Custodian of the Month Award by nominating and receiving Joan Jablonski as the September award winner. Joan's active, positive and enthusiastic approach to her work is an inspiration to many. Her work is consistent and thorough in exceeding standards.

The October award winner was Lucy Quaille from the West Campus area. Lucy's willingness to teach others under unusual circumstances and to exceed expectations displays her interest in her job, area and the department. She is reliable and conscientious in all aspects of her work.

A staff member for many years was recognized in November from the North Campus area, Helen Robinson. In the fall, she showed the benefit of her years of experience when the need was there. Her willingness to do the extra part and help

the area and others was greatly needed and appreciated.

In December, a newer addition to our department in the Fall Creek Gorge area received the Custodian of the Month award - Barb Horner, her thoroughness and attention to detail has shown in the quality of care in her area. She is consistently committed to improving and doing her best to serve her students and the department.

Beginning with the January award recognition the selection committee's membership will expand. Instead of two past award winners the committee will have four custodians. The remaining members will be the coordinator of housekeeping and purchasing, one assistant director, one supervisor or group leader and one manager of housekeeping services.

If you see one of our past award winners join us in recognizing them by thanking them for their willingness to improve the quality of life in our residence halls.

Unclassified Ads

1. Please submit all unclassified ads to Networking Unclassifieds, 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 May 7th issue is April 27th.
7. If an error appears in your ad, please resubmit the ad to be published in next available Networking.

For Sale

1986 Ford Escort station wagon, 11k miles. 589-4644 after 7pm.
 1985 Cadillac Sedan De Ville, 4-dr, blue, every option, low miles, babied with special care, \$13,499. 5-1034 eves and weekends or 5-8389 office.
 1980 Citation, 150K miles, \$400 OBO. 5-3541.
 -1976 Chevy Vega, 3 spd, economical, high miles, runs well, inspected Jan 87, needs radiator repair (leak), \$275. 532-8365 7-9pm.
 1976 Oldsmobile Cutlass Supreme, 2-dr, V-8 engine, automatic, P-S, P-B, AM-FM stereo, runs great, can be seen at East Hill Plaza. Jeff 273-2715 after 6:30pm or 5-9475 between 3-4:30pm.
 1961 International dump truck, 2 spd rear axle, gas engine, extra motor-body parts, very good cond, \$2,900-trade. 564-9375 or Bernie 5-6143.
 Novas - 1976 - \$250; 1978 - \$550 both with high miles but still run well. 564-9375.
 1985 Honda 350X ATV and Bell helmet, exc cond, \$1,300. (607) 535-2682.
 1982 CM Honda 250CC, gray, like new, under 1,200 miles, windshield-luggage rack, \$800 OBO. 272-2199 after 5:30pm.
 Three rims for a 1983 Ford Ranger, all for \$20. 257-3846.
 Moped, Puch red and silver, nice, \$225 OBO, Erik 5-4863 or 273-0597 eves.
 Portable exercise bike, Hagen bird cage (Parakeet size), good, new cond. 257-2640 eves.
 Bicycle, contour, 1 spd, \$30 OBO; "Rolled-away" bed without mattress, \$30 OBO. 277-4940 eves.
 Bicycle, Pugeot, mens 21", needs work but no rust and extra parts, \$75. 277-3380 after 6pm.
 Bike, 10-spd, 1983 model, rarely used, like new, 22 inch frame, 27 inch wheels, \$70. 5-3766.
 Bicycle, men's 10-spd, must sell, \$50. 844-4051 after 6pm.
 Bianchi, men's 21" bicycle, new parts include brake pads and levers, brake cables and housing, shifters and cables, alloy bars, seat post and pedals, Avocet racing saddle, toe clips, bearing sets, Campagnola front derailleur, and 14-18 gear cluster (10-spd), \$150. 564-7006.
 Big wheel bikes in good cond, Barbara 5-6718 or 589-6257.
 Coleman canoe 17ft x 3'3" wide, center seat, oars and oar locks and two life jackets, can take up to 4HP motor, used once. 272-5238.
 Boat, 18' fiberglass tri-hull, 115 hp mercury outboard, c.e. load trailer, ice, \$3,950; exercise bike, \$40; rowing exercise machine, \$50; crib, \$35. 844-9745 after 6pm.
 8' Satellite Dish, complete unit, \$1,500; Viking fold-down camper, sleeps 6. 5-4386 days or 657-8083 after 3:30pm.
 Garage sale, 5 family, 4-24-25, 9am-2pm, at the Blue

Heron Ben & Breakfast Inn, take Sharpsteen Rd of Peruville (34B), 1 mile to 384 Pleasant Valley Rd., Groton. Electric mower, Sunbeam 18" twin blade, double insulated, cast aluminum deck, side bag, exc cond, \$100 firm. 273-2030 eves.
 Sailboat, 23 ft, 3 sails, dinghy, small galley, sleeps 4-5, trailer and motor included, asking \$6,000. 347-4640 eves.
 Humidifier, large floor model, \$50; child carrier for bike, \$10; metal file cabinet, 8-drawer legal size with lock, \$75; all good cond, prices neg. 272-2476 eves.
 Ski rack (large car), chest freezer, 15 cu ft, drop leaf table, portable sewing machine, portable typewriter, (S.C.), 272-6086 after 6pm or 5-3214 days.
 Suede coat, new, Junior 7, \$120; suede jacket, almost new, Junior 5-7, \$70. Anne 257-6876.
 Piano, Everett upright, exc cond. Marie 5-8747.
 Upright practice piano, \$350; formica work benches, \$90 & \$105; 5'x3'x1' cabinet with glass shelves and sliding glass doors, \$80; Megapure 1.4 Lph Corning still, \$670; pH meter 1.15pH analog, \$140; unopened Mason jars, 12 for \$4; 4' double fluor bulb shop lights, \$5-unit; metal shelves 6'x3'x16", \$10 each. Holly 5-0555 or 277-0424.
 Guitars: Gibson ES-330, \$400; Gibson J45 Acoustic, \$400; Fiberglass cap for Datsun pick-up, \$150. 539-6582.
 Gas range, 30 inches, harvest gold color, has electronic ignition and self-cleaning oven. 277-3615 eves.
 Kitchen, complete with appliances, (dish washer, electric stove with barbecue grill, double ovens, refrigerator), good cond, exc for remodeling jobs, apt or summer home. Must be removed before May 1. 347-4874 after 5pm.
 Avon 1876 Cape Cod collection cranberry glassware, 2 water goblets, \$10 each; 4 wine goblets, \$7 each; cruet with stopper (discontinued piece) \$10, original boxes. Linda 5-3919 or 539-6203.
 King size waterbed with Baja Rose headboard (has beautiful mirror and bookcase) includes mattress, liner, extended rails, heater, frame and base and two pair waterbed sheets. 277-0335 or 5-3789.
 Studio couch, sleeps two, \$20; contemporary loveseat on platform, \$20; red country print single bedspread with curtains, \$15; 40 inch Frigidaire electric stove, \$50. 273-6747.
 Refrigerator, year old Kenmore, 10.4 cu ft, automatic defrost refrigerator, separate manual defrost freezer, 64"x24"x24", exc cond, \$350. 272-2588 eves.
 Bathroom fixtures, like new white porcelain sink, new off-white vanity top with faucets, 2 medicine cabinets. 257-4031 nights, weekends, keep trying!
 Washer-dryer, \$100; maple hutch, \$100; trundle bed, \$50; Oday Widgeon sailboat, \$900. 5-3146 or 272-2023.
 12 x 24 inground pool, steel walls, exc cond, you remove. All accessories including filtering system, split-rail fence, patio blocks, new solar blanket, \$950. 273-1910 eves.
 By owner, townhouse, Sevanna park, 2 bdrm with compl. furniture. 257-1307, 5-9pm.
 1985 Titan, 14x70, three bdrm, front utility room, 1 1/2 bath, cathedral ceiling, wood siding, A shaped roof, 12x24 deck, 8x16 shed, Pleasant View Tr. Pk, Dryden, asking \$24,000 neg. 844-4656.
 1984 Pinegrove mobile home, 3 bdrms, 2 baths, 10x14 storage shed, set up in beautiful park in Moravia, 30 min. to CU, \$17,000 firm. 253-3518 work or (315) 497-0526 home.
 Nice older mobile home in Varna park, awning, garage, shed, gardens, appliances, exc for retiree or student housing, peaceful. 272-1954 anytime.
 20 gallon high fish tank, used only 6 months, filter, cover with light and wrought iron stand, \$35 firm. 273-4222.
 Small animal cage with metal tray, 18" H, 24" W, 30" L.

**Send all ads to Donna Updike, 240 MVR
 Send in campus mail only.
 No phone calls please.**

exc cond, good for rabbits, \$18. 273-4222.
 Handsome chestnut gelding (2 yrs), quiet, well-mannered, green broke, \$600; yearling pony filly, \$250; pony cart and harness, \$150. 273-1577 or 5-8545.
 Lamb and goats, live or butchered, all ages, no drugs or feed additives used. Laura 277-3044 days or 564-9223 eves and weekends.
 Guinea Pigs from show quality stock: Teddies, Red Crested and American Creams, starting price \$5 each. 273-4222.
 18 yr old chestnut Morgan mare, registered, super trail horse, \$600; yearling registered Morgan gelding, \$500. Nina 5-3857 (8-noon).
 Rebel needs good home with friends. Mature Hackney pony, exc disposition, sound, healthy needs home with other ponies, horses, barnyard animals, drives, great pet, reasonable to good home. Katy 5-7085.

West Hill, one bdrm apt in private home, \$300 includes utils. 273-0691 after 6pm.
 Cayuga Lake house on Maplewood Rd, furnished, 3-bdrm, 2 bath, dock, no pets, avail June 1-July 4 by the week or for the full month, will take best offer. 257-6150.

Calendar

Events of Particular Interest to Cornell Employees

- Saturday & Sunday, April 25-26. CRC 7th Annual Scotch Doubles Tournament and chicken barbecue. No sign ups for the BBQ will be taken after April 17th so call the CRC Office at 5-7565 today for more information.
- Saturday, April 25. Bonsai Day, 11:00am to 3:00pm. Demonstrations and sales. Cornell Plantations.
- Tuesday, April 28. TIAA-CREF seminar for endowed and statutory employees; 9:30-11:30am in 110 Ives Hall and 2:30-4:30pm in 131 Warren Hall.
- Wednesday, May 6. Employee Assembly Meeting. All employees welcome; 12:15 in B-8 Roberts Hall.
- Sunday, May 10. A Wildflower Mother's Day, 1:00 to 4:00pm. Cornell Plantations.
- Friday, May 15-17. CRC Family Camp Out at the CRC Park. Call the CRC Office at 5-7565 for more information.
- Saturday, May 16. CRC trip to Finger Lakes Race Track in Canandaigua, NY. Call the CRC Office at 5-7565 for more information.
- Saturday, June 6. CRC Annual Summer Picnic.
- Friday, June 12. CRC Deep Sea Fishing trip to Wildwood, NJ. Call the CRC Office at 5-7565 for more information.
- Saturday, July 18. CRC trip to Hunter, NY for the German Alps Festival. Call the CRC Office at 5-7565 for more information.
- Saturday, July 25. Herb days, 10:00am to 4:00pm, donation \$2, members \$1. Cornell Plantations.
- Sunday, July 26. Herb days, 10:00am to 4:00pm, donation \$2, members \$1. Cornell Plantations.
- August 7-18. CRC trip to Alaska. Call Kip at Stone Travel at 257-2515, Donna Vose at 5-6358, or the CRC Office at 5-7565 for more information.
- Saturday, August 22. Kids Day: Plant Detecting, 1:00 to 4:00pm, donation \$2 per child, member \$1 per child. Children must be accompanied by a parent. Cornell Plantations.
- September 19. Mushroom Festival, 1:00 to 5:00pm, donation \$2, members \$1. Cornell Plantations.

WANTED
 One or two bdrm apt to rent from June through Oct. or Nov. Prefer south of town. Carol 5-7876 or 277-3937.
 Good, used air compressor, 3HP or greater. Paul 589-6662 eves.
 Church, nonprofit organization looking to buy or receive a milk or cream can. Carole 273-7255 or 5-6360.
 Seek person who wishes to practice speaking French on exchange basis. 5-1872.
 Summer daycare needed for two boys ages 4 and 5. 7:30am-5:00pm, Mon through Fri, references required. Steve 5-4581 or (315) 364-7917.
 Woodstove, small-medium size, airtight with see-through front or Franklin with firescreen, taking 6-inch pipe. John 5-6556 or 898-3479.
 Vacation cabin for visiting relatives (family of four) for last week of July, first week of August, nothing fancy, but reasonable. Susan 5-4972.

FREE
 Six yr old Frigidaire refrigerator, needs electric work. 257-7714.
 To good home, 15 week, brown Doberman-Labrador mix with docked tail needs good home with a lot of love and attention. (315) 364-8649.

For Rent

Newly remodeled 1 bdrm apt, walking distance to CU, quiet neighborhood, fireplace, off-street parking, \$550 includes utils. 273-1577 or 5-8545.
 2 bdrm apt, Houness Lane, \$525 month. 272-6086 after 6pm or 5-3214 days.
 N. Triphammer 2 bdrm unfurnished apt, 2 entrances, space, sunshine, lg. cedar closet, pets, parking close to shopping, CU 4 miles, May 1-July 31 lease. 257-3309 eves.
 Tioga St. Fall Creek neighborhood, 2 bdrm, fireplace, basement storage, very clean, \$450 plus utils. 272-5959.
 House, 3 bdrms, 520 E. Shore Drive, 1-2 mile from CU, \$475 per month. Rip Campbell 272-4305 days or 257-5920 eves.
 Avail now, country efficiency apt furnished, one bdrm, no smokers, no pets, \$200 plus. 539-7432 after 3pm or weekends.

TIAA Report of Dividends Mailed

TIAA dividends are declared for a year at a time.
 For the twelve months March 1, 1987 through February 29, 1988 your TIAA annuity will be credited with the following total effective annual rates of interest:
 8.5% on the portion of your accumulation resulting from premiums paid and additional amounts credited on and after January 1, 1987.
 9.0% on that portion of your accumulation resulting from premium paid and additional amounts credited from January 1, 1986 through December 31, 1986.
 11.0% on that portion of your accumulation resulting from premiums paid and additional amounts credited from January 1, 1985 through December 31, 1985.

11.5% on that portion of your accumulation resulting from premiums paid and additional amounts credited from January 1, 1982 through December 31, 1984.
 10.25% on that portion of your accumulation resulting from premiums paid and additional amounts credited from January 1, 1979 through December 31, 1981.
 9.5% on that portion of you accumulation resulting from premiums paid and additional amounts credited prior to 1979.
 If you have not received your Report of Annuity Premiums and Benefits (Blue and Yellow Ship), call TIAA-CREF toll-free at 1-800-842-2733 and ask that one be sent to you.

Tax Deferred Plan: 1987 Update

The Cornell University Tax Deferred Plan provides eligible employees with an opportunity to save for retirement with before-tax dollars. All of your contributions and the earnings from your investment can grow without being reduced by current federal and state taxes. Taxes are delayed (tax deferred) until you begin receiving retirement income.
 Updated interest rates are listed below along with telephone numbers for each investment company. For more information about the investment alternatives, you may contact the companies directly. Employees interested in enrolling should contact Employee Benefits (endowed) at 5-6886 or the Statutory Benefits office at 5-7924.
 Equitable Group 300 Series
 The Equitable Life Assurance Society

(800) 522-5236 (in New York State)
 (800) 233-4196 (outside New York state)
 (212) 582-5330 (New York City, Alaska, and Hawaii)
 Dreyfus
 (800) 645-6561
 Fidelity
 (800) 255-6190
 TIAA-CREF
 (800) 842-2733
 TIAA Interest rate - 8.5 percent.
 For updated information on CREF, call TIAA-CREF's toll-free number, (800) 223-1290.
 UNUM (formally Unionmutual)
 (800) 341-0441
 Interest rate as of January 1, 1987 - 9.5 percent.

Networking Board Thanks Photographers

Networking would like to thank Photographer Charles Harrington, the Biomedical Communications department, and Ann Marcham for all their photographic assistance and speedy service to help us meet our deadlines.

Deadlines for Cornell Children's Tuition Scholarship (CCTS) Application

Employees who are now receiving CCTS will automatically receive an application. All other employees applying for CCTS should request an application from University Personnel Services, 130 Day Hall, or call Adele Feierstein at 5-7509.
 The deadlines for submission of applications are as follows:
 Summer Session - May 1, 1987
 Academic Year 1987-88 - June 1, 1987
 Fall term - June 1, 1987 only
 Winter-Spring Term Only - December 1, 1987

Networking

Deadlines

- 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

TIAA-CREF Presents Retirement Seminar

Endowed and Statutory employees are invited to attend a TIAA-CREF seminar to be held on April 28, 1987 at the following locations and times:
 9:30-11:30am - 110 Ives Hall
 2:30-4:30pm - 131 Warren Hall
 A representative will cover a broad ar-

ray of topics including investing in TIAA and CREF, regular retirement annuities vs. supplemental retirement annuities (SRA's), options at retirement and impact of the new tax laws.
 Questions about the seminar can be directed to either Bill Douglas, 5-6896 or Karen Fuller, 5-6886.

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