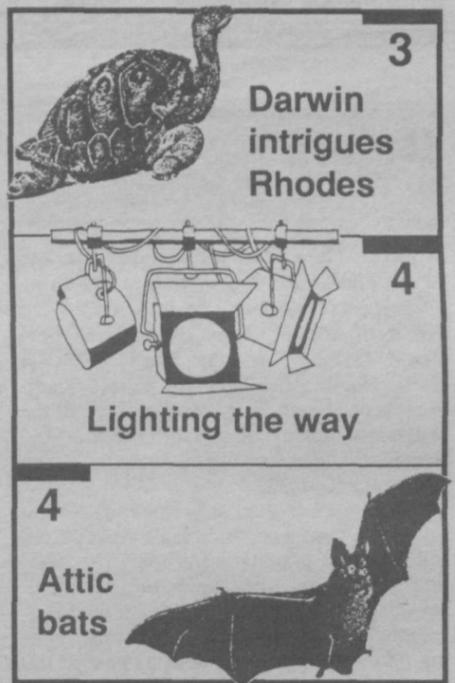


Cornell CHRONICLE

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Rhodes foresees 'new era' for federal role in science after meeting Bush, Quayle

President Frank H.T. Rhodes voiced hope on Monday for a new and positive relationship between Washington and higher education after meeting with President-Elect George Bush, Vice President-Elect Dan Quayle and two key officials of their forthcoming administration.

"We can expect a new era as far as the federal role in science, with thoughtful leadership coming from the White House," Rhodes said after the 50-minute session, which also involved nine other higher-education leaders; Bush's designated chief of staff, John H. Sununu; and the designated secretary of education, Lauro Cavazos.

The meeting, which was in Bush's White House office, was arranged by President Benno Schmidt of Yale (Bush's alma mater) because "it was thought useful [for Bush] to meet with a group of research university presidents," Rhodes said, adding that Bush "accepted eagerly; in fact, his people worked hard to put the session together."

Rhodes emphasized that Bush and his team were very conscious of the federal budget deficit and said the educators did not seek commitments in specific-dollar terms.

"But we have begun to develop a working relationship with four key members of the new team," Rhodes said, asserting that "the meeting was more than just a pleasant formality. He [Bush] is absolutely serious about wanting to be the 'education president,' " a term Bush used in his election campaign.

Rhodes said one example of the seriousness Bush showed at yesterday's meeting was his reiteration of points he made on Oct. 25 during a speech in Columbus, Ohio. Rhodes called that speech "courageous and very substantive" and summarized its commitments as follows:

- To change federal research and development funding from its annual basis to a five-year basis for authorizations and a two-

year basis for actual appropriations of funds.

- To upgrade the position of the president's science adviser.
- To appoint a science advisory council.
- To concentrate the federal government's research and development role on basic research.

- To promote university-business partnerships, with attention to a recent Business-Higher Education Forum report called "American Potential: The Human Dimension." (The report, which urgently advocated multifront efforts to improve American education, partly to help industry meet future job needs, was produced by a task force headed by Rhodes and the chairman of the board of Ford Motor Co., Donald E. Petersen.)

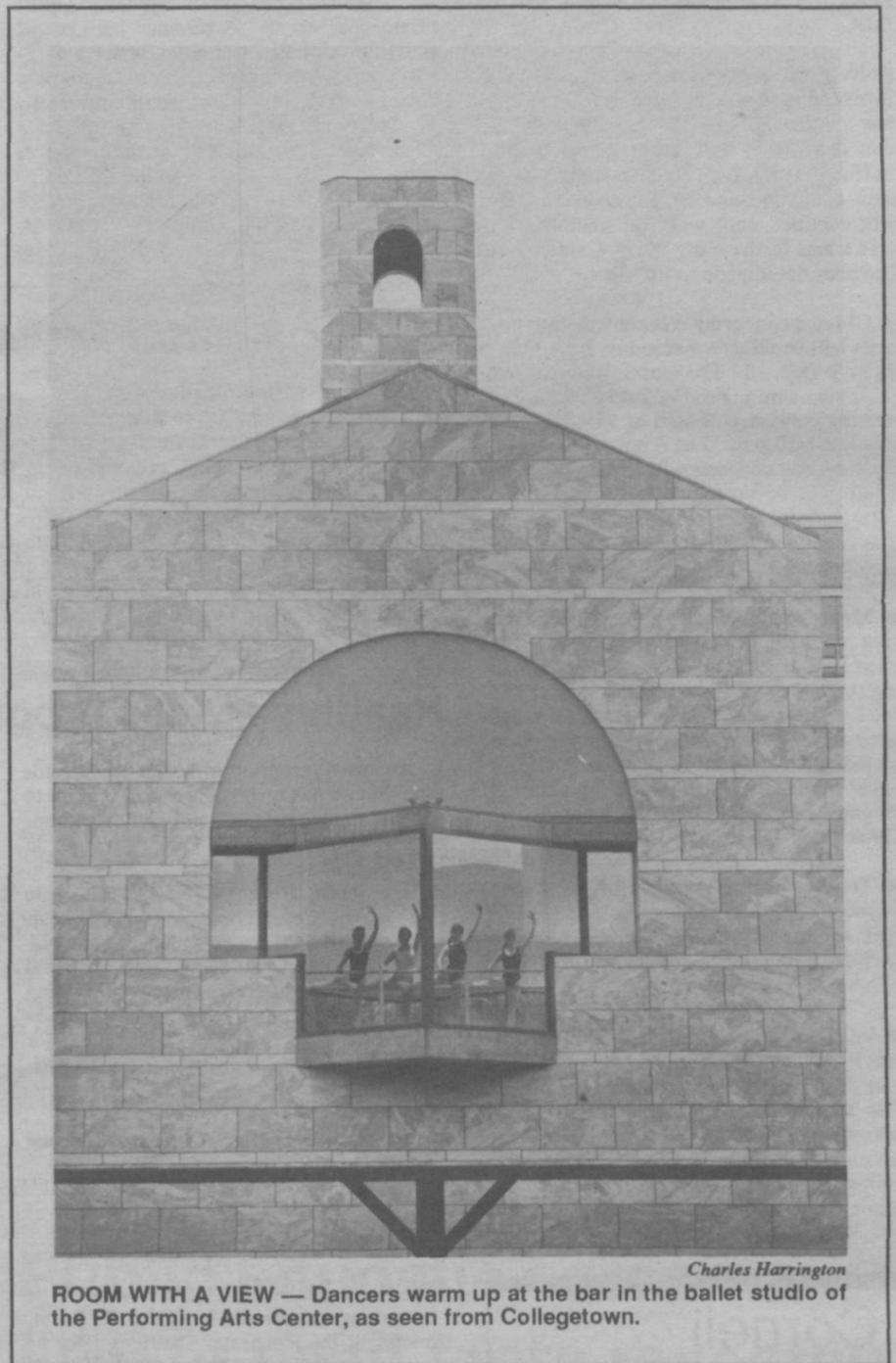
- To keep science education a vital part of federal priorities.

- To double the National Science Foundation (NSF) budget, support new NSF research centers, and seek federal funds to build and revamp university research facilities. Although no dollar amounts for facilities funding was discussed in the Columbus speech or at the meeting on Monday, the point was seen as important because, since the mid-1960s, Washington has cut such funding by about 95 percent in constant dollars.

Rhodes said that one theme running through Monday's talk was the commitment by a new Bush administration to maintaining the strength and diversity of American higher education and to keeping access open to minorities, especially members of under-represented groups.

Elevating the position of science adviser and naming an advisory council were among ideas that Rhodes had suggested when he met with Bush in April. Another Rhodes theme that was discussed again yesterday is the need to assign priorities in

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Charles Harrington

ROOM WITH A VIEW — Dancers warm up at the bar in the ballet studio of the Performing Arts Center, as seen from Collegetown.

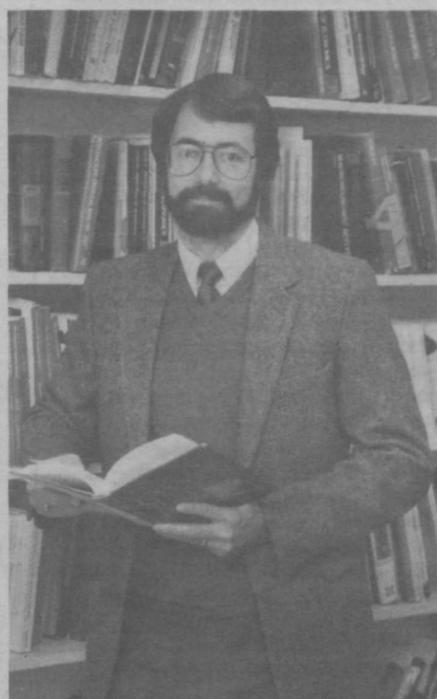
Values matter, economist's new book says

Although many economists regard pocketbook self-interest as the primary human motivation, Robert Frank insists that behaving selflessly can be profitable — because honesty affects one's entire personality, and a person who exudes honesty is often a sought-after employee. Virtue, therefore, becomes financially rewarding.

Furthermore, the notion that people are guided mostly by self-interest "doesn't explain why a soldier dives atop a live hand grenade, why someone contributes anonymously to a public television station, why we spend three days tracking down a refund on a \$10 product," Frank noted during an interview. He is the author of "Passions Within Reason: The Strategic Role of the Emotions," a book recently published by W.W. Norton.

"There are nobler strands in human nature," Frank says.

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Charles Harrington

Robert Frank

New job for honey: halting browning in juice and wine

Cornell food scientists have found a natural alternative to sulfites for keeping white wines and fruit juices from turning brown: honey.

C.Y. Lee, a professor of food science and technology at the Agricultural Experiment Station in Geneva, and Robert W. Kime, a researcher in that laboratory, are seeking a patent for their color-stabilization process in grape juice and wine. Kime and the Cornell Research Foundation already have been awarded a patent for honey-clarification of fruit juices.

"The browning reaction has always been a problem with fresh fruits and juices," Lee said. "Not only does the reaction change the color of fruit and juice, but it has an adverse effect on nutrition — including vitamin C — and flavor."

Research by the U.S. Army in the 1930s and '40s led to the use of sulfites, from sulfur dioxide, for preserving dried fruit and preventing the browning reaction. Today,

sulfites are routinely used in juice processing as well as wine making, where they prevent further fermentation and oxidation. But sulfites can cause allergic reactions in some people, which is one reason why the Food and Drug Administration has limited their use in salad bars.

An alternative to sulfites would be a boon to the food-processing industry, which makes everything from applesauce to the increasingly popular white grape juice. Lee's studies focused on the phenolic compounds, which are naturally occurring, complex substances in fruit.

"Whenever you bruise or cut or grind the cell structure of fruit — whenever you bite into an apple — enzymes and phenolic compounds come together with oxygen in the air to produce even more complicated compounds and the browning reaction," Lee explained. "If there were only one or two different phenolic compounds, we

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Briefs

■ **A.D. White nominations:** Nominations to fill four Andrew D. White Professor-at-Large positions are due by March 13 in the office of the professor-at-large program, Room G60e of Martha Van Rensselaer Hall. Nominations may be made by individuals or groups. For more details, call the program's director, Professor Emeritus Urie Bronfenbrenner, or its secretary, Gerri Jones, at 255-0832.

The program was established in 1965 to bring to campus individuals who have achieved outstanding international distinction in the humanities, the natural or social sciences, or the learned professions. Professors-at-large serve six-year terms, making periodic visits to campus as part of the program's goal to enrich the intellectual and cultural life at Cornell. There are to be no more than 20 professors-at-large at any one time.

■ **New intersection:** A new three-way stop intersection is now in force at Garden Avenue and Schoellkopf Drive. Although Garden Avenue is now reopened to through traffic, campus buses will continue to use their alternate route on Tower Road. This will continue until work on lighting, sidewalks and landscaping along Garden Avenue does not impede traffic flow.

■ **Chimes concerts:** Weekday chimes concerts will be on a new schedule from Dec. 8 through Dec. 18. The morning concert will be at 8:45 a.m. instead of 7:45 a.m., and the midday concert will start at 11:45 a.m. instead of 1:10 p.m. The 6 p.m. concerts and the weekend concerts will remain the same. There will be no regularly scheduled concerts during winter break starting Dec. 19. The regular schedule of concerts will resume Jan. 23.

■ **Meals with Morley:** Employees may sign up for breakfast or lunch with Senior Vice President James E. Morley Jr. by calling the Office of Human Resources at 255-3621. The meals will be held each month during the academic year. Dates and places include a Dec. 16 lunch at the ILR Conference Center and a Jan. 24 breakfast at Hughes Dining Hall in the Law School. Other dates will be announced.

■ **Traffic Bureau winter break hours:** Winter break office hours of 8 a.m. to 4 p.m. for the Traffic Bureau will begin on Dec. 12. Regular hours of 7:45 a.m. to 5 p.m. will resume on Jan. 23.

■ **Museum's box lunch tours:** The Herbert F. Johnson Museum of Art will offer a tour of the exhibition "Nature Transcribed: The Landscapes and Still Lifes of David Johnson (1827-1908)" on Dec. 8. Meet in the museum's lobby at noon. Following the tour, participants who bring their lunch can eat on the museum's sixth floor.

Cornell Chronicle

EDITOR: Carole Stone
GRAPHICS: Cindy Thiel
CIRCULATION: Joanne Hanavan

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

Brussels seminars in March to look at corporate mergers

American academic and European business experts will meet in Brussels on March 17 and 18 to discuss international manufacturing and the new wave of corporate mergers and acquisitions that are reshaping the industrial world.

The international management seminars will be conducted in the Hyatt Regency Hotel in Brussels by the Johnson Graduate School of Management.

One of Europe's leading bankers, Herve de Carmoy, and other business executives will speak. De Carmoy is the chief executive officer of Societe Generale de Belgique. He started his career at Chase Manhattan Bank and later developed the expansion of Midland Bank in Western and Southern Europe.

"De Carmoy will be an especially appropriate speaker at the seminar because of Italian industrialist Carlo de Benedetti's unsuccessful attempt to take over Societe Generale de Belgique last year," said James W. Schmotter, associate dean and director of international studies in the Johnson School.

Two members of the Johnson School faculty will lead the seminars: Jerome E.

Hass, a professor of managerial economics and finance, who conducts research into corporate mergers and acquisitions; and L. Joseph Thomas, the Nicholas H. Noyes professor of manufacturing, who specializes in manufacturing technology and operations research.

Other Cornell faculty who will participate are Thomas R. Dyckman, the Ann Whitney Olin professor of accounting and associate dean for academic affairs at the Johnson School; and Curtis W. Tarr, dean of the Johnson School. Before coming to Cornell, Tarr served as president of Lawrence University, undersecretary of state, assistant secretary of the Air Force, director of the Selective Service and vice president, management development, of Deere & Co.

The Brussels meeting is the fourth annual European program arranged by the Johnson School for its alumni and business executives based in Europe. Following the two-day forum, participants will visit businesses and industries in Antwerp. The graduate business school will conduct a similar program in Tokyo next October, its first in Asia.

—Albert E. Kaff



N. David Mermin

Physicist receives first Lilienfeld Prize

Physicist N. David Mermin has been named the first recipient of the American Physical Society's newly established Julius Edgar Lilienfeld Prize.

The prize, which carries with it a \$12,000 cash award, recognizes outstanding contributions to physics by an individual who has exceptional skills in lecturing to audiences of non-specialists.

The society's prize committee particularly cited Mermin for "his contributions in resolving matters of principle in condensed matter physics, and for his remarkable clarity and wit as a lecturer to nonspecialists on difficult subjects."

Mermin is co-author of the widely used text, "Solid State Physics." His name also is known to physicists through the "Mermin-Wagner theorem," the "Mermin-Lindhard dielectric function" and the "Mermin-Ho relation."

Mermin has written the only attempt to explain relativity in Shakespearean pentameters, and introduced Lewis Carroll's verbal invention "boojum" into the international lexicon of scientific terms as the name of a defect in the structure of certain liquids.

As part of the Lilienfeld Prize, Mermin will receive expenses to cover three lectures to be given on his research at a general meeting of the society, at a research university and at a predominantly undergraduate institution.

The annual prize was established in the will of Julius Edgar Lilienfeld, inventor of the solid-state amplifier. The Polish-born physicist, who taught at the University of Leipzig in Germany before coming to this country in the 1920s, died in 1963.

Mermin, a specialist in the theoretical physics of condensed matter, has been a member of the Cornell faculty since 1964. He has been director of the university's Laboratory of Atomic and Solid State Physics since 1984. He received a bachelor of arts degree in 1956, a master's degree in 1957 and a Ph.D. degree in 1961, all from Harvard University. This past May, he was elected to the American Academy of Arts and Sciences.

—Martin B. Stiles

Barton Blotter: Computer stolen

A \$2,500 computer was taken from Hollister Hall in the largest of eight thefts involving losses of \$3,689 in cash and valuables on campus, according to the morning reports of the Department of Public Safety for Nov. 28 through Dec. 5.

Also, a \$279 VCR was taken from Goldwin Smith Hall, a \$150 roof rack from a car parked at Hasbrouck Apartments, a \$54 carpet from the new wing of Martha Van Rensselaer Hall and a knapsack with items valued at \$85 from the Campus Store.

Ten persons were referred to the judicial administrator, five on charges of harassment and five involving possession of stolen or altered parking permits.

One person was arrested on charges of driving while intoxicated. Three false fire alarms were recorded.

Special airfare offered to Brussels

The Johnson Graduate School has arranged a special round-trip air fare from New York City to Brussels in connection with the seminar.

The round-trip fare will be \$472, including transportation from the Brussels airport to the Hyatt Regency Hotel in that city. Departure on TWA Flight 768 will be at 6:35 p.m. on March 15 from John F. Kennedy Airport, and the return flight can be booked any time after March 23.

Attendance at the Johnson School program is not required for the special flight. Reservations must be made by Jan. 27 through Linda Tappan at the Cornell Travel Office, where the phone number is (607) 255-4284.

Health services program receives grant

A Cornell program in health-service administration has received a \$48,300 grant to support student research and clinical experiences with rural health-care providers in New York state.

The grant, from the New York State Legislative Commission on Rural Resources, will enhance rural health care systems by underwriting research in rural health care and delivery and by providing rural agencies with the services of graduate-student workers, said John L. Ford, director of the project and chairman of the Department of Human Service Studies.

Students will work in hospitals, nursing homes, health maintenance organizations, home health-care agencies and with other health-care providers, Ford said. The students' research findings will be shared statewide, he added.

The project will add a new dimension to the Cornell Graduate Program in Health Services Administration of the Department of Human Service Studies in the College of Human Ecology.

—Mark Eyerly

Obituary

Alice B. Grant

A memorial service for Alice B. Grant, director of the Rochester District Office of Extension and Public Service for the School of Industrial and Labor Relations, is scheduled for Dec. 10 at 1 p.m. in the Interfaith Chapel of the University of Rochester.

Grant died of cancer Nov. 17 at Strong Memorial Hospital in Rochester. She was 66.

She joined ILR extension as an assistant field representative in 1963 and was promoted to extension specialist in 1964, to senior extension associate in 1968 and to director of the Rochester office in 1976.

Grant was a member of the National Academy of Arbitrators, was chairman of New York State's Advisory Council on Employment and Unemployment insurance from 1977 until her death and also had served for nine years as head of the state's Joint Labor Management Committee. Both positions are gubernatorial appointments.

She was born in Indianapolis, Ind., she graduated in 1944 from Wells College with a bachelor of arts degree, and she graduated in 1946 from Cornell with a master's degree in political theory.

Survivors include her husband, Irving Grant of Rochester, two brothers, and several nieces and nephews.

Gifts may be made to the Alice B. Grant Memorial Fund, c/o Dean David Lipsky, New York State School of Industrial and Labor Relations, Cornell University, Ithaca, NY 14850.

Documentary film wins silver medal

"Bravo Gloria," a film produced by Cornell psychologist James B. Maas and edited by Paula F. Clark and Margaret Meyer, won a silver medal in the special education category at the 31st International Film and TV Festival of New York.

The festival rewards outstanding media achievements in 57 different categories, honoring excellence in communication that touches the hearts and minds of audiences worldwide.

"Bravo Gloria" was directed by Arlene Alda, a professional photographer and wife of actor Alan Alda. It focuses on a mentally retarded woman, Gloria Lenhoff of Costa Mesa, Calif. Most of Lenhoff's mental capabilities are similar to those of a 12 year old, but she cannot perform simple mathematics or make change when shopping.

"Bravo Gloria," which was shown around the country by the Public Broadcasting Service, was the seventh national television documentary produced by the Cornell Psychology Film Unit in the past 11 years. This silver medal is the unit's 35th film festival award. Previous films by the unit explored topics such as the teaching crisis, drunken driving and sleeping disorders.

Darwin's geological theories prompt Rhodes to examine scientist's thought process

To most people, Charles Darwin was an intrepid world explorer and the brilliant author of the book "On the Origin of Species by Means of Natural Selection," whose publication in 1851 altered the course of science.

To President Frank H.T. Rhodes, a paleontologist, Darwin is also a fascinating subject for study — a great thinker whose intellectual evolution reveals important insights into the scientific process.

During the last five years, Rhodes has spent several weeks each summer and "odd moments" the rest of the year in library expeditions into Darwin's life and works, many of them unpublished.

Delving into massive collections of Darwin's writings at the University of Cambridge, Rhodes has made some surprising finds: a Darwin who was first a geologist, not a biologist; whose geological theories were failures; and whose poor health and family responsibilities prevented further geological studies in remote places.

Rhodes first became interested in Darwin because the scientist's work had been cited in today's heated debate over the theory of "punctuated equilibrium." This controversial evolutionary theory says that new species can evolve suddenly after long periods of quiescence, rather than just gradually. The theory also says new species can evolve in a limited area, spreading to push out old species.

Some of the theory's proponents argued that Darwin was a "pure gradualist," comprehending only a slow, steady evolution and neglecting the possibility of rapid evolutionary leaps to new species.

"I began to wonder if they weren't drawing a kind of caricature of Darwin," said Rhodes, who launched a detailed study of Darwin's papers, ranging from careful analysis of Darwin's statements on the tempo of evolution, to a painstaking review of Darwin's reading, his correspondence and his working notebooks.

Rhodes' efforts, which he reported in *Nature* in 1983, showed a breadth to Darwin's views that had been largely unappreciated.

"Darwin was a pluralist," Rhodes wrote. "He was not only a gradualist; his views also overlapped what we should now describe as 'punctuated equilibrium.'"

Rhodes also wrote two subsequent papers on Darwin's views on the tempo and style of evolution.

"I gradually became interested in the arguments that Darwin used to support his theory," Rhodes said. "I was interested in the kind of theorizing that he did: the structure of his theories, how they developed, the way he handled evidence, and the way

in which he anchored his facts and generalized from them."

Rhodes discovered that he was studying a fellow geologist, not just a biologist.

"He was a geologist long, long before he began to develop a theory of evolution," Rhodes said. Among the evidence he cites: Darwin's notebooks written during the five-year voyage of the H.M.S. Beagle contained 1,383 pages of geological notes and only 368 pages of biological notes. Rhodes also quotes Darwin that writing a geological book on the voyage "would thrill me with delight."

Rhodes reported on Darwin the geologist as the keynote speaker at a symposium of the Geological Society of London in October, which marked the 150th anniversary of Darwin's announcement of his first major scientific theory. It was a geological theory, and it was ultimately a failure.

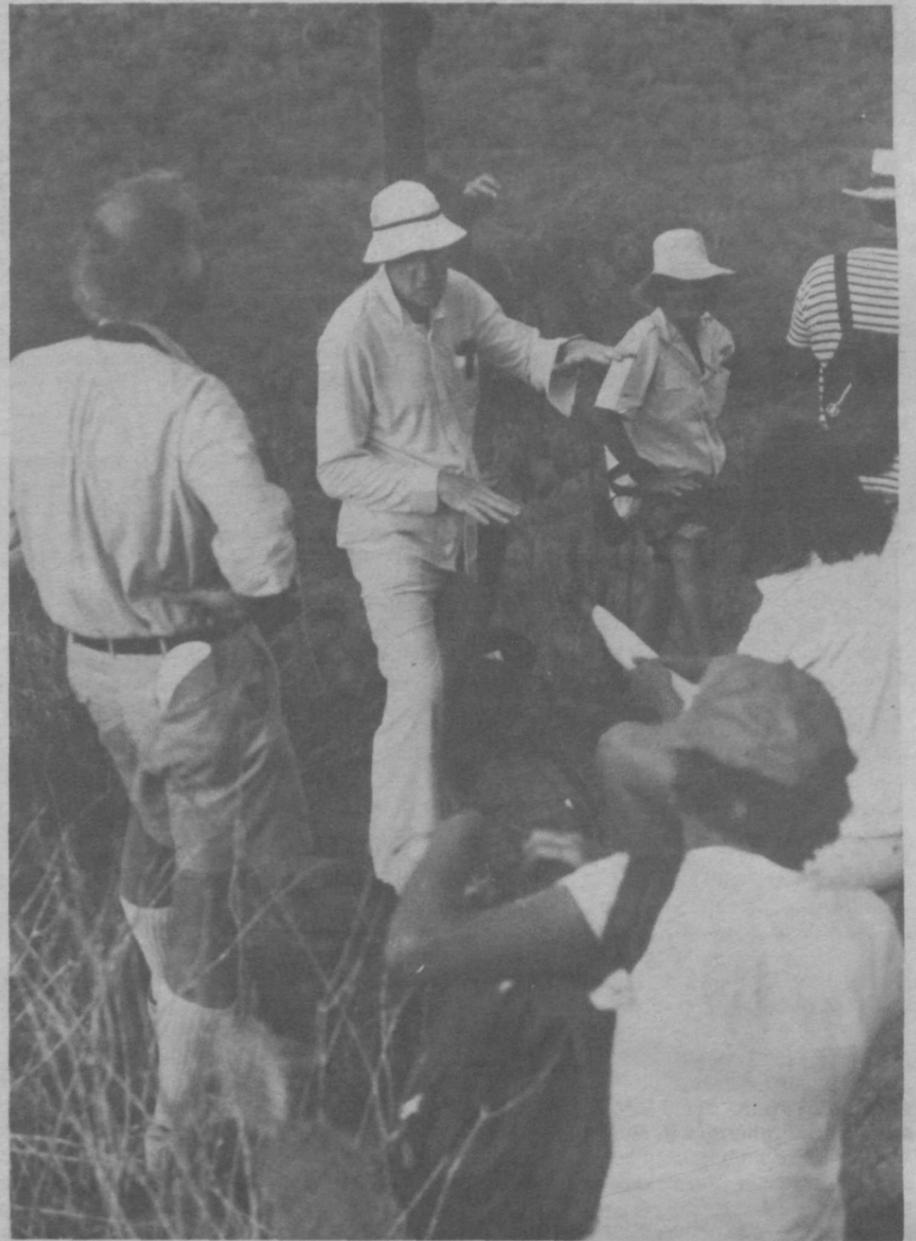
In 1838, Darwin, who had become a celebrated geologist as a result of his Beagle voyage, went before the society to present a paper outlining what he hoped would be a successful, global theory of the Earth. He asserted that earthquakes, volcanoes, mountain-building and continental uplift were all connected and the result of "one great motive power" in the Earth's depths. He also theorized that mountain chains grew gradually, not catastrophically as was widely believed in the 19th century, and that the process continues today.

It was a theory that was "premature and inadequate," Rhodes said, noting that Darwin failed to identify the driving mechanism in the Earth's depths that accounted for the geological phenomena. Also, Darwin lacked the observational data to support the theory. Yet, Darwin showed a greatness, even in this inadequate theory, according to Rhodes.

"Darwin's theory of the Earth was the product of perceptive, selective and meticulous observation, on the one hand, and a powerful, disciplined, but wide-ranging speculative intuition on the other," Rhodes wrote. "Linking the two was an actualistic working methodology and a commitment to simplicity in explanation. It was these same intellectual qualities that produced the theory of natural selection."

Despite the geological theory's lack of acceptance, it was a valuable prelude for Darwin to the theory of evolution, which would appear 22 years later, delayed by the massive research needed, Darwin's poor health and family responsibilities, Rhodes said.

"One remarkable thing about Darwin's theory was its restraint. It was a time of almost uninhibited exuberance for theory-making in geology," he said, terming such



President Frank H.T. Rhodes, a geologist, leads a Cornell Adult University trip to Ecuador and the Galapagos Islands in January 1987. The other leaders were William McFarland, a biologist, and Florence McAlary, a naturalist.

restraint "one of the strengths of his theorizing."

Even though Darwin's theory faded quickly among geologists, it offers a more enduring lesson for historians of science, Rhodes contends.

"It really turns on its head the whole notion of Thomas Kuhn of how science develops," Rhodes said. In Kuhn's 1962 book, "The Structure of Scientific Revolutions," he argues that new theories arise from an abrupt change in viewpoint, or paradigm, to a new view of "old" facts and existing data.

However, Rhodes maintains that the example of Darwin's geological theories suggests that "at least some theories fail, even though they represent a bold new paradigm, because no appropriate observations are available to test them or justify them."

Not until a century later would geophysicists have the data on the behavior of the Earth's crustal plates and the circulation of the earth's mantle needed to develop modern theories of plate tectonics, Rhodes said.

The president is continuing his studies of Darwin by examining the maps that Darwin made on his voyage aboard the Beagle. He also plans to help lead an Antarctic expedition this January for the Cornell Adult University, which will include retracing the Beagle's voyage around the tip of South America.

The efforts offer not only a diversion from the demands of administration, but insights into the brilliant mind of one of the greatest scientists in history.

—Dennis Meredith

10 researchers get \$290,000 in AT&T Foundation grants

Cornell physicists, engineers and materials scientists have received \$290,000 in AT&T Foundation grants.

The 10 awards to Cornell researchers are part of a national program of Special Purpose Grants in Science and Engineering totaling some \$2.8 million in support of 110 projects at 39 universities in 1988, according to J.M. Scanlon, vice president of the AT&T Systems Integration Division, who presented the awards.

The AT&T grants will help support research into pulsed lasers, superconducting ceramic films, manufacturing logistics, charge-density wave transport and silicon films.

They also will support research into computer local area networks and network file systems, design of parallel computing algorithms and architectures, and network monitoring and management tools, according to W. F. Brinkman, executive director for research, Physics Division, AT&T Bell Laboratories, who presented the awards.

Awards between \$15,000 and \$40,000 went to the departments of Materials Science and Engineering, Physics, Computer Science and Applied and Engineering Physics. They also went to the School of Operations Research and Industrial Engineering and the School of Electrical Engineering and to the National Nanofabrication Facility.

Accepting the AT&T awards, Cornell Dean of Engineering William B. Streett said, "This is the kind of partnership the National Science Foundation and other government granting agencies expect universities to have when conducting research that ultimately benefits industry."

He noted that the awards will buy advanced instruments and other research apparatus.

"The rapid pace of change makes equipment one of our most pressing needs. We have had a long and successful relationship with AT&T," Streett said.

—Roger Segelken

Public education reforms said to need more research

Present efforts to improve public education miss the mark because some new teaching programs were designed for politicians rather than the classroom and even teachers cannot agree on teaching standards, according to a new book by James A. Gross, a professor in the School of Industrial and Labor Relations.

Gross argues in his book "Teachers on Trial" that educational reform in the United States requires more research into the little-understood connections between teaching and how students learn.

"Empirical evidence is clearly lacking concerning the most fundamental aspects of teaching and learning," Gross writes. "There is no agreement within the teaching profession as to what constitutes good teaching. Yet nothing is more fundamental, because any educational policy must incorporate at least an implicit definition of good teaching and the objectives of education."

Gross reports that critics of recent school reforms "charged that some of the new programs were poorly conceived because they were designed to appeal to politicians and lacked practical relevance to the classroom."

He explains: "Many ideas at the center

of reform, such as merit pay for superior teachers, were conceived in the business world and their applicability to the schoolhouse remains unproved."

Gross, who specializes in labor law and arbitration, examines 260 case decisions in New York State in which tenured teachers were charged with conduct unbecoming a teacher or incompetence.

The educator writes that these cases "raise interesting and important questions of nationwide applicability" that deal with:

- The nature of teaching.
- Teachers as role models.
- Standards of conduct and performance expected of teachers.
- Objectives and purposes of education.
- What constitutes good teaching.
- Measurement of good teaching.
- Remedial assistance to teachers who need to correct teaching deficiencies.

Gross contends that teachers are being judged on unproven assumptions about teachers as role models and connections between teachers' behavior and students' learning.

His book was published in November by the ILR Press.

—Albert E. Kaff

PAC using the latest in light and sound technology

A computer-generated musical score, fast lighting changes and the digitally enhanced sound of a camera shutter's click and its motor-driven film advance are part of the high-tech sights and sounds in this season's sneak preview of the university's new Performing Arts Center.

While construction workers put finishing touches on the \$25 million center, with a ribbon-cutting opening still several months away, performers, directors and technicians are testing more than \$750,000 in computerized light and sound equipment during this fall's performances.

The new equipment puts into the hands of student performers, designers, directors and technicians some of the latest light and sound technology being employed in theaters around the country, said Patrick Gill, the director of operations and lighting designer for the Performing Arts Center.

Gone but not forgotten are the large light boards crowded with switches, the heat-yielding transformers that regulated voltage and the monophonic tape decks and phonographs.

They've been replaced by desk-size light boards operated by computer keyboards and monitors that can be programmed to reject incorrect commands, modular digital dimmers, electronic keyboards and sound mixers connected to computers, and compact-disc players.

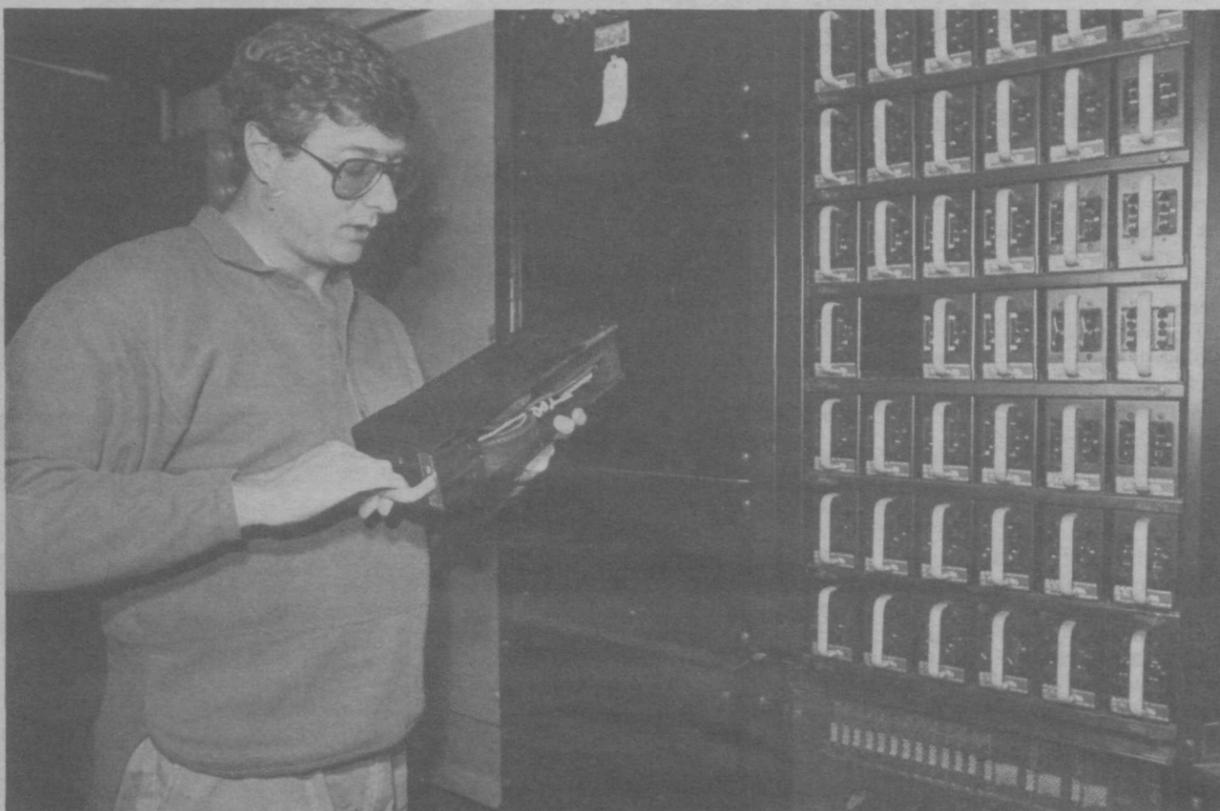
Much of the old equipment — some of it 50 years old — has been moved from the old theater in Willard Straight Hall into teaching facilities in the new building.

"Our students will be able to work with the most up-to-date technology, as well as with older equipment. That way, they'll be prepared for whatever they encounter when they leave here," Gill said.

Gill, who is a national liaison for computer applications for the U.S. Institute of Theater Technology, a professional association, was a lighting and sound technician for Walt Disney World, production assistant for Gilbert Hemsley at the New York City Opera and production manager for the Loretto-Hilton Center in St. Louis, Mo., before joining Cornell in 1987.

He selected the computer systems that generate sound effects and operate the 1,500 performance lighting instruments in the center's four performance areas; he already has replaced the computer lighting board in the center's Flexible Theater because the previous control board proved too rigid for November's production of "The Marriage of Bette and Boo," the second play staged in the center.

Still, audiences at "Bette and Boo" heard the digitally enhanced, crystal clear sound of a camera as a pair of 400-watt strobe lights flashed for photographs in a hospital maternity ward. The strobe flashes were manually activated but the rapid and subtle light changes that preceded the flashes to give them full effect — eight different combinations using 82 different lights in 60 seconds — were exe-



Patrick Gill examines one of many modular digital dimmers that are part of the computerized light and sound equipment in the new Performing Arts Center. *Jill Peltzman*

cuted by a computer.

"It would have been impossible to run those combinations that quickly if we had to do it manually," Gill said.

While the lights still are physically set for location, color and focus, computers control their intensity and distribution, Gill said. Where previous light boards could be programmed for only a few lighting combinations — with an operator manually switching among the pre-set patterns — the Light Palette 3 light board in the center's main Proscenium Theater can store and automatically execute as many as 1,000 different cues in any combination, for example.

"This equipment will never replace human beings, but it does make their jobs easier," Gill said.

Additionally, setting the intensity and distribution and programming the cues can be done at the computers in the booths at the rear of the theaters, or by wired remote controls back stage and in the theaters, Gill pointed out. This

allows designers to adjust the lighting while viewing the stage from a seat in the theater.

In November's production of "Junebug Jabbo Jones—Volume III," actor and sound designer Michael Keck used a synthesizer to play on stage pieces of music he wrote using computerized sound equipment in the new center's sound recording studio.

"This center is quite up to date in using technology to execute shows," said Bruce Levitt, chairman of the Theater Arts Department.

"The next step, which we plan to take, is to build our computer capabilities for keeping inventory and for designing lights, sets and costumes. Physically moving lights around and redoing scenery designs is costly and labor intensive. It's best to do as much trial and error as possible on the computers first."

—Mark Eyerly

MBA students listen to a lecture in Japanese; foreign language is key at Johnson School

The former president of a major Japanese conglomerate lectured on Nov. 29 in the Japanese language at the Johnson Graduate School of Management, one of the few U.S. university programs that combines graduate business studies with Japanese.

Sadao Taura, former president and chief executive officer of Sumitomo Corp. of America, spoke on the type of Japanese company that he directed in New York City, a *sogo shosha*, or integrated trading company.

No simultaneous translation was provided for members of the program: more than 30 Japanese who are studying for master of business administration (M.B.A.) degrees, and a similar number of American and European students who combine intensive study of Japanese with M.B.A. courses.

The M.B.A.-Japanese program re-

quires students to spend one summer in Japan as business interns.

"I doubt that there is any other American business school where such an event would be worth organizing," said James W. Schmotter, associate dean of the Johnson Graduate School of Management, who directs the school's international business studies.

"We place great emphasis on foreign language studies to prepare students for the increasing challenges in international business."

Curtis W. Tarr, dean of the Johnson School, said that American business executives lag behind their competitors in language skills.

"For years now, we have known that American M.B.A.s are inadequately prepared in terms of foreign language ability when compared to European and Japanese competitors.

"Our notion of bringing discussions of business issues in a second language into the school is a signal that we here at Cornell are addressing that problem," Tarr added.

The Johnson School will add a course in "German for Business" in January and is planning a similar French course.

John Whitman, an assistant professor of modern languages and linguistics, directs Cornell's FALCON (Full-year Asian Language Concentration) program.

Taura's remarks "will bring realism to the classroom and is a good example of how we are combining language study and business at Cornell to produce graduates uniquely prepared to work with Japanese business associates," Whitman said.

—Albert E. Kaff

FCR's next meeting planned for Dec. 14

The Faculty Council of Representatives will meet on Dec. 14 at 4:30 p.m. in 120 Ives Hall.

Provost Robert Barker will be present to give an update on the university's investigation of the computer virus that crippled systems tied into the nation's computer research network last month, and William Gurowitz, vice president for campus affairs, and William Wendt, director of transportation, will discuss issues in transportation planning.

A resolution will be introduced for the creation of a master of health administration degree and another on the distribution of minutes of FCR and University Faculty meetings.

The FCR meets on the second Wednesday of every month, except in January.

Chronicle schedule

The Cornell Chronicle will publish on Dec. 15 and then go on winterbreak until Jan. 19, 1989.

Bats, common rabies carriers, should be reported on sighting

People who encounter bats in or around campus buildings are being encouraged to report the presence of the mouselike flying mammals, which may carry rabies, to Public Safety at 255-1111.

"Cornell has its share of bats," according to James W. Spencer, director of health and safety programs. "That's to be expected where there are older buildings and a supply of flying insects."

About one in 20 bats removed from Cornell buildings has been found to be rabid, Spencer said.

He urged persons encountering bats to

be especially cautious and avoid contact with those that show a lack of muscular coordination while walking or flying, or those that are active during daylight hours. That kind of behavior may indicate that the bat has rabies, the infectious virus disease of the central nervous systems that is spread by animal bites.

Bats are being removed from campus buildings by the Life Safety response unit or by certified wildlife trappers. Animals displaying rabies symptoms are tested at the College of Veterinary Medicine.

—Roger Segelken

Bush *continued from page 1*

apportioning limited federal dollars for research needs as varied as AIDS, space stations and how to improve elementary science education.

On these points and on the specific idea of convening a national governors' conference on creating business-education partnerships, Bush and his aides requested participants to contribute their ideas, as a group and personally, and set up the communication channels to do so.

Other educators at the meeting, besides Rhodes and Schmidt, were Lamar Alexander, former Tennessee governor and now president of the University of Tennessee; William H. Cunningham, president of the University of Texas at Austin; William

Danforth, chancellor of Washington University; James J. Duderstadt, president of the University of Michigan; William Friday, former president of the University of North Carolina; David P. Gardner, president of the University of California; Paul E. Gray, president of the Massachusetts Institute of Technology; and Ronald W. Roskens, president of the University of Nebraska.

—Sam Segal

**Don't forget:
Recycle this paper!**

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, Ithaca, NY 14850.

Notices should be sent to arrive 10 days prior to publication and should include the name and telephone number of a person who can be called if there are questions.

Notices should also include the subheading of the calendar in which the item should appear.

DANCE

Cornell Folkdancers

The Cornell community and general public, including beginners, are welcome to join in folkdancing. Admission is free.

A business meeting will be held from 6 to 7 p.m., Dec. 11, Martha Van Rensselaer Hall, auditorium. Instruction and requests from 7 to 11 p.m. For more information, call Wies van Leuken: 257-3156.

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. Telephone: 255-6464.

"Contemporary Art in Czechoslovakia: Selections from the Jan and Meda Mladek Collection," featuring the work of 12 Czech artists and including sculpture, painting, collage and reliefs, on view through Dec. 23. Artists represented in the show include Vladimir Janousek, Magdalena Jetelova, Jiri Kolar, Stanislav Kolibal, Eva Kmentova, Karel Malich, Jiri Naceradsky, Karel Nepras, Ladislav Novak, Adriana Simotova, Otakar Slavik and Ales Vesely.

"Nature Transcribed: The Landscapes and Still Lifes of David Johnson (1827-1908)," an exhibition of 40 paintings and eight drawings by the 19th-century American landscape painter David Johnson, which will be the first retrospective exhibition of the artist's work, through Dec. 23.

"Transformations: Louis I. Kahn's Library Projects," an exhibition of original sketches, office drawings and photographs exploring the designs of Louis I. Kahn for three self-contained school libraries, through Dec. 16. The exhibit, co-sponsored by the School of Architecture, attempts to trace the evolution of Kahn's design process.

"The Creative Process," slide presentations and a discussion of the creative process by four recipients of grants from the New York Foundation for the Arts: John Gill, clay artist; Kiyomi Iwata, fiber artist; Richard Newman and Richard C. Tannen, wood artists, Dec. 10 from 1 to 4 p.m. in the museum's lecture room.

FILMS

Films sponsored by Cornell Cinema unless otherwise noted. An (*) means an admission charge.

Thursday, 12/8

"Good Morning Babylon" (1987), directed by Paolo Taviani, with Vincent Spano and Greta Scacchi, 8 p.m., Uris.*

Friday, 12/9

"Wall Street" (1987), directed by Oliver Stone, with Michael Douglas, Charlie Sheen, Daryl Hannah, Martin Sheen, and Hal Holbrook, 7:15 p.m., Uris.*

"The Return of the Secaucus" (1980), directed by John Sayles, with Mark Amott, Maggie Cousineau and Maggie Renzi, 8 p.m., Anabel Taylor.*

Semi-Annual Student Film Exposition, with students in Theatre Arts Department, co-sponsored with the Arts College Pentangle Program, 10 p.m., Uris.*

Saturday, 12/10

"The Milagro Beanfield War" (1988), directed by Robert Redford, with Chick Vennera, Ruben Blades and Sonia Braga, 7:30 p.m., Uris.*

"The Big Chill" (1983), directed by Lawrence Kasdan, with Glenn Close, Kevin Kline and William Hurt, 7:30 p.m. and 9:45 p.m., Anabel Taylor.*

"Wall Street," 10:15 p.m., Uris.*

Sunday, 12/11

"Territories" and "Dreaming Rivers" (1987), directed by Sankofa, co-sponsored with CCPA, 2 p.m., Johnson Museum.

"The Sound of Music" (1965), directed by Robert Wise, with Julie Andrews and Christopher Plummer, co-sponsored with the Ithaca Youth Bureau, 2 p.m., Uris.*

"Cat on a Hot Tin Roof" (1958), directed by Richard Brooks, with Elizabeth Taylor, Paul Newman and Burl Ives, 8 p.m., Uris.*

Monday, 12/12

"The Hustler" (1961), directed by Robert Rossen, with Paul Newman, George C. Scott, Jackie Gleason and Piper Laurie, 8 p.m., Uris.*

Tuesday, 12/13

"Tom Curtain" (1966), directed by Alfred Hitchcock, with Paul Newman and Julie Andrews, 8 p.m., Uris.*

Wednesday, 12/14

"Butch Cassidy and the Sundance Kid" (1969), directed by George Roy Hill, with Paul Newman, Robert Redford and Katherine Ross, 8 p.m., Uris.*

Thursday, 12/15

"The Verdict" (1982), directed by Sidney Lumet, with Paul Newman, James Mason and Charlotte Rampling, 8 p.m., Uris.*

LECTURES

Boyce Thompson Institute

"Biological Control of Plant Pathogens: New Approaches to Solve Some Old Problems," R. James Cook, USDA-ARS, leader, Root Disease and Biological Control Research Unit, Washington State University, Dec. 13, 2 p.m., Boyce Thompson Institute Auditorium.

Chemistry

"Enzymes: Stereochemistry and Mechanism," Jeremy Knowles, Harvard University, Dec. 8, 11:15 a.m., 119 Baker.

Classics

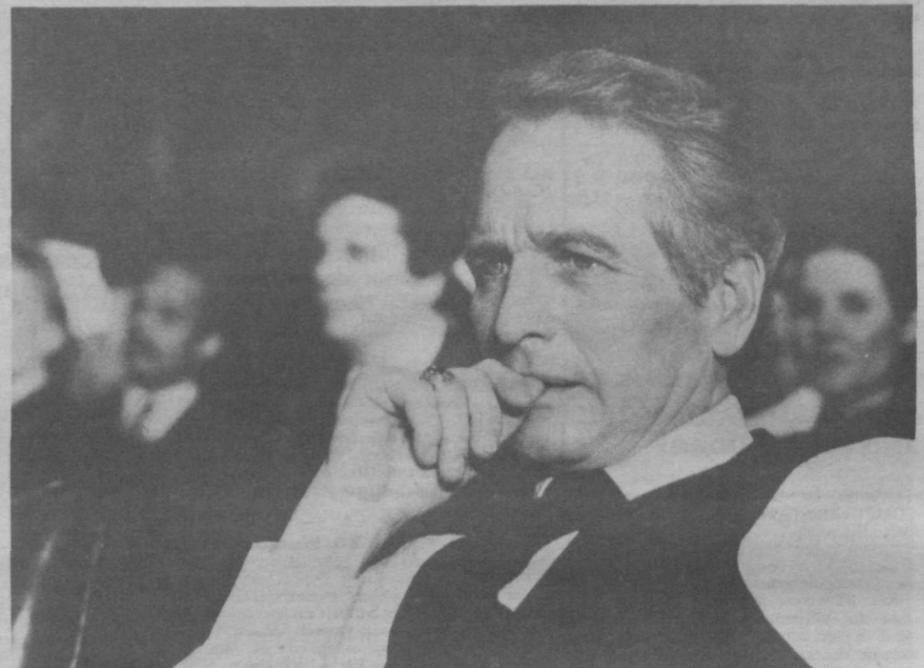
"Ut deicit cinaediorem: Power, Gender and Urbanity in Catullus 10," Marilyn Skinner, foreign languages and literatures, Northern Illinois University, Dec. 8, 4:30 p.m., 134 Goldwin Smith Hall.

Society for the Humanities

"The Master's Pieces: On Canon-Formation and the Black Tradition," Henry Louis Gates, Jr., W.E.B. DuBois Professor of Literature, Dec. 12, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Southeast Asia Program

"Cultural Policies and the Study of Thai Local History," Rujaya Abhakorn, director, Lanna Thai Studies, and history, Chiang Mai University, Thailand, Dec. 8, 12:20 p.m., 102 West Ave.



Cornell Cinema's Paul Newman Film Festival opens on Sunday with "Cat on a Hot Tin Roof," co-starring Elizabeth Taylor and Burl Ives, above. On Monday it's "The Hustler," with George C. Scott and Piper Laurie, at top; on Tuesday, "Tom Curtain," with Julie Andrews; Wednesday is "Butch Cassidy and the Sundance Kid," co-starring Robert Redford, and the last film, on Thursday, is "The Verdict," center. See the listings under "Films" for details.

Theory Center

"Simulation of Annular Dark Field Electron Micrographs," John Silcox, applied and engineering physics, Dec. 14, 1:30 p.m., A106 Mudd Hall.

Requests at 273-2121. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

Risley Hall

Open reading of Handel's "Messiah," Dec. 10, 8 p.m. in Risley Hall. Sing, perform or just watch. Instrumentalists are requested to bring music stands; scores will be provided. For further information, call Ed Cyrus at 255-0445.

MUSIC

Bound for Glory

Records from the studio, Dec. 11 and 18.



Continued on page 7

Job Opportunities

December 8, 1988
Number 46
Office of Human Resources
Cornell University
160 Day Hall
Ithaca, New York 14853-2801

In compliance with the Immigration Reform and Control Act of 1986, Cornell University is now required to check the identity and employment eligibility of all new hires.

Effective June 1, 1987, if you accept a position, you must show documents on or before your first day of work, that indicate your identity and employment eligibility; for example, a state issued driver's license and a birth certificate. For more information, contact Staffing Services, 255-5226.

-WINTER HOLIDAY SCHEDULE: Due to the Winter Holiday, there will be no 'Job Opportunities' list on December 22, December 29, January 5 or January 12. Therefore, requisitions received after noon on Thursday December 8 through noon on Thursday, January 12 will be posted in the January 19 issue of 'Job Opportunities.'

THE HIRING FREEZE WILL BE DECEMBER 1, 1988 THROUGH JANUARY 2, 1989.

-Interviews are conducted by appointment only.

-Send cover letters & resumes to Staffing Services, 160 Day Hall, Cornell University, Ithaca, NY 14853.

-Employment & employee transfer application forms are available at both Staffing Services locations-160 Day Hall & East Hill Plaza.

-Requests for referral &/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. Terminals are situated in main lobbies of Day Hall & Gannett Clinic, & the Olin, Mann & ILR Libraries.

-DEPTS.-Deadline for submission is noon on Thursday for following week's Job Opportunities.

-Minimum salaries listed are for recruitment purposes only.

-S=Statutory; E=Endowed

Administrative and Professional

COMPUTER STAFF SPECIALIST (PT4605)

Coop. Extension-S
Provide leadership in continuing development of an educat'l. program to bring about effective use of electronic tech.

Req.: BS in comp. sci. or equiv. coursework in computing. MS pref. Min. 3-5 yrs. exp. in teaching & in prep. educat'l. materials & developing software desired. Demonstrated ability to develop, coord. & lead an educat'l. program is essential. Strong comm., interper., org. & planning skills. Letter & resume to Judi Baker by 12/23.

EXECUTIVE STAFF ASST. (PC4604) CU

Information Technologies-E
Assist Mgr. of Mgmt. & Budget & all operating units w/in CIT. Liaison w/Equal Opportunity, Human Resources & Payroll. Resp. for execution of all personnel & payroll paperwork for 250 person dept.; construct & maintain personnel & payroll database for dept. use; coord. DBL & Compensation; maintain central conf. personnel file; coord. service awards for dept.; supv. work study student/temp. clerical. Budget assistance.

Req.: BA or equiv. Min. 2 yrs. exp. CU payroll & personnel procedures. Able to work independ. & follow through w/variety of conf. assignments. Letter & resume to Esther Smith by 12/16.

RESEARCH SUPPORT SPEC. I (PT4601)

Biotechnology-S
Instruct & advise students, faculty & other researchers in use of Plant Cell & Transformation Facility & conduct independent experiments. Demonstrate & develop new techniques in representing CU to corp. sponsors/agencies.

Req.: BS in bio. or biochem. pref. MS desir. 2-3 yrs. lab mgmt. exp. Exp. w/protoplast & explant culture, Agrobacterium transformation, &/or electroporation desir. Letter & resume to Judi Baker by 12/23.

RESEARCH SUPPORT SPEC. II (PT4606)

Animal Science-S
Assume all lab aspects for study on semen cryopreservation in domestic chickens. Determine protocols, design experiments, collect & analyze data, complete stat. analysis for study on artificial insemination. Work w/commercial poultry producers. 1 year.

Req.: MS or equiv. Demonstrated independent research exp. as demonstrated by a completed thesis. 3 yrs. related lab exp. Letter & resume to Judi Baker by 12/23.

PROJECT COORDINATOR II (PC4535) Agricultural & Biological Engineering-CU Local Roads Program-S

Make arrangements for conferences & workshops, assist in publicity of activities; produce & distribute a quarterly technology transfer newsletter, handle finances & acctg., coord. keeping of attendance records. Until 12/31/89.

Req.: BA/BS w/some coursework in sci. &/or engr. Min. 2 yrs. related exp. Exc. org., comm. (written/oral) skills; exp. w/PC incl. WP & databases. Attention to detail. Letter & resume to Esther Smith.

ASST. DIRECTOR FOR ARTS & SCIENCES (PA4502) Career Center-E

Counsel Arts & Sci. students on career issues. Serve as liaison & primary counselor to 4-6 academic depts.; interact w/dept. chairperson, dir. of undergrad. studies & key faculty. Organize career programs for these depts. Provide workshops & programs about job hunting. Prep. written materials concerning relationship between liberal arts education & careers. 10 month position.

Req.: MA in counseling or related areas or equiv. 2 yrs. exp. w/college students, pref. in career off. Interest in liberal arts issues. Exc. writing, org. & interper. skills. Letter & resume to Cynthia Smithbower.

Clerical

REGULAR EMPLOYEES Submit employee transfer application, resume & cover letter. Career counseling interviews available by appt. **EXTERNAL APPLICANTS** Mail employment application & resume to 160 Day Hall. Interviews conducted at Staffing Services, East Hill Plaza by appt. only. Qualified applicants are contacted after materials are reviewed.

ASST. HEAD CASHIER, GR16 (C4603) Statler Hotel-E
Supv. cashiering dept. in absence of Supv. & insure timely & accurate service to guests; accurate recording of daily sales; control & verify each cash band provided to cashiers. Some evens. & wknds.

Req.: H.S. dip. or equiv. Min. 1 yr. related exp. pref. Familiar w/computerized cashiering equip. helpful. Exp. supervising cashiers. Med. typing. Min. Biweekly: \$448.50

ACCOUNTS ASST., GR18 (C4609) Statler Hotel-E
Resp. for reviewing, verifying & recording revenue. Utilize property mgmt. system to generate reports required; perform duties of front desk clerk.

Req.: H.S. dip. or equiv. AAS in bookkeeping or acctg. pref. Min. 1 yr. exp. in similar job pref. Knowl. of computers req. Med. typing. Min. Biweekly: \$487.50

COLLECTION REPRESENTATIVE, GR18 (C4612, C4605) Controller's/Accounting-E

Phone collection of past due receivable accts. placed w/CU Collections from various depts. Follow-up & update collection records.

Req.: H.S. dip. or equiv. Busn. school desir. Min. 1 yr. related exp. (pref. collection). Good comm. (oral) skills essential. Lt. typing. Min. Biweekly: \$487.50

SECRETARY, GR18 (C4611) Neurobiology & Behavior-E

Type corresp., manuscripts, grant proposals & course work; answer phones; make travel arrangements; order lab supplies for 3 Professors; sort mail & keep reading room journals updated.

Req.: H.S. dip.; some college courses. Min. 1-2 yrs. exp. req. Familiar w/WP equip. & software. Heavy typing. Min. Biweekly: \$487.50

SERVICE COORDINATOR, GR19 (C4523) CIT-MOS-E

Receive & prioritize service requests to service dept. Insure calls & carry-in transactions handled in timely fashion. Enter & maintain maint./service contract records. Provide clerical support for Service unit of MOS.

Req.: AAS or equiv. Min. 1 yr. related exp. Familiar w/micros/office systems technology desir. Exc. interper. & comm. skills. Able to work in fast-paced, service-oriented environ., understanding of tech. info. Med. typing. Min. Biweekly: \$510.90

OFFICE ASST., GR19 (C4518) CIT-MOS-E

Provide consulting on micros & office tech. Process orders & sales transactions as an integral part of MOS marketing operation. Provide 1st-level support on order configuration & post-sales info.

Req.: AAS or equiv. Min. 1 yr. related exp. Sales/mktg. pref. as well as knowl./interest in micros & elec. tech. Exc. comm./interper./org. skills. Able to work w/public in fast-paced environ. Lt. typing. Min. Biweekly: \$510.90

ACCTS. ASST., GR19 (C4515) HDFS/Family Life Dev. Ctr.-S

Maintain acctg. Resp. incl. 10-20 active college, state & restricted fund accts. representing \$2M budget.

Req.: AAS in acctg. or equiv. Min. 2 yrs. off. exp. desir. Exp. w/Stat. acctg. system desir. Familiar w/Mac pref. Med. typing. Min. Biweekly: \$510.90

ADMIN. AIDE, GR20 (C4614) Ethics & Public Life-E

Type & edit letters, reports, manuscripts; arrange mtgs., appts., conferences. Locate & collect research materials. Handle course activities of EPL & coord seminar series.

Req.: AAS in busn. or equiv. Min. 2-3 yrs. related exp. Exc. org./interper./comm. (oral/written) skills. WP. Libr. skills helpful. Med. typing. Min. Biweekly: \$534.30

ADMIN. AIDE, GR20 (C4615) Statler Hotel-E

Perform sec./admin. & clerical functions requiring considerable independ. judgment & decision making for Food & Beverage Dir. & staff. High level of confidentiality req.

Req.: AAS or equiv. Min. 2 yrs. sec. exp. Knowl. of food & beverage helpful. Med. typing. Min. Biweekly: \$534.30

ADMIN. AIDE, GR20 (C4610) Women's Studies-E

Provide admin. & sec. support to Dir. of Women's Studies Program. Coord. details of 60 person Executive Board; maintain course files; office files; prep. vouchers, payroll, purchase orders.

Req.: AAS or equiv. Min. 2 yrs. exp. Knowl. of Mac computers. Good interper. & comm. skills. Med. typing. Min. Biweekly: \$534.30

ADMIN. AIDE, GR20 (C4601) Nuclear Science & Engr.-E

Provide admin. & sec. assistance to Dir., 2 professors, 1 supervising engineer, 1 electronics engineer. Maintain dept. & research accts.; process purchase orders, invoices, vouchers, phone bills, accts. receivable. Keep personnel files, process appts., payroll vouchers. Act as grad. field secretary, maintain student & alumni files; make travel arrangements; compose & sign routine letters; maintain lab records, incl. ones relating to Nuclear Regulatory Comm. requirements. Receipt for lab.

Req.: AAS or equiv. Min. 2 yrs. sec. exp., CU pref. Bookkeeping & tech. typing; WP (Mac).

Exc. org., interper. & comm. skills. Med. typing. This is a 1 person offc. Min. Biweekly: \$534.30

ADMIN. AIDE, GR20 (C4607) English-E

Provide admin./sec. support to Dir. & Assoc. Dir. of Black Periodical fiction project. Manage suite of offc. for staff of 12.

Req.: AAS or equiv. Min. 2 yrs. sec. exp. Exp. w/WP, e.g. IBM w/Wordperfect, additional software, Imagic, a big plus. Familiar w/academic environ. & CU facilities desir. Heavy typing. Min. Biweekly: \$534.30

ACCTS. COORD., GR21 (C4613) Statler Hotel-E

Oversee daily flow of income & cash receipts for Hotel & Statler Club.

Req.: AAS in bookkeeping or acctg. pref. Min. 2 yrs. in similar job incl. supv. exp. pref. w/knowl. of computers req. Med. typing. Min. Biweekly: \$557.70

ACCTS. COORD., GR21 (C4608) Statler Hotel-E

Maintain gen'l. ledger & prep. financial stmts. for hotel; reconcile hotel's financial stmts. w/CU stmts. each month.

Req.: AAS in bookkeeping or acctg. pref. Min. 2 yrs. exp. Good supv., comm. & computer skills. req. Med. typing. Min. Biweekly: \$557.70

General Service

REGULAR EMPLOYEES Submit employee transfer application to Staffing Services, 160 Day Hall. Interviews conducted by appt. only. **EXTERNAL APPLICANTS** Mail employment application to Staffing Services, 160 Day Hall. Interviews conducted by appt. only. Qualified applicants are contacted after materials are reviewed.

MAINTENANCE MECHANIC, SO09 (G4318, G4319) Hotel Admin.-E

Monitor electrical, plumbing, ventilation, air conditioning & refrigeration. Perform system operation in & about Statler Hall; provide tech. asst. for auditorium bldg. operations; maintain bldg. operation systems support. Shift may vary.

Req.: H.S. dip. or equiv. Prefer trade school trng. Knowl. of electrical & mech. test equip. req. Req. min. 5 yrs. exp. in bldg. construction (monitor electrical, plumbing, ventilation, A/C & refrig., carpentry & gen'l. repairs). Min. hourly: \$7.84

STOCKKEEPER, GR19 (G4602) LASSP-E

Stock shelves; check stock level; initiate stock orders, wait on customers; handle cash transactions; enter data on CRT; operate FAX machine.

Req.: H.S. dip. or equiv. Min. 1 yr. related exp. Mech., electrical &/or electronic knowl. helpful. Any related busn. (retail) exp. desir. Able to lift 70 lbs. Very accurate typing. Exc. org., interper. & comm. (phone) skills. Lt. typing. Min. Biweekly: \$510.90

Technical

REGULAR EMPLOYEES: Submit employee transfer application, resume & letter. **EXTERNAL APPLICANTS:** Mail employment application, resume, & list of lab techniques/equip., or computer software/hardware with which you are familiar. Submit letter per position, specify title, dept. & job number. Interviews conducted by appt. only. Qualified applicants are contacted after materials are reviewed. Backgrounds highly desired: biochem., chem., microbio., elect., physics, lic. animal health tech.

TECHNICIAN, GR19 (T4607) Genetics & Development-S

Carry out biochemical & molecular bio. experiments e.g., DNA isolation, blotting, sequencing. Perform plant tissue & microbial culture. Gen'l. lab org., computer data entry.

Req.: BS in bio., chem., or biochem. 2 yrs. exp. in bio. or biochem. lab. Apply by 12/23. Min. Biweekly: \$510.90

TECHNICIAN, GR21 (T2506) Animal Science-S

Provide assistance to meats research group. Develop & validate RIA's for plasma or serum hormones, e.g., glucagon, cortisol. Supv. & conduct animal experiments. Mng. lab. Summarize & interpret raw data. Prep. computer assisted summary tables.

Req.: BS in bio. sci. or equiv. 1-3 yrs. lab exp. Knowl. of RIA's, enzyme assays, chromatography, surgical procedures (i.e. catheterization), stat. analysis & wet lab biochem. pref. Strong org. & microcomputer skills. Driver's lic. req. Apply ASAP. Min. Biweekly: \$557.70

TECHNICIAN, GR22 (T4503) Pharmacology-S

Conduct & carry out experiments. Analyze results of research aimed at understanding role of calcium in secretion from mast cells. 9-12 months.

Req.: BS in biochem., cell bio., chem., physiology or similar subject. 3 yrs. related exp. pref. Recent grads. encouraged to apply. Letter & resume to Judi Baker by 12/16. Min. Biweekly: \$581.09

TECHNICIAN, GR22 (T4602) Plant Pathology-S

Assist in research on population genetics & population bio. of plant pathogenic fungi. Duties incl. Southern blot analysis of fungal DNA, set up & analysis of genetic crosses between fungal strains, maint. of fungal cultures, greenhouse inoculations of plants, data analysis & lab mgmt.

Req.: BS req. MS in plant path. or related fields. desir. 2 yrs. exp. in basic molecular bio. & microbio.; exp. w/growing & maintaining greenhouse plants; gen'l. familiarity w/plant pathological techniques. Apply by 12/23. Min. Biweekly: \$581.09

Temporary

Experienced & skilled individuals specifically interested in temporary work should mail application to 160 Day Hall.

OFFICE ASST. (C4603) Univ. Relations/Publication Svcs.-E

Mng. offc. of photographic facility. Schedule appts., maintain & catalog lending libr. of several thousand photographs & slides, & compile monthly vol. reports; type & file. Until 6/30/89.

Req.: H.S. dip. or equiv. Sec. school pref. Min. 1-2 yrs. gen'l. offc. exp. Good memory, org. skills, pleasant phone manner & ability to handle diverse workload in a 1-person offc. nec. Letter & resume to Laurie Worsell.

SECRETARY (C4606) Agricultural Economics-S

Provide sec. support for 2 faculty. Type corresp., vouchers, classwork & other material. Knowl. of computer w/WP req. 20 hrs./wk.

Req.: H.S. dip. or equiv. Sec. school pref. Min. 1 yr. exp. Willingness to learn & accept new resp. as needed. Exp. w/computer/WP pref. Med. typing. Letter & resume to Laurie Worsell.

PUBLICATION DESIGNER (C4530) Ag. Engineering

Publication design from 12-100 pages using Aldus Pagemaker w/Mac.

Req.: AAS or equiv. Exp. w/Mac & Pagemaker essential. Knowl. of MacPaint &/or MacDraft pref. 2-6 months. Call Laurie Worsell at 255-2192.

ACCTS. ASST. (C4501) Human Ecology Admin.

Provide acctg. support to Student Svcs. Resp. for spreadsheet & database mgmt., accts. payable & payroll. 20 hrs./wk.

Req.: H.S. dip. or equiv. Min. 1 yr. acctg. exp. Familiar w/CU acctg. system helpful. Exp. w/spreadsheet or database programs helpful. High level of accuracy & ability to be self-directed req. Lt. typing. Call Laurie Worsell at 255-2192.

SUMMER EVENTS COORD. (PA4501) Summer Session

Develop, coord. admin. of, & monitor summer events (lectures, concerts, performing arts, tours, etc.). Resp. for recruiting, trng. & supv. of student assts.; plan, schedule & monitor logistical aspects of events, maintain events reports & records. 10-19 hrs./wk. Until August.

Req.: Requires high level interper. & org. skills. Knowl. of CU highly desir. Must be able to work independ. Letter & resume to Cynthia Smithbower by 12/16.

SECRETARY (C4208) Agricultural Economics

Provide sec. support for 2 faculty. Type corresp., vouchers, classwork & other materials; maintain computerized mailing list. 10-20 hrs./wk.

Req.: H.S. dip. or equiv. Sec. school pref. Min. 1 yr. exp. Willingness to learn & accept new resp. as needed. Exp. w/computer/WP pref. Med. typing.

Keep in touch

To keep informed of what's happening at Cornell, subscribe to the Cornell Chronicle.

Each issue has news of the latest events on campus and stories about faculty members' research and their thoughts about world events.

Other regular features include previews of concerts and theater performances, brief notices, a column highlighting notable achievements by faculty members, promotions and appointments and obituaries.

The two-page calendar spread offers a thorough listing of dance events, exhibits, films, lectures, music, religious services, seminars and plays for the week. And every issue of the paper includes a listing of job opportunities at the university.

A one-year subscription for 40 issues of the Chronicle is \$25; a two-year subscription, just \$45.

Please make checks payable to Cornell Chronicle, and mail them to:

Cornell
CHRONICLE

Village Green, 840 Hanshaw Road, Ithaca, NY, 14850.

The telephone number is (607) 255-4206.

Name _____
Address _____
City, State _____ Zip _____
One year _____
Two years _____

Policies, procedures in case of inclement weather

The snow is on its way.

Yes, it's that time of year again, and there are a number of procedures and regulations that members of the Cornell community should follow in case of inclement weather, particularly heavy snowstorms.

For example, after a severe overnight storm, tune in a local radio or regional television station; an announcement will be made by 5:30 a.m. if the university is closed.

Because stations generally announce closings and cancellations, but not openings, employees should assume that the university will open and operate as usual if there is no announcement about Cornell. Employees who begin work before 5:30 a.m. should call the weather phone (255-3377) for information.

The following radio and television stations broadcast announcements when the university is closed:

- In Auburn: WMBO (1340 AM); WPCX (106.9 FM).
- In Binghamton: WBNF (1290 AM); WQYT (98.1 FM); WSKG (89.3 FM); WBNG-TV-12.
- In Cortland: WKRT (920 AM); WOKW (99.9 FM).
- In Elmira: WENY (1230 AM); WENY-TV (36).
- In Geneva: WGVA (1240 AM); WECQ (101.7 FM).
- In Ithaca: WHCU (870 AM); WICB (91.7 FM); WQNY (103.7 FM); WTKO (1470 AM); WVBR (93.5 FM); WYXL (97.3 FM); WSQG (90.9 FM).
- In Montour Falls: WXXY (104.9 FM).
- In Owego: WEBO (1330 AM).
- In Syracuse: WIXT-TV (9); WSTM-TV (3); WTVH-TV (5).

• In Watkins Glen: WGMF (1500 AM).

If the city or county should prohibit motorists from driving on all or some roads, the university expects employees and students to abide by those rules.

However, essential personnel, who already have received appropriate credentials from their directors and department heads, will be allowed on county roads and should report to work, if possible.

Announcements to avoid "unnecessary travel" do not pertain to travel to and from work. Travel to optional activities, including grocery shopping and visiting relatives, is considered unnecessary travel.

The university may announce a delayed opening, a partial opening or a closing of the university.

Under a delayed opening, the entire university will open at a specified time. If it is not possible to specify that time, but the university is expected to open at some point during the day, an announcement to this effect will be made by the local radio station and on the weather phone. The weather phone number is 255-3377.

Essential personnel who must report before the announced opening time are asked to park in the parking garage next to the stadium. Essential personnel have been issued cards by the director of public safety identifying their services as necessary for the operation of the university during emergency conditions.

Peak-period bus service from A and B lots will start 30 minutes before an announced opening time.

Under a partial closing, classes, libraries, examinations, Health Services, Residence Life, Dining, Unions and Activities, Physical Plant, Life Safety, Public Safety

operations and the Information and Referral Center will continue as usual. The rest of the university will not operate. If possible, a reopening date and time will be given when the partial closing is announced. There will be regularly scheduled bus service from A and B lots.

When the university is closed, classes, examinations and all other services are cancelled except Health Services, Residence Life, Dining, Unions and Activities, Physical Plant, Life Safety, Public Safety, and the Information and Referral Center. A reopening date and time will be specified if possible.

The university will close if the sheriff has closed Tompkins County roads or indicates an intent to close Tompkins County roads, or if university conditions indicate a necessity to close.

A snow emergency will be declared when snow conditions on the campus make it impossible to clear inner-campus parking areas. The university will be open and will be operating as usual, but only emergency and service vehicles and buses will be allowed on the central campus.

Any vehicle registered with the university will be allowed to park in A and B lots. Free campus buses marked "A" and "B Local" will run every 10 minutes. Five areas will be designated as drop-off points. Employees are asked to walk from these to the nearest bus stop. These drop points will be:

- The parking lot off University Avenue behind Sibley Hall.
- The parking garage off Campus Road.
- The parking lot off Judd Falls Road next to Stocking Hall.
- A lot.
- B lot.

There are a number of regulations pertaining to compensation for employees during these special periods.

In the event of a delayed opening, partial closing or closing, regular full- and part-time employees who are not required to report to or remain at work will be paid at their regular rate. Non-exempt employees are asked to record this time in the "leave with pay" column of their time cards.

Regular full- and part-time non-exempt, essential employees required to work will receive pay at time-and-one-half plus compensatory time off, equal to the hours worked during the closing.

As an alternative, upon mutual agreement between employee and supervisor, the non-exempt employee may receive straight pay for the day plus compensatory time off equal to one-and-one-half times the hours worked during the closing. All compensatory time must be taken during the fiscal year in which it is earned. Departments are responsible for maintaining compensatory time records for non-exempt employees who work during inclement weather.

Compensation during inclement weather for employees covered by collective bargaining agreements are subject to the provisions of their contracts.

Employees who cannot report to or cannot remain at work due to dangerous travel conditions may charge the time off to personal leave or vacation or make up the time within the same work week at the mutual convenience of the employee and the supervisor, or request leave without pay.

Employees on an approved scheduled vacation or on sick leave will be charged leave time regardless of whether the university is closed.

CALENDAR continued from page 5

RELIGION

Sage Chapel

Service of lessons and carols, at the Sage Chapel interfaith services Dec. 11. Services begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson.

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.

Christian Science

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

Episcopal (Anglican)

Every Sunday, 5 p.m., Anabel Taylor Chapel.

Friends (Quakers)

Sunday, 10 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.
Reform Services: Friday evenings 5:30 p.m., Anabel Taylor Chapel.
Conservative/Egalitarian Services: Friday 5:30 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.
Orthodox Shabbat Services: Friday evenings, Young Israel, 106 West Ave. Call 272-5810; Saturday 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

Every Sunday, 1 p.m. Anabel Taylor Chapel.

Muslim

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

Protestant

Protestant Cooperative Ministry: Every Sunday, 11:15 a.m., Anabel Taylor Chapel.
Baptist Campus Ministry (SBC): Every Saturday, 7 p.m., in the Forum, Anabel Taylor Hall.

Zen Buddhism

Zazen meditation: Tuesdays at 7 p.m. and Thursdays at 5:10 p.m. in the chapel or the Edwards Room, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Ian Dobson: 347-4303.

SEMINARS

Atomic & Solid State Physics

"An Effective Field Theory Model for the Fractional Quantum Hall Effect," S.C. Zhang, Institute for Theoretical Physics, Dec. 8, 1:15 p.m., 701-702 Clark Hall.

Biochemistry, Molecular & Cell Biology

Title to be Announced, Costa Geogopoulos, cellular viral-molecular biology, University of Utah Medical Center, Dec. 9, 4:30 p.m., 204 Stocking Hall.

Geological Sciences

Title to be Announced, John Ferry, Johns Hopkins University, Dec. 13, 4:30 p.m., 1120 Snee Hall

International Nutrition

"The Appetite as Voice: Eating Behavior and the Victorian Anorectic," Joan Brumberg, women's studies, human development and family studies, Dec. 8, 12:20 p.m., 200 Savage Hall.

"Peace Activists Imprisoned: Does the Punishment Fit the Crime?" Holly Gump, nutritional sciences, Dec. 9, 3:30 p.m., 200 Savage Hall.

Materials Science & Engineering

"Grain Boundaries in NiO," Karl Merkle, Argonne National Laboratory, Dec. 8, 4:30 p.m., 140 Bard Hall.

Microbiology

"Oral Vaccination of Animals with Live Raccoonpox-Rabies Virus Recombinants," Joseph J. Esposito, chief, Poxvirus Laboratory World Health Organization, Center for Infectious Diseases, Public Health Service, Centers for Disease Control, Dec. 12, noon, G-3 Vet Research Tower.

"Molecular Analysis of Surface Antigens of Chlamydia Trachomatis," Francis Nano, biochemistry and microbiology, University of Victoria, British Columbia, Dec. 13, noon, G-3 Vet Research Tower.

Ornithology

"Field Experiments with Red-Winged Blackbirds," Fran James, Florida State University, Dec. 12, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Rd.

Pharmacology

"Cell Specific Patterns of Ca⁺⁺ Oscillation in Single Cells," Andrew Thomas, Thomas Jefferson University, Dec. 12, 4:30 p.m., G-3 Vet Research Tower.

Sociology

"Inequalities of Occupational Opportunity in the Post Industrial-Revolution CPS Trends 1984," Roderick Harrison, Harvard University, Dec. 9, 3:30 p.m., 302 Uris Hall.

SPORTS

Saturday, 12/10

Men's Fencing, at Harvard Centennial (epee only)
Women's Hockey, Northeastern, at home, 2 p.m.
Men's Varsity Hockey, Boston University (at Boston Garden), 9 p.m.

Sunday, 12/11

Men's Track, Cornell Relays, at home, noon
Women's Track, Cornell Relays, at home, noon

MISC.

Alcoholics Anonymous

Meetings, open to the public, will be held Monday through Friday, 12:15 p.m. and Thursday evenings, 9:30 p.m., in Anabel Taylor Hall. For more information, call: 273-1541.

E.A.R.S.

Empathy Assistance Referral Service provides trained peer counseling. Call 255-EARS Sunday-Thursday, 3-11 p.m., or walk-in 211 Willard Straight Hall, Friday and Saturday, 6-10 p.m. All services are free, non-judgmental and confidential.

Gay Men's Association

The Gay Men's Association holds a discussion meeting each Wednesday from 7:15 to approx. 9:30 p.m. in Loft II, Willard Straight Hall. Discussion topics include: coming out to parents and people on the job, friendships with heterosexual men, gay parenting, long-term relationships, safe sex, and being gay and religious. For further information, call the Gay, Lesbian and Bisexual Coalition office at 255-6482.

Waste Watchers

A group of faculty, staff and students working with Cornell on managing its solid waste. Meeting to be held Dec. 13, 4 p.m., in the Forum (behind the Coffee House) in Anabel Taylor Hall. For more information call Lucy Gagliardo 277-3044, 539-6313 after 6 p.m.

Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Monday-Thursday, 3:30-5:30 p.m. and 7-10 p.m. and Sunday 2-8 p.m., 174 Rockefeller Hall; Sunday-Thursday, 10 p.m.-midnight, 340 Goldwin Smith; Sunday-Thursday, 8-11 p.m., Noyes Center, Browning Library; and Sunday-Thursday, 8-11 p.m., Clara Dickson Hall, Computer Room.

Graduate Bulletin



1988 income tax information: The Sage Graduate Newsletter which will be available in January at graduate student registration will include information about 1988 income taxes on assistantships and fellowships.

Spring 1988 registration: Sage Hall Lounge, Jan. 16 through 20, 8:15 a.m. to 4:15 p.m. Bring student ID card and registration admission form sent by the university registrar.

Course enrollment: Students who have not completed pre-course enrollment may bring completed and signed course enrollment forms to registration and complete course enrollment during registration. Forms are available in graduate field offices or in Sage Graduate Center. Course enrollment will continue through Feb. 10.

January degrees: Jan. 13 is the deadline for completing all requirements.

Cost of living survey: The Graduate School is conducting a cost of living survey. Forms were mailed to a random sample of 1,000 graduate students. Responses are needed before Jan. 15. They will be kept anonymous.

Northeast farmers to meet here on natal care of cows

Up to 200 Northeast farmers who produce beef calves are expected to attend a meeting here on Jan. 28 to learn more about how to care for cows during pregnancy, calving and the period following the birth. The meeting will be held in Room 146 of Morrison Hall on campus.

"With the approaching calving season, which usually begins in February and March, those who raise beef calves are particularly concerned about how to minimize the loss of calves," said William M. Greene, coordinator of the daylong meeting and a beef specialist in the College of Agriculture and Life Sciences.

The meeting — "Management of Beef Cattle during Late Pregnancy, Calving and the Early Post-partum Period" — will cover:

- Causes, diagnosis and prevention of abortion.
- Do's and don'ts during the normal and difficult birth of calves.
- Preventing and treating calving diseases.
- Complications in beef cattle before and after the birth.
- Nutrition for the beef cow during pregnancy and after calving.

Speakers are from Cornell's College of Veterinary Medicine and the Department of Animal Science in the College of Agriculture and Life Sciences, which are sponsoring the event jointly with Cornell Cooperative Extension.

With about 85,000 calves born and raised annually, New York leads other Northeast states in beef production, Greene said, adding that about half the calves raised here are exported directly to cattle feeders in other states, especially in Midwest.

Production of beef cattle goes through several stages. First, cow-calf producers raise their calves for 7 to 8 months, boosting the weight of animals to between 400 to 600 pounds, Greene explained.

Calf producers then sell their animals to other producers called "backgrounders," "stockers" or "cattle feeders."

Backgrounders and stockers raise the calves until they weigh from 700 to 800 pounds; then they market the animals to cattle feeders, who raise them to slaughter weight of about 1,150 to 1,300 pounds; these animals are sold to packers, who market the meat to retail stores for consumers.

—Yong H. Kim

Cornell, IBM experimenting with parallel processing

International Business Machines Corp. and Cornell have announced plans to link experimentally for the first time two powerful supercomputers into a single complex. The aim is to allow scientific research programs using these two linked supercomputers to perform millions of calculations per second in parallel across all 12 processors.

IBM and Cornell also have announced the establishment of a new IBM Supercomputer Technology Center at Cornell that will help provide the knowledge and experience of the Cornell National Supercomputing Facility to IBM customers and product developers. The new IBM Supercomputing Technology Center will be staffed by IBM employees and will work in concert with other IBM centers supporting high-performance technical computing.

Cornell recently installed a second IBM 3090 600E with six vector facilities at the National Supercomputing Facility here, aided by a \$19.3 million grant from the National Science Foundation.

The 600E supercomputers at Cornell are used for a broad spectrum of applications, including analyzing scientific data on the surfaces of Jupiter and Saturn, predicting the performance of replacement hip joints and modeling the rhythm of the human heart.

The new work with coupled 3090s extends the joint study efforts IBM and Cornell began in 1985 involving the National Science Foundation-funded Theory Center.

The company provides on-site assistance to the facility and receives feedback from Cornell with detailed performance measurements, applications analyses and software-development activities.

Parallel processing involves dividing a single scientific application into parts that can be executed simultaneously on multiple processors: IBM's Parallel Fortran, which was developed in an earlier experiment with Cornell, uses advanced methods to divide programs automatically into parallel units of work.

The Cornell Theory Center is the only one of the National Science Foundation supercomputer centers that concentrates on the routine use of parallel processing as a way to enhance the speed at which high scientific programs can be executed. The Cornell National Supercomputing Facility is the unit of the Theory Center that manages the supercomputers and provides access to researchers. The 600Es at Cornell will use experimental parallel software which builds on the Parallel Fortran user interface.

—Dennis Meredith

Two more join Theory Center Corporate Research Institute

The David Sarnoff Research Center in Princeton, N.J., and Wavefront Technologies of Santa Barbara, Calif., have joined the Theory Center's Corporate Research Institute to use the center's supercomputer and other research facilities and to collaborate on research projects.

These latest additions bring to 13 the corporate membership in the institute, which is the center's principal corporate outreach effort.

Sarnoff, a subsidiary of SRI International, is a contract research laboratory specializing in consumer electronics, solid state physics, materials sciences and communications. It was formerly the central research organization for RCA Corp. and in 1987 became a subsidiary of SRI International as part of an agreement with General Electric Co.

Sarnoff senior scientist Roger Crane will join the Theory Center as a visiting fellow and computational research associate, serving as a consultant to other CRI members. Crane, a fellow in Sarnoff's applied mathe-

matics and physical systems research division, will collaborate with the operations research visiting associate, Professor Russell Barton. Barton is directing an optimization project to study the computational methodologies of the top 50 users of the Cornell supercomputers. Crane also will identify potential joint projects for Sarnoff and Theory Center scientists.

Wavefront, which specializes in computer animation for the broadcast and entertainment industries, also supplies computer graphics and modeling software for scientific applications. Wavefront software is used in the areas of automotive and aerospace engineering, computational chemistry, fluid dynamics, oceanographic modeling and the study of planetary surfaces.

Other members of the CRI include Corning Glass Works, Ford Motor Co., G.E., IMSL, International Business Machines Corp., Floating Point Systems, Xerox Corp., Philip Morris USA, GenCorp Inc., NiCHE Data Systems and Topologix Inc.

—Dennis Meredith

Values continued from page 1

ture," the economics professor continued. "If you're a nice person, you're supposed to get driven out by opportunists, and yet nice people seem to survive in the marketplace, even to prosper in the material world. Many of us were raised to be sympathetic to the needs of other people, and it's an inner motive — if you found someone's cash and didn't give it back, you'd feel bad about it."

But the issue of inculcating such values in school children has been in dispute, and value-neutral education has been in vogue. Frank's view is otherwise.

"We have such broad consensus on so many basic values — that people shouldn't lie, steal, cheat, commit mayhem — the no-

tion that there shouldn't be teaching of those in the public schools seems strange," he asserted.

"Most of us have a strong interest in seeing values taught in the schools, and we'd all profit by it. Failure to teach values results in people being hurt."

Individuals often behave emotionally, lashing out at personal cost at a situation they consider unfair, Frank said — and they should.

When asked if fairness as a concept could govern an international issue such as the balance of trade, he suggested that "the issues in the trade discussions between the U.S. and Japan really can only be described in terms of fairness. They pay five times

Parking, buses for winter break

Changes will be instituted in parking rules and bus schedules on campus during winter break.

University employees may park in all legal parking areas on campus regardless of type of permit held, from Dec. 26 through Jan. 6.

Central campus parking permits that will be valid from Jan. 9 through 20 will be sold for \$15 each to faculty and staff members of the Cornell community at the Traffic Bureau, 116 Maple Ave., starting Dec. 19.

Campus bus schedules during winter break are as follows: West Campus, North Campus-Collegetown, A-Express, Blue Lite 1 and 2 and Evening East Ithaca routes will cease operation at the end of their runs on Dec. 16. All other campus routes will cease operation at the end of their runs on Dec. 23 and resume operation with the early morning runs on Jan. 3. Blue Light 1 will commence operation on Jan. 19. West Campus, North Campus-Collegetown, A-Express, Blue Lite 2 and Evening East Ithaca will begin their regular runs on Jan. 23.

TOMTRAN will operate its regular runs throughout the holiday and winter break period with the exception of Dec. 26 and Jan. 2.

Students, faculty and staff may leave their cars over winter break starting Dec. 16 in specially designated areas of certain lots as long as the vehicle has a valid parking permit for that lot.

These cars may be parked in the easternmost bay of A lot, the westernmost bay of B lot, the easternmost bay of K lot (west of Wing Drive), the northernmost bay of K lot immediately east of the Crescent, and the left section of the ground level of the garage, not including the metered area. Cars with parking permits for dormitory lots can be parked overnight as posted in the first bay of the east end of the North Campus Conference Center lot, in an area in the Stewart Avenue and William Street lot and in the West Campus dormitory lots.

There is no winter session or overnight parking at any time for students at the Cornell Research Park. Paid parking is available at the airport.

the world price for beef, citrus and grains. We've got those goods for sale. If Japan doesn't sign an agreement that's fair to us, we've got to be prepared to take losses in order to impose losses on them and secure a more equitable agreement from them."

He also indicated that it is not difficult to determine who is honest and who is not because "there are exterior symptoms of what your character is like. Research has shown if you have a hunch about someone's honesty, you're likely to be right. There does seem to be such a thing as an honest face and manner, or else something in your manner that betrays the fact that you're not really trustworthy."

—Irv Chapman

Honey continued from page 1

could easily solve the problem. But there are several in each kind of fruit and hundreds of different phenolic compounds altogether. Some actually have an inhibitory effect on enzymes."

Identifying the chemical structure of each kind of fruit will help plant geneticists select or modify plants to lessen the browning reaction, Lee noted.

The Cornell experiment station is now testing apples from a tree called NY 674 to learn why its cut fruit don't turn brown for days. A parallel search for natural additives to prevent browning led to honey.

The process is simple, yet patentable,

according to the inventors: Between 1 and 10 percent (by weight) of honey is added to juices, which are then agitated and allowed to rest at room temperature. Once a brown sludge of macromolecules sinks to the bottom of the juice and is filtered out, the juice remains clear indefinitely.

Because the process could add unwanted sweetness to wine, the honey should be added to grape juice before or early in the fermentation process, the food scientists advise. That way, yeast can consume the additional sugar and the residual sugar content of the wine is not affected.

Now Lee and his colleagues are analyz-

ing proteins in honey to learn exactly what inhibits the browning reaction. Just about any kind of honey — clover, sunflower, buckwheat or blends — seems to work. By separating and testing fractions of honey protein, they have determined that the important protein originates in the bee, not in the flowers.

And almost any honey bee species can produce protein that inhibits fruit browning, the food scientists found. One exception is *Apis laboriosa*, a bee that labors more than a mile in the air in the Himalayan foothills of Nepal.

—Roger Segelken

SPECIAL HOLIDAY ISSUE

NetWorking

A Newsletter By
Employees.....For Employees

Volume 10, Number 11
Thursday, December 8, 1988

GREETINGS!

As the holiday season approaches, I want to thank you all for the dedicated service you give to Cornell throughout the year. The remarkable devotion you bring to your work -- in the libraries and laboratories, in the dining halls and dormitories, and in a host of other spheres -- is a source of inspiration for me personally and a vital part of the spirit that binds us together as a community.

My wife, Rosa, joins me in saluting you for all you have contributed and all you have achieved. May this holiday season be a joyous one for you and your loved ones.

Frank Rhodes
President

Frank Rhodes

I want to take this opportunity to extend holiday greetings to all of you who are a part of the Cornell family. The season's message of goodwill toward all human kind means for us increasing our efforts to build a more diverse and inclusive community. I want to thank all of you for the many big and little ways you have helped in moving us towards this goal. I wish you happy holidays and a new year filled with joy!

Joycelyn Hart
Associate Vice President for
Human Relations

Joycelyn R. Hart

The holiday season is a special time of the year. It's a time of celebration, a time when we can reflect on the achievements (and problems) of the year soon-to-pass and can look forward with a renewed spirit to the opportunities before us. It's also a time when we can give thanks for the friendship and sense of community that makes Cornell, with all of its opportunities and problems, a special place where our work and that of our colleagues contributes so much to advancing knowledge and the betterment of the society we serve.

I wish each of you a joyous holiday and hope that 1989 brings to you, and your loved ones, the best in the New Year.

James Morley
Senior Vice President

James Morley

Very best wishes for a happy holiday season -- a time to enjoy friends and family and to greet the year's end with a sense of achievement and next year's beginning with anticipation.

Robert Barker
Provost

Robert Barker

My very best wishes for happiness and fulfillment in 1989. Thank you all for your year round contributions to the well-being of Cornell University. While we know you best as a Cornell employee, we realize that this is just one facet of who you are. We appreciate the fact that the other roles you perform, both at home and in the community, bring a richness and diversity of experience to our work environment. May the time that you spend this winter holiday with your family and friends be an especially happy and fulfilling one for you.

Lee Snyder
Director, Office of Human Resources

Lee Snyder

Judy VanDermark

This is the season to count our blessings, not only as individuals, but also as a community. If the university were to count its blessings the employees and staff members that make this institution what it is would be at the top of the list. To all of you, may your holidays be peaceful and your New Year prosperous.

Judy VanDermark
Editor-in-chief, NetWorking

Who's Right? Who's Wrong?

By Alan Ledet
EAP Counselor

Now listen - I've eaten Thanksgiving dinner at noon for the past fifteen years; I'm not about to change now. And another thing: the turkey is filled with stuffing, not dressing. Use the right word!

We tend to guard our particular view of the world and consider that view sacred, especially when it comes to traditions. For an increasing number of stepfamily members, this tendency can be a source of conflict as well as a potential source of growth and unity.

Newly formed stepfamilies (formed at a rate of more than one-half million per year in the United States) must contend with a complexity of adjustment issues ranging from mourning the loss of intact family life to answering questions regarding discipline and distribution of household chores.

All remarried families face a formidable challenge in contending with a developmental dilemma: they must form a new family at the same time they function as a family that has been together at least as long as the age of the oldest child. Essentially, they must function at two stages of the family life cycle at once.

What can help? Realistic expectations of what a stepfamily can and cannot do decrease the extent to which subsequent disappointments grow into nagging resentments.

A stepfamily cannot guarantee that "instant love" will occur with the joining of two families. It is unrealistic to expect, for example, that the stepparent will somehow immediately begin to love the children of the spouse he or she loves so deeply. Similarly, children usually require a great deal of time and shared experience before trust is established with the stepparent.

A stepfamily cannot remake the nucle-

ar family. It is unrealistic to expect that by avoiding the mistakes that led to the dissolution of the nuclear family, the stepfamily will provide the same security and love the original family was supposed to offer.

Over time (frequently at least five to seven years) and with a great deal of patience and working through, a stepfamily can:

- offer rich opportunities for new, supportive, nurturing relationships
- evolve into a "holding environment" within which stepfamily members can develop trust and the ability to risk emotional closeness
- provide a firm and consistent structure from which adolescents can separate and individuate as they move toward increasing autonomy in young adulthood
- provide growth through shared experiences and the development of new traditions

The stepfamily can gradually build a solid foundation by establishing its own rituals that contribute to an increasing sense of shared history among its members. Children can grow especially fond of certain rituals that become cords of consistency linking all stepfamily members.

Holidays provide rich opportunities for the development of new traditions. These can be integrated with cherished old traditions that flexible stepfamily members can allow each other. Here are several suggestions for developing new stepfamily traditions:

- talk with children, individually or at a family meeting, about the meaning and significance of rituals
- share with children rituals that were important to you during childhood
- ask children what special rituals they might want to include during holiday celebrations

Rituals are usually simple, and through consistent repetition, they offer

participants comfort, familiarity and a sense of unity. One stepfamily reads the same poem by e.e. cummings before Thanksgiving dinner each year; another stepfamily celebrates one child's birthday with the same special meal each year; still another stepfamily does not consider Christmas to be complete until all of its members gather and watch Jimmy Stewart read the message from his guardian angel. "No one is a failure who has friends," in the movie, "It's a Wonderful Life."

These examples are taken from the endless list of rituals stepfamilies can initiate and enjoy together in sustaining themselves through the development of new relationships and new traditions.

If you have concerns about stepfamily life, or are struggling with other issues, consider calling the Employee Assistance Program at 273-1129. Trained professionals are available to help with a variety of concerns, and the assessment, counseling and any referral are entirely confidential.



Education Committee Presents Brown Bag Luncheon

Employee Education: 'Give Yourself a Present'

Wednesday, December 14

12:15 - 1:00pm

Room 190 Statler Hall

Panel members will be:

Karl Schmid
Director Maintenance & Service Operations
'88 MBA Employee Degree Program

Jim Dunston
Coordinator of Academic Computing
Job Enrichment - Personal Growth
Educational Opportunities

Jeannette Knapp
Staff Writer, Development
Job Enrichment - Personal Growth
Educational Opportunities

Janet Gray
Assistant Bursar
'88 BS Employee Degree Program

The panel will discuss:

- Why they became a part of the employee education program
- Was it worth it?
- What special problems did they have and what were their solutions?

A discussion period will follow with Judy Atcheson, manager of Training and Development, Office of Human Resources, and Valerie Sellers, Extramural Study, joining the group as resource experts.

Center Stage with the Department of Theatre Arts

By Graham Stewart

Many of you walk or drive by it every day. Some people like the marble walls with green trim. Others have a different opinion. Call it what you will, the Center for Performing Arts is changing the face of theatre, dance and film studies at Cornell, and the face of the arts in the region.

Even though it's still under construction in some areas, the Center has housed faculty and staff since late June, and classes have been held there since the end of August. In addition, three theatre productions have been performed to sold-out houses. Four theatre and two dance productions are slated for the rest of the season.

The Department of Theatre Arts has begun a new era. This year, in addition to its busy production schedule, the department will teach more than 100 courses to hundreds of students from practically every college on campus and will sponsor special events and guest artists.

The following are answers to questions we've been asked over the past year by Cornell staff and students as well as the Ithaca community.

What parts of the building are still under construction?

The finishing touches are being made on the Proscenium Theatre, costume and scenery shops, lobby area, greenroom and reading room. It is expected that all construction will be completed by the end of January, at which time architectural reviewers from throughout the world will come to give their definitive views on Architect James Stirling's creation.

Who is James Stirling?

Stirling is regarded by many as one of the 20th century's greatest architects. He was awarded the Pritzger Architecture award in 1981 and his works include the Scientific Institute in Berlin, Museums in Cologne and Stuttgart, the new Turner Gallery at the Tate Museum in London, and three university structures at Rice, Harvard and Columbia. The Performing Arts Center is Stirling's first performing arts facility. Stirling is widely known for his use of bright colors, hence the green found throughout the building.

Where were you located before the move?

The theatre arts department's classes

and offices were in the northern end of Lincoln Hall. Dance classes were held at Helen Newman Hall and mainstage theatre events were held at Willard Straight Theatre. For the first time in more than 80 years, Department of Theatre Arts classes and events will be held under one roof.

I heard that your entire season is sold out. Is there any way to get tickets to some of the shows?

Yes. This year, because we had to limit our use of our 456-seat Proscenium Theatre to the dance performances slated for March, all theatre productions will be staged in our Class of '56 Flexible Theatre and Black Box Theatre, which seat 150 and 100 respectively. Because some shows had only five performances, in some cases only 500 seats were available for a given show. The 500 season memberships sold fast, but single tickets will still be available for theatre events held in the Flexible Theatre and the remaining dance events to be held in the Proscenium Theatre. Single tickets generally go on sale about two weeks before the opening of the show. Check the schedule of remaining events and mark your calendars.

Can anyone get involved in your productions?

All auditions are open to the Cornell community, staff included. There are also opportunities to get involved backstage, helping with stage crew, lighting, costumes, makeup and other activities. For more information, call the Department of Theatre Arts or look for notices for crew calls and auditions. Notices are posted in the Cornell Daily Sun and on the bulletin board in the Center for Performing Arts.

I'd like to see the inside of the building. Will you be giving tours?

We hope to give regular tours in February. Tours will most likely be on Saturdays and will be coordinated through the Box Office. Once available, we will put a notice in Networking.

If you'd like to be sent information on next season's grand opening season, drop us a note at Box Office, Center for Performing Arts, 430 College Ave, Ithaca, NY 14850 or call 254-ARTS.

Remaining events in the 1988-89 season

Uncle Vanya by Anton Chekhov - February 8, 9 and 10 at 8pm, February 9 at 5pm and 9pm. Flexible Theatre.

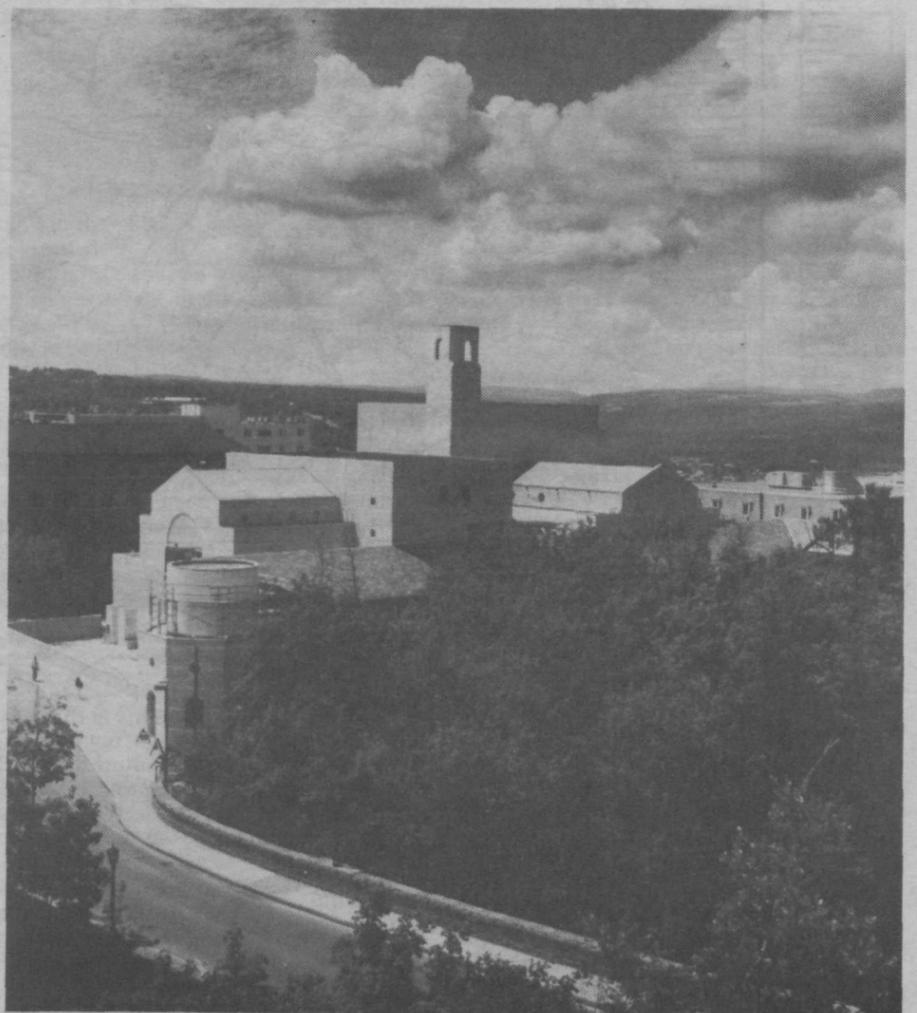
Dance Concert '89 - March 9, 10 and 11 at 8pm. Proscenium Theatre.

Dianne McIntyre, Cornell Dance Series

- March 31 at 8pm. Proscenium Theatre.

Vanities by Jack Heifner - April 5, 6 and 7 at 8pm, April 8 at 5pm and 9pm. Black Box Theatre.

Piaf by Pam Gems - May 3, 4 and 5 at 8pm, May 6 at 5pm and 9pm. Flexible theatre.



Donna Updike Presented Dedicated Service Award for December

By George Peter

Most everyone can tell you of someone who is very special. But it would take a lot to find someone as selfless as Donna Updike. Donna gives and gives and expects nothing in return.

She served as coeditor or editor of Networking for the past seven years. Although she acted as editor-in-chief, she insisted on being listed as just another member of the editorial board.

Director of Human Resources Lee Snyder notes that working with Donna in her role as the editor of networking for the past six years has been a pleasure. "Donna has provided responsible guidance and excellent managerial skills which helped foster Networking's growth from a mimeographed sheet to the four-page biweekly publication we know today. She has provided a very sound foundation upon which further growth will surely be based."

Employee Day has been an important event at Cornell for 13 years. Donna has served on committee that does the work to make this affair one of the most important of the year. She has always been there from early morning helping set up and carries out more than her share of the work. Her willingness to be involved in a friendly and pleasant way inspires others to do likewise.

Donna is a very rare person who is extremely effective in whatever she is called

on to do. She senses what is important to the most people and then gives her full loyalty to it. Donna has helped the efforts of the employee-elected trustee in hundreds of ways. And she does it all with such modesty and friendliness that the most difficult chores become fun.

In the College of Human Ecology, Donna was first administrative manager in the Department of Textiles and Apparel. Her former supervisor, Department Chair Kay Obendorf, says of her: "Donna essentially got the new department going. She set up all accounts, computerized the operation and researched hardware and software to initiate computer-aided apparel design."

Donna is now administrative manager for the Department of Agronomy. Although she has been in that office for less than a year, the chair of the department, Robert Wagenet, says of her: "Without a doubt, Donna is the most capable and concerned person I could ever expect to find for that position. I cannot say enough good things about her."

Donna's assistant, Sharon Turecek, added, "Donna is easy to work with. She is hard working and very straightforward. Her coming to the department has really turned it around. I think that I speak for the rest of the staff when I say this."

The best leaders lead by example. Donna Updike is one of the best.

Donna Updike



Photo: Sigrid Peterson

CRC News

CRC PARK UPDATE

A very special thanks to Daryl Dunn, Cris Davis, Bob Mulnix and Dick Pendleton for planting 73 pines at the CRC Park site on Monkey Run Road. Also continual thanks go to Karl Pendleton and Daryl Dunn for their dedication to the park project.

Volunteers are needed every Saturday morning at the park site from 8:30am until 1pm. Members are closing in the pavilion for the winter, and installing doors. Please go to the park site on Saturday and help. The work goes a lot faster with more people!

ICE CAPADES

There were 45 people who went with CRC to the Ice Capades show in Syracuse on November 12. Group leader Marilyn Orre stated that the show was spectacular, and according to some, the best Ice Capades ever! Next year's show will be very special as it will be the 50th Anniversary of the Ice Capades. Marilyn reminds us that the seats at the War Memorial are very hard, please take cushions or pillows for your comfort.

EMPLOYEE NIGHT AT THE COURT - January 28

A winning combination of basketball

and chicken barbecue when Cornell plays Columbia at Barton Hall. CRC is cooking the chicken and needs your help in setting up, serving, and cleaning up. Many volunteers are needed -- remember your chicken barbecue is free when you help! Don't miss the fun -- call today!

ATLANTIC CITY - February 23-24

Stay at the exciting Atlantis Casino for a two day visit. Included in this package is transportation, lodging, \$10 bonus, and Atlantis cabaret show ticket. Group leader will be Marlene Reitz. Trip price is \$75 with \$20 deposit per person due January 12, 1989.

STEAK DINNER DANCE - April 8

Mark your calendars now for an enjoyable Saturday evening at the Dryden VFW. The evening begins with a cash bar at 6pm, followed by dinner at 7pm. Then music and dancing until midnight. Watch for more details in upcoming newsletters.

WILLIAMSBURG, VIRGINIA - April 13-16

Group leader Donna Vose invites you to join CRC in a "Journey back to 18th Century America." This tour includes transportation, lodging at the beautiful Ramada Inn West, 3 buffet breakfasts, 1

buffet dinner, Ramada "Comedy Club," and admission to both Williamsburg and Busch Gardens. Member price is \$220 with a deposit of \$50 due February 1, 1989.

For more information on coming events call Janet Beebe, Cornell Recreation Club, 165 Day Hall, 255-7565.

Endowed Health Care Enrollment Deadline

December 15

Select Benefits Enrollment Deadline

December 15

United Way

As of Wednesday November 30, Cornell employees have pledged a total of \$419,272.

The Employees' Campaign has reached 95.5% of the goal of \$439,000.

If you haven't returned your pledge card yet please send them to: Linda Van Ness, 105 Hollister Hall or Mary Nicotera, 252 Carpenter Hall.

Happy Holidays to one and all!

Social Security Taxes to Increase in 1989

Effective January 1, 1989, the maximum amount of earnings taxed (taxable wage base) will increase from \$45,000 to \$48,000 while the payroll tax for employees and employers remains at 7.51%.

This means that the maximum employee tax is \$3,604.80. The amount paid by each employee is matched by an equal amount from the employer.

Julie Paige of Residence Life Enjoys Her Diverse Responsibilities

By Kathleen O'Brien

Down the hill from Uris Library sits a group of buildings little known to most of the Cornell community. Mennen-Lyon, McFadden and Class of '17 Hall are part of the housing for Cornell's undergraduates. Julie Paige has been with the Department of Residence Life and Cornell for two years.

Julie provides not only a room for a new student, but a place one can refer to as home. Julie keeps in touch with the residents by visiting the floors to offer advice and counseling, and seeing that residence rules are observed and kept at a high standard to foster good living conditions.

Julie supervises 12 student and professional staff members, all undergraduates. Resident advisers listen to students and may refer them to Julie. Her job is very diverse. Not only does she counsel and advise, Julie develops theme, social and educational programs.

One such social program was very much a hit recently. A great number of students took part in Revert to Childhood



night. Programs such as this allow students to let off steam and take a mind-break from studying. Policy enforcement, hall government, serving on the Selection Committee for Resident Advisers and Program Assistants, conducting Personal Growth Workshops and staff development and training are but a few of the duties Julie performs.

With such a full and crowded schedule, Julie still enjoys what she does. She likes to watch the growth of the students from the time they arrive at the hall as freshmen until they move into different quarters as sophomores. They change from somewhat dependent to independent adults and Julie is glad that her work makes a positive contribution to their lives.

Caring, enthusiastic and compassionate -- this is another Cornell employee.

Networking needs your support: if you know of individuals who should be in the Employee Spotlight, please send their name, phone number and a sentence or two explaining why they should be spotlighted to: Employee Spotlight, 134-A Plant Science Building. Thank you.

Making the Most of Friendships: Women to Women

By Joyce Marsh and Liz Redchuck

The ability to establish and maintain friendships is an important element in achieving happiness and a sense of psychological well-being. Women, perhaps even more than men, tend to have a "best" friend and confidante from childhood through old age. Though the names, faces and conversations may vary over the years, women's desires for close connections with other women seem to persist. Cornell women are no exception.

Despite the strength of this female bond, friendships among women are often seen as secondary to male-female relationships. Romantic relationships provide the subject matter for many books and movies. The love interest helps sell the media product, especially to women.

Even when the topic isn't been romance, men are often the focus -- their friendships, adventures and conflicts in such arenas as sports, war and space exploration. Though there have been exceptions, in general more focus on women and their relationships with other women has come about only since the women's movement reignited in the '60s. The movies *Julia*, *The Turning Point*, *Terms of Endearment* and, most recently *Mystic Pizza* are cinematic examples of increasing interest in the role of friendship in women's lives.

Though women have had close

relationships with one another far into the past, these friendships have often taken a back seat to what society traditionally has labeled a woman's primary role, that of being a man's mate.

However, the dynamic of placing greater emphasis on a romantic partner, perhaps to the exclusion of friends, may also mark lesbian relationships. In addition to these role expectations, women have been socialized to compete for romantic partners.

Jealousy or betrayal over a man are factors many women have noted as threats to friendships between women. Though it may not be the view of most women, some feel that in dating every woman is out for herself and doesn't care who gets hurt as long as she gets her man. Moreover, competition and jealousy are not exclusive to dealings with men.

Women also report feeling hurt, angry and neglected when their female friends spend too much time and attention on other women or activities. Competition for grades, jobs or status can also interfere with women's friendships.

Despite these societal barriers, women's friendships persist and, in fact, are often more lasting and intimate than sexual or romantic relationships. Women sometimes express the feeling that they understand other women better than they understand men. This feeling may stem from the culture and biology wom-

en have in common and the familiarity they consequently find in issues and perspectives in their lives. Many Cornell women feel their closest friends and companions are women and attribute this to the sense of comfort, security and trust they feel in these relationships.

Though friendships among women are often an outgrowth of situations shared as classmates, work associates or club members, the intimacy and depth in these relationships tends to stem from communication about important feelings and thoughts rather than simply from sharing the activity.

In her book, *In a Different Voice*, Carol Gilligan theorizes that women's identities are much more relationship-centered than are men's, due to early socialization. As a result, women may experience greater comfort and understanding in their female friendships not only because of common interests and circumstances, but because the relationship-centered style of friendship is more natural and familiar than the task-oriented style predominant among men. Women concur that perhaps the most important quality of a friend is that she listens. They reflect about the hours they have spent exchanging both happy, special stories and accounts of painful experiences. These conversations also focus on the friendship itself -- expressing positive and negative feelings toward one another.

and working to resolve tensions and conflicts that arise.

This reciprocity and trust distinguishes close friends from acquaintances. It also enables some friendships to grow and withstand the passage of time and changing circumstances that come with geographic separation, conflicts and new commitments like marriage or career changes. Most people, including women, find that though they may have many acquaintances at a given time or many friends over the years, they maintain only a few close long-term friendships. This may not reflect the quality of the people or the good intentions involved, but rather the time and emotional energy required to nurture a lasting friendship.

Establishing close friendships with other women comes naturally in some ways and in other cases requires combating questionable societal norms we have internalized. The loyalty, support and caring possible in female friendships is different from romance, but equally important and enriching.

Reprinted from *Vital Signs* (September 1986), a newsletter of Gannett Health Center. Joyce Marsh is a psychotherapist in private practice in Ithaca, formerly of Gannett Health Center. Liz Redchuck is a 1988 graduate of the College of Arts and Sciences.

What You Can Do About Sexual Harassment

By Carolyn McPherson

(This article is the second in a series on sexual harassment. The first deal with what sexual harassment is and how it affects the workplace (Networking, November 17, 1988.)

Sexual harassment in the workplace is an illegal form of sex discrimination that can threaten a person's job and future.

"I shall need your help in bringing the university's position (on sexual harassment) to the attention of the widest possible audience," said President Frank H.T. Rhodes. "Moreover, I urge you to take appropriate action when cases of this kind come to your attention. There must be no mistake about our determination to do everything possible to erad-

icate sexual harassment from our campus."

All of us can become familiar with the university's policy on sexual harassment and then examine our own attitude and behavior in light of that policy.

For example, many people think a person can stop sexual harassment if she or he really wants to, and sexual harassment is somehow the fault of the person being harassed. But dealing with sexual harassment is not that simple. When a person in a position of power uses that power to force others to submit, the person in a subordinate position is likely to fear that her or his current job and future career may be jeopardized.

Even when there is not a power im-

balance and the harasser is a peer, the victim may fear retaliation or further harassment if the harassment is confronted or reported. To further complicate matters, some people have been conditioned to interpret "no" to mean "yes" or "maybe"; therefore, even if the victim tells the harasser to stop, he or she may continue the harassment. Sexual harassment is typically not the fault of the victim and it is sometimes difficult to stop.

Often people who are being harassed think if they ignore the harassment, it will go away. The truth is, it usually gets worse. The following are ways of dealing with sexual harassment.

If you are being sexually harassed, do take action:

- Say no to the harasser. Be direct: "I'd like to keep our relationship strictly professional."

- Write a note to the harasser. Describe the incident and how it made you feel. State that you want the harassment to stop. Keep a copy.

- Keep a record of what happened and when. Include the date, time, place, names of the people involved and of witnesses, and who said what to whom.

- If the harassment does not stop, discuss it with the harasser's supervisor and/or report it to the Office of Equal Opportunity.

If you are in a position of power over others, you can:

- Be aware of the intimidating effects of that power.

- Ask yourself whether your behavior could be interpreted as sexual harassment.

- Take no to mean no.

- Avoid using your power to coerce others.

- Be open to the possibility that you are offending unintentionally.

- Think about how you would want to be treated in a similar situation.

- Treat every person with respect.

If you observe sexual harassment, you can:

- Speak up and let the harasser know that such behavior is inappropriate in the workplace.

- Support those who are having harassment problems and encourage them to take action.

- Offer yourself as a witness.

- Refuse to accept sexual harassment as a laughing matter or "the way things are."

By giving attention to sexual harassment and working together to eliminate it, we can ensure that all Cornell employees are able to work productively in an environment free of sexual harassment. By thinking about the way we treat one another, men and women can develop a new level of trust and respect for one another.

If you have questions about sexual harassment you would like answered in *Networking*, send your questions to the Office of Equal Opportunity, 234 Day Hall, or call 255-3976. It is not necessary to give your name or any other identifying information.

Dining Out on Central Campus

As you stand on Tower Road taking in the expansive glass facade of Academic I, you sense there must be something special planned for the interior. And special it is. An interior that is visually exciting, one that reflects the dynamism of the university yet balances the modern grandeur with a sense of dignity.

Given the opportunity to serve dining patrons in this new location, Cornell Dining is pulling out all the stops. Intensive planning for the Academic I dining facility began in 1982 after a comprehensive survey of the Cornell community was conducted to determine the most desirable products and services. As the first new campus dining room in more than 15 years, the Academic I dining facility has been painstakingly designed to showcase the best of all that is truly innovative for campus dining.

Gwathmey Siegel and Associates is providing interior design and decor as impressive as any of the firm's splendid interiors featured in the pages of *Architectural Digest*. The Academic I dining room will seat 400 in an atrium with vaulted ceilings. The periphery of the main seating area may be partitioned off into several private dining-meeting rooms or into one separate dining area that will accommodate 125.

A mezzanine offers a panoramic view of the atrium which appears to shimmer in the fluctuating light streaming through the south wall of glass. The ambience will be decidedly modern, yet not stark with the addition of worm wood accents, black terrazzo tiles and rich-hued fabric.

Within this grand setting dining patrons will be offered diverse menus limited only by one's imagination. The service area is a version of the "food court" concept -- several self-service "shops" will offer a wide range of meals, snacks and ethnic specialties for takeout or for dining in. The shops will include a New

York style deli, a grill, bakery, soda fountain, international cuisine and an area displaying exotic salads for quick pick-up.

Ethnic cuisine will vary regularly with selections ranging through Mexican, Greek, Chinese, German and Italian specialties. The New York Deli will feature meats, cheeses and breads that you would expect to find in the best Jewish, American, German and Italian delicatessens. As for selections from the grill, expect to be tempted well beyond burger--seafood platters, Philly cheese steaks, tempura vegetables, Buffalo-style onion rings, Cajun chicken and spareribs are just a few items that will be available for takeout or eating in. With convenience as a top priority, Cornell Dining is consid-

ering delivery service to Cornell offices as well as takeout dinner entrees that can be picked up at the end of the day.

The new dining facility is yet to be named and many additional services are still in the planning stage, but given the grand-scale impression the room makes, it appears to be the perfect setting for catered functions. Cornell Dining Director Peg Lacey says the facility's hours of operation and service offerings will continue to be determined with customer input. As construction progresses toward the fall 1989 opening, Cornell Dining will continue to provide news about what the Cornell community can look forward to. An update in newsletter form will be provided in an early February 1989 issue of the *Cornell Daily Sun*.



Blood Pressure Clinics

December 20 - Purchasing - 8:30am-12 noon

December 21 - Traffic Bureau - 10:30am-12:30pm

December 21 - Sage House - TBA

December 21 - Stocking Hall - TBA

The Holidays and Responsible Driving

By George Sutfin
Crime Prevention Officer
Cornell Public Safety

Holiday entertaining and alcohol consumption go hand-in-hand. Alcohol consumption and driving do not. Public Safety wishes you a happy holiday season and urges you to be a responsible host or guest. We offer the following suggestions to encourage moderation at holiday parties:

1) Serve rich, starchy, or fatty protein

food. Meats and cheeses are good. They slow the absorption of alcohol into the bloodstream.

2) Use a noncarbonated base in alcoholic punches - preferably one mixed with fruit juice. Foods high in fructose help the body metabolize alcohol and reduce the possibility of a hangover.

3) Offer nonalcoholic alternatives such as soda and coffee. Also offer a nonalcoholic punch or nonalcoholic mixed drink.

4) Don't force people to drink alcoholic beverages.

5) When mixing drinks, don't "guesstimate" the amount of alcohol. Use a standard 1.5 ounce jigger to measure.

6) If a guest overindulges, call a cab, drive them home, or put them up overnight.

7) If you are planning to drive home from a party, either abstain from drinking or drink no more than one drink per hour.

8) Volunteer to be the designated driver and stick with your promise.

Remember, driving while intoxicated is a crime in New York State. Also, under the Dram Shop Act, you may be held liable for certain acts committed by a person you serve alcohol to.

If you have any questions or desire more information, please contact the Public Safety Crime Prevention Unit at G-9 Barton Hall 255-7404.

Let this holiday season be one of life's happy memories, instead of a tragic one. Please don't drink and drive.

The Inside Story at the Cornell Campus Store

By Cynthia McFarland

If you've been paying attention to campus doings this fall, you may have noticed that the Cornell Campus Store is up to something. To be more accurate, it's up to a whole lot of things. Here's a quick overview.

The Store has set ambitious new goals to serve the Cornell community of students, staff and the faculty as effectively as possible. What does that mean? For starters, a dramatic renovation of the main store that, when finished, will create a kind of "collegiate mall" of separate and distinctive shops, each with its own atmosphere and flavor. The new floor plan will allow one-stop shopping and end the nuisance of checking out office supplies at one place, computer disks at another and books at yet another. You can look forward to seeing the results of the renovation in late spring.

And The Store isn't stopping with just an architectural facelift. The heart of its effort to better serve the Cornell community is just that -- service. That translates into employees who are knowledgeable about what The Store offers and interested in helping customers get just what they need. It means that, no matter how crowded The Store may be, customers

will be treated with courtesy and attention. It means that at peak times of the academic year, the number of cash registers will be increased as needed to keep lines and waiting time to a minimum. Better service includes a hard look at the possibility of additional branches at other campus locations beyond West and North Campus, to bring products and service that the Cornell community needs to where Cornell people are working, studying and teaching.

The Store has been experimenting this fall. Late-night shopping became possible on Thursdays and during special Cornell events The Store opened on Sundays. And to combat the longstanding but erroneous impression that The Store's prices are higher than those of other stores in the area, a never-ending sale was put into effect in November. It works like this: every two weeks, departments offer products at hefty discounts and those products are described in fliers posted prominently throughout The Store. And now that this sale has started, The Store is determined that it won't end. Every two weeks, there'll be new products on sale. Every two weeks. No matter what.

As The Store moves toward the best service possible in a state-of-the-art facility, it plans to keep a few things just as

they've always been. Take the range of products and service at The Store. They're far beyond the traditional books, decals and sweatshirts that you might find on some college campuses.

Consider some of what you can expect to routinely come across at The Store (get ready): aspirin, backpacks, balsa wood, binding, books (new and used), briefcases, brushes, calculators, calendars, cameras, candy, caps and gowns, cards, compact disc players, chairs, children's clothing, chips, computer paper, ribbons, disks, cookies, copying facilities, cosmetics, custom framing, darkroom products, detergent, disk holders, drawing pads, dry cleaning, dry mounting, film and film processing, gloves, hardware, hats, jackets, juices, key making, lamps, laundry services, magazines, markers, mat boards, munchies, newspapers, paint, panyhose, paper, pens, photo supplies, popcorn, posters, radios, records, soda, stationery, scarves, stockings, sweat-

shirts, tapes, T-shirts, toothpaste, typing services, umbrellas. If you're looking for a particular product at The Store, as the popular tag line has it: "It's in there."

To help make the Cornell community more aware of what The Store offers, an ambitious marketing communications program was begun this fall. You may have read some of the newspaper advertisements that have created a more personal image for The Store and emphasized its commitment to service in a friendly and casual way. All the new communications are designed to complement and support the numerous changes occurring in The Store and to highlight to students, faculty and the staff just what they can expect to find inside the "new" Cornell Campus Store.

Oh, about the name. It hasn't changed. It's still formally the Cornell Campus Store. But among friends it's nice to use "The Store." We hope you'll recognize us when you see it!

Safe Winter Travel

By George Sutfin and Danny Thomas
Crime Prevention Officers

Again, it is the time of the year for rain, snow, ice and frigid temperatures, which make walking and driving treacherous. The Department of Public Safety offers the following tips to help you prepare for winter travel.

For safe, comfortable walking during severe weather, wear warm, comfortable, loose-fitting clothes, including a hat and gloves. Boots should be insulated with flat, treaded soles.

Both driver and vehicle must be prepared for winter driving. Prior to the onset of foul weather, the vehicle should be checked to make sure the following are in working order: electrical system, brake system, tires (good snow or all-season tires), exhaust, heating and cooling systems, and windshield wipers and washers. The vehicle should contain a winter driving kit consisting of:

Tire chains
Snow shovel

Extra clothing
Traction mats
Ice scraper-snow brush
Booster cables
Flares
Bag of abrasive material
Flashlight
Blanket
Cloth or paper towel

Drivers must prepare both mentally and physically. Prepare to leave early and be alert at all times. Dress comfortably and avoid bulky or tight clothing that restricts movement.

The most important driving technique is to slow down and be cautious. Acceleration and braking should be slow and smooth.

For more information, you may attend one of Public Safety's Safe Winter Driving Seminars or contact the Crime Prevention Unit at Public Safety. Any group interested in scheduling a seminar should also contact this unit at 255-7404.

Love to Work with Kids?

By Diane Wallace

Do you love children and need extra cash? Do you know someone who would like to work occasional days or hours, but does not want to commit himself or herself to a regular schedule?

The Ithaca community Childcare Center is in constant need of substitute caregivers to work with infants and toddlers. Substitute caregivers fill in during the times that regularly scheduled caregivers get sick or take vacation time. They are also sorely needed during the holiday seasons when Cornell students - who have helped fill the need for substitutes - leave the area.

The center finds it very helpful when substitutes are available to work for a full day. But even just a few hours can provide relief. Substitutes are needed

especially for the infant age group.

Located just off campus at 406 Triphammer Road, the Infant Center cares for babies ranging from 8 weeks to 18 months in age. Formerly called the Cornell Community Infant Center, the organization has merged with the Ithaca Community Childcare Center, which has three locations in the Ithaca area. A fourth location will become available when construction is completed on a new facility. Most of the parents at the Triphammer facility are affiliated with Cornell University.

For more information about becoming a substitute, please contact Director Lynda Potter at 257-1416.

Holiday Centerpiece Class Offered

Decorate your table this holiday season with a wreath centerpiece or one-sided arrangement made from fresh greens and other natural materials that will last for weeks. Expert instruction will guide you through the steps of designing and working with greens and other natural materials. If you want to make an arrangement, bring a favorite container,

scissors, pruning shears, and 12" candles (optional). All other materials will be provided.

Instructor: Linda Kabelac, Floral Designer

Workshop: Monday, December 12, 6:30-9pm

Fee: \$20 to members of Cornell Plantations, \$25 to nonmembers

Computer Art:
Diane Sempler
Telecommunications

Call For Articles

The Networking Board would like to feature you and/or your department in its upcoming issues! Educate the Cornell Community and let other people know what you and your department do. As an employee take the responsibility to get your information out to those who care about what's going on! Please submit your articles, photographs and questions to Judy VanDermark, Conference Services, 221 Robert Purcell Union

Coming Attractions

Look for the following department to be featured in upcoming issues:

- Center for Performing Arts
- Cornell Dining
- Cornell Laboratory for

Environmental Applications of Remote Sensing (CLEARs)

- Cornell Plantations
- Cornell Recreation Club
- Cornell United Religious Works
- Crime Prevention
- Grounds Department
- Materials Management
- Office of Equal Opportunity
- The Store
- University Health Services



Cornell After Hours

Julie Walden of Gannett Health Center: Race Car Technical Inspector

By Kathleen O'Brien

Julie Walden, accounts assistant, enters charges on her computer, makes deposits, helps clients with insurance problems and sees to the general billing required to keep things running smoothly at Gannett Health Center. But during the weekends in the spring and summer, Julie becomes more than a mild-mannered accounts assistant. Julie accepts responsibility for keeping the logs and drivers up to date at Watkins Glen International race track.

The volunteers of the Sports Car Club of America (SCCA) enable the world of car racing to function smoothly at Watkins Glen. Julie's specialty is scrutineering (technical inspection) of all the race cars that go out on the track.

Some of Julie's duties include keeping the drivers' paperwork and log books straight, passing inspection on the cars' and drivers' safety equipment, "baby-sit-

ting" the winning cars for impound at the end of each race class, and inspecting cars to make sure they have not been altered since they were cleared for racing. Without the technical inspector's OKAY emblem, the race car would not be allowed on the false grid or on the race course itself. Duties for Julie's specialty usually start on a Thursday and end when the last driver and car leave the race course late on Sunday night. So Julie is one of the first to arrive and the last to leave.

What does Julie like to do when she is not working at Cornell or scrutineering at the race track? Well, after being involved with the fast pace that race cars provide, she chooses a calmer method of winding down. Embroidery, counted cross-stitch and rug hooking are favorite activities.

A full-time employee at Gannett Health Clinic and an involved member-volunteer for the SCCA. This is one of Cornell's employees.



If you know of employees to spotlight for Cornell After Hours, please send their name, campus phone number and a few sentences explaining what they do that is interesting after hours to: W. Herman, CU Transit, Bus Garage.

IRS Tax Workshop

An IRS representative will be available on Wednesday, January 11, 1989 from 1:30 - 4:30 p.m. in the Kaufman Auditorium of Goldwin Smith Hall to provide tax information and answer questions. It is not necessary to register for this workshop. You do, however, need to obtain supervisory approval for time away from work to attend this workshop. If you have any questions, contact Training & Development at 5-7170.

TC3 Offerings

The following courses offered through TC3 will be held at Boynton Middle School (N. Cayuga Street, Ithaca) beginning January 1989. Registration will be held on Friday, January 13, 1989 at the Pyramid Mall.

Mondays - Accounting 101 - 5-8:30pm
Tuesdays - English 101 (Composition) - 5-8pm
Wednesdays - English 201 (Speech) - 5-8pm
Thursdays - Math 200 (Statistics) 5-8pm

WordPerfect

If you would be interested in attending a 3 credit WordPerfect evening course on the TC3 campus beginning January 1989, please contact Training & Development at 255-7170 for more information.



Gourmet Corner

Recipe contributed by Diane L. Tessaglia, Lab of Ornithology who writes...

"I like the idea of a gourmet corner. Here's one of my favorite 'company' recipes -- tastes fancy, but is easy to make. This recipe is also good cold, as a salad."

Lime-Avocado Chicken •
2 boned chicken breasts
salt, black pepper, cayenne pepper
3-4 - 1 cup heavy cream
1-4 teas ground cumin
1-2 teas ground coriander
1 ripe avocado, peeled and cubed (1-2 inch cubes)

Rind and juice of 1'-2 - 1 lime
Skin chicken breasts, flatten, trim and slice into 1-2 inch strips. Season with salt and peppers. Bring cream to a boil in a skillet with spices. Add chicken, simmer 1-2 minutes per side. Remove chicken, boil cream to thicken, add avocado and lime. Add chicken and serve on rice.

From the Gourmet Corner editor, thanks Diane for your kind contribution! If you have a recipe you would like to share please send it to the attention of J. McPherson, SAC Vet College.

Phantom Time:
Track It Down

By Jeanne Mackin

There are two things most people never seem to have enough of: time and money. In fact, we often talk about those two things in similar terms. We spend time and money, or save time and money; we lose time and money, or we make time and money. As Benjamin Franklin put it, time is money.

And like money, time has a way of disappearing. Phantom money is the money you once had, but have no longer, although you can't account for where it went. It's the \$5 you had when you went to work this morning that is not only \$1.75, although you can't remember where you spent the \$3.25.

Phantom time might be, for example, that time between dinner and bed when you wanted to read a good book or finish the mending. Instead, it's bedtime, the book is unread, the mending not done and you don't know where the time went.

"If you find yourself saying 'I don't know where the time went' very often, you are a victim of phantom time," says Jeanne Hogarth, consumer economist with Cornell Cooperative Extension.

Like phantom money that often ends up in vending machines, at magazine racks and in other places we didn't plan to make a purchase, phantom time may disappear in projects and events we didn't plan: the television show we weren't really interested in but watched anyway, the phone conversation that stretched from a "moment" to half an hour.

Like phantom money, phantom time can be tracked down and brought under control. Time, like money, often benefits from a good budget.

"First, keep track of what you are doing with your time," Hogarth recommends. Try keeping a time journal long enough to discover exactly how you are spending your time. Record all activities and how much time you spend at them.

"This will give you a sense of how your time is spent," Hogarth says. "Once you know where it's going, you can make decisions on how better to spend it."

Make a time budget of how you want to spend your days and evenings. Like a good savings plan, a time budget begins with definite goals. Do you want to read more or spend more time with the children? Those are examples of goals you may strive for.

Look for discretionary time -- time that isn't occupied with required activities, such as work and sleep. Are there evening hours that have been lost as phantom time that you can budget for your goals? Or perhaps your discretionary time occurs on the weekend. Make definite plans for how you would like to spend that time, rather than frittering it away like loose change.

Try to get more from your time, just as

you try to get a higher yield from your money. Are there always long lines when you go to the supermarket? Try going at a different time, or perhaps switch to a different supermarket.

Do you waste time waiting for other people or appointments? Try this trick of busy executives: call in advance to make sure things are running on time. For instance, if you're waiting for a delivery, call the service and make sure the delivery will be on time, as scheduled. (Is there anyone who hasn't spent the day waiting for a serviceperson who never appeared?) If you routinely do business with a service or goods provider who is always behind schedule, complain.

"Companies will listen to complaints," Hogarth says. "Your goodwill is important to them, so if they are wasting your time, let them know they need to improve."

Take control of your time, and don't let other people waste it. "Unlike money, time is a great equalizer," Hogarth says. "We all have the same amount: 24 hours every day."

For more information on how to make the most of your time, ask your local Cornell Cooperative Extension office for a copy of Time -- A Precious Commodity and other publications in the Balancing Work and Family Life series prepared by Cornell Cooperative Extension.

A Great Gift Idea:
Finger Lakes Poster
Still Available

Last December, a new and unique poster, "A View of Central New York," produced by the Cornell Laboratory for Environmental Applications of Remote Sensing (CLEARS) was made available to the Cornell community. Response to the announcement was overwhelming with more than 200 Cornell staff members, students and faculty buying copies within a week.

If you'd like a copy of the Finger Lakes poster for yourself or are looking for gifts, it's not too late; copies are still available. The poster measures 18" x 24" and shows the heart of the Finger Lakes Region in Central New York as photographed by astronauts on NASA's Skylab satellite on September 10, 1973, from an altitude of 250 miles. From that vantage point, one can recognize water bodies, farm fields, roads and an occasional cloud.

The poster is available through CLEARS at 464 Hollister Hall at a cost of \$6 each. For mail orders, add \$2.50 to cover shipping and handling; checks are payable to Cornell University. For information call 255-6529.



Big Red Grounds Department Keeps Campus Green

Think green. Think large expanses of green rolling lawns. Think beautiful green trees and shrubs, even in winter. Think of the Grounds Department.

Now, think about what it takes to maintain all those green areas, and some not so green, on the Cornell campus.

For not only is the Grounds Department responsible for maintaining all that is green and attractive, it is also given the sometimes awesome responsibility of caring for the many miles of aboveground sidewalks, roadways, stairways and the many miles of storm and sanitary sewers below the ground.

There's more to grounds work than meets the eye. For example, our Grounds Department maintains 310 acres of lawn, 79 acres of shrub and tree plantings, 15 miles of roads, 20 miles of walkways, 114 acres of parking lots and 40 miles of storm and sanitary sewer. In addition to maintaining growing things above-ground, the departments also manages what falls out of the sky -- snow -- an average of about six feet each year.

In a nutshell, the Grounds Department is responsible for maintaining all outdoor landscape areas and paved surfaces on the Ithaca campus -- all except athletic department's playing fields, the hotel school, the Plantations and other natural gorge areas.

Of course we've all envied the groundsworkers on warm summer days, when we see them out mowing lawns and pruning shrubs in their T-shirts, soaking up the sun. But there's more to being caretakers of our beautiful campus than meets the eye. Groundsworkers are also responsible for weeding; seeding; applying fertilizer and pesticides; planting, removing and cabline trees; installing lawns and irrigation; repairing vehicular damage to lawns and trees; trimming vines; mulching; and planting thousands of flowering annuals and perennials yearly.

They provide litter pick-up services for special events, as well as daily campus clean-up. They also install the many outdoor trash receptacles found on campus. In autumn, groundsworkers remove many tons of leaves from walks and lawns.

On paved surfaces, which include roads, walks and parking lots, grounds personnel provide repair, pavement sweeping and snow and ice removal services.

In the category of landscape construction, our grounds crews install fencing, retaining walls, timber steps and outdoor benching.

The department's construction personnel perform extensive excavation work to support installation and repair of underground utilities, landscape restoration after excavation, the cleaning of storm drain inlets and the rodding of clogged underground drainage and sanitary sewage lines.

Our grounds people provide year-round coverage, 365 days a year. When the forces of nature delivered a four inch snowstorm and a bursting sewer line on Thanksgiving Day 1985, the loyalty of our groundspeople became apparent as they put aside family commitments to respond to the emergency needs of the Cornell community. This loyalty is a common thread that ties the Grounds Department together.

When heavy snow threatens to confine us to our homes, you'll find the Grounds Department staff on campus, any time of night or day and during holidays, working tirelessly to clear a path that will allow our colleagues access to their parking lots and jobs. The snow removal challenge becomes most difficult when a heavy snowfall occurs after employees are at work, with cars filling parking lots and severely reducing plowing capability. When that occurs, grounds attempts to move as much snow in the aisles as possible without windrowing vehicles behind a wall of snow. There is a very limited window of optimal nighttime in which to remove snow from parking lots, but, like clockwork, you'll find the equipment operators out in full force during that critical period, even if it means working extended shifts.

Most of us have felt the impact of recent facilities construction and the renovation boom on campus. Despite the anticipation and excitement of a new building, ongoing construction presents a particular challenge to the Grounds Department. Not only are they faced with the difficulty of getting routine lawn work done and keeping mud and dust down, they must also make repairs to the roads and landscape as a result of heavy equipment damage.

The Grounds Department takes seriously its commitment to provide an environment that is clean, safe and attractive. The department's employees feel that it is not only their job, but their collective pride that motivates them to set high standards for landscaping. Our grounds people find it rewarding to work in, and maintain, a beautiful campus.

You may have noticed new trees and shrubs scattered about the Ithaca campus this season. This represents the department's successful installation of more than 500 trees and shrubs in every nook and cranny and in some open areas as well. You also may have noticed the transplanting of some well-established trees that would have fallen to the ax in the name of new facilities construction. "Successfully transplanting older trees is always a challenge, but a worthwhile one," contends Grounds Superintendent Dennis B. Osika

The replacement and installation of street trees along East Avenue and Tower Road has been a priority of the Grounds Department. They are dedicated to preserving the beauty and healthful aspects of a green environment for years to come.



for the benefit of faculty, staff, students and visitors.

To accomplish its services, grounds is staffed with 43 permanent personnel and they employ an additional 25 students and temporary groundsworkers during the summer. The staff is divided into six crews, consisting primarily of groundsworkers and equipment operators, which have specific area assignments. The de-

partment also has a small support staff of two mechanics and two office assistants who provide administrative and financial services.

You'll see our grounds people in all weather, quietly and thoroughly completing their tasks, both above and below ground. When you see their cheery red trucks, think GREEN, think of the Grounds Department.

Help Protect Our Campus Landscaping

By CPO George Sutfin
Crime Prevention Unit
Department of Public Safety

Cooperation of everyone in and around the Cornell community is sought to prevent the destruction of decorative evergreens on campus. Each year around Christmas time valuable trees are cut down by people to be used as their Christmas trees. Many of these trees are

worth hundreds of dollars.

There are numerous places in the area to purchase trees, and the cost is minimal compared to the expense and embarrassment of being caught in possession of a stolen tree. The Department of Public Safety encourages anyone who sees a tree being cut down, or knows or suspects that one has been cut down unlawfully, to call Public Safety at 255-1111. All in-

formation will be kept strictly confidential.

Stealing trees is a violation of civil and criminal laws, as well as the University Judicial Code. Numerous cases have been prosecuted over the years and guilty people have paid high restitution along with fines and penalties.

Let's all help keep the landscape at Cornell looking its best.

Farm Services Units Head Named 'Outstanding' by Coworkers at Geneva Experiment Station

A Geneva resident who has spent the past 31 years as a member of Cornell University's NYS Agricultural Experiment Station has been named "outstanding employee" by a panel of his peers.

Glenn E. McGuigan, manager of the Farm Services unit at the Station received the semi-annual award at the yearly Station Club Banquet held last week. McGuigan becomes the fourth recipient of the award sponsored by the Geneva Employee Council of Cornell University.

McGuigan was born in nearby Phelps. He attended Geneva High School and joined the Station in 1957 following two years of service with the U.S. Army Signal Corps in Korea. His first job was with the Entomology Department as a greenhouse and field laborer. Following a transfer to Farm Services, he held a series of posts which led to his present position as manager about ten years ago.

Farm Services, a unit of about a dozen people is responsible for maintaining the Station's 81 greenhouses, 50-acre campus, and 750 acres of research fields, orchards and vineyards 365 days a year. It also has responsibility for all roadways, landscaping, fencing, land-preparation work and, as McGuigan puts it, "anything else that needs doing." In a recent review, the outstanding employee was cited for his "cooperative effort and adaptability in reacting positively to the many tasks with which Farm Services is confronted." The award was presented by Station Director Dr. Robert A. Plane.

McGuigan and his wife Shirley, a part-

time LPN at Geneva General Hospital, have four daughters -- Sandra, Mary Kay, Doreen and Karen -- and five grandchildren. He is a member of the White Springs Volunteer Fire Department.

The McGuigans plan retirement in

January and are looking forward to taking their 35-foot motor home south in search of warmer climes. They are undecided about where they'll live in future years.



Shirley and Glenn McGuigan



Unclassified Ads

Unclassified Ads Address Change

Please send all unclassified ads to Networking Unclassifieds, Humphreys Service Building

1. Please send all unclassified ads through Campus Mail ONLY to Networking Unclassifieds, Humphreys Service Building. (hand delivered ads will be omitted) - 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. Any ad longer than 30 words may be shortened by the Networking staff.
5. Unclassified ads are for nonbusiness purposes only.
6. The deadline for the January 12 issue is January 2.
7. If an error appears in your ad, please resubmit the ad to be published in next available Networking.
8. Please submit an ad for each issue that the ad should appear in.

For Sale

- 1984 Z-28, T-Top, V-8, exc cond. 277-1495 eves or 5-1174 days.
 1984 Pontiac Fiero, \$4,600; 1979 Ford LTD, \$200; 1974 Olds Cutlas (needs radiator), \$100. 849-3623 eves or 5-6872 days.
 1982 Chevrolet Diesel, 4-dr sedan, 5-spd, low miles, good cond, \$1,600 OBO. 5-3249 days or 347-4051 eves.
 1981 Ford Escort, front wheel drive, \$700. 5-4494 after 3pm.
 1981 Subaru GLF, 5-spd, 2-dr, exc mechanical cond, \$1,200 OBO. 273-4060 leave message.
 1979 Datsun 810 wagon, 80k miles, 6 cyl std, runs well, some rust, 4 Goodyear Vectors (all season radials), 2 Goodyear F-32 (radial snows), all good, \$995. 5-4546 or 277-0671.
 1976 Pontiac Ventura, for parts, \$50. B. Cook 5-6143.
 1972 GMC pickup, new interior, good cond V-8, 4-spd, 4 barrel, 1 ton, insp, \$500 firm. 257-6218 eves.

- 1988 Yamaha Phazer Deluxe snowmobile, exc cond with 450 miles, includes elec start, handlebar, warmers, cover, carbide skags-ice cleats, paid \$4,300 new, asking \$3,500. 535-2681 eves or 5-2577 days.
 Winter radials P175-80R18, used half winter season, reduced to \$55; USA Stratocaster elec guitar with velvet-line case, min cond, \$500 firm; adorable ceramic clown lamp with shade, \$7. Jackie 5-4547 days or 533-4576 eves.
 Amma air conditioner, 6500 BTU, at cost; Hotpoint dishwasher, portable, cutting board top, \$75. 5-6347 days or 272-8744 eves.
 400k Macintosh external drive, like new, asking \$75. 5-2747 or 257-6458.
 Pool table, not slate, good cond, \$100. 898-3594 after 5pm.
 miniature wood China cabinet, glass, 3 sides, 23" high, 13" wide, 7" deep, 898-3594 eves.
 Brother correctronic 35 elec typewriter, almost new, 1-2 yr warranty, \$120. Wolfgang 5-6555 or 257-0901 eves.
 Rustic pine sofa and chair with ottoman, good cond.

- brown plaid, \$100; brown-black plaid recliner chair, \$45. Donna 5-8117 or 539-7767 eves.
 Radio Sheak microcassette dictating machine and tapes, exc cond, used twice, sold for \$200 new, asking \$150. Donna 5-8117 or 539-7767 eves.
 Professional Santa outfit, \$100 firm; wood desk, \$40; 19" B&W TV works well; 19" Solid State color TV (needs work); rocker recliner, \$20; bunk beds; 4 bar stools, \$25 each set; stand with doors, \$10; crib, \$5; assorted storm windows and wood doors, best offer. 5-2774 days or 659-4925 eves and weekends, leave message.
 Couch with matching chair, brown plaid, \$170 OBO. 539-7570.
 Whirlpool washer and dryer, television, ladies golf clubs, ladies 5-spd bicycle, kitchen table and chairs, touch-tone telephones, Pat 5-3474 mornings only. 533-4943 eves or 315-364-7353.
 wood surface planer, US made, cast iron, auto feed, enclosed stand, single phas motor, \$475. Tom 272-6529 eves.
 Ham radio receiver, covers 160 - 1.4 meters; small bass guitar for child; 80 watt amplifier takes guitar, bass and mic; Ludwig bongo drums, alto and tenor; recorders, pearwood, adler, gorgeous; tone. 539-7063.
 Olympus X-A 35mm semi-automatic camera with electronic flash, \$50 OBO. 5-6094.
 Oleg Cassini Quartz his-her watches with genuine diamond, \$175 each or \$300 for both. Kathy 5-5439 weekdays.
 K2 skis (150's), boots and poles; 8" table saw, VG condition; Corning "Lynwood" dishes. 257-8426 eves or 5-6053 days.
 20" round black free standing stove fireplace; 2 14" new steel Datsun Maxima wheels; 2 12" steel radial tires and wheels for Honda civic, 1978 2' dr Chevrolet with snow tires. Al 5-5121 or 844-4577 after 6pm.
 12 ft hand-hewn hemlock barn beams, 12"x7" and 8"x8", \$5 ft; also antique sleigh runners \$150. 277-4174.
 Used elec 40 gal water heater, \$25; used ping pong table, very good cond, \$35. Duane 5-3015 or 257-4561.
 Peavey Combo 300 Bass Amp and Peavey 1810 speaker cabinet, \$700. 257-5090 eves preferably.
 No-wax linoleum, about 5x8 ft, attractive tan pattern, \$20. 5-5802 or 273-7420.
 Harvey FJ 1-4" wetsuit with gloves, hood, boots, snorkel, compass, \$150; Schwinn "World Tour" 12 spd bike, \$200; 12" B&W TV, \$30; bowling ball and bag, \$25; Escort radar detector, \$150. Mike 5-4841 (w) or 272-0023 (h).
 18 acres, mostly wooded, view of Seneca Lake, very private, Country Rd 7, Burdett, 546-4829 days or eves.
 Closely matched team chestnut geldings (14-3H), ride well, ready to start driving, \$1,450 pr or \$750 each (payment terms avail); drk brown Thoroughbred-QH cold, \$350 OBO. 564-9375.
 Good home with kind person(s) for pr of ring-neck doves, one requires special care. 257-2640 eves or 5-4072 days.

Transfers and Promotions for November

EMPLOYEE

Janina Allen
 Lucy Alton
 Harold Beaver
 Carla Bengston
 Barbara Berger
 Janet Brown
 Sharon Brown
 Barbara Buell
 Donna Bugliari
 Susan Burbee
 Opal L. Clark
 Ruby Clark
 Charles Cook
 John K. Cook
 Paul R. Davis
 Lesa Dipietro
 Anne Dickinson
 Katherine Drake
 Lynnette Eastman
 William Eaton
 David Ehrentraut
 Gayle English
 Kelley Foster
 Ermina Gentile
 Frederica Gibson
 Lisa Gneo
 Robinne Gray
 Judith Green
 John Ham
 Irving Hand
 Maureen Hannon
 Heidi Harada
 Ann S. Hardy
 Denise Heichel
 Michael Hojnowski
 Karen Holcomb
 Terry Hollenbeck
 Wanda Holub
 Philip Hutchings
 Steven Irish
 Lisa Johns
 Lori Kanellis
 Sharon King
 Keith Kubarek
 Richard LaBumbard
 Ann Lang
 Jayne Legro
 Jane Levy
 Julia Lonnberg
 Richard Lung
 Robert Markes, Jr.
 Scott Meddaugh
 Gary D. Miller
 Sally Moore
 James A. Moravec
 Robin S. Nichols
 J. Okulicz-Kozaryn
 Alan Parke
 Mary Place
 Ellen Poyer
 Charles Reeves
 George Reniff
 Peter Richards
 M. Romanowski
 Sarah T. Ross
 Laurie Saltsman
 Jolene Scaglione
 Mary Ann Schuler
 Diane Sempler
 Maria Shephard
 Mark Sincock
 Amy Smith
 Phillip Tajeu
 Karen Talcott
 Judy Vandermark
 Diane Wallace
 Lewis E. Ward
 Carol Webster
 Dwight Widger
 Helena Wood
 Constance Wright
 Christina Writer

DEPARTMENT

Buildings Care
 Agronomy
 Nuclear Studies
 Athletics
 University Libraries
 Telecommunications
 University Development
 Human Ecology
 Human Resources
 Stores Enterprises
 Financial Aid
 Nat'l Nanofab Facility
 Athletics
 Dining Services
 Education
 Physiology
 Rural Sociology
 Telecommunications
 Accounting
 Graphic Purchasing
 Dining Services
 Biotechnology
 Graphic Purchasing
 CRSR
 Dean of Students
 Engineering
 University Libraries
 Ag Economics
 University Libraries
 Animal Science
 Computer Services
 Genetics and Development
 University Libraries
 Finance & Business Office
 Theory Center
 Cooperative Extension
 Academic Personnel Office
 Career Center
 Nuclear Studies
 Finance & Business Office
 Cooperative Extension
 Finance & Business Office
 Statler Hotel
 Computer Services
 Food Science
 Computer Services
 Academic Personnel Office
 Career Center
 University Libraries
 Graphic Purchasing
 Maintenance & Service Operations
 Athletics
 Dining Services
 Theory Center
 Finance & Business Office
 Human Ecology
 Agronomy
 Athletics
 Health Services
 Law School
 Grounds Division
 Grounds Division
 University Libraries
 Vet College
 University Libraries
 Vet College
 Statler Hotel
 Human Ecology
 Telecommunications
 Animal Science
 Computer Services
 Engineering
 Mann Library
 Theory Center
 Summer Session
 University Development
 University Libraries
 Real Estate
 Nuclear Studies
 City & Regional Planning
 LASSP
 Engineering

W-2 Statements to Be Mailed by Third Week in January

The 1988 statements (W-2 forms) for Cornell University faculty, staff, and students will be mailed to your home address by the 3rd week in January.

Your total 1988 income is reflected in the Federal Taxable Gross year-to-date box of your final paycheck stub and will appear in box "10" of your W-2 form. This figure may be inflated by other reported compensation, if applicable.

Box "5" of your W-2 has been amended to reflect the following: a) Pension Plan. This box will be check marked if you are an active participant in a university sponsored pension plan, b) Deferred Compensation: This box will be check marked if you had elective pre-tax contributions to a tax deferred annuity plan.

Meals With Morley

Meals with Morley: Employees may sign up for breakfast or lunch with Senior Vice President James E. Morley Jr. by calling the Office of Human Resources at 255-3621. The meals will be held each month during the academic year. Dates and places include a Dec. 16 lunch at the ILR Conference Center and a Jan. 24 breakfast at Hughes Dining Hall in the Law School. Other dates to come.

Annual Hiring Freeze

Hiring freeze: The annual university hiring freeze will be Dec. 1 through Jan. 2. Any exceptions to the hiring freeze must be put in writing to Manager of Compensation Anita Harris, Office of Human Resources, 111 Day Hall.

Employee Calendar

Events of Particular Interest to Cornell Employees

Wednesday, December 14. Brown Bag Luncheon, 12:15, 190 Statler Hall. The subject will be Employee Education.

Saturday, December 17. Children's Christmas Party, all children and grandchildren of CRC members are invited to attend Christmas party to be held at Helen Newman Lounge. Please contact the CRC Office at 255-7565.

Wednesday, December 21. Employee Assembly meeting, 12:15pm, Third Floor Conference Room, Day Hall.

Saturday, January 28. Employee Night at the Court. A winning combination of basketball and chicken barbecue when Cornell plays Columbia at Barton Hall. Tickets available in January

John Bender
 Ruthanne Broderick
 Alberta Callihan
 Sharon Gunkel
 William Herman
 Judy McPherson
 Linda Narde
 Kathleen O'Brien
 George Peter
 Singrid Peterson
 Graham Stewart
 Anita Stuever
 Janice Swansbrough

Donna Updike
 Donimic Versage
 Donna Vose
 Diane Wallace
 Judy Vandermark

Human Resource Liaison
 Laurie Roberts

Production
 Cheryl Seland

Editorial Board

Free

Cocker Spaniel male puppy, 4 mos. 564-9375.

Wanted

Utility trailer 4x6 feet, used kayak and paddle, car roof rack, coat-hat rack, Sandy 539-6565 anytime.

Truck cap for S-10 pick up small 6' long bed, Bill Dilts, Jr. 642-8889 after 2:30pm weekdays.

Ride from Covered Bridge Apts, Mon-Fri, AM only to Vet School, must be there by 7am, will pay, Joy 3-3310.

Apple imagewriter printer, 5-3578 or 277-0759.
 Need used skis, boots and poles for a six yr old, 387-5673.

Two sets of heavy drapes, preferably lines, one set to fit 45"wx90" h window in any earth tones - solid or plaid; and one set to fit 95"wx90" h window, preferably green, blue or red - solid or plaid, Jackie 5-4547 days or 533-4576 eves.

Used AM-FM cassette stereo for young teenager, preferably type that sits on shelf, speakers not necessary, Jackie 5-4547 days or 533-4576 eves.

Rent

3 bdrm house (unfurnished) in Dryden (10 miles from US, 1 mile from TC3) on 30 acre hillside lot, garage, full basement, \$650 plus utils. 844-4835 days or eves.

3 bdrm house, washer, dryer, garage, garbage disposal, yard, quiet neighborhood, \$600 plus utils, on year lease. 5-2744 days or 272-5106 eves.

Spacious 2 bdrm apt, wood floors, wood stove, furnished, washer-dryer, storage, leave neg, \$340 with management, 15 min from Cu in Freeville, carol 898-5591 eves or 5-1610.

Apt. Eastern Heights, \$475 month includes utils, 2 bdrm, 1 full bath, close to CU and downtown, on bus route, grad students preferred, avail Dec 1, Marie 5-5555.

Breakfast with Provost Barker

If you are an employee and would like to have breakfast with Provost Barker on Friday, February 10, 1989, please fill in the coupon below or call the Office of the Assemblies, 255-3715.

Name
 Campus Address
 Phone

Return coupon to Office of the Assemblies, 165 Day Hall

(Participation in this even is limited, however, we will try to accommodate as many employees as possible. Invitations will follow. If there is another administrator with whom you would also like to meet on an informal basis, please let us know.)