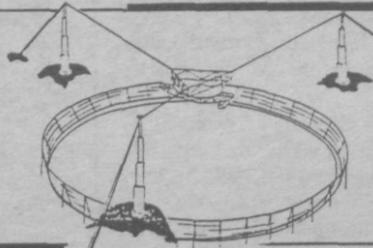


Cornell CHRONICLE

Volume 20 Number 21 February 16, 1989

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GLOBAL
CLIMATE
CHANGE



6
Arecibo's
future

7

Bailey Hortorium's
seed catalogues



Jill Peltzman

Delta Kappa Epsilon brothers admire one of the two Norway spruces planted outside their house by Theodore Roosevelt in 1899 in memory of a fraternity brother killed in the Battle of San Juan Hill in Cuba. The trees were admitted into the New York State Famous and Historic Tree Register last Saturday.

Johnson School applications zoom; surge runs counter to national trend

Applications for the Johnson Graduate School of Management have increased by 47 percent over last year, a record jump that administrators attribute to better recruiting methods and increased prominence in the national media.

By February, 1,829 prospective students had applied for admission in September to the Johnson School compared with 1,248 at the same time a year ago. The 1989 increase is the largest one-year gain since the Johnson School was founded in 1946, a spokesman said. The deadline for applications is March 1.

In February, applications for advanced studies in other Cornell units were running from 9 to 11 percent over a year ago, the university's Graduate School said. The Law School had not compiled 1989 application figures, but a spokesman said that law schools across the nation are reporting 20 to 25 percent more applicants than in 1988.

Curtis W. Tarr, the Johnson School's dean, said several factors contributed to the increase, including:

- "We offer a number of joint degree programs that other universities do not have — our Japanese-M.B.A. program and joint degrees with the Colleges of Engineering, of Law, of Arts and Sciences, and of Agriculture and Life Sciences."
- "The quality and diversity of our programs are becoming better known and more recognized in the media."

The dramatic surge at Cornell "represents a recovery

from last year's drop," Tarr said. A number of American business schools reported that applications declined in 1988. At that time, school administrators suggested that the 1987 stock market crash diminished interest in careers related to Wall Street and finance.

Mariea Noblitt, the Johnson School's director of admis-

"The popular press is a fast way for prospective students to obtain information on schools, and they use it. Our faculty are being quoted in the news more and more."

— Mariea Noblitt

sions, related the increase to a five-year effort to improve the school's marketing and recruiting that culminated in two significant media events last year.

In its Nov. 28 cover article on America's best business schools, Business Week magazine rated the Johnson School the fifth best in the nation, the highest national rating the school ever had received from the press. A guide to busi-

Continued on page 6

Revised Savage Farm plan in works

Cornell is assessing a full range of options for the former Savage Farm property off North Triphammer Road following the Cayuga Heights Village Board's rejection last week of a planned residential development there.

"Although we have had no official communication explaining the board's rejection, we are keeping the channels open and are prepared to consider all options," said John Majeroni, Cornell's director of real estate. "We will submit another proposal within 60 days."

The university proposed a 242-unit project, with 59 one-family homes, 97 clustered town homes and 86 retirement units on the 106-acre tract between Hanshaw Road and

Sheraton Drive.

A change in the tract's zoning from residential, a category permitting one-family houses with apartments, to planned residential development, a new category requested by the university, would allow for retirement units and town homes and the clustering of some units.

"Such a project would have responded to requests for a retirement community in the village and resulted in a better plan with more open space and control than is possible with a standard subdivision," Majeroni said. "That is why we sought a change in zoning."

Continued on page 2

Textile and Apparel shows work of visitor; Japanese painter intrigued with America

The work of a Japanese painter and textile designer who was first attracted to the United States by the 1960s television show "Route 66" will be exhibited at Cornell from Feb. 20 through March 17.

The Japanese painter, Ryozo Morishita, is a visiting fellow in the Department of Textiles and Apparel. This is the 12th solo exhibition of his work held in the United States or Japan, and he has participated in 22 group exhibitions around the world.

As a youngster in Japan, Morishita watched the "Route 66" episodes of two men and their adventures as they drove across the United States, and he was enthralled with the idea of traveling and meeting people.

In 1970, he came to the United States and spent the next six years studying at the Kansas City Art Institute, where he received a bachelor's degree in fine arts in 1973, and at the Hoffberger School of Painting, where he received a master's degree in fine arts in 1975, and teaching at Towson State University and the Maryland Institute College of Art.

When Morishita returned to Japan, he opened the Morishita Art Institute, which offers design and painting instruction to 6-year-old children through adults. He currently also teaches as an associate professor at the Nagoya Municipal Woman Junior College in Japan.

Morishita's initial interest was textile design. But when he saw paintings by Grace Hartigan and William DeKooing at the Nelson Atkins Museum of Art in Kansas City, he was convinced immediately to pursue painting primarily. He has continued with some work in textile design, however.

In his paintings and textile designs, Morishita treats his

work as a personal expression of ideas and not as a means to an end, he says. But he finds that too many students — especially students in Japan — have trouble thinking that way.

Many textile-design students focus first on the design of the garment that the fabric will be used in, rather than on simply expressing themselves in the fabric's design, regardless of what type of garment it will be used to manufacture, he said.

"Maybe it's because the Japanese people are shy," Morishita explained.

"In Japanese schools, people are always asking students, 'Why do you want to paint it that way? Why do you want to use that color?' If he wants to use that color, that's reason enough. That's the way to encourage creativity," Morishita added.

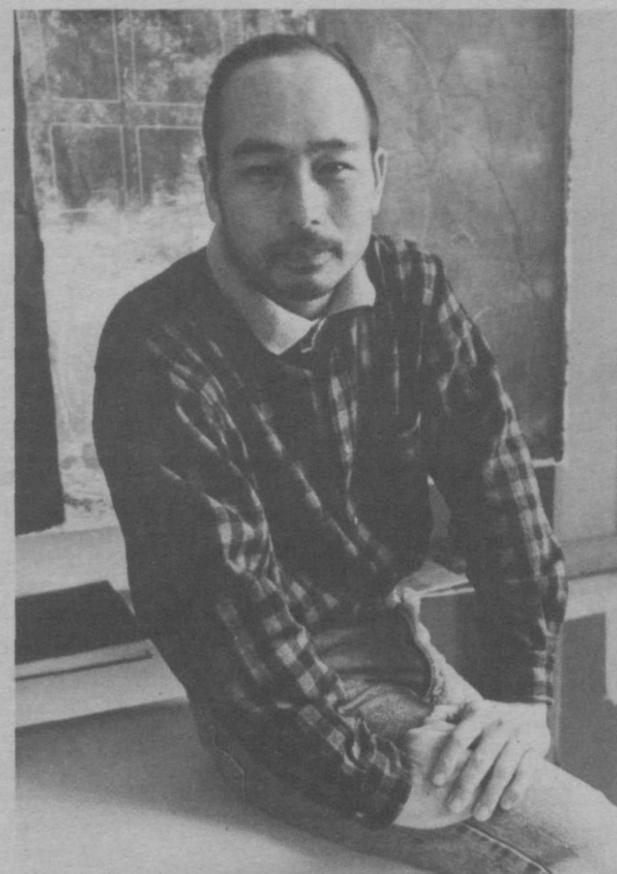
Morishita teaches basic and advanced design and textile design in Japan.

He is meeting with Cornell classes and giving several lectures during his semester as a visiting fellow, said Beate Ziegert, an assistant professor of textiles and apparel who is coordinating Morishita's visit and exhibition.

The exhibition will open Feb. 20 in Room 317 of Martha Van Rensselaer Hall on the Cornell campus. Hours are 2 to 6 p.m. Monday through Saturday. Morishita will be in attendance during gallery hours.

The exhibition is being funded by the Department of Textiles and Apparel and Cornell's Council of the Creative and Performing Arts.

— Mark Eyerly



Ryozo Morishita

Jill Peltzman

Notables

Three books published by Cornell University Press recently won awards. They are:

- "Beyond Words: Images of America's Concentration Camps," by Deborah Gesenway and Mindy Roseman, both 1982 Cornell graduates. The winner of a Gustavus Myers Center Outstanding Book Award, the book explores intolerance in the United States.

- "Puritan Legacies: 'Paradise Lost' and the New England Tradition, 1630-1890," by Keith W.F. Stavely. Winner of the Modern Language Association's fifth annual Prize for Independent Scholars.

- "The Thinking Revolutionary: Principle and Practice in the New Republic," by Ralph Lerner. Winner of the Benchmark Book Award for books of distinction published in 1987.

Also, the American Association of University Presses has honored Richard E. Rosenbaum, production director at Cornell Press, for his book design of "Artifices of Eternity" by Michael C.J. Putnam. That book was the first published from the Townsend Lectures in Classics at Cornell.



Jill Peltzman

Steven Jobs, president of NeXT Corp., talks with students about his newest computer after a brief ribbon-cutting ceremony in Upson Hall and before his talk to a near-capacity crowd in Bailey Hall last Friday afternoon.

Faculty support budget news with suggestions

Provost Robert Barker brought his budget-cutting message to the faculty last week and was greeted more with revenue-raising suggestions than with challenges to his arithmetic.

At a joint meeting of the faculty and the Faculty Council of Representatives (FCR) on Feb. 8, Barker added a few details to what he already had reported by letter to the faculty: that the endowed, general-purpose budget faces a \$4 million revenue shortfall compared to projected 1989-90 expenses of \$231.8 million.

The new information was that cost-cutting would be focused "at the administration end of the spectrum," with individual academic units being asked to trim as little as 1.5 percent while central-administration units would cut more than 5 percent in the fiscal year starting July 1.

The endowed, general-purpose budget supports the Colleges of Architecture, Art and Planning, of Arts and Sciences, and of Engineering, as well as research centers, libraries at the privately supported colleges, undergraduate and graduate-student financial aid, student services and central administration.

As for the four state-supported colleges, Barker reiterated that current stringencies involving hiring freezes and cutbacks in some classes and research, would be continued at least through the fiscal year starting April 1.

Because almost half of their budget comes from the state (\$105.5 million in the

current year), which Gov. Cuomo says is facing a \$2.6 billion revenue shortfall for next year, the state-supported colleges already have been alerted to plan for a cut in the range of 5 percent.

Alan McAdams, an associate professor of managerial economics and chairman of the FCR's Financial Policies Committee, reported that his committee generally accepted Barker's tight budget picture. He added that the university should start considering such long-term revenue producers as more continuing education, intersession use of academic facilities and year-round operations.

Echoing one of Barker's positions, McAdams said that a "substantial increase in endowment" would be needed to sustain the current level of operations.

He also expressed reservations — his own, not the committee's — about current plans to cut the endowment payout, which is the spendable portion of revenue from the endowment, from 5 percent to 4.4 percent, reducing revenues by \$1.16 million for 1989-90.

In response, Barker said the Board of Trustees realized that such a cutback comes at a difficult time but that adjusting the endowment payout downward would allow the university to start building the endowment to get ahead of inflation. Even when paying

out 5 percent, which is a considerable improvement over past years, Cornell has limited endowment growth and thus limited "purchasing power" for academic purposes, Barker said. He noted that Harvard, whose per-student endowment is five times Cornell's, has a payout of only 3.8 percent.

To history Professor Mary Beth Norton, who asked if restricted gifts could be "taxed" to bolster the general-purpose budget, Barker said that deans and development staff were concerned that such an approach might deprive Cornell entirely of some people's gifts. But he added that "I think we have to do something" to bring more giving into the general-purpose budget and thus limit the pressure to increase tuition.

One way, which he said is being vigorously pursued by President Frank H.T. Rhodes, is to convince people to give without restriction, rather than to "tax" their gifts later.

The type of giving is important because, between 1981 and 1988, designated and restricted giving increased by 280.2 percent while unrestricted gifts for general purposes increased by only 10.7 percent. On top of this, unrestricted giving is running some 15 percent behind its budgeted figure of \$4.1 million in the general-purpose budget.

— Sam Segal

Savage Farm *continued from page 1*

Cornell's proposal included about 40 acres of open space and trails.

Savage Farm, formerly used to grow animal feed, is no longer needed for agricultural research purposes. Assessed at \$704,000, it yields about \$27,000 a year in taxes.

It was estimated that the planned residential development would have been assessed at \$15 million when completed in the mid-1990s, which would produce about \$550,000 in taxes, based on current rates.

Opposition to the university's plan came from the Savage Farm Alternatives Committee, which claimed there was little support for that kind of development and has been urging the village to purchase the land and maintain it as open space.

Steven Shiffrin, a Cornell law professor who has led the opposition, said this week that the village should now explore the interest in and cost of three other choices for the tract — open space, one-family houses with some open space and clustered houses (perhaps including retirement housing) with some open space.

Shiffrin said that he would prefer clustered retirement housing amid open space.

Majeroni told the village board that the university "is willing to discuss" the option of selling the land to the village. This possibility was repeated to Cayuga Heights Mayor Ronald Anderson and board members in a Feb. 9 letter, Majeroni said.

He will not discuss publicly what Cornell considers a fair profit for the tract, most of which is in the Village of Cayuga Heights, saying "we're willing to discuss

the matter confidentially with the village board. Public discussion at this stage could jeopardize any negotiations."

The university initiated discussions with nearby residents beginning last August, and made changes in its proposal based on community suggestions before making a formal submission to the village on Jan. 10.

The board voted four to one against the plan without holding any formal hearings that would have given Cornell an opportunity to discuss its proposal publicly.

Majeroni explained that current zoning would allow for 155 one-family houses, each with an apartment. Such a development would have very little public open space and a population that is likely to be equal to or exceed that in the rejected plan, he added.

Shiffrin said, however, that any development on the land requires village approval and that the zoning laws are not so clear-cut as to permissible density.

He also said that Cornell's suggestion for a joint village-university financial-impact study is not appropriate because a buyer and seller should make independent evaluations of property in which both have an interest.

Majeroni said Cornell's suggestion was for a joint financial-impact study related to potential revenues and expenses, not for an appraisal of the land.

"We are certainly eager to resume constructive dialogue with the Village of Cayuga Heights and plan to proceed with the Savage Farm project in some fashion," Majeroni said.

— Sam Segal

Briefs

■ **Biotechnology building:** The faculty, staff and students in the Section of Genetics and Development completed their move to the newly completed Biotechnology Building on Feb. 16. If you need assistance in obtaining current office and phone numbers, call 255-2100 or 254-4840.

■ **Blood donations:** The Tompkins County Red Cross bloodmobile will be at Willard Straight Hall on Feb. 20 from 10 a.m. to 3:45 p.m. For appointments call the Red Cross at 273-1900. Walk-ins also are accepted. The Community Donor Program also accepts blood donations every Thursday between 2:30 and 5:30 p.m. at the Henry St. John Building Gym. Appointments are preferred.

■ **Japanese handmade papers:** Handmade papers from Japan are on display in all exhibit areas of Olin Library from now until March 22. The exhibition was drawn from "Tesukiwashi, Taikan," the most comprehensive collection of Japanese handmade paper in existence. A limited edition of 1,000 five-volume sets was published between 1973 and 1974 with the hope that these volumes will help preserve the paper-making tradition for future generations.

■ **Professors-at-large:** Faculty members wishing to nominate a candidate for the A.D. White Professorships-at-Large must submit nominations and supporting data to the program's office at G60E Martha Van Rensselaer Hall by March 13 in order for the nominee to be considered for an appointment in the 1989-90 academic year. For more information call, either Urie Bronfenbrenner or Gerri Jones at 255-0832 between 9 a.m. and 4 p.m.

■ **Superconductivity:** WSKG Public Television (Channel 46) in Binghamton will air "Current Breakthrough: Superconductivity," a look at New York state academic and business efforts in the field of superconductivity, at 9 p.m. on Feb. 24. Among those persons interviewed are Cornell professors Robert Burhman, applied and engineering physics, and Francis Moon, director of mechanical and aerospace engineering.

■ **Deadline extended:** The deadline for comments from all members of the Cornell community on the recommendations by the Committee to Review the Dean of Students Office has been extended to March 1. Copies of the recommendations are available from Katherine Doob, Room B-40 Day Hall. Comments should be submitted there.

■ **Empire State Games:** The Empire State Games are to be held in Ithaca in August 1989. Currently, a committee is planning entertainment activities for the athletes, their parents and their siblings. If you are a Games participant (or a parent/sibling of a participant) and have any suggestions to offer, please call Carol Borack at 255-4311 or stop by 401 Willard Straight Hall.

■ **Memorial service:** A memorial service for Anne Winter, widow of George Winter, the class of 1912 professor of engineering, who died in 1982, is scheduled for 2 p.m. on Feb. 18 in Anabel Taylor Hall Chapel. Winter, who lived at 1010 Highland Rd., died Dec. 12 at Tompkins Community Hospital.

■ **Breakfast with Rhodes:** A limited number of places are available for students to sign up for breakfast with President Frank H.T. Rhodes. His office's telephone number is 255-5201. The breakfasts are held from 7:30 to 8:30 a.m. in the Elmfirst Room of Willard Straight Hall at various times during the year.

■ **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 7:30 a.m. breakfast on March 27 in the Elmfirst Room of Willard Straight Hall. Also scheduled are a noon lunch on April 21 at Statler Inn and a 7:30 a.m. breakfast on May 17 at Statler Inn.

Clarification

Former Cornell employee Lori L. Joseph, who was described in the Feb. 9 Chronicle as a secretary/bookkeeper at Robert Purcell Union, was employed as a secretary for Conference Services which has offices located in Robert Purcell Union.

Cornell Chronicle

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

Global climate change lecture series set for March 6-8

The examination of global climate problems, which begins Feb. 28-March 3 in New York City with an international conference of scientists and policy makers, will continue here March 6-8 with a series of colloquia and lectures by prominent researchers.

Two participants in the New York City meeting, Soviet Academician George Golitzin and UCLA atmospheric scientist Richard Turco, will give public lectures on the subject, "Global Environmental Change: Lessons from Nuclear Winter," beginning at 7:30 p.m. March 6 in Statler Auditorium. Golitzin and Turco will present their latest research findings and answer questions from the audience.

Carl Sagan, the David Duncan Professor of Astronomy and Space Sciences who will deliver the keynote address Feb. 28 at the New York City meeting, will speak at 7:30 p.m. Feb. 7 in Statler Auditorium.

Sagan will focus on the climatological changes expected from the Greenhouse Effect, stratospheric ozone depletion and public policy choices and solutions that were examined at the Global Climate Change Conference.

Other scientists from the Soviet Union, Japan, Australia and West Africa will visit the campus after the New York meeting to participate in national environmental case

studies as part of the Cornell-based Pan-Earth Project.

The four-day Global Climate Change Conference is sponsored by Cornell's Center for Environmental Research, the National Governors' Association and the governors of New York, New Jersey and Vermont. It is supported in part by a grant from the National Patent Development Corporation, whose president is Jerome I. Feldman.

The New York City conference will include more than 150 scientists from 15 countries, meeting with government leaders in a series of work sessions to study the problems and recommend ways to cope with impending climatic catastrophes such as the Greenhouse Effect, thinning of the ozone layer and rising sea levels.

The climate change conference "is unique in that it joins the science community and elected and appointed policy makers together to address the real need for state, national and international governments to take actions to protect the biological, chemical and physical integrity of the biosphere," said Thomas C. Jorling, state commissioner of environmental conservation.

Conference speakers include Vermont Gov. Madeleine Kunin, Carl Sagan, New York Gov. Mario Cuomo, New Jersey Gov.

Thomas Kean, Sen. Albert Gore Jr. (D-Tenn.), Canadian Minister of the Environment Lucien Bouchard, Sen. Timothy E. Wirth (D-Colo.), Cornell President Frank H.T. Rhodes and Ted Turner, chairman Turner Broadcasting System and of the Better World Society.

Among the scientists at the conference will be:

- Ecologist Alicja Brey Meyer, chair of the SCOPE Committee, Polish Academy of Sciences;
- Physicist Messan Gnininvi, director of scientific research for the nation of Togo;
- Climatologist James Hansen, head of NASA's Goddard Institute for Space Studies;
- Frank Harris, executive officer of Biological, Behavioral and Social Sciences at the National Science Foundation;
- Helen Hughes, parliamentary commissioner for the environment, New Zealand;
- Saleemul Huq, director of the Bangladesh Center for Advanced Studies;
- Alex Leaf, M.D., of Massachusetts General Hospital and Harvard University;
- Environmental engineer Walter R. Lynn of Cornell University;
- Tom Malone, former foreign secretary of the National Academy of Sciences and initiator of the International Geosphere-Bio-

sphere Program;

- Rice specialist D.V. Seshu of the International Rice Research Institute in the Philippines;
- Professor Ma Shijun, chairman of the Commission on the Environment and president of the Ecological Society of China;
- Academician Vassily Sokolov of the Soviet Union's Institute of USA and Canada Studies;
- Biologist Sir Richard Southwood, vice chancellor of Oxford University;
- Ecologist John Steele, director of Woods Hole Oceanographic Institution;
- Agrometeorologist Zenbei Uchijima of Tokyo's Ochanomizu University; and
- Biologist George Woodwell of Woods Hole Research Center.

By the end of the conference, participants hope to offer a series of possible actions that local, state and national governments, as well as international bodies, can take to attack the climate change problems. These recommendations will be the basis for a report to the National Governors' Association.

They also plan to suggest policies for corporations that want to address the problems and to point the way toward new scientific studies.

—Roger Segelken

Cornell's 13th annual Festival of Black Gospel



Photos by Jill Peltzman



Bailey Hall came alive last Saturday night with the spiritual and explosive sounds of Black Gospel music. Five groups from area colleges, including Cornell's own Pamojani Gospel Choir, performed in a concert that highlighted the 13th Annual Festival of Black Gospel. Under the direction of gospel singer Douglas Miller, the groups formed a mass choir for the concert's finale.

Other events scheduled for Black History Month include:

Feb. 17: "A Place of Weeping," a film by South Africans, 9 p.m., Robert Purcell.

Feb. 18: Jazz guitarist Stanley Jordan, 8 p.m., Bailey Hall.

Feb. 19: "Fundu," a film on the life of Elle Baker, 8 p.m., Ujamaa main lounge.

Feb. 21: Speaker Ron Daniels, deputy campaign manager southern regional coordinator of Jesse Jackson for President '88, 7 p.m., Ujamaa main lounge.

Feb. 22: Cornell Cinema showing of "The Muder of Fred Hampton," 8 p.m., Uris.

Feb. 23: Black Quiz Bowl, 10 p.m., Robert Purcell Union.

Feb. 23: Speaker Robert Hill, Caribbean Students Association.

Feb. 24: Harpist Harvi Griffin, noon, WSH Memorial, and 8 p.m., Robert Purcell.

Feb. 25: "Harlem Renaissance" featuring the Boston Arts Group dance troupe, 8 p.m., Kaufmann auditorium.

For latest information, call 255-4311.

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

Appalachian Clogging Classes

Meet Sundays in the North Room, Willard Straight Hall. Beginners, 4:30 p.m.; experienced cloggers, 5:30 p.m. For registration and information, call 273-0126.

Cornell International Folkdancers

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

Meet on Feb. 19, North Room, Willard Straight Hall, review of beginners night and requests from 7 to 10 p.m. For more information, call Wies van Leuken: 257-3156.

Israeli Folkdancing

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

Swing & Jitterbug Dancing

Every Wednesday, 8 to 10 p.m., Edwards Room, Anabel Taylor Hall. For more information, call 273-0126.

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.

"African-American Art," a collection that includes works by Henry Ossawa Tanner, Geraldine McCullough and Kwasi Asantey, will be on view through Feb. 19. The works span almost two decades of contemporary African-American art and represent a variety of media.

"Jazz Series" by Henri Matisse, an exhibition of 20 silk-screen prints from 1947 modeled after the artist's cutouts, will be on view through Feb. 19.

"American Art to 1945," an exhibition of 19th-century landscapes and cityscapes and 20th-century paintings and sculpture, will be on view through the end of May. Most of the works are from the museum's own collection.

Hartell Gallery

"Photo Processes Group Show," an exhibition of work by students of Professor Karen Norton, through Feb. 17.

Olin Library

"Washi: Japanese Handmade Paper," beautifully designed and crafted examples of this centuries-old art form, on exhibit Monday-Friday, 8 a.m. to 5 p.m., through March 22.

Textiles and Apparel Gallery

Work by Japanese painter and textile designer Ryozo Morishita, visiting fellow in the Department of Textiles and Apparel, Feb. 20 through March 17, Monday to Saturday, 2 to 6 p.m., Room 317, Martha Van Rensselaer Hall.

FILMS

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

Thursday, 2/16

"Questions of Loyalty" and "Incidents at a Wedding," sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

"The Silence" (1963), directed by Ingmar Bergman, with Ingrid Thulin and Gunnel Lindblom, 8 p.m., Uris Hall.

Friday, 2/17

"A Handful of Dust" (1988), directed by Charles Sturridge, with James Wilby, Kristin Scott-Thomas and Anjelica Huston, 7:30 p.m., Uris.*

"Suspect" (1987), directed by Peter Yates, with Cher, Dennis Quaid and Joe Mantegna, 8 p.m., Anabel Taylor.*

"Die Hard" (1988), directed by John McTierman, with Bruce Willis, Bonnie Bedelia and Alan Rickman, 10:15 p.m., Uris.*

Saturday, 2/18

"Skinny and Fatty," and "The Sand Castle," co-sponsored by the Ithaca Youth Bureau, and Johnson Museum, 2 p.m., Uris.*

"Pascali's Island" (1988), directed by James Dearden, with Ben Kingsley, Charles Dance and Helen Mirren, 7 p.m., Uris.*

"The Rose" (1979), directed by Mark Rydell, with Bette Midler, Alan Bates and Harry Dean Stanton, 8 p.m., Anabel Taylor.*

"Die Hard," 9:30 p.m., Uris.*

"Die Hard," midnight, Uris.*

Sunday, 2/19

Expanding Cinema is presenting a series of experimental narrative films in a series called "Stranger than Fiction." The third program in the series, "Cine-Fantom," features new experimental films from the "Cine Fantom" group in the Soviet Union, 2 p.m., Johnson Museum of Art. Sponsored by the Johnson Museum and CCPA.

"Die Hard," 4:30 p.m., Uris.*

"Nazarin" (1958), directed by Luis Bunuel, with Francisco Rabal, Marga Lopez and Rita Macedo, shown with "Simon of the Desert" (1965), co-sponsored by the Cornell United Religious Work, 8 p.m., Uris.*

Monday, 2/20

"The War At Home," sponsored by the Field and International Study Program, 2:30 p.m., N207 Martha Van Rensselaer.

"The Postman Always Rings Twice" (1946), directed by Tay Garnett, with John Garfield and Lana Turner, 7 p.m., Uris.*

"The Postman Always Rings Twice" (1981), directed by Bob Rafelson, with Jack Nicholson and Jessica Lange, 9:15 p.m., Uris. (Free with admission to the original, 1946 "Postman".)

Tuesday, 2/21

"A Time for Tin" (1977), and "A Mandate to Assist" (1974),

Southeast Asia Film Series, 4:30 p.m., 310 Uris Library Media Center.

"Early Summer," Bakushu (Yasujiro Ozu, 1951), video, Japanese Film Series, 4:30 p.m., L-04 Uris Library.

"Coverup" (1988), directed by Barbara Trent, a documentary on Iran-Contra Affair, 8 p.m., Uris.*

Wednesday, 2/22

"The War At Home," 12:20 p.m., N207 Martha Van Rensselaer.

"The Murder of Fred Hampton" (1971), directed by Mike Gray, co-sponsored by the Third World Programming Board, 8 p.m., Uris.*

Thursday, 2/23

"The Regimental Silver," sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

"Umberto D." (1951), directed by Vittorio de Sica, with Carlo Battisti and Marie Pia Casilio, 8 p.m., Uris.

LECTURES

Campus Club of Cornell

Premiere talk on Daniel Ridgway Knight and Louis Aston Knight, Pamela Beecher, Ph.D. candidate, history of art, Feb. 23, 10 a.m., Johnson Museum of Art.

Classics

"In the Rag and Bone Shop: The Father," W. Ralph Johnson, University of Chicago, Feb. 21, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. This is the second of seven Townsend Lectures on "Askesis and Caprice: Freedom in Horace's 'Epistles.'"

East Asia Program

"Japan - Emperor = Japanese Without Culture," Masahiko Shimada, Akutagawa prize winner, novelist, visiting scholar, Columbia University, Feb. 17, 4:30 p.m., 374 Rockefeller Hall.

Education

"New Roles in Teaching and Learning," Mary Beth Norton, history, Feb. 27, 4 p.m., W.I. Myers Room, 401 Warren Hall. This is the second lecture in the series "Teaching for a Learning Society."

International Studies in Planning

"Rural China Today," William Hinton, author and United Nations consultant, Feb. 17, 12:15 p.m., 115 Tjaden Hall.

Music

"The Prelude in the Suite No. 5 for Violoncello," by J.S. Bach, John Hsu, music, Feb. 22, 4:15 p.m., Grout Room, Lincoln Hall.

Society for the Humanities

"Deconstruction, Time and the Challenge to Legal Positivism," Drucilla Cornell, Cardozo Law School, senior fellow, Society for the Humanities, Feb. 16, 4:30 p.m., Kaufmann auditorium, Goldwin Smith Hall.

"Billy Budd: After the Homosexual," Eve Sedgwick, Duke University, Feb. 20, 4:30 p.m., Hollis Cornell auditorium, Goldwin Smith Hall.

"AIDS, Biomedical Discourse, and the Politics of Gender," Paula Treichler, University of Illinois College of Medicine, senior fellow, Society for the Humanities, Feb. 22, 4:30 p.m., Gerlac Room, A.D. White House.

MUSIC

Mostly Beethoven Festival

The Guarneri String Quartet will perform on Feb. 26 at 8:15 p.m. in Statler Auditorium an all-Beethoven program including the Quartet in A Minor, Op. 132 and the Quartet in C Major, Op. 59, No. 3. Members of the quartet are Arnold Steinhardt and John Dalley, violins; Michael Tree, viola; and David Soyer, cello.



John Hsu will direct an all-Bach program on Sunday at 4 p.m. in Barnes Hall.

Department of Music

An Afternoon of Bach, presented by Cornell, Ithaca College and local instrumentalists and directed by John Hsu, Feb. 19, 4 p.m., Barnes Hall, featuring Susan Stolov, flute; Alan Giambattista, harpsichord; Rolfe Sokol, violin; Jerrold Meinwald and Mary McCarty, recorders; Meyer Stolov and Kaaren Fleisher, violins; Philip Clark, viola; Christopher Hopkins, cello; Anthony Pinell, double bass. The program will include the Sonata in B minor for Flute and Harpsichord, Concerto in D Minor for Harpsichord and Strings, and Brandenburg Concerto No. 4.

A Most Unusual Program of Chamber Music will be presented on Feb. 23, 8:15 p.m., Barnes Hall. Featured artists will be Barbara Rabin, clarinet; Sonya Monosoff, violin; Lynden Cranham, cello and Jonathan Shames, piano. The concert will include The Second Sonata for Violin and Piano by Charles Ives, Hindemith's Quartet for Clarinet, Violin, Cello and Piano, and Schoenberg's "Verklaerte Nacht."

Bound for Glory

Kathy Johnson, traditional and contemporary country folk music, performing three live sets in the Commons Coffeehouse, 8:30 p.m., 9:30 p.m. and 11:30 p.m., Feb. 19. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

RELIGION

Sage Chapel

Richard Baer, ethics and natural resources, will deliver the sermon at Sage Chapel on Feb. 19. 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: Bible Study will begin 10 a.m., G-7, Anabel Taylor Hall. Worship every Sunday, 11:00 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.



Tom Collins

"Pascal's Island," written and directed by James Dearden and featuring Charles Dance and Ben Kingsley, above, can be seen Saturday at 7 p.m. in Uris auditorium.

SEMINARS

Agronomy

"Impact of Agriculture on Water Quality in the Netherlands," Joop Steenvoorden, Institute for Land and Water Management Research, The Netherlands, Feb. 21, 4 p.m., 135 Emerson Hall.

Applied Mathematics

"Reducing the Problem of Solving a System of Polynomial Equations to the Problem of Solving a Single Polynomial Equation in One Variable," James Renegar, operations research and industrial engineering, Feb. 16, 12:30 p.m., 321 Sage Hall.

"Defect Estimation and Control for Nonstiff Initial Value Problems," Desmond J. Higham, computer science, University of Toronto, Feb. 17, 4 p.m., 322 Sage Hall.

Astronomy

Title to be announced, Terry Herter, Feb. 16, 4:30 p.m., 105 Space Sciences.
"Spiral Structure and Star Formation in M51," Stu Vogel, Rensselaer Polytechnic Institute, Feb. 23, 4:30 p.m., 105 Space Sciences.

Biochemistry, Molecular & Cell Biology

"HnRNP and mRNP Structures Along the Pathway of mRNA Formation," Gideon Dreyfuss, biochemistry, molecular and cell biology, Northwestern University, Feb. 17, 4:30 p.m., 204 Stocking Hall.

Biophysics

"A Molecular Motor in Auditory Receptor Cells," David Corey, neurology, Massachusetts General Hospital, Feb. 22, 4:30 p.m., 700 Clark

Chemistry

"Catalytic Antibodies," Peter G. Schultz, University of California, Berkeley, Feb. 16, 4:40 p.m., 119 Baker. General Chemistry Colloquium.

"The Design of Alpha and Gamma-Substituted Phosphinothricins as Structural and Mechanistic Probes of Glutamine Synthase," Eugene W. Logusch, Monsanto Corp., Feb. 20, 4:40 p.m., 119 Baker. Organic Chemistry Colloquium.

"Synthesis of Rhenium Oxo and Alkoxide Complexes," David M. Hoffman, Harvard University, Feb. 23, 4:40 p.m., 119 Baker. General Chemistry Colloquium.

Civil and Environmental Engineering

"A Concrete Model for Low-Confining Pressures and its Implementation in an Implicit Finite Element Code," H. David Hibbitt, principal, Hibbitt, Karlsson & Sorensen, Inc., Providence, R.I., Feb. 20, 4:30 p.m., 110 Hollister Hall.

Ecology & Systematics

"Ecological and Evolutionary Significance of Size Variation in Plants," Thomas E. Miller, biology, University of Chicago, Feb. 16, 12:30 p.m., Conference Room, Biotechnology Bldg.

Electrical Engineering

"Computing the Singular Value Decomposition on the Connection Machine," Franklin T. Luk, electrical engineering, Feb. 21, 4:30 p.m., 219 Phillips Hall.

Entomology

"The Role of Aphid Movement in the Spread of a Plant Virus," Alison Power, ecology and systematics, Feb. 20, 4 p.m., A106 Corson/Mudd.

Environmental Toxicology

"Delivery of Lipophilic Xenobiotic Substrates to Biotransformation Enzymes in Isolated Hepatocytes and Perfused Liver," Tsutomu Nakatsugawa, College of Environmental Science and Forestry, SUNY, Syracuse, Feb. 17, 12:20 p.m., 14 Fernow Hall.

Epidemiology

"Human Occupational Epidemiologic Studies at Cornell University," Don Lisk, Toxic Chemicals Laboratory, Feb. 20, 12:20 p.m., 201 Warren Hall.

Floriculture/Ornamental Horticulture

"The Problems of Managing Derelict Soils in England," Phillip Craul, College of Environmental Science & Forestry, Syracuse University, Feb. 16, 12:15 p.m., 404 Plant Science.

"The Cornell Cooperative Extension Homes and Grounds Extension Program," Robert Kozlowski, senior extension associate, Feb. 23, 12:15 p.m., 404 Plant Science.

Food Science & Technology

"The Transition from Academia to Food Industry Product Development," Sally W. Rosenthal, Conagra Frozen Foods, Feb. 21, 4:30 p.m., 204 Stocking Hall.

Genetics & Development

"Molecular Characterization of a Heat Shock Response in Wheat," Elizabeth McIlwaine, North Carolina State University, Raleigh, Feb. 16, 3 p.m., Conference Room, Biotechnology Bldg.

Geological Sciences

"Studies of Sea-Floor Hydrothermal Activity and Relevance to Preserved Massive Sulfide Deposits," James M. Franklin, Geological Survey of Canada, Ottawa, Feb. 21, 4:30 p.m., 1120 Snee Hall.

History & Philosophy of Science & Technology

"Politics and Numbers: The Case of Modern France," Theodore M. Porter, history, University of Virginia, Feb. 16, 4:30 p.m., 165 McGraw Hall.

Immunology

"Interactions of Cytokines and Neuropeptides in Neurogenic Inflammation," Edward Kimball, immunology, Janssen Research Foundation, Princeton, N.J., Feb. 17, 12:15 p.m., G-3 Vet Research Tower.

International Nutrition

"A Demographer's Odyssey Through China," J. Mayone Stycos, director of the Population and Development Program, Feb. 16, 12:15 p.m., Flora Rose Room, 200 Savage Hall.

"Some Food Policy Experiments Within a Social Accounting Matrix Applied to Indonesia in the Eighties," Erik Thorbecke, H.E. Babcock Professor of Economics and Food Economics, Feb. 23, 12:15 p.m., 200 Savage Hall.

Materials Science & Engineering

"ALCHEMI and Zn Localization in GaAs," Alwyn Eades, University of Illinois, Feb. 16, 4:30 p.m., 140 Bard Hall.

"High-Tc Materials," Venky Venkatesan, Belcor, Feb. 21, 4:30 p.m., 140 Bard Hall.

"Calculation of the Structure and Properties of Interfaces," Mike Baskes, Lawrence Livermore National Laboratories, Feb. 23, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

"Thermal Phenomena in High-Tc Thin-Film Superconductors," Markus I. Flik, University of California, Berkeley, Feb. 16, 1 p.m., 282 Grumman.

"Analysis and Design of GAin Scheduled Control Systems," Jeff S. Shamma, M.I.T., Feb. 21, 4:30 p.m., 111 Upson.

Microbiology

"Structure and Replication of the Human Hepatitis Delta Virus," John Taylor, Fox Chase Cancer Center, Philadelphia, PA, Feb. 20, 12:15 p.m., G-3 Vet Research Tower.

Natural Resources

"Acid Clouds and Dying Trees: Is There a Cause and Effect Relationship?" Jay Jacobson, Boyce Thompson Institute, Feb. 20, 12:20 p.m., 304 Fernow.

Neurobiology & Behavior

"The Insect as Caring Parent (and a Message for Humans)," Tom Eisner, neurobiology and behavior, Feb. 16, 12:30 p.m., Morison Seminar Room, Corson/Mudd.

Nutrition

"Long-term Adherence to a Low-Fat Diet: Effects on Caloric Compensation and Body Weight," Anne Kendall Casella, Feb. 20, 4:30 p.m., 100 Savage Hall.

Operations Research & Industrial Engineering

"Automated Manufacturing as a Strategic Strength," Douglas Swanson, Feb. 16, 4:30 p.m., B-14 Hollister Hall.

Ornithology

"Ornithological Explorations in the Montane Rainforests of the Peruvian Andes," John Fitzpatrick, Field Museum of Natural History, Chicago, Feb. 20, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Rd.

Peace Studies Program

Title to be announced, Thomas Risse-Kappen, visiting professor, Feb. 16, 12:15 p.m., G-08A Uris Hall.

Title to be announced, Theodore Postel, Stanford University, Feb. 23, 12:15 p.m., G-08A Uris Hall.

Pharmacology

"Effect of Na⁺/Ca⁺⁺ Exchange on Membrane Currents of Pituitary Cells," Richard Horn, neuroscience, Roche Institute of Molecular Biology, Feb. 20, 4:30 p.m., G-3 Vet Research Tower.

Physiology

"Neuroendocrine Basis of Onset of Puberty in Primates," Tony Plant, University of Pittsburgh, School of Medicine, Feb. 21, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology

"Regulation of a Factor Binding to Light-Regulated Genes by Light and Phosphorylation," Neeraj Datta, biology, University of Pennsylvania, Feb. 17, 11:15 a.m., 404 Plant Science.

Plant Breeding

"Plant Breeding Department Review of Extension Programs," William D. Pardee, department extension leader, Feb. 21, 11:30 a.m., 135 Emerson Hall.

Plant Pathology

"Preliminary Studies on Rupestris Stem Pitting, a Widespread Disease of Grapevine in New York State," Ossmat Azzam, Feb. 21, 4:30 p.m., 404 Plant Science.

"Trichoderma as a Biocontrol Agent of Plant Pathogens: Application, Mechanism of Action and Genetic Manipulation," Alex Sivan, horticultural sciences, New York State Agricultural Experimental Station, Feb. 22, 3 p.m., A-133 Barton Lab, Geneva.

Psychology

"Simulating and Reasoning about Objects," John Hopcroft, computer science, Feb. 17, 3:30 p.m., 202 Uris Hall.

Rural Sociology

"The Proximate Determinants of Mortality: A Critique and an Alternative," Frank W. Young, rural sociology, Feb. 20, 12:15 p.m., 32 Warren Hall.

South Asia Program

"Provincial Councils as a Solution to the Ethnic Conflict in Sri Lanka," Ranjit Amarasinghe, political science, Peradeniya University, Sri Lanka, Feb. 22, 12:15 p.m., 153 Uris Hall.

Southeast Asia Program

"Tambon Council: Community Power in Thailand," Chaichana Ingavata, SEAP visiting fellow, political science, Ramkhamhaeng University, Bangkok, Feb. 16, 12:20 p.m., 102 West Ave. Extension.

"Malay Novels and Ideas of Nationhood," David Banks, anthropology, SUNY, Buffalo, Feb. 23, 12:20 p.m., 102 West Ave. Extension.

Stability, Transition and Turbulence

"The Effect on Stability Margin of Axial Flow Compression Systems with Inlet Distortion," Bill West, mechanical and aerospace engineering, Feb. 21, 1 p.m., 288 Grumman.

Statistics

"Bootstrap Choice of Tuning Parameters," Christian Leger, Diro, Universite De Montreal, Feb. 22, 3:30 p.m., 100 Caldwell.

Textiles & Apparel

"Third-party Validation of Performance of Carpet on an Industry-wide Basis," Earl J. Gmoser, ETL Testing Labs, Cortland, Feb. 21, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Theoretical & Applied Mechanics

"Some Research Aspects of Boundary Element Sensitivity Analysis," Sunil Saigal, Worcester Polytechnic Institute, Feb. 22, 4:30 p.m., 205 Thurston.

Vegetable Crops

"Producing Early Fresh Market Vegetables in Western New York," George Zittel, grower, Eden, NY, Feb. 16, 4:30 p.m., 404 Plant Science Bldg.

"Effect of N Fertilizer on Growth and Development of Potato in the Warm Tropics," Frederick Payton, vegetable crops, Feb. 23, 4:30 p.m., 404 Plant Science Bldg.

Western Societies Program

"The Brave New World of 1992: Gender, Family and State in Post-Transitional Spanish Galicia," Judith-Maria Buechler, Hobart and William Smith, Feb. 17, 4:30 p.m., 153 Uris Hall.

Women's Studies Program

"Progress of Women as a Group," (tentative title), Jennie Farley, ILR and Alison Casarett, dean, Graduate School, Feb. 17, noon, Schoellkopf Hall.

Continued on page 8

Federal budget cuts imperil upgrading of Arecibo

Last November, a 300-foot radio telescope in Green Bank, W.Va., collapsed, sending shock waves throughout the astronomical community.

To Cornell radio astronomers, that catastrophe is not the only one: their field also is suffering a "slow collapse" due to budget cutbacks.

For instance, cutbacks threaten the future of the 1,000-foot Arecibo radio dish in central Puerto Rico as a premier instrument, despite the fact that it is the world's most sensitive radio/radar telescope and the telescope continues to make significant discoveries — from a "black widow binary" star system to radar maps of the cloud-shrouded Venusian surface.

In addition to functioning as a radio telescope for faint emissions from distant stars and galaxies, the telescope also operates as a radar telescope — bouncing powerful radar waves off "nearby" objects in our own solar system to study their surfaces and using radar beams to probe Earth's atmosphere.

Reduced funding for the past three years has meant staff and maintenance reductions and postponement of equipment modernization and upgrades.

Budget reductions have affected the work performed by the telescope, according to Tor Hagfors, director of the National Astronomy and Ionosphere Center at Cornell, which runs Arecibo, a national facility supported by the National Science Foundation.

"The ability of the NAIC to respond quickly and efficiently to problems arising in the course of operation of the telescope, in the past a subject of pride, will deteriorate even further, unless the full amount of funds corresponding to the current target level . . . can be budgeted," Hagfors wrote in the recently released NAIC program plan. The funds now anticipated are about five percent below that level, he said.

The upgrades, the first of which was requested three years ago, would increase the sensitivity of the dish tenfold for radio observations and up to fortyfold for solar system radar studies. They also would reduce terrestrial radio interference with the faint signals from outer space. The improvements include installing:

- A 60-foot-high radio noise shield around the 20-acre dish. The metal screen would almost eliminate radio interference from the "hot" terrain surrounding the antenna.

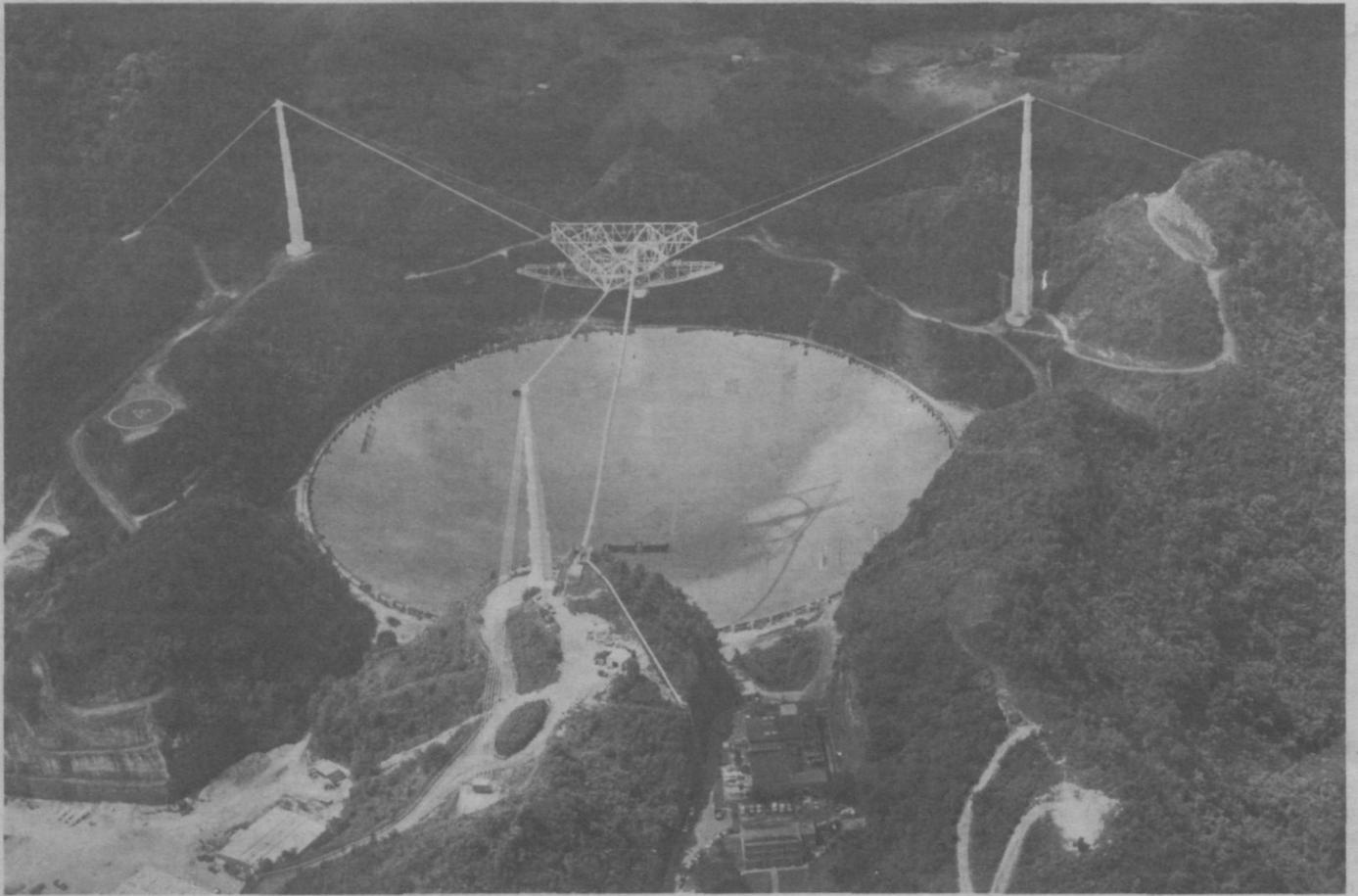
- A new system, called a Gregorian subreflector, to channel the faint radio waves to the telescope's receivers. The current system of aluminum waveguides loses too much of the signal.

- A more powerful, one-million-watt radar transmitter to replace the current 450,000-watt system.

The cost of the upgrades is about \$20 million. NASA has expressed interest in supporting half the cost of the improvements, with NSF expected to provide the remainder. The space agency is interested in Arecibo as a radar telescope to study asteroids and comets and to detect orbiting space junk, said Hagfors. NASA also values Arecibo as a radio telescope to search for radio signals from extraterrestrial intelligence, he said.

With the proposed upgrades, Arecibo would be able to detect fainter radio-emitting galaxies and stars in the depths of space: The world's premier "red shift machine" for determining the distance of galaxies would become even more powerful.

Arecibo can now detect about 30,000 galaxies; the upgraded telescope would be able to see 500,000 galaxies. The upgraded telescope would be able to make finer maps



Aerial view of the Arecibo radio/radar telescope on Puerto Rico operated by Cornell for the National Science Foundation.

of the structure of our galaxy, the Milky Way. New searches for superdense spinning stars, called pulsars, would continue to reveal unexpected phenomena, Hagfors predicted.

Astronomers have recently discovered that clouds of ionized gases between the stars sometimes form gigantic lenses. Over a period of days, these lenses can split the image of a pulsar into multiple images.

These separate images represent radio waves that left the pulsar at angles slightly apart from the direct line between the pulsar and the Earth, but were directed back toward the Earth by the lens. By detecting these many refracted images, the radio telescope in effect views the pulsar from widely separated points in space.

The Arecibo telescope occasionally can become the equivalent of a "super VLBI" array, with antennas about 100 million miles apart, for pulsar studies. VLBI, for Very Long Baseline Interferometry, is a technique of combining observations from widely separated radio dishes to give the equivalent of one gigantic radio dish for imaging purposes.

Cornell astronomers have already used the technique to resolve for the first time a pulsar's magnetosphere, the region above the surface where the pulsar's magnetic fields form the radio beam. They achieved a resolution of the pulsar of less than one-millionth of an arc-second — the equivalent of seeing an amoeba in Los Angeles from New York.

As a radar telescope, the upgraded Arecibo dish would be able to

- produce finer radar images of Venus and Mercury

- probe eight times further into the solar system in search of asteroids and comets

- "see" with radar for the first time the Martian moons Phobos and Deimos

- see for the first time the surface of the cloud-covered Saturnian moon, Titan, the only moon with a significant atmosphere,

and

- achieve the first radar images of many of the moons of Jupiter.

Hagfors wrote that "NAIC would be remiss not to propose the improvements described in this report. The collecting area which can be gained by the proposed improvements will be larger than that of any existing instrument, and the cost will be far less than that of a new telescope of even a fraction of the aperture gained."

The national astronomy community also has recognized the importance of the telescope and the need for the upgrades. A recent independent review of NSF-funded radio telescopes, headed by Chancellor Donald Langenberg of the University of Illinois concluded that "the proposed upgrade . . . would enormously expand the sensitivity and frequency coverage of this telescope. The upgrade project deserves a high priority and is strongly recommended."

The Arecibo telescope complements such facilities as the Very Large Array (VLA) in New Mexico and the 10-dish Very Long Baseline Array (VLBA) now being constructed around the country. These collections of smaller dishes cannot match the sensitivity of the Arecibo telescope or its function as a radar instrument, but they can provide far superior high-resolution radio maps of extended sources such as galaxies and quasars. Also, they are more steerable than the Arecibo telescope, which can detect objects up to 20 degrees from the zenith.

The Arecibo telescope was first built in 1963 and upgraded in 1974. From October 1987 to October 1988, the observatory was used by 214 scientists from 78 U.S. and foreign research and educational institutions. The discoveries made with the Arecibo telescope over the last year include a furiously spinning pulsar and a "featherweight" companion star circling one another. The pulsar, about 10 kilometers in diameter, spins at 622 revolutions per second, faster than a

kitchen blender. The system has become known as a "black widow binary" because the intense light from the pulsar is evaporating the lighter companion. Pulsars are the collapsed, spinning remnants of stars that emit precise, rhythmic flashes of radio waves.

The Arecibo telescope's sensitivity makes it the world's best instrument for pulsar searches. Last year, scientists using the telescope also found what might be called the first "probe pulsar," a spinning pulsar wandering about within a globular cluster of stars. The pulsar is the first that unambiguously speeds up and slows down as it reacts to the gravitational field it encounters. Thus, it can be used to probe the dynamic structure of the cluster.

Observations made on the Arecibo telescope last year also included:

- Precise measurement of radio outbursts on two flare stars that resemble explosions on our own sun.

- Further mapping of the positions of galaxies using radio waves from neutral hydrogen.

- New studies of the unexplained radar reflective properties of the Jovian moons Io, Callisto, Europa and Ganymede, which behave like radar "cat's eyes," reflecting Arecibo's radar beam far more than expected.

- Radar observations of seven asteroids, including those in the main belt, as well as those whose orbits take them across Earth's orbit.

- A study of centimeter-sized debris orbiting the Earth to assist NASA's space station project.

- New radar maps of 25 percent of the surface of Venus with a resolution of about 1.5 kilometers, including data to improve estimates of the position of Venus' poles and the rotation period. These data will help interpret data from the upcoming Magellan mission to Venus.

—Dennis Meredith

Johnson School *continued from page 1*

school ever had received from the press. A guide to business schools published by Barron's rated the Johnson School as highly competitive.

"The popular press is a fast way for prospective students to obtain information on schools, and they use it," Noblitt said. "Our faculty are being quoted in the news more and more."

Noblitt checked other business schools in the Business Week survey.

"Northwestern, which Business Week rated as No. 1 in the nation, told me that their applications are up by 40 percent," she said. "Dartmouth, ranked in third place in the magazine, is up 10 percent in applicants. Duke, No. 10 in the Business Week ratings,

is up 6 percent. Virginia, ranked seventh, is about even with last year."

She said that schools with application increases below Cornell's generally were institutions that had placed high in earlier national polls of the best business schools. But she believes Cornell attracted more applicants because it was new on the national polls, and Northwestern benefited by being named the best in the nation.

Noblitt quoted what several applicants told her were their reasons for applying to Cornell's M.B.A. program. Withholding their names because the school has not yet selected the persons it will accept, she reported these comments:

- "I would not have thought about the

Johnson School except for the rating that it got in Business Week. Then I considered other factors and applied."

- "Few business schools offer both the variety of courses and the number of joint programs with other university departments."

- "The openness of the curriculum impressed me along with the collegial atmosphere and the emphasis on teaching and access to the faculty."

- "The ability to get the best possible technical training and the basic skills required for business."

Five years ago, the Johnson School undertook a major revamping of the ways it markets the school, she said.

Noblitt also brought computer systems into the admissions office to track marketing and recruitment activities and to provide demographic studies that would pinpoint the most promising recruiting areas in the United States and abroad.

While applications are up, the Johnson School will not increase the number of students it accepts for the coming year. The next class will have openings for 220 students, unchanged from a year ago.

By limiting enrollment, the school believes it can obtain better students. "Better students lead to better job placements of our graduates, and that, in turn, improves the school's profile," Noblitt said.

—Albert E. Kaff

Guarneri Quartet to play at Cornell Beethoven Festival

The Guarneri String Quartet will be heard at the next concert of the "Mostly Beethoven Festival," Feb. 26 at 8:15 p.m. in Statler Auditorium.

The quartet's all-Beethoven program will include the Quartet in A minor, Op. 132 and the Quartet in C Major, Op. 59, No. 3.

Members of the ensemble are Arnold Steinhardt and John Dalley, violins; Michael Tree, viola; and David Soyer, cello. This is their 24th season together.

The quartet performs more than 100 concerts a year and has achieved world renown.

The members have been featured on television and radio and in documentaries and have been the subject of three books, most recently "The Art of Quartet Playing: The Guarneri in Conversation with David Blum," (Alfred A. Knopf, 1986).

Blum, a long-time friend of the quartet's members, followed the group from one hotel or motel to the next, virtually crisscrossing the globe with them.

The quartet's recordings, several of which have won international awards, are on the RCA Red Seal and Philips labels.

Among the discs are collaborations with Arthur Rubinstein, Pinchas Zukerman, Emanuel Ax and Mischa Schneider.

Members of the quartet are on the faculty of the Curtis Institute of Music in Philadelphia and at the University of Maryland.

Tickets are on sale at the Lincoln Hall ticket office, Monday through Friday, 9 a.m. to 1 p.m., telephone: 255-5144. Prices for the general public are \$13 and \$16; for students, \$11 and \$13.50.



The Guarneri String Quartet will perform an all-Beethoven concert on Feb. 26 at 8:15 p.m. in Bailey Hall. Members of the ensemble, from left, are: Michael Tree, viola; David Soyer, cello; John Dalley, violin; and Arnold Steinhardt, violin. *Dorothea von Haeflén*

New publication sent countywide

Community Report, a 16-page annual publication from Cornell's University Relations, was mailed for the first time last month to residents of Tompkins County.

The publication includes a schedule of cultural, educational and athletic events open to the public and reports on activities of Cornell students, faculty and staff in an array of community activities.

David I. Stewart, Cornell's director of community relations, whose office produced the report, said, "Our intent is to share information that might not be available to the community through other sources and to provide a better understanding of the local and regional role of Cornell, New York state's land-grant university."

In a letter that appears in the first issue, President Frank H.T. Rhodes writes: "Cornell and Tompkins County have changed greatly since the university's founding in 1865. And although the university has an obligation to serve all of the citizens of New York, indeed of the nation and world, we recognize that we have a special relationship with the people of Tompkins County. Together we have made remarkable progress, and I am confident that by working together in the future we will continue to make Tompkins County and Cornell a marvelous place in which to live and work."

Barton Blotter:

90 CDs stolen

Ninety compact discs worth \$1,400 were stolen from a student's quarters at 1 Campus Road, according to the morning reports of the Department of Public Safety for Feb. 6 through 12.

The theft was among 11 reported on campus, with total losses set at \$3,738. Other thefts included a \$400 VCR taken from Statler Hall, a \$700 scaffold taken from the Cornell Laundry construction site on Maple Avenue, a \$471 bicycle taken in another theft at 1 Campus Road and \$393.13 in unauthorized phone calls assigned to the Department of Economics.

Extension to start pilot program of home-sharing for the elderly

County, state and federal officials will kick off a pilot home-sharing project designed to combat the shortage of affordable housing for older New Yorkers on Feb. 24 at 10 a.m. at Tompkins County's Cooperative Extension Education Center, 615 Willow Ave.

"Social and economic changes over the past decade have made it increasingly difficult for elderly Americans to find affordable, appropriate housing," said Joseph Gerace, director of the New York State Office of Rural Affairs, who will speak at the meeting of government, private-sector and extension officials.

"For New York, with the second largest population of elderly in the nation, the problem is both acute and chronic," he said.

Cornell Cooperative Extension and the New York State Office for the Aging are

co-sponsoring the innovative Home-sharing and Other Options for Seniors Today (HOST) pilot project to develop alternative living arrangements in the private sector that meet seniors' housing needs without large cost to taxpayers. These include:

- Match-up home-sharing.
- Shared living residences.
- Accessory apartments.
- Elder cottages.

"The HOST pilot has implications for every community in New York," said Lucinda Noble, director of Cornell Cooperative Extension.

"Its success in metropolitan Albany County, where the program is under way, and rural Tompkins County holds the promise of a low-cost solution to a statewide problem."

—Matthew Shulman

Seed catalogue collection tells history of American gardening

Neatly maintained in the upper reaches of the agricultural library is a collection of more than 125,000 seed catalogues, some predating George Washington's presidency.

This little-known national treasure is maintained by the Liberty Hyde Bailey Hortorium for use by plant scientists, sociologists, historians and home gardeners interested in the evolution of America's commercial tastes in vegetables, flowers, trees and shrubs.

The Hortorium's namesake started the catalogue collection in 1888 to assist in naming the wide range of plant material offered under varying generic names.

The collection initially focused almost exclusively on vegetable and flower seed catalogues; it has since expanded to include woody plants, succulents, trees, shrubs and ornamentals.

Between 1932 and 1983, a comprehensive master index of more than 300,000 cards, coded by species and variety, has indicated sources for commercially available plants. A computer-based master index is being created to accommodate current information.

The collection has three purposes:

- To answer general public requests for sources of rare plants or seeds. With several hundred seed and nursery companies having gone out of business in the past 25

years, many gardeners have a difficult time locating previously available varieties. The Hortorium is able to search its data base to locate alternate sources for such plants. There is a \$2 fee per source request, to a maximum of five items.

- To respond to requests for historical information. This may include economic or social research on trends in plant use as well as pest or disease resistance and production yield data on pre-hybrid varieties. The Hortorium can also respond to requests, such as one made by the Lincoln Homestead Restoration, for appropriate replication of historically accurate gardens.

- To answer historical questions about the horticultural economy, merchandising techniques and economic relationships by comparing entries from several catalogues.

The Hortorium's catalogue collection also meets requests from the scientific community. Usually, these requests come from institutions that need to locate specific plants.

However, requests also come from unexpected sources: The Stanford Medical Center sought information on plants for cardiac immunological research, and the National Zoological Park in Washington, D.C., sought to locate a particular plant as a source of food.

—Matthew Shulman

Research tries to turn whey into solvents

Studies at Cornell to turn a waste product from cheese processing into energy-intensive chemical products will be funded by the New York State Energy Research and Development Authority.

The research will focus on turning cheese whey into acetone and butanol, which are typically obtained from petroleum products.

Cheese whey is the liquid that becomes separated in processing cheese and is generally considered a waste product. Cheese whey is abundant in New York state because of the state's large dairy-product industry.

Researchers led by Jean Hunter, assistant professor of agricultural and biological engineering, are developing a process using microorganisms that feed on cheese whey and produce solvents. If the process is successful, it could provide an environmentally acceptable method for disposing of whey.

Special features of the experimental process are a cell-recycle loop to maintain microorganism fermentation in crowded conditions and continuous recovery of solvents, which is expected to consume less energy than currently used distillation processes.

Hunter said this is the first phase of a longer-term project that could lead to commercial applications and create jobs in the state.

The Energy Authority is providing \$51,399 through a research contract for this project and the College of Agriculture and Life Sciences is contributing \$27,371.

Industrial cooperators include Crowley Foods Inc. of Binghamton, which is providing technical advice and cheese whey, and Baydacto Inc. of Ithaca, which is testing alternative product-separation technologies.

The Energy Authority is a public benefit corporation established in 1975. It manages a program of energy and environmental research designed to improve energy production and efficiency while minimizing environmental impacts.

Graduate Bulletin



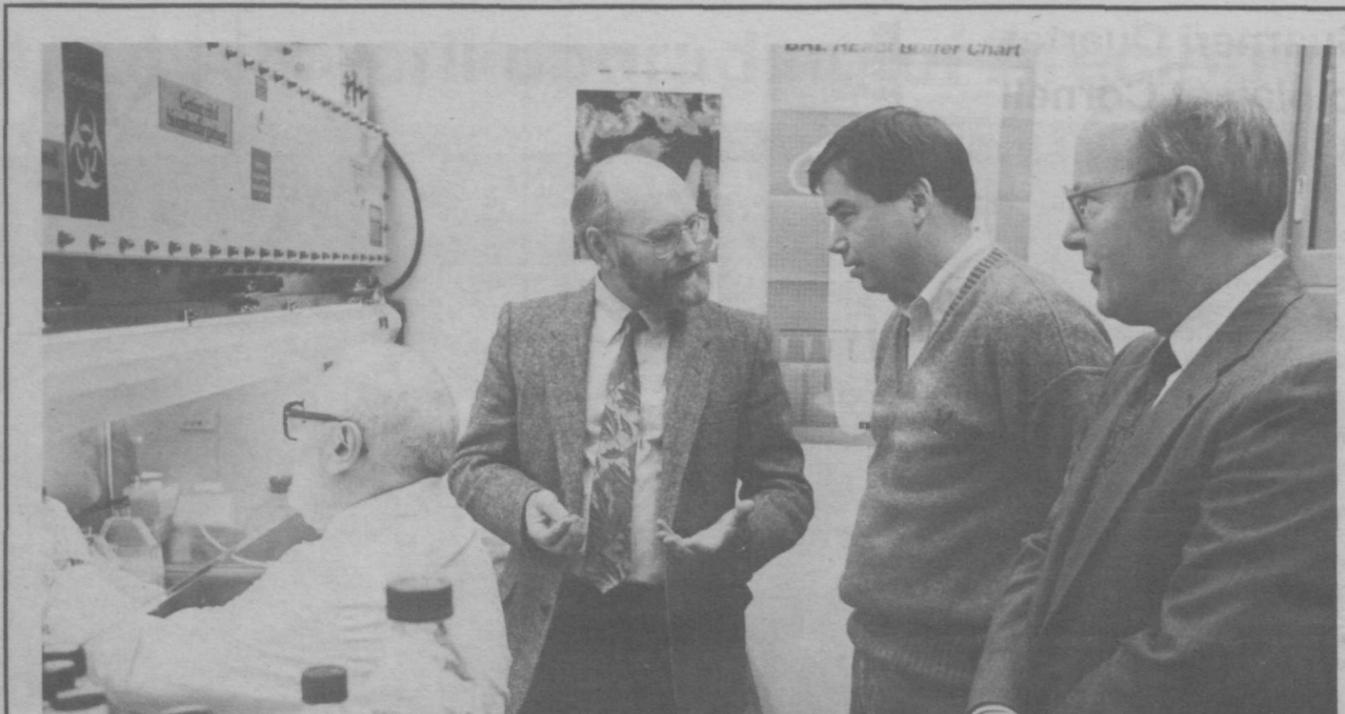
Travel Grant Applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by March 1 for April conferences. Application forms are available at Graduate Field Offices.

Summer Assistantships and Fellowships: Graduate students wanting summer support go to graduate field offices for applications.

Post-doctoral Awards: More than 150 awards are listed in the Fellowship Notebook, available in the Fellowship and Financial Aid Office, Sage Graduate Center. The post-doctoral section is not available in Notebooks in field offices.

1988 Tax Information for Graduate Students was the topic of the January 1989 Sage Graduate Newsletter. Copies are still available in the Fellowship and Financial Aid Office, Sage Graduate Center.

Commencement, May 28: To receive a diploma at commencement and to have one's name appear in the commencement program, the thesis/dissertation must be submitted by March 15. Merely to receive a May degree, the deadline for completing all requirements is May 19.



Jill Peltzman
Professor of virology Roger Avery, center, chairman of the Department of Microbiology, Immunology and Parasitology, explains an experiment to Congressman James T. Walsh from Syracuse, second from right. The newly-elected congressman, a member of the House Agriculture Committee, came to Cornell last Monday with Congressman Sherwood L. Boehlert, who represents Tompkins County, for a briefing on agricultural issues from faculty in the Colleges of Agriculture and Veterinary Medicine. Far left, research technician Emery Schiff; at right, Dean Robert D. Pheemister.

Appointments & Promotions

The following academic and administrative appointments have been made by President Frank H.T. Rhodes effective January 1989.

William C. Ghorse, associate professor, chairman of the Department of Microbiology in the College of Agriculture and Life Sciences for a three-year term ending Nov. 30, 1991.

Carl F. Gortzig, professor in the Department of Floriculture and Ornamental Horticulture, College of Agriculture and Life Sciences, acting director of the Cornell Plantations, through June 30, 1989.

Jeanne M. Hogarth, associate professor

in the Department of Consumer Economics and Housing, College of Human Ecology, acting chairman of the Department of Consumer Economics and Housing Jan. 15, 1989, through July 15, 1989.

John R. Wiesenfeld, professor in the Department of Chemistry, College of Arts and Sciences deputy vice president for research, through Dec. 31, 1993.

The following faculty members have been promoted by President Frank H.T. Rhodes, effective Jan. 1, 1989.

Klaus W. Beyenbach, associate professor in the Section of Physiology, to professor.

Kenneth Burdett, associate professor in the Department of Economics, to professor.

Stephen J. Ceci, associate professor in the Department of Human Development and Family Studies, to professor.

David A. Easley, associate professor in the Department of Economics, to professor.

Danny G. Fox, associate professor in the Department of Animal Science, to professor.

David C. Heath, associate professor in the School of Operations Research and Industrial Engineering, to professor.

Katherine A. Houpt, associate professor in the Department of Physiology, to profes-

sor.

Dexter Kozen, associate professor in the Department of Computer Science, to professor

Franklin T. Luk, associate professor in the School of Electrical Engineering, to professor.

Victor G. Nee, associate professor in the Department of Sociology, to professor.

Warren R. Philipson, associate professor in the Department of Agronomy, to professor.

Karel A. Schat, associate professor in the Department of Avian and Aquatic Animal Medicine, to professor.

CALENDAR

continued from page 5

SPORTS

Wednesday-Sunday, 2/15-2/19

Men's Polo, Eastern Regional Championships, at home
Women's Polo, Eastern Regional Championships, at home

Friday, 2/17

Men's Wrestling, Princeton, at home, 6 p.m.
Men's Basketball, Harvard, at home, 7:30 p.m.
Women's Basketball, at Harvard, 7:30 p.m.
Men's Hockey, at Yale, 7:30 p.m.

Friday-Monday, 2/17-2/20

Men's Squash, USSRA Individuals, Princeton

Saturday, 2/18

Women's Swimming, Dartmouth, at home, noon
Men's Hockey, Brown, at home, 1 p.m.
Men's Wrestling, Pennsylvania, 1 p.m.
Men's Swimming, Dartmouth, at home, 3:30 p.m.
Men's Wrestling, Drexel, at home, 4 p.m.
Men's Basketball, Dartmouth, 7:30 p.m.
Women's Basketball, at Dartmouth, 7:30 p.m.
Men's Hockey, at Brown, 7:30 p.m.

Sunday, 2/19

Men's Track, Kane Invitational, at home
Women's Track, Kane Invitational, at home
Women's Hockey, Yale, at home, noon
Women's Gymnastics, UMBC and Northeastern, at home, 1 p.m.

MISC.

Asian American Coalition

A dinner celebrating the Chinese Lantern Festival will be held Feb. 18, from 6 to 8:30 p.m. at the Phillips Hall Lounge. The dinner, at \$6 per person, will include various Chinese entrees, dessert and festival specialties. Call WeiLee or Eric 253-5601 for tickets or attend an Asian American Association meeting, Tuesdays 7-8 p.m., 164 Goldwin Smith Hall.

CRESP

The Center for Religion, Ethics and Social Policy (CRESP) is offering a Sunday brunch followed by a movie, "Just One Step: The Great Peace March," Feb. 26, brunch at 10 a.m. and the movie at 11:15 a.m., at Cafe des Amis and Fall Creek Pictures, 202 Falls Street. Tickets are sliding scale, \$10-\$15, or \$4 for the meal alone and are available by calling 255-5027 or at Fall Creek Pictures. Proceeds will benefit CRESP.

Cornell Toastmasters

Cornell Toastmasters Public Speaking Club meets Thursdays at 7 p.m. Call 277-4452 for more information.

Cornell World Tae Kwon Do Association

New members are being accepted for the spring semester. Practices are held Sundays, 7 p.m., southwest corner, Barton Hall; Mondays, Tuesdays and Thursdays, 6 p.m., auditorium, Martha Van Rensselaer Hall. For more information call Trish, 272-9227 or Sandy, 255-1808.

Hillel

Topics in Jewish Tradition, taught by Rabbi Larry Edwards, "Time Cycles: The Jewish Calendar," Feb. 20, 8:15 p.m., 314 Anabel Taylor Hall.

Chug Ivri, Hebrew conversation, Thursdays, 11:45 a.m. to 12:45 p.m., 374 Rockefeller Hall.

Beginning Yiddish class, Thursdays, 7:15 p.m., G-34 Anabel Taylor Hall.

Israeli shaliach, Feb. 16, will be at the Israel Programs Fair, Memorial Room, Willard Straight Hall. Call Hillel 255-4227 for appointment.

Forum on Issues of Social Concern: "Ethics and the Business Community," David Bendaniel, Berens Professor of Entrepreneurship, Johnson Graduate School of Management, Feb. 21, 8 p.m., Founders Room, Anabel Taylor Hall.

Intramural Softball (men, women, co-ed)

Deadline on entries is Feb. 21 at 4 p.m., in the intramural office, Helen Newman Hall. A fee of \$10 per team to enter. Minimum of 12 to enter. Specify preferred day of play (Monday-Friday).

University Libraries

Seminars on the effective use of the Online Catalog will be offered to anyone in the campus community who would like to learn more about the Online Catalog and how to use it. The seminars will be held: Feb. 21, 10:30 a.m., Online Classroom, Mann Library; Feb. 23, 3:30 p.m., Room 703, Olin Library; March 1, 2 p.m., Instruction Room, Uris Library.

Personal Growth Workshops

Topics include Assertiveness, Building Self-Esteem, Building Satisfying Relationships, Stress Management, Women, Food and Self-Esteem, Lesbian/Bisexual; Womens' support group; Gay/Bisexual, a Men's Support Group; Spirituality for the Unreligious, Dream Interpretation, Black/Hispanic Womens' Support Group, Black Male/Female Relationships

Group, International Students Support Group and a Graduate Student Support Group. All groups are free and confidential. Open to all members of the Cornell Community. For more information or to sign up, call 255-3608 or stop by 103 Barnes Hall.

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., 178 Rockefeller Hall; Sunday-Thursday, 10 p.m.-midnight, 340 Goldwin Smith; Sunday-Thursday, 8-11 p.m., Noyes Center, Browsing Library; and Sunday-Thursday, 8-11 p.m., Clara Dickson Hall, Computer Room.

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.

Hebrew Speaking Club

Hebrew Speaking Club meets Thursdays, 11:45 a.m. to 12:45 p.m., in the Near Eastern Studies Lounge, 374 Rockefeller Hall.

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.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 13

Thursday, February 16, 1989



Thomas J. Grant

Thomas J. Grant Receives Dedicated Service Award for February

Thomas (Tom) J. Grant, technical service supervisor in Department of Poultry and Avian Sciences has been awarded the Dedicated Service Award for February. Below is a tribute to him by fellow employees.

Tom has worked in our department for 28 years, first as a laboratory technician for Dr. R. K. Cole, then as an animal caretaker and now as a technical service supervisor.

In each function he has been singularly dedicated to his job. He has always gone the extra mile. He cares about the people he works for, the people he works with and the people who work under his supervision. He is demanding of himself

in that he wants to deliver the highest quality work. I have never heard him say, "That is good enough." He is also demanding of others, whether they are staff, students or faculty.

The impetus for making this nomination now is the effective care and help he gave to one of our custodians, Irv Cummings, (himself a winner of the Dedicated Service Award) when Irv wanted to retire, during Irv's retirement and especially during the last months of Irv's life and afterward when things had to be organized to take care of Mrs. Cummings.

Tom is not only a dedicated and much respected co-worker, he is also a loyal and trusted friend. He has helped make Cornell the special place that it is.

Third Annual Employee

Night at the Court: Another Big Success

Many thanks to the following who pitched in to make the 3rd annual Employee Night at the Court a great time. Over 1,300 employees and their family members joined in the fun at the annual evening of chicken barbecue and Cornell basketball. Also, special thanks to Care of Buildings and Public Safety.

Ann Argetsinger
Betty Bagnardi
Phil Barden
Brian Beebe
James Beebe
Janet Beebe
Jason Beebe
Susan Boedicker
Bev Blanchard

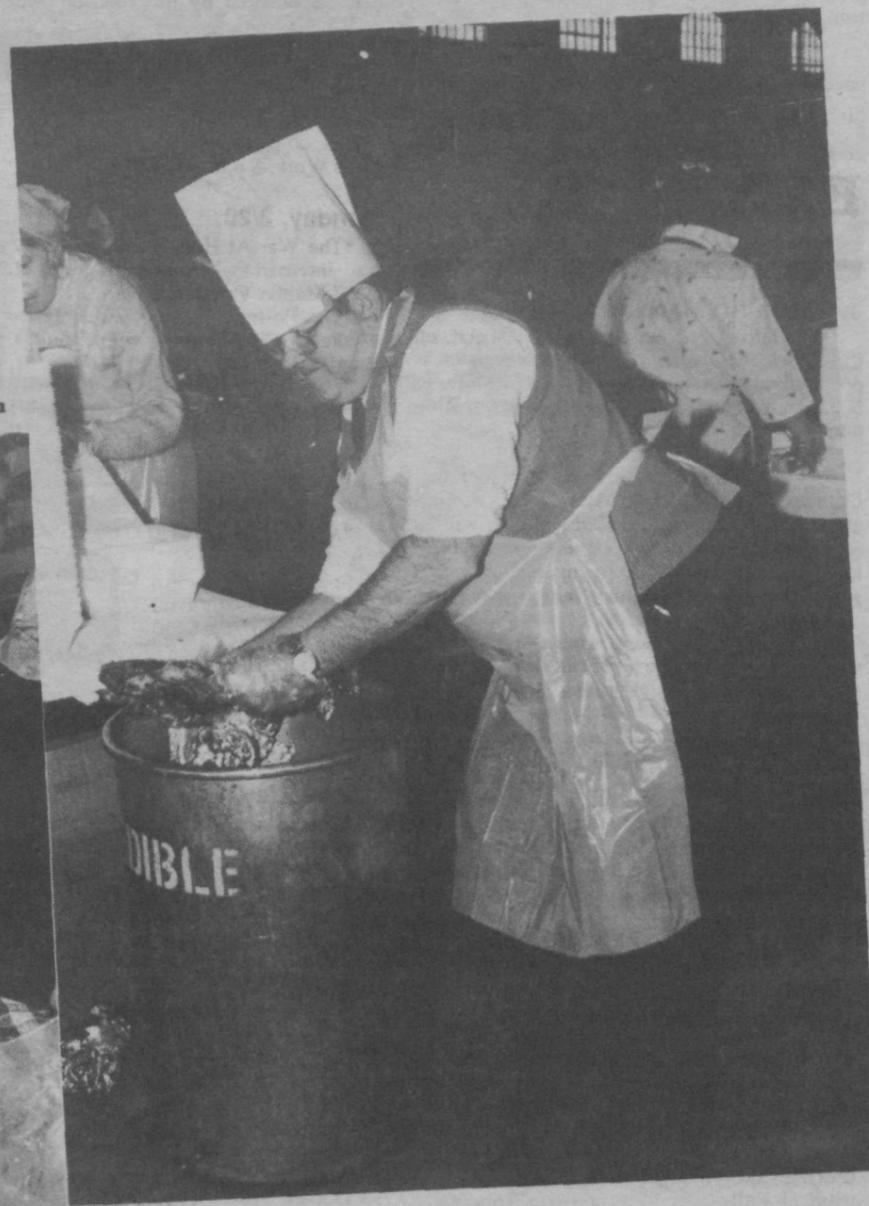
Catherine Chapman
Chris Chapman
Tony Chielsa
Roberta Chielsa
Gloria Chrissey
William Chrissey
Brenda Daniels
Harry Dickson
Daryl Dunn

Joe Durling
Priscilla Edsall
Robert Edsall
Leslie Freeland
Bonnie Glosky
Kim Graves
Bill Gurowitz

Continued on page 2

Gloria Howell (right) and Gloria Crissing

Photos: Sigrid Peterson



Charlie Harrington, Employee Assembly member

Focus on the Employee Assembly

Get Involved:

It's Worth the Effort

By Richard Buckingham
Employee Assembly Member

I remember when I decided to take that advice and "get involved." It was after one of those numerous and lengthy discussions with a fellow employee about working at Cornell which always seemed to end leaving me more frustrated than I was at the onset. I began to hear myself say the same old things. "What chance do I have, I am only one person; the university is so big, they don't listen anyway."

About that time information arrived at the Undergraduate Admissions Office inviting concerned employees to serve on a number of committees of the Employee Assembly. "Well", I thought, "this is your chance." After all, I had finally figured out that complaining to fellow employees was not going to inspire any positive result. It was necessary to make one's own concerns known to someone who was in a position to effect change. A letter was written to the Office of Assemblies and a list of those committees on which a person could serve was received.

Volunteer for Information and Referral

The Information and Referral Service needs good communicators to staff its phone line. Phone staff at I & R learn a lot about human services while helping others get the help they need. Working at I & R means learning where people can go for emergency food, learning what services provide free legal assistance, and communicating these options in a sensitive, caring way. If this type of work interests you, contact Cathy Richardson at 272-9331. Training starts February 22, so call soon for more information.

Because I had a particularly frustrating experience gaining employment at Cornell initially I decided the Personnel Policy Committee would be a logical place to start. I have a hearing disability which requires special equipment and services in order to function to my capabilities. I have learned that shifting the responsibility to others to promote awareness of the special needs of disabled employees just doesn't work. Unless you live with a disability yourself, you can not possibly be aware of the needs which must be met or what limitations that disability places on a person's ability to function. I know exactly what my limitations are and how to convey my needs, therefore it made perfect sense to get involved.

I am glad I did. I served on the Personnel Policy Committee for about a year and a half and was pleasantly surprised to discover that I, just one person, can have an impact on the university and influence the way it deals with its employees. It was a pleasure to work with the other dedicated members of that committee and observe how the query of a concerned employee can become a change in policy the Personnel Manual. Recently I was selected to fill a vacant seat on the Employee Assembly and welcomed the opportunity.

While not all concerns can be addressed in a manner timely enough to suit everyone, the Assembly does listen to concerns, set priorities and work very hard to resolve problems in a way which will satisfy the greatest need. Campus governance is more than a couple hours away from the job every two weeks. It is being concerned for your fellow employee and having the desire to change those things you see as inequitable. If you're tired of talking to a friend with no hope of changing things there is a better way. GET INVOLVED. IT'S WORTH THE EFFORT.

Employee Spotlight - Anne

By Kathleen O'Brien

For the past 16 years, Anne Carnell has given her time to Cornell University. For the past five years, she has supervised one of the most important services offered to the Cornell community. In her job first as secretary then as administrative supervisor of Media Services' Photographic Section, Anne has not only kept things on an even keel in her department, but has also kept her client's orders in order.

Her duties are varied and many. Customer service and satisfaction are tops on the list. Appointments for the photographer, billing, filing, quality control, reports, and a lot of paper work are just a few of the assorted tasks assigned to her.

Anne most likes being able to talk with clients and the contact it affords her. "People with people, working with people," Anne stated was one of the job's pleasant duties. She especially enjoys the busyness, the crunch of knowing that a certain amount of work has to go out in a certain period of time. She likes not only having more space in her new office and workrooms, but also the individuals with

whom she works.

To be able to qualify for the position she now holds, Anne said she started learning from her first day in the department, 16 years ago. She has learned about photography, how people interact with one another, and has polished her office and management skills in that time.

So if you want that favorite picture of the pooch enlarged, or have slides to be developed, check out the services available at Media Services Photographic Section. But don't go at noon--Anne enjoys walking and does so during the lunch hour--the office shuts down to re-energize itself to meet the many deadlines its clients give to its staff.

Enthusiastic, professional, and concerned about doing a job right--this, Cornell, is one of your employees!

Networking needs your support. If you know of anyone who should be featured in the Employee Spotlight, please send the name, phone number and a sentence or two explaining why this person should be spotlighted to: Employee Spotlight, 134-A Plant Science Building.

Telelink: When Traveling,

By Patricia Paul, Director, Telecommunications

If you travel on university business and make long-distance calls in the course of your travels, this column is especially for you.

For the past few years most telephone subscribers have been able to choose their "equal access" long-distance carrier; this determines which long-distance company handles calls when you dial "1" (or "9" "1"). Subscribers may have chosen AT&T, MCI, GTE Sprint, ACC or any one of several other carriers.

In the past twelve months, large customers--particularly airports, hotels and hospitals--have found a virtual "pot of

gold" by routing their clients' operator-assisted (third number and collect) and "O"-dialed (calling--credit card) calls to long-distance companies other than AT&T. This new industry is referred to as AOS or alternate operator services. These AOS companies offer the subscriber commission revenues for all operator-assisted and "O"-dialed calls whereas AT&T typically has not. In addition to this commission, the AOS companies also allow the subscriber (e.g. a hotel, airport or hospital) to "enhance" their revenue sharing by surcharging the calls or rating them substantially higher than the typical (familiar) AT&T rates. These surcharges can cause the cost of calls placed



ILR Professor Robert Smith and his two daughters

Over 1300 Employees and Family Members Participate

Continued from page 1

Steve Haner
Chuck Harrington
Marge Hein
Don Hinnman
Barbara Hinnman
Wendy Hoose
Gloria Howell
Steve Johnson
Chris Johnson
Mark Johnson
Kurt Kabelac
Barbara March
Dick March
Pete Mariano
Frank Martin
Mickey Martin
Pat McClary
Bud McFall
William McRobbie
Dot Messenger

Keith Messenger
Brian Messenger
Dick Mosher
Jerome Mosher
Robert Mulnix
Dix Oltz
Judy Oltz
Ann Pendleton
Dick Pendleton
Karl Pendleton
Earl Peters
George Peter
Bertha Petersen
Pete Petersen
Jerome Puzilla
Al Reed
Bev Reed
Fran Reed
Laurie Roberts
Mark Rockwell
Susan Sager

Suzanne Sager
Elaine Sheehan
James Sheehan
Joe Siopiolasz
Arlene Smith
Carlton Smith
Nancy Sokol
Jim Spencer
Linda Spencer
Frank Sutfin
George Sutfin
Doug Trenchard
Jean Trenchard
Donna Updike
Marie Valley
Dominic Versage
Ines Versage
Alga Vose
Donna Vose
Dwight Widger

arnell



Anne Carnell

Photo: John Pachai

A Letter to All Cornell Employees

The following letter was sent to all university employees from Provost Robert Barker and Senior Vice President James Morley.

January 24, 1989

With the new year just beginning, we are reminded that last year's successes were due, in large part, to your efforts. We are grateful to all of you for your continued commitment and dedication to Cornell and the students we serve.

Also contributing to the success of the university is the Employee Assembly, its various committees and the many employees who volunteer their time to work in campus governance to improve the quality of life on campus.

The Employee Assembly and its committees provide an opportunity for you to identify and help resolve a wide variety of issues of concern to the campus community. The Assembly's views and ideas are communicated to those administrators who are responsible for making policies and carrying out decisions. For example, currently under consideration and review are issues such as the smoking policy, parking, child care, the employee assis-

tance program, select benefits, and the employee degree program. All of these important issues have involved input from the Employee Assembly.

This year marks the 20th anniversary of employee involvement in campus governance at Cornell. We hope there will be an ever-increasing involvement and growing commitment on the part of employees to self-governance at Cornell University. The university will continue to support employee involvement in campus governance and make it possible for you to obtain release time from work with the approval of your supervisor.

We encourage you to vote in this spring's employee elections and to be a candidate for one of the eight open Assembly seats. You can also volunteer to serve on one of the many Assembly committees. For more information, please contact the Office of the Assemblies at 255-3715. The support staff will be glad to answer any of your questions.

We urge you to become involved in campus governance at Cornell. The success is directly dependent upon the active participation, interest, and support of all members of the Cornell community.

Beware of Long Distance Telephone Surcharges

From such phones to be hundreds of times more than may be expected by the ordinary person using the phone.

A recent FCC ruling has mandated that pay-telephone owners participate in equal access balloting and the AOS companies have yet one more marketing opportunity. If you travel and find it necessary to use a public phone or a phone in your hotel room, please recognize that long-distance calls placed from such phones could cost many times what you

might expect. In hotels you may also pay \$.50 or more each time you use the room telephone in addition to the cost of the call; some hotels charge as much as \$2 or \$3 per call including 800-service calls and "O"-dialed calls.

If you want to ensure that you are billed AT&T rates for a "O"-dialed call placed from a pay telephone, dial "10288" when you first pick up the handset. From a hotel room phone, dial the long-distance access code used by the

hotel (usually "8" or "9"), followed by "10288." The "10288" is AT&T's equal access designation and should result in your call being handled by AT&T (and billed at predictable rates) instead of by the carrier assigned to that telephone by the owner. You will hear dial tone after dialing "10288" and should then proceed to dial "O" area code telephone number; after the "bong" tone, input your calling card number. After a few seconds, you should hear a familiar recording saying thank you for using AT&T." If you don't, you're at someone's mercy. We suggest you hang up immediately, dial "O" and ask to be connected to an AT&T operator.

These rules apply to all interstate calls and some intrastate calls—those placed between two local areas (LATA's). Circumstances differ on intra-LATA calls

within a state and AT&T normally does not handle such calls.

We hope this helps you economize on your long-distance calls while traveling. Keep in mind that the same circumstances apply to calls made with your personal calling card when you're on vacation or otherwise away from home. Be a savvy consumer and complain loudly when a hotel takes advantage of you—some hotels listen.

NOTE: Cornell does not use AOS vendors for "O"-dialed calls and our pay telephone service will remain with AT&T. These services are provided to the campus community and our visitors at a fair and predictable cost; we are not interested in profiting in AOS arrangements that financially penalize those who use our pay telephones.

Recent Transfers and Promotions

Congratulations to the following employees who were recently transferred or promoted.

EMPLOYEE	DEPARTMENT
Sandra Adams	Theory Center
John Alexander	Vet College
Sharon Bilotta	Microbiology
Hatice Brenton	Campus Store
Thomas Bruce	Law School
Dennis Butts	Purchasing
Kathleen Caldwell	Chemistry
P. Coolasurdo	Theory Center
Nancy Cool	Architecture
Bruce Coulombe	Engineering
Paula Dore	Engineering
Michele Draiss	University Libraries
Thomas Erickson	Computer Services
Brian Fenner	Transportation
Rhea Garen	Microbiology
Kim Granato	Purchasing
Sally Grover	Purchasing
John Hoffman	University Libraries
Douglas Hoover	Telecommunications
Rayna King	University Libraries
T Leidenfrost	Engineering
Nancy Massicci	University Development
Leanna Morgan	Human Resources
Eliot Morrison	Engineering
Karen Neiderman	Biotechnology
Mary Nicotera	Engineering
Stacy Pendell	Theory Center
Margaret Procaro	University Relations
Michael Ray	Nuclear Studies
Thelma Reeves	Law School
C. Robinson-Hubbell	Engineering
Doris Rothermich	Arts & Sciences
Theresa Shaffer	Architecture
Frances Shumway	Alumni Affairs
Jeffrey Silber	Theory Center
Commie Smiley	Dining Services
Donna Smith	Theory Center
Lisa Smith	Summer Session
Rosa Spivey	Biotechnology
Maria Szabo	Neurobiology
Jerilyn Tarbell	Astronomy
Phyllis Teeter	Arts & Sciences
Janice Waller	Entomology
Dale Walter	Residence Life
Susan Weaver	Residence Life
Deena Wickstrom	University Relations
Cameron Willkens	Engineering
Joann Wimer	University

CRC: New York! New York! One Exciting City

By Marlene Reitz

On December 3, 41 people traveled to New York City for an overnight stay in an interesting hotel right off Broadway. We discovered on our arrival that the hotel was in the process of complete renovation. This presented a few interesting situations to remember and, for the most part, to laugh at (a little) later. All agreed through that the location was excellent.

The weather was a perfect December weekend for walking around to see the Christmas displays and the ice skaters at Rockefeller Center. The daytime was free to do whatever.... everyone checked out the stores (Macy's, Bloomingdale's, Alexander's, plus others) and got in some sightseeing. A group took a subway to the southern tip of Manhattan to see that great lady, the Statue of Liberty; a couple caught a taxi to the Metropolitan Museum of Art to see the wonderful Christmas presentation; one ventured to Norman Vincent Peale's Marble Collegiate Church, and some took in a play. At

9pm the group met again at Radio City Music Hall for "The Christmas Spectacular program with moving stages, ice skating, screen projections, costumes, the famous Rockettes and wonderful music.

The trip was so successful that plans are already being made for a similar trip in December 1989.

Two Perspectives

The Advisory Committee on the Status of Women presents: "The Progress of Women on Higher Education: Two Perspectives," a talk by Alison Casarett, dean of the Graduate School and Jennie Farley, associate professor, ILR. The talk will be at 12:00 noon, Friday, February 17, 1989 in the Robison Room, Schoellkopf Hall.

Gourmet Corner

At a holiday dish-to-pass luncheon, several people asked for this recipe. It belongs to BIRDS EYE and it's good!

Pasta primavera
Prepare 1 package Birds Eye Farm Fresh Broccoli, Cauliflower and Carrots as directed on package, using salted water; drain. Cook 8 ounces linguine as directed on package; drain. Combine vegetables and linguine in serving dish. Meanwhile, combine 1 container (15 oz) ricotta cheese, 1-2 cup sour cream, 1 cup

milk, 1-2 cups grated Parmesan cheese, 1-2 teaspoon each basil and oregano, 1-4 teaspoon each garlic salt, salt and pepper in saucepan; heat thoroughly but do not boil. Add to vegetables and linguine, mix lightly and serve at once. Makes 4 servings.

Submitted by Judy McPherson
If you have a recipe to share, please send it to Gourmet Corner, 204 VMTH, Vet College.





Sheila Allen metering letters on the Pitney Bowes mailing machine.



Sheila operating the Pitney Bowes inserter.

Addressing and Mailing: Cost Effective Mass Mailing Services for Cornell Departments

The Addressing and Mailing operation at 122 Maple Avenue provides mass-mailing services to Cornell departments.

They process all kinds and sizes of mail, including newsletters, self mailers, large or small campus envelopes, and business envelopes. Using automated equipment, they label, insert, meter and sort 1st, 2nd, or 3rd class, international and campus mail.

A Bell and Howell heat-sensitive labeler can label up to 7,000 business envelopes per hour. A six-station

Pitney Bowes inserter stuffs, seals and meters up to 7,500 pieces of mail per hour.

Among the special services available are 1st class presort and an international mailing service with costs for air mail generally much lower than the US mail system. The staff is knowledgeable of the local market's capabilities and will subcontract work if a customer's requirements are beyond their capabilities or resources.

Cornell accounts are billed directly for labor and* postage costs. For more information or to request an estimate, please call Kathy Baylor at 5-4124.



Kathy Baylor, supervisor, writing up orders.



Ann Churey operating the Bell and Howell heat-sensitive labeler. Ann is a 44-year Cornell employee.

Toxicology and Public Health

By Carol Doolittle

Growing concern about toxic substances in our air, water, food and work place has created a need for greater understanding of the principles of toxicology among professionals and the public.

Toxicology and Public Health: Understanding Chemical Exposure is a computer program designed to help those who must consider the implications of toxic chemicals in their work. Extension

agents, government workers, educators, lawyers, engineers, community decision-makers, safety officers, chemical manufacturers and many others are using this program.

Busy, self-directed professionals need accurate, concise information in a usable format. The program explains the basics of toxicology and the sources of uncertainty about the risks posed by chemicals in the context of current issues. All fundamental concepts are covered using more than 200 examples.

The program was developed by Jeanne Appling, June Fessenden-Raden and Carlo Bisogni, of Cornell University.

A demonstration disk can be borrowed from the Cornell University AV Center, 8 Research Park, Ithaca, N.Y. 14850. Copies of the entire program are also available from the Audiovisual Center.

Suicide Prevention Needs

Volunteer Telephone Counselors

Suicide Prevention again needs volunteer telephone counselors. New training will run from mid-February through late March, with personal interviews beginning immediately. Classes meet Monday

and Thursday evenings from 7 to 9:30, with two half-day Saturday sessions near the beginning and the end of training. For more information, please call the Coordinator of Volunteers at 272-1505.

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Unclassified Ads

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 March 2 issue is February 20.

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

1985 GEM organ with 2 keyboards, mini-corder, tapes, books, learn-to wbook and video, headphones, like n/w, must sell, orig price, \$2,000, sacrifice \$995, 539-7460 before 7am-after 6pm or Saturday mornings.

1984 Dodge Daytona, very nice car, must see, 535-2877 eves.

1984 Chevette, 4 new radial tires, new muffler, new brakes, only one owner, low mileage, \$2,500, 844-9783 after 5pm.

Four wheel drive, 1977 Jeep CJ7 hardtop, very good cond, 6 cyl, five new tires, new heater, just serviced, low miles, great in show, Dan Reynolds (607) 594-2825.

1976 Chevy pick-up, recent muffler and shocks, runs good, \$550, 564-7171 after 5pm.

Brand new Kirby, 2 months old, barely used, \$750 new, asking \$600, includes extra wands, sander, everything except shampooer, 564-7171 after 5pm.

Ladies Don Jackson Alpha figure skates with MK Rink Master blades, like ne, size 7, asking \$45, Jane 5-9078 or 315-496-2117 eves.

Gas stove, two ovens, one elec griddle in center, \$85, 5-4528 days or 535-9756 eves.

Maple syrup outfit which includes 2x6 Grimm evaporator, 400 gal stainless bulk tank, about 200 taps, hoses and many buckets, good cond, ready to use this spring, \$1,175 reasonable offer, 564-9375.

IBM compatible computer includes 640k RAM, 1 floppy disk drive, 10 meg hard disk, amber moitor, Epson LX-800 print, \$1,000, 315-331-6380 eves.

Kneisel "TXS" downhill skis, 170cm, with Tyrolia 150 bindings & ski8 brakes, Nordica ski boots, size 7 1-2, \$50 neg for everything, Dave 273-4916 leave message.

Pull-out couch (double), table desk, 277-4404.

Guitar, Yamaha acoustic, \$100; elec typewriter, Smith Corona with memory, \$75, 539-6527.

Lrg baby playpen, \$35; bassinet, \$10; GE mixer, \$9; carpet 11'x8', \$18; women's coat, \$28; mirror, \$3; microform reader, \$25, 257-4034 eves.

Baby lamb and baby goat: cream separator, \$100; butter churn, \$25; washing machine, as is, \$50, worked when last used but sitting idle for 2 yrs, 564-9223.

Seal brown large pony gelding (55") would make ex pony hunter prospect, moves readily and well, \$675; TB-QH yearling colt, seal brown, well-mannered, quiet and very gentle, \$375, 564-9375.

Lemancha neutered kid, orange color, great pet, \$55; 2 alpine bucks, \$50 each, 564-9375.

Wanted

Mac SE or Plus computer preferably with hard disk and extended keyboard, also older Mac for simple ord processing, Carol 564-9375.

For Rent

Apt to share, 2 bdrm, kitchen, bathroom, \$170 per month, smokers pets welcome, 1923 A Slaterville Rd, call Adria, 5-7471 or 5-8350 or 539-7250.

Avail June 1, 2 bdr apt, Honness Lane, on East Hill bus route, furnished, parking, great view, 5-3214 days or 272-6086 eves.

Avail 89-90 school yr, 2 bdr apt, 6 mi fro CU, \$500 includes heat and elec, owner on preises, cats ok, 347-4079.

Leadership Leads

By George Peter

"Grabbing Leadership by the Personality," an article by Robert B. Tucker came across my desk recently. Tucker quotes Harvard's professor of leadership, Abraham Zakeznik, who says that leadership is "displaying an urge to do things better, to improve." Zakeznik says there is a simple formula for leadership: "If those in positions of power do things that make a difference in people's lives, that fulfill their needs, and make circumstances better for them, then they will get loyalty, support, dedication, and they can guarantee they're making hosts of enemies who will just be waiting. This principle works at every level of society. It can be repeated over and over and over again. It's so simple. So why is it that we're not able to do it?"

Employee Calendar

February 23 & 24, Atlantic City trip, call Janet at 5-7565 for details.

Saturday, March 18, Eucher Tournament, Dryden VFW, 10am-2pm, Call Janet at 5-7565 to sign up.

CORNELL EMPLOYMENT NEWS

FEB 16 1989

Cornell University Libraries

February 16, 1989

Including Job Opportunities

Volume 1, Number 5



Preparing for a Job Interview?

Some Questions You May Be Asked

The job interview is an opportunity for the employer to get to know you in order to evaluate you as a possible employee. Also, the interview is your chance to learn more about the job, the supervisor, the work environment and the people with whom you would be working. With this information, you can decide whether the job is really right for you.

What do I do? What will be asked? How should I answer?

The first and most important thing to remember about interviewing is to relax. The easiest way to be sure you are relaxed is to be fully prepared with the information an employer will want - and to know exactly what you want out of the job.

How do I prepare for an interview?

Preparation for the interview is essential. Going into the interview, you will find it helpful to be knowledgeable about what this department does. The following are questions commonly asked during an interview which you should be prepared to answer.

- Why are you interested in the job?
- How are you qualified?
- What are your strengths? Weaknesses?
- What are your future goals?
- Can you describe your special skills and abilities?

The question "Would you please tell me about yourself?" is a common interview question designed to evoke a brief rundown of your job history, education or the career moves you have made. This is your chance to present yourself as you wish to be seen.

Know what you enjoy doing and what kind of job you want before you interview. You should present complete answers to an interviewer's questions in order to give an accurate and positive image of yourself.

Format of the Interview

Be sensitive to the three major parts of your interview.

1. Greeting: A general introduction during which the interviewer usually makes light conversation. However, be aware that your appearance, poise and friendliness are being evaluated.

2. Review of your background: You will be asked to provide information on your previous jobs, education and future goals. There usually are open-ended questions such as: "Can you tell me about . . ." or "What was it like . . .?"

The interviewer will be trying to determine your skills, what you do well, what kind of work assignments you have had and how you handled them. At the same time your communication skills, self-confidence and compatibility with the employees already in the workgroup are being evaluated.

3. Wrap-Up: The interviewer will ask if you have any questions. A few thoughtful, job-related questions are advisable (Is this a new position, or will I be replacing someone? Why did he or she leave? What kind of people will I

Continued on page 3

Conducting a Job Interview?

Some Questions You May Not Ask

The New York State Human Rights Law prohibits pre-employment and certain other inquiries as to race, creed, color, national origin, sex, age, disability, marital status or arrest records unless based upon a bona fide occupational qualification or other exception. ("No person shall be denied the equal protection of the laws of this State or any subdivision thereof. No person shall, because of race, color, creed or religion, be subjected to any discrimination in his civil rights by any other person or by any firm, corporation, or institution, or by the state or any agency or subdivision of the state." (New York Constitution, Article 1, Section 11.) The following are examples of different types of inquiries that have been ruled lawful or unlawful:

Subject	Lawful	Unlawful
Race or Color:		•Complexion or color of skin. Coloring.
Religion/Creed:		•Inquiry into applicant's religious denomination, religious affiliations, parish or church, religious holidays observed. •Applicant may not be told "This is a (Catholic, Protestant, or Jewish) organization."
National Origin:		•Inquiry into applicant's lineage, ancestry, national origin, descent, parentage or nationality. •Nationality of applicant's parents or spouse.
Sex:		•Inquiry as to gender.
Marital Status:		•Do you wish to be addressed as Miss? Mrs.? Ms.? •Are you married? Single? Divorced? Separated? •Name or other information about spouse.
Birth Control:		•Inquiry as to capacity to reproduce, advocacy of any form of birth control or family planning.
Age:	•Are you 18 years of age or older? If not, state your age.	•How old are you? What is your date of birth? What are the ages of your children, if any?
Disability:	•Do you have any impairments, physical, mental or medical, which would prevent you from performing in a reasonable manner the activities involved in the job or occupation for which you applied? •If there are any positions for which you should not be considered, or job duties you cannot perform in a reasonable manner because of a physical, mental or medical disability, please describe.	•Do you have a disability? •Have you ever been treated for any of the following diseases...? •Do you have now, or have you ever had, a drug or alcohol problem?
Arrest Record:	•Have you ever been convicted of a crime? (Give details)	•Have you ever been arrested?
Name:	•Have you ever worked for this company under a different name? Is additional information relative to change of name, use of an assumed name or nickname necessary to enable a check on your work record? If yes, explain.	•Original name of an applicant whose name has been changed by court order or otherwise. •Maiden name of a married woman. •If you have ever worked under another name, state name or dates.
Address or Duration of Residence:	•Applicant's place of residence. •How long a resident of this state or city?	
Birthdate:		•Requirement that applicant submit birth certificate, naturalization or baptismal record. Requirement that applicant produce proof of age in form of birth certificate or baptismal record. •Birthplace of applicant. •Birthplace of applicant's parents, spouse or other close relatives.
Photograph:		•Requirement or option that applicant affix a photograph to employment form at any time before hiring.
Citizenship:	•You may tell an applicant that proof of citizenship or a permanent immigration visa will be required at the time of employment.	•Of what country are you a citizen? •Whether an applicant is naturalized or a native-born citizen; the date when the applicant acquired citizenship. •Requirement that applicant produce naturalization papers or first papers. •Whether applicant's parents or spouse are naturalized or native-born citizens of the United States; the date when such parents or spouse acquired such citizenship.
Language:	•Inquiry into language applicant speaks or writes fluently.	•What is your native language? •Inquiry into how applicant acquired ability to read, write or speak a foreign language.
Education:	•Inquiry into applicant's academic, vocational or professional education and the public and private schools attended.	
Experience:	•Inquiry into work experience.	
Relatives:	•Names of applicant's relatives already employed by the company.	•Number, names, addresses and ages of applicant's spouse, children or relatives not employed by the company. •Name and address of person to be notified in case of an accident or emergency.
Notice in Case of Emergency:		
Military Experience:	•Inquiry into applicant's military experience in the Armed Forces of the United States or in a State Militia. Inquiry into applicant's service in particular branch of the U. S. Army, Navy, etc. •Did you receive a dishonorable discharge?	•Inquiry into applicant's military experience other than in the Armed Forces of the U. S. or in the State Militia. •Did you receive a discharge from the military in other than honorable circumstances?
Driver's License:	•Do you possess a valid N.Y.S. driver's license?	•Requirement that applicant produce a driver's license.
Organizations:	•Inquiry into applicant's membership in organizations which the applicant considers relevant to his or her ability to perform the job.	•List all clubs, societies and lodges to which you belong.

JOB OPPORTUNITIES

February 16, 1989

Volume 1, Number 5

Staffing Services, 160 Day Hall, Cornell University, Ithaca NY 14853-2801
Day Hall: (607) 255-5226 East Hill Plaza: (607) 255-7422

* Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.

* Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

* Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.

* Cornell University is an Affirmative Action/Equal Opportunity Employer. Job Opportunities can be found on CUINFO.

Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.

Submit a resume and cover letter for each position, specifying the job title, department and job number.

Applications Programmer/Analyst III (PT5502) Level 34 Mechanical & Aerospace Engineering-Endowed

Responsible for development of a large program for use by a Cornell research group. Project will involve interactive computer graphics, data base concepts, distributed processing and use of the Cornell supercomputer. Facilities include Iris and Sun Workstations and micro-vaxes.
Requirements: Bachelor's in relevant field. Minimum 3-5 years related experience. Experience required includes C and Fortran languages, UNIX and color graphics. Experience with data structures, LISP, and expert systems would be useful. Send cover letter and resume to Judi Baker by March 10.

Assistant Education Coordinator (PA5403) HRI Johnson Museum-Endowed

Coordinate, conduct and evaluate museum education department's programs for area schools and universities. Assist in implementing and evaluating public programs developed by education coordinator.
Requirements: Bachelor's in art history, fine arts, museum studies or related field. 1-2 years experience teaching in museum environment mandatory. Excellent oral and written communication skills; experience in grant writing and planning. Send cover letter and resume to Cynthia Smithbower by 2/24.

Technical

As a prominent research institution, Cornell University has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply.

Submit a resume and cover letter for each position, specifying the job title, department and job number. Skills assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

Animal Technician, GR18 (T5519, T5520)

Lab Animal Services-Statutory
Minimum Biweekly Salary: \$487.50
Provide daily care of animals, i.e., feed, water, exercise; maintain cages, pens and environments; maintain animal records; follow procedures for animal care and effective sanitation of equipment and facilities. Includes weekends.
Requirements: Associate's in animal science preferred or equivalent experience required. 1-2 years animal experience desirable. Assistant animal certificate helpful. Must be in good physical condition; able to lift 50 pounds. Pre-employment physical and all required immunizations.

Technician, GR19 (T5203) Section of Plant Biology-Statutory

Minimum Biweekly Salary: \$510.90
Assist principal investigator involved in biomechanical/developmental studies of plant tissues and organs. Primary duties involve computer data entry and analysis; darkroom/photographic work; experimental design. Two year grant.
Requirements: Bachelor's with some course work in engineering, botany or mathematics. Computer literacy (IBM, Pascal); photography; electrical equipment; working with biological materials (or histology). Apply by March 31.

Technician, GR22 (T5403) Pharmacology-Statutory

Minimum Biweekly Salary: \$581.09
Conduct experiments and analyze results in research relating to vertebrate phototransduction and epidermal growth factor receptor system. Participate in design and interpretation of results.
Requirements: Bachelor's in biochemistry or related field. Minimum 3-4 years related laboratory experience required. Additional experience in protein purification in cell culture work helpful. Apply by February 24.

Technical Off-Campus

Technician, GR18 (T5505) Entomology-Geneva-Statutory

Minimum Biweekly Salary: \$487.50
Assist in conducting lab and field studies on mite pest susceptibility to petroleum oils and other pesticides. Rear mites in lab; related lab work. 1 year, renewable contingent on funding.
Requirements: Bachelor's in biology, pest management, or related field. Minimum 1 year lab experience. Requires good lab technique, ability to organize serial procedures. Apply as soon as possible.

Technician, GR18 (T5503) Equine Drug Testing-Canandaigua, NY-Statutory

Minimum Biweekly Salary: \$487.50
Perform analysis of blood and urine in field drug testing lab at Finger Lakes Race Track. Routine record keeping and laboratory maintenance. Hours include Saturdays, Sundays and Holidays.
Requirements: Associate lab tech degree or equivalent preferred. Minimum 1 year related experience with thin layer chromatography. Familiar with HPLC. Apply as soon as possible.

Field Assistant, GR20 (T5518)

Agronomy-Statutory
Minimum Biweekly Salary: \$534.30
Provide technological support, through many phases of experimental techniques, for field research and demonstration programs in crops and soils. (Clinton, Essex, and Franklin Counties).
Requirements: High School diploma. Associate's in agriculture with emphasis in agronomy or plant science desirable. 2-3 years of research farm experience. Experience in the operation and maintenance of farm and research farm equipment. Apply as soon as possible.

Technician, GR24 (T5501) Equine Drug Testing-Statutory

Minimum Biweekly Salary: \$639.59
Assist Lab Manager of field drug testing laboratory at Finger Lakes Race Track. Provide analysis of blood and urine samples using thin layer chromatography and gas chromatograph/mass spectrometer. Assist in supervising 3 technicians. Weekends and holiday work required during racing season.
Requirements: Associate's in chemistry with experience in HPLC. Bachelor's preferred. Minimum 4 years related experience with isolation, purification and identification of drugs, thin layer chromatography and operation of gas chromatograph. Apply as soon as possible.

Technician Part-Time

Laboratory Assistant/casual (T5406) Veterinary Pathology-Statutory

Perform basic laboratory tasks in Histology including glassware washing, solution preparation, slide filing, etc.
Requirements: High School diploma or equivalent. 1 year chemistry; prefer some college background and laboratory experience. Apply by February 17.

Technical Temporary

Casual Animal Attendant (T5201)

Small Animal Clinic
Clean cages, feed and water small animals and maintain hospital cleanliness. Casual weekend and holiday work.
Requirements: High School diploma or equivalent. Apply as soon as possible.

Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.

Submit a signed employment application and resume. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office.

Circulation/Reserve Assistant, GR16 (C5107) Uris Library-Endowed

Minimum Biweekly Salary: \$448.50
Under direction of circulation supervisor, work at public service desks. Responsible for variety of clerical duties in support of circulation/reserve activities. Tuesday-Saturday, daytime and evening hours. 30 hours per week.
Requirements: High School diploma or equivalent. Ability

to work well with variety of people in public service setting. Strong organizational and communication skills. Light typing.

Senior Department Assistant, GR18 (C3023) Public Service/Law Library-Endowed

Minimum Biweekly Salary: \$487.50
Under general supervision, responsible for operation of A-V Center. Maintain microfilm collection; aid patrons in locating, reading or copying desired materials. Assist patrons using PC's and other equipment; control open reserve materials. Familiar with A-V Media. Mechanical aptitude helpful.
Requirements: Associate's or equivalent. Knowledge of PC's. Familiarity with word processing software, especially Wordperfect. Good organizational skills. Able to work with a variety of people in a public service setting.

Senior Records Assistant, GR18 (C5114, C5115)

Catalog Management-CUL-Endowed
Minimum Biweekly Salary: \$487.50
Responsible for retrospective conversion of catalog copy including searching, deriving, and tagging machine-readable records in various on-line databases; revise and update machine readable records and shelf list cards. 12 month term appointment.
Requirements: High School diploma or equivalent. 2 years of college or equivalent preferred. Minimum 1 year related experience. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the US MARC format for bibliographic data desirable. Medium typing.

Searcher, GR18 (C5105, C5106)

Acquisitions, CUL-Endowed
Minimum Biweekly Salary: \$487.50
Search monograph orders and books for library system. Input records for orders and books into NOTIS database. Evenings as required.
Requirements: High School diploma or equivalent. Minimum 1-3 years of progressively responsible technical services experience; additional education may be substituted for experience. Knowledge of one or more Western European languages. Knowledge of Hebrew preferred for 1 of the 2 positions. Light typing.

Office Assistant, GR18 (C4111)

Summer Session-Endowed
Minimum Biweekly Salary: \$487.50
Use Mac with PageMaker to produce brochures, fliers, ads, forms and other printed materials; assist Division media manager in accomplishing wide range of marketing and publicity projects.
Requirements: High School diploma or equivalent. Associate's desirable. Minimum 1-2 years experience in media related field preferred. Experience with Apple Mac necessary. Knowledge of advertising, marketing, printing and graphic design. Send cover letter and resume to Esther Smith.

Data Entry Operator, GR18 (C5509)

Utilities-Endowed
Minimum Biweekly Salary: \$487.50
Data entry into computer database, organize files and drawings. Generate reports from database. Until February 1990.
Requirements: High School diploma or equivalent. 1 year related job experience. Computer experience essential. Macintosh preferred. Attention to detail and accuracy essential. Light typing.

Telephone/Word Processor Operator, GR18 (C5109) Financial Aid and Student Employment-Endowed
Minimum Biweekly Salary: \$487.50
Responsible for answering three line switchboard for both offices. Using AT&T PC, responsible for typing, editing and updating correspondence and forms. Other duties as assigned.
Requirements: High School diploma or equivalent. Minimum 1 year related experience. Excellent telephone skills. Good organizational skills. Ability to interact with public and large staff. Able to prioritize and meet deadlines. Heavy typing.

Word Processing Operator, GR18 (C4534)

University Development-Endowed
Minimum Biweekly Salary: \$487.50
Produce mass mailings, proposals, newsletters, charts and special projects in support of Cornell fund raising and public affairs efforts.
Requirements: High School diploma or equivalent. Secretarial school desirable. Minimum 1 year related experience. Knowledge of Wordperfect and IBM compatible machines. Accuracy, good command of grammar, punctuation, spelling and proofreading are important. Knowledge of letter and proposal formats helpful. Business experience helpful. Heavy typing.

Office Assistant, GR18 (C5505)

Purchasing-Endowed
Minimum Biweekly Salary: \$487.50
Invoice processing; data entry of invoices and purchase orders, compute discounts, prepare invoices for approval, receive purchase order change notices; resolve payment problems; file. Other duties as assigned.
Requirements: High School diploma or equivalent. Minimum 1 year related experience. Data entry experience required (Macintosh helpful). Knowledge of Cornell accounting system helpful. Good organizational and phone skills. Able to handle multiple deadlines and work independently in a busy environment. Medium typing.

Office Assistant, GR18 (C5505)

Purchasing-Endowed
Minimum Biweekly Salary: \$487.50
Provide secretarial support for faculty in the area of teaching and research in food science. Using IBM PC (Wordperfect) respond to correspondence, type exams, class handouts and reports. Respond to telephone inquiries travel and guest lecturer arrangements. Heavy student contact.
Requirements: High School diploma required. Associate's in secretarial science or equivalent strongly desired. Minimum 2 years experience. Knowledge of word processing. Experience with IBM PC (Wordperfect). Familiarity with culinary, chemical, and biological terms, symbols and abbreviations. Excellent organizational, interpersonal and communications skills. High level of confidentiality required. Heavy typing.

Office Assistant, GR18 (C5505)

Purchasing-Endowed

Secretary, GR19 (C5405) Hotel Administration-Endowed
Minimum Biweekly Salary: \$510.90
Provide secretarial support for faculty in the area of teaching and research in food science. Using IBM PC (Wordperfect) respond to correspondence, type exams, class handouts and reports. Respond to telephone inquiries travel and guest lecturer arrangements. Heavy student contact.
Requirements: High School diploma required. Associate's in secretarial science or equivalent strongly desired. Minimum 2 years experience. Knowledge of word processing. Experience with IBM PC (Wordperfect). Familiarity with culinary, chemical, and biological terms, symbols and abbreviations. Excellent organizational, interpersonal and communications skills. High level of confidentiality required. Heavy typing.

Administrative Aide, GR19 (C5508) Human Ecology Administration-Statutory
Minimum Biweekly Salary: \$510.90
Provide computer and administrative support to the Office of Alumni Affairs and Development and the Office of Corporate and Foundation Relations. Monday-Thursday 8-5; Friday, 8-4.
Requirements: Associate's or equivalent experience. Minimum 2 years related experience. Strong computer skills; considerable experience with microcomputers (IBM PC or compatible); Wordperfect and database experience required. Ability to use dictaphone and calculator; shorthand desirable but not essential. Ability to work independently; good organizational skills; good communication (oral/written) skills. Medium typing.

LC Cataloger, GR20 (C5132) NYSSILR-M.P. Catherwood Library-Statutory
Minimum Biweekly Salary: \$534.30
Catalog serials with Cornell, Library of Congress (LC), or member copy using NOTIS/RLIN; maintain shelf list, NOTIS/RLIN databases, and card catalog; assist in training and supervision of processing assistant(s).
Requirements: Associate's preferred or equivalent experience or training with two or more years of relevant technical services experience. Knowledge of AACR2, LC classification and subject headings, and MARC II communications format. Experience with computer searching and inputting, cataloging procedures and familiarity with NOTIS/RLIN. Absolute accuracy. Ability to handle details with discretion and judgment. Social sciences background helpful. Medium typing.

Senior Searcher, GR20 (C3314) Mann Library-Statutory
Minimum Biweekly Salary: \$534.30
Coordinate monographic searching for Collection Development Division. Responsible for gift processing. Sort and refer mail, maintain publisher catalogs and write letters of inquiry. Supervise student assistants and collection evaluation projects staff. Assist with projects as assigned. Monday-Thursday, 8-5; Friday, 8-4.
Requirements: BA or equivalent. Experience with bibliographic searching highly desirable; RLIN experience desirable. Able to plan and direct several activities at the same time. Microcomputers word processing highly desirable. Effective written/oral communication skills essential. Medium typing.

Administrative Aide, GR20 (C5504) University Development-Endowed
Minimum Biweekly Salary: \$534.30
Provide secretarial and administrative assistance to the Associate Director in the Office of Major Gifts. Coordinate flow and oversee completion of work within office; assist in making arrangements for visitors to the campus; conduct research for special projects; type, edit and proofread correspondence, reports, etc.; make appointments and coordinate travel arrangements.
Requirements: Associate's or equivalent. Minimum 2 years related experience. Significant experience working in a busy office with considerable public contact. Ability to work with a wide range of individuals. Excellent communication (written and oral) skills. Discretion in dealing with confidential matters. Medium typing.

Personnel Assistant, GR20 (C5503) Office of Human Resources-Endowed
Minimum Biweekly Salary: \$534.30
Under the general guidance of the Staffing Specialist, provide staff support in the recruitment, screening and

referral of clerical and general service applicants, with primary emphasis on temporary workers; maintain accurate computerized records.

Requirements: Associate's preferred with 2-3 years work experience in personnel/client services/business setting (e.g., reception, customer service, confidential data). Must be interested in and comfortable with meeting, interviewing and telephoning a diverse clientele in a professional and diplomatic manner. Patient in dealing with people. Confidentiality essential. Good writing and editing skills. Well organized; able to handle many jobs at one time. Able to exercise independence and initiative. Word processing experience necessary. Medium typing.

Accounts Assistant, GR20 (C5510)

Chemistry-Endowed

Minimum Biweekly Salary: \$534.30

Create, analyze, present monthly account reports to faculty members/Business Manager. Prepare grant budgets and reports. Assist in ad hoc/overview report preparation. Confirm research related appointments with departmental personnel office.

Requirements: Associate's or equivalent in accounting, bookkeeping and algebra. Minimum 2-3 years related experience. Experience in office setting with significant people contact. Cornell accounting experience helpful. Basic micro-computer knowledge with database/spreadsheet experience. Accuracy with calculations and attention to detail essential. Light typing.

Administrative Aide, GR21 (C5402)

Johnson Museum-Endowed

Minimum Biweekly Salary: \$557.70

Provide administrative support to the museum registrar and assist in overseeing the safety and maintenance of permanent collection, loan collection and loans to the museum collections. Assist in organization, maintenance and retrieval of all records pertinent to the registrar's office.

Requirements: Associate's required in art history/fine arts or museum registrarial experience. Minimum 2-3 years related experience. Excellent proofreading, typing and writing skills with attention to fine detail and accuracy necessary. Must be able to work independently with little supervision and carry projects through to completion. Careful observation skills necessary; cataloging and library skills helpful. Medium typing. Send cover letter and resume to Esther Smith.

Personnel Assistant, GR21 (C4316)

Finance and Business Services-Statutory

Minimum Biweekly Salary: \$557.70

Perform counseling, accounting and clerical functions in Optional Retirement Plan (ORP) and Tax-Deferred Plans. **Requirements:** Associate's or equivalent; minimum 2 years employee benefit experience, preferably at Cornell. Good organizational, interpersonal and communication skills. Math aptitude. Familiarity with computers and accounting procedures desirable. Excellent communication (oral/written), phone and public relations skills. Light typing.

Administrative Aide, GR22 (C5406)

Chemistry-Endowed

Minimum Biweekly Salary: \$581.09

Provide material support to department Chairperson in matters of faculty, undergraduates and graduate students. Prepare department office budget; act as liaison with Arts College and University administrative offices.

Requirements: Associate's or equivalent. Bachelor's or equivalent desirable. Minimum 3-4 years administrative support work in a university including 2 years experience using word processing, spreadsheet and database software; experience making critical judgments from available data. Ability to meet deadlines and work under pressure. Heavy typing.

Office Professionals Part-Time

Special Collections Assistant, GR18 (C3207)

Veterinary Library-Statutory

Minimum full-time equivalent: \$487.50

Maintain daily operation of AV Learning Resource Center. Answer questions, assist students and other users in locating programs, operating equipment, facility use. Hire, train and supervise student assistants, catalogue organization and maintain media collection; resolve equipment problems.

Requirements: Associate's or equivalent preferred. Minimum 1 year experience (or demonstrated aptitude) with AV media. Public service commitment essential. Work well with variety of people. Excellent interpersonal and communication skills. Able to organize and perform detailed work. Experience with micros desirable. Light typing.

Night Supervisor, GR18 (C5305)

Engineering Library-Endowed

Minimum full-time equivalent: \$487.50

Oversee all circulation/reserve functions during evening and weekend hours including providing reference assistance and being responsible for building security. Specific duties include supervising student staff; charging/discharging library material; interpreting policies to users; resolving file and usage disputes and other circulation/reserve activities. 20 hours per wk; 25 hours per wk through May 1989. **Requirements:** High School diploma or equivalent. 2 years college coursework desired. Minimum 1 year related public-service experience. Strong interpersonal and communication skills; effective in dealing with public. Experience overseeing students. Light typing.

Senior Department Assistant, GR18 (C4118)

Olin Library-Endowed

Minimum full-time equivalent: \$487.50

Under general supervision of department head and 6 reference librarians, provide wide range of secretarial and office management services in support of reference and instructional functions. Type and format bibliographies, instructional materials, reports, etc. Distribute mail; order supplies; manage office files; answer phone, calculate statistics. 20 hours per week.

Requirements: Associate's or equivalent preferred. Minimum 1 year related experience. Excellent word processing and typing skills. Able to manage variable workload and work well under pressure. Strong interpersonal skills. Medium typing.

Senior Records Assistant, GR18 (C5116)

Catalog Management-CUL-Endowed

Minimum full-time equivalent: \$487.50

Responsible for retrospective conversion of catalog copy including searching, deriving and tagging machine-readable records in various on-line databases; revise and update machine-readable records and shelf lists cards. 20 hours per week. Until September 30, 1991.

Requirements: High School diploma. 2 years of college or equivalent preferred. Minimum 1 year related experience. Ability to do detailed work accurately; working knowledge of NOTIS and RLIN cataloging systems and the US MARC format for Bibliographic Data desirable. Medium typing.

Senior Records Assistant, GR18 (C5101)

Olin Library-Endowed

Minimum full-time equivalent: \$487.50

Responsible for verifying and validating name, subject and series authority headings, correcting machine-readable bibliographic and authority records, pre-input searching and inputting. 20 hours per week. 12 month term appointment.

Requirements: Associate's degree or equivalent preferred. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the US MARC bibliographic and authorities formats desirable. Medium typing.

Night Supervisor, GR18 (C5108)

Fine Arts Library-Endowed

Minimum full-time equivalent: \$487.50

Supervise all circulation/reserve activities during evening hours; during summer assist with various circulation/reserve activities. Sunday-Thursday, 7 p.m.-11 p.m.; vacation/summer, Monday-Friday, 1-5.

Requirements: High School diploma. Associate's degree or equivalent preferred. Minimum 1 year related experience. Strong interpersonal, organizational and communication skills. Experience supervising students. Library experience highly desirable. Light typing.

Office Professionals Temporary

In addition to posted positions, temporary opportunities occur in many occupational areas, including secretarial, word processing, accounting, and office administration. All individuals are encouraged to apply; experienced applicants with a typing speed of 45-60 wpm, knowledge of IBM-PC Word Perfect software and Macintosh word processing are in particular demand. Call Laurie Worsell at (607) 255-2192 or 255-7422 for more information.

Office Assistant (S5307)

Johnson Graduate School of Management

Provide clerical support to the Executive Education department. Duties include mailing brochures, handling inquiries (written and verbal), typing, copying, and filing. Other duties as assigned.

Requirements: High School diploma or equivalent. Minimum one year office experience. Medium typing. Word processing experience desirable. This is a full-time, temporary position from March 1, 1989 to August 30, 1989. Send cover letter and resume to Laurie Worsell by February 17.

Office Assistant (S5202)

Cornell Abroad-Endowed

Act as receptionist; screen calls, greet visitors, schedule

appointments, give handouts, arrange meetings, handle in-coming inquiries to department, order supplies, prepare vouchers and other duties as assigned. Monday-Friday, 10 a.m.-3 p.m.

Requirements: High School diploma or equivalent. Minimum 1 year office experience. Excellent oral and written communication skills; ability to work independently; computer experience (Mac) and good interaction with public. Medium typing. Call Laurie Worsell at 255-2192.

Secretary (S5210)

Dean of Students

Provide receptionist support to Greek Life Area. Schedule meetings; organize and maintain budget balance, type, copy, coordinate mailings.

Requirements: High School diploma or equivalent. Medium typing (45-60 wpm). Minimum one year office experience. Good communication skills, strong organizational skills, able to work with little supervision. Mature individual needed. IBM PC experience desirable but not necessary. Part-time, Monday-Friday, 12 p.m.-5 p.m., until May 1989. Call Laurie Worsell at 255-2192.

Secretary (S5211)

Human Development and Family Studies

Assist faculty and staff of a research and intervention project. Answer phone, prepare daily correspondence, manuscripts, program materials, prepare mailings, file, arrange appointments. Other duties as assigned.

Requirements: High School diploma or equivalent. Minimum 1 year office experience. Medium typing (45-60 wpm). IBM PC or Macintosh experience desirable. Knowledge of Wordperfect and Microsoft Word desirable. Good organizational skills. Temporary, part-time for 1 year. Call Laurie Worsell at 255-2192.

Secretary (S5101)

Ag. and Biological Engineering

General secretarial support for Energy Advisory Service to Industry Program. Type correspondence; handle mail; file; answer phones; copy. 20 hours per week, flexible. 4-6 months.

Requirements: High School diploma or equivalent. Minimum 1 year secretarial experience. Computer/word processing skills desirable, preferably with Wordperfect. Medium typing. Send cover letter and resume to Laurie Worsell.

Secretary (S5306)

Near Eastern Studies

Provide clerical/secretarial support for the department and Administrative Supervisor. Type correspondence, coursework, manuscripts; answer phone, file, keep records.

Requirements: High School diploma or equivalent. Minimum one year office experience. Medium typing. Knowledge of IBM PC XT with Wordperfect 5.0 preferred. Able to set priorities and work independently. Excellent interpersonal and communication skills required. This is a part-time, temporary position for six months. Mon-Fri, 10 am-4 pm. Send cover letter and resume to Laurie Worsell.

General Service

Submit a signed employment application and resume. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office.

Custodian, SO02 (G5501)

Residence Life-Endowed

Minimum hourly rate: \$5.75

Provide general custodial care of buildings and grounds in assigned area. Monday-Thursday, 7:30 a.m.-4 p.m.; Friday 7:30 a.m.-3 p.m.

Requirements: High School diploma or equivalent. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Basic reading and writing skills. Daily contact with students.

Custodian, SO02 (G5106)

Unions and Activities-WSH-Endowed

Minimum hourly rate: \$5.75

Provide general custodial care of buildings and grounds in assigned area. Sunday-Thursday, 10:30 p.m.-7 a.m.

Requirements: High School diploma or equivalent. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Basic reading and writing skills. Able to follow instruction and work for extended periods without supervision.

Cashier, GR15 (G5502)

Dining-Endowed

Minimum Biweekly Salary: \$429.01

Transact cash and credit sales; tabulate daily figures and prepare deposits.

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

General Service Temporary

In addition to posted positions, temporary opportunities frequently occur in custodial, food service, dish machine operation, material handling and other service areas. All individuals are encouraged to apply. Call Laurie Worsell at (607) 255-2192 or 255-7422 for more information.

Gardener, SO04 (T5513, T5514, T5517)

Plantations-Statutory

Minimum hourly rate: \$6.25

Assist gardening staff in the installation of new gardens and in the maintenance of existing gardens. Duties include garden cleanup, planting, fertilizing, mulching, watering, raking, and such related tasks as plant labels, plant records, greenhouse care, and nursery maintenance. Until 10/30. Monday-Thursday 7-3:30; Friday 7-2:30.

Requirements: High School diploma required and valid driver's license required. 1-2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Apply as soon as possible.

Groundswoker, SO04 (T5506-T5511)

Plantations-Statutory

Minimum hourly rate: \$6.25

Assist grounds maintenance staff in landscape maintenance and construction, including planting, mowing, weeding, mulching, watering, fertilizing, pruning, policing of grounds, maintenance of equipment, and maintenance of walls, steps and fences. Until 10/27. Monday-Thursday, 7:30-4; Friday, 7:30-3.

Requirements: High School diploma required and valid driver's license required. 1-2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture and landscape construction required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Apply as soon as possible.

Gardener, SO04 (T5512)

Plantations-Statutory

Minimum hourly rate: \$6.25

Assist grounds maintenance staff in landscape maintenance and construction, including planting, mowing, weeding, mulching, watering, fertilizing, pruning, policing of grounds, maintenance of equipment, and maintenance of walls, steps and fences. Until 11/22. Monday-Thursday, 7:30-4; Friday, 7:30-3.

Requirements: High School diploma required and valid driver's license required. 2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture and landscape construction required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Apply as soon as possible.

Gardener, SO04 (T5515, T5516)

Plantations-Statutory

Minimum hourly rate: \$6.25

Assist gardening staff in the installation of new gardens and in the maintenance of existing gardens. Duties include garden cleanup, planting, fertilizing, mulching, watering, raking, and such related tasks as plant labels, plant records, greenhouse care, and nursery maintenance. Until 11/29. 20 hours per week; times to be arranged.

Requirements: High School diploma required and valid driver's license required. 1-2 years work experience in park, arboretum, or botanical garden desired. Strong interest in horticulture required. Must be able to lift 100 pounds and must be willing to work outside during all weather conditions. Apply as soon as possible.

Academic

Head of Physical Sciences Library

Olin Library

Send cover letter, resume and the names of three references to Ann Dyckman, Personnel Director, Cornell University Library, 201 Olin Library, Ithaca, NY 14850.

Vascular Plant Systematist

Bailey Hortorium, Division of Biological Sciences

Submit curriculum vitae, statement of research interests and names, addresses and telephone numbers of 3 references to Kevin C. Nixon, L.H. Bailey Hortorium, 462 Mann Library Building, Cornell University, Ithaca, NY 14853.

Lecturer/Nursery School Teacher

Human Development and Family Studies

Send credentials to Dr. George Suci, Chairperson, Department of Human Development and Family Studies, New York State College of Human Ecology, Cornell University, Ithaca, NY 14853-4401.

The Interview *Continued from page 1*

have daily contact with?) Do not initiate questions on salary or benefits at this time. The interviewer will generally close the interview by telling you when you should expect to hear from the department. If the interviewer does not volunteer this information, it is a good idea to ask.

Who will interview me?

Depending on the level of the position, you may be interviewed by the immediate supervisor, the department head and immediate supervisor, or the administrative manager and, perhaps, the department head and the immediate supervisor.

For professional level jobs at Cornell, you may receive a half-day or all-day interview schedule in which you would meet with those who would be your coworkers.

If your first interview is successful, you will probably be invited back for a second. The second interview will be geared toward getting more specific information about your skills as well as what

kinds of work assignments you like or dislike. It is up to you to convince the interviewer that you are the right candidate.

Remember, you are in competition with other candidates; each is qualified and each could probably do the job. The choice being made is "Who will work best in the department?"

Interviewing Hints

Although you may have excellent work skills, you won't get the opportunity to demonstrate them in an interview. If you really want the job, you must communicate your competence effectively in the interview.

- Be on time.
- Be friendly, but business-like.
- Dress professionally. Look your best.
- Be enthusiastic.
- Answer questions thoughtfully and concisely. Beware of overselling yourself or sounding over-confident.
- Be sure to make eye contact.

- Let the interviewer set the pace. Don't change the course of the interview unless you are following his or her lead.
- Do not chew gum or smoke during the interview, even if you are invited to do so.
- Avoid remarks critical of previous employers.
- Thank the interviewer at the end of the interview and shake hands firmly.
- If, after the interview, you are still interested in the position, write a note to thank the interviewer and to reaffirm your interest.
- If, after the interview, you are not interested or have received another job offer, write a letter withdrawing your application.

Advice is Available

Cornell employees who are interested in receiving advice on interviewing are welcome to contact Staffing Services at 5-5226. In addition, the Office of Equal Opportunity offers job search assistance, resume critiques, and practice interview sessions for older adults, minorities, women, persons with disabilities, Vietnam-era veterans, and disabled veterans. Contact OEO at 5-3976.

Note to Office Professionals: Please Complete & Return This Career Development Questionnaire

Training and Development is designing a training curriculum for office professionals. The curriculum will offer guidance to secretaries, clericals, and administrative aides as they plan their career path development.

The questionnaire printed here will provide valuable information toward developing a curriculum which reflects your views, as an office professional, about career development at Cornell.

Please take a moment to provide us with the following information. If you have any questions, please feel free to stop by at 107 Day Hall or call 5-7170. Thank you.

1. What is your job title and grade?

2. (a) How long have you worked in this position?

_____ years _____ months

(b) At the university?

_____ years _____ months

3. Please describe the career path leading to your present position starting with the most recent job.

(a) Job title _____

Where _____

Dates _____

(b) Job title _____

Where _____

Dates _____

(c) Job title _____

Where _____

Dates _____

(d) Job title _____

Where _____

Dates _____

4. What is the next step in your career?

What will you do to help this next step along?

5. Have you an ultimate career goal? If so, what is it?

I would like to increase my knowledge and skills in the following areas:

Communication:

_____ Writing
_____ Reading
_____ Speaking
_____ Listening
_____ Other

Management & Supervision:

_____ Communication
_____ Team building
_____ Managing time
_____ Managing meetings
_____ Planning & organizing
_____ Setting priorities
_____ Interviewing
_____ Performance evaluation
_____ Dec. making/prob. solving
_____ Staff development
_____ Delegation
_____ Coaching & counseling
_____ Creativity
_____ Other

Human Relations:

_____ Self-management
_____ Working with others
_____ Managing conflict
_____ Handling pressure
_____ Give & Receive Feedback
_____ Customer service
_____ Other

Personal Enrichment:

_____ Adult Basic Education
_____ Career Planning
_____ Liberal Arts
_____ Other

These would help me in my: current position future position

I would like to increase my knowledge and skills in the following areas:

Health & Safety:

_____ Emotional health
_____ Stress management
_____ CPR
_____ First aid
_____ Chemical safety
_____ Other

Cornell Policies & Procedures:

_____ Accounting procedures
_____ Affirmative Action
_____ Personnel policies
_____ Other

Specific Job Skills:

_____ Computer use
_____ Telephone use
_____ Electronics
_____ Construction
_____ Health care practices
_____ Laboratory techniques
_____ Food handling
_____ Transportation
_____ Public safety
_____ Materials mngt.
_____ Purchasing
_____ Housekeeping
_____ Audio-visual tech.
_____ Building care
_____ Graphic production
_____ Mechanics
_____ Greenhouse practices
_____ Other
_____ Other
_____ Other

These would help me my: current position future position

In addition to the above information, please list any job-related information or education/training you may have attended both "inhouse" or "outside".

(a) Course title _____

Program _____

Location _____ Date _____

(b) Course title _____

Program _____

Location _____ Date _____

(c) Course title _____

Program _____

Location _____ Date _____

(d) Course title _____

Program _____

Location _____ Date _____

Would you be willing to contribute more of your views?

Yes _____ No _____

Please return this form to Training & Development, 107 Day Hall. Thank you.

Contractors/Vendors Fair: Minority & Women Business Reps - Feb. 22

A contractors/vendors fair for minority and women business representatives will be held on February 22, 10:00 a.m.-2:00 p.m. at the Opportunities for Broome, Inc., 56 Whitney Avenue, Binghamton, NY. The event is sponsored by:

- Cornell University's Office of the Associate Vice President for Human Relations
- Cornell University's Department of Contract Management
- Black & Minority Coalition of Minority & Women Business Enterprises (M/WBE) of Binghamton
- Economic Opportunity Program of Chemung & Schuyler Counties

The fair will focus on various aspects of doing business with Cornell and will provide information on precertification, certification, bonding and insurance matters. Representatives from major construction companies will be on hand to discuss subcontracting opportunities with minority and women business representatives.

For more information, contact Mary DeSouza (Cornell - (607) 255-3976), Billie Anderson (Binghamton - (607) 723-6493) or Delmar Rouse (Elmira - (607) 734-6174).

Do You Provide Care for an Elderly Person? Workshop Offered

Do you provide care for an elderly family member or friend, anticipate caring for an elderly person, or want to know more about the aging process?

If so, you may be interested in a free three-session workshop entitled "Practical Help for Those Caring for an Elderly Person" which will be offered at the Greater Ithaca Activities Center, 318 N. Albany St. on February 25, March 4 and 11 from 9:30 a.m. to 12:00 noon.

The program which is sponsored by the Tompkins County Office for the Aging, the Tompkins County Comprehensive Health Planning Council, and the Greater Ithaca Activities Center will include the following:

February 25 Psychological Aspects of Aging
Medical Aspects of Aging
March 4 Improving Communication
Availability of Community Resources
March 11 Personal Care Skills
Psychological Aspects of Caregiving

Assistance with transportation and sitters is available through the Office for the Aging. To register or obtain more information, call the Office for the Aging at 274-5450.

Task Force for Working Families Asks for Input

How can Cornell help employees balance their work and family life? If you have ideas on how to answer this question, the Task Force for Working Families would like to hear from you.

Joycelyn Hart, associate vice president for human relations, appointed the task force to review Cornell's policies, procedures, benefits, and resources as they relate to family care.

The task force is studying the needs of Cornell's employees who are responsible for the care of family members and will conclude its work by recommending changes in policies and practices that will assist employees in fulfilling their work and home responsibilities.

Suggestions for helping employees balance work and family life can be sent to the Task Force for Working Families, c/o Carolyn McPherson, Office of Equal Opportunity, 234 Day Hall.

Select Benefits Claims Deadline for Expenses Accrued in 1988

The three-month grace period to submit claims for last year's (1988) Select Benefits plan year ends March 31, 1989. This deadline is final. According to IRS regulations, any amounts remaining in a Select Benefits medical care or dependent care reimbursement account after the March 31 date cannot be reimbursed.