

# Cornell CHRONICLE

Volume 20 Number 25 March 16, 1989

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Undergraduates  
serving as lab TAs

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Mary McFadden

No Chronicle  
on March 23

... due to spring recess

## Hatchet buried a century later to honor Fiske

After a century's silent truce, Cornell will honor a man who beat the university in a long court fight but eventually willed it some of its finest rare-book collections.

In a five-day celebration starting March 30, D. Willard Fiske will be remembered for the good he did as Cornell's first librarian, as its first professor of North European languages — the first nationally, too — as founder of the Cornell University Press, and as the donor of Dante, Petrarch, Icelandic, runic and Rhaeto-Romanic collections.

(The last was acquired 120 years ago on a brief, whimsical walking tour of villages in the part of Switzerland where they speak Romansch to this day).

Forgotten — or, at least, not dwelt on — will be his role in "The Great Will Scandal," in which he and the fledgling university fought over an estate of more than \$1 million that his late wife had bequeathed to Cornell.

New York's highest court upheld Fiske a century ago, and thereafter he lived splendidly in a Florentine villa.

He also amassed his great book collec-



Wm. Frear's Fiske Icelandic Collection

D. Willard Fiske

tions, which he willed to Cornell, along with substantial library endowment funds. He died in 1904.

The centennial's planners say that, were it not for "The Great Will Scandal," Fiske would have been hailed as one of the three

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## Treasurer resigns in wake of Houston financial probe

George H. Huxel, Cornell's vice president for finance and treasurer, resigned yesterday after disclosure that a Texas prosecutor is probing whether Huxel received improper payments at his former job.

In his resignation letter to Senior Vice President James E. Morley Jr., Huxel said he was cooperating with investigators and was confident that he would be found completely innocent.

Huxel, who came to Cornell 14 months ago after six years as chief financial officer for the four-campus University of Houston system, has not been charged with any crime in the probe by the Harris County district attorney.

On the advice of his lawyer, Huxel is not discussing the substance of the case. His letter to Morley gave these few details:

"As we've discussed, the Texas Attorney General's Office has been investigating alleged financial improprieties involving a consultant to Pan American University. That same person was also a consultant to the University of Houston during the time I was vice president for administration and finance there. Although that investigation has not focused on me, I have been dragged into a subsequent investigation by the

county's district attorney. I have cooperated fully with these reviews, and, of course, will continue to do so. I have great faith in our criminal-justice system and am confident that my complete innocence will be confirmed as the matter evolves.

"I do not know how long this investigation in Texas will drag on, and already I find myself having to devote considerable time to the matter. My family is in Houston, and it's important that I spend time with them during this difficult period. I also feel an obligation not to have Cornell's good name pulled into the matter simply because of my employment here. For all of these reasons, I feel it is in the best interest of everyone for me to return to Houston so that I can defend myself and the reputation of my family on a full-time basis."

According to the Houston Post, Lee B. Polanco and his financial consulting business, MFC & Associates, received \$600,000 to \$800,000 in University of Houston business while Huxel was there between 1981 and 1987.

"Assistant District Attorney Terry Wilson said investigators are looking into whether payments from MFC & Associates

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## Three scholars endorse use of term 'African-American'

Three scholars of African descent from Kenya, Jamaica and the United States have endorsed using the term "African-American" to describe blacks in America.

The three — Ali A. Mazrui, Locksley Edmondson and James E. Turner — suggested during a panel discussion on March 8 that using "African-American" would increase American blacks' identity with all of Africa, not just sub-Saharan Africa, and they wondered if whites in America might begin referring to themselves as "Euro-Americans."

Mazrui, a professor of Afro-American

and African studies and a professor of political science at the University of Michigan at Ann Arbor, also is an A.D. White Professor-at-Large. Edmondson, a native of Jamaica, is a professor of Africana studies. Turner is an associate professor and former director of the Africana Studies and Research Center.

The United States' historic use of "colored," "Negro" and "black" to refer to people of African descent says "forget you are African, remember you are black; forget where you come from, remember what you look like," said Mazrui, a Kenyan who is

one of Africa's best known scholars and writers.

"Using 'African-American' is not a de-Americanization, it is a re-Americanization," Mazrui added. "At long last, this particular group will enter the gates of the dominant paradigm of identification in this immigrant society," he said, pointing to the American practice of referring to immigrant groups, except for Africans, by their homeland.

"There is no Negro-land," Turner said. "Black is one-dimensional; an adjective, not a noun. It points out the most simple, plain

and meaningless thing about Africans — their race."

Turner recalled a visit he made to an Evansville, Ill., elementary classroom as a student at Northwestern University. The teacher was leading a lesson on world geography by asking students where their ancestors were from. A black girl responded that her ancestors were from "down South."

"For her, her beginning was in the South, in slavery, and her collective memory didn't extend beyond that," Turner said. "Names influence how people are thought of and

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Jill Peltzman

Dave H. Gilbert overlooking the press' warehouse.

## Gilbert to leave Cornell University Press; helped widen scope of books published

David H. Gilbert will retire on Aug. 1 as director of Cornell University Press after three years at the head of one of the country's top-10 academic publishers.

Gilbert, who has been in academic publishing since 1964, is retiring to pursue interests on the West Coast outside of publishing, he said. He is 57 years old.

"We've been able to expand our publications list and expand into some more-general-interest paperbacks while maintaining Cornell Press as a decidedly scholarly press," Gilbert said. "There hasn't been any single book we've published that's impressed me as much as has the strength of our entire list, year after year.

"Our dramatic growth in production has required heroic efforts on the part of our staff," Gilbert added. "We've become remarkably efficient."

"This is a great loss. We hoped he would stay longer," said Larry I. Palmer, vice president for academic programs. "David came here at a time when the press had to do a good deal of financial planning, and he has done an excellent job of shoring up the financial resources of Cornell Press while extending its scholarly excellence."

Founded in 1869 as the first university press in America, Cornell University Press has annual sales of more than \$4 million, placing it among the top 10 university publishers in

the nation. Cornell Press publishes about 110 new titles and 30 new paperback books each year, compared to 85 titles per year only five years ago.

Cornell Press is widely recognized for its works in literary criticism and theory, the Greek and Roman classics, and philosophy. In recent years, the press has been placing more emphasis on international relations, American history, Soviet studies, science, agriculture and food policy, and scholarly works that appeal to non-scholars as well.

Recent awards for books published by Cornell Press, besides many from academic societies, include a 1988 Outstanding Book Award presented by the Gustavus Myers Center for the Study of Human Rights in the United States at the University of Arkansas to the book "Beyond Words: Images from America's Concentration Camps." The book documents with 77 paintings, drawings and sketches representative experiences of more than 110,000 Japanese-Americans incarcerated in relocation centers during World War II.

Gilbert, who was director of the University of Nebraska Press and associate director of the University of Texas Press before joining Cornell in 1986, said that, while university presses have become more efficient, there still is an inade-

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# Undergraduates reconsidered as teaching assistants

Professor Richard G. Warner encouraged his faculty colleagues to use undergraduate students as teaching assistants when he spoke in the term-long lecture series on "Teaching for a Learning Society" on Monday.

"We have a lot of intelligent students at Cornell and it makes sense to use some of that intelligence," Warner said. "The students had the course, they understand the professor and they're highly motivated."

Students in the College of Agriculture and Life Sciences can earn two academic credits for serving as a T.A. and benefit from "a robust teaching experience," regardless of their educational and career goals, Warner said.

A professor of animal science, Warner won the 1988 Edgerton Career Teaching Award and received the 1985 Professor of Merit Award from seniors in the College of Agriculture and Life Sciences. He uses 12 teaching assistants (he teams each of six

graduate students with an undergraduate teaching assistant) for his course on livestock nutrition, which typically enrolls about 160 students.

The undergraduate teaching assistants, in cooperation with graduate-student T.A.s, are responsible for lab sessions. They prepare and deliver mini-lectures, grade papers and examinations and set up and demonstrate labs.

Possible disadvantages to using undergraduates as teaching assistants include their lack of teaching experience, possible difficulty in grading their peers and parental complaints that fellow students, instead of professors, are teaching their children, Warner said.

But with proper training, the student T.A.s' knowledge, motivation and communication skills strengthen, not weaken, the educational experience for all students, Warner said.

In May 1980, the College of Arts and

Sciences faculty voted to use undergraduate teaching assistants only in exceptional cases, said Marilyn E. Williams, an assistant dean in the Arts College. Their resolution stated: "It is the policy of the College of Arts and Sciences that undergraduates not be used in a teaching capacity."

Requests to use undergraduate T.A.s in the Arts College may be made to the Educational Policy Committee, but the committee "will entertain such waivers only in exceptional cases or when nondiscretionary activities are involved, for example grading objective tests and assisting in laboratory sessions.

Should an exemption be granted, remuneration will be at least 80 percent of a graduate teaching assistant's hourly rate of stipend."

Among student reactions to undergraduate teaching assistants received by Warner are these: Makes us think about the labs when we have questions. Clear in answer-

ing questions and explaining the labs. Good T.A. but tends to talk down to us; treats us like grade school students.

A panel of four students, three of whom were T.A.s for Warner's course and one who plans to be a T.A. for Warner, agreed that undergraduate T.A.s help bridge the gap between professors and undergraduate students who, because they are in a large lecture course, might hesitate to approach the professor with questions.

They added that serving as a T.A. improved their self-esteem and public-speaking skills.

But Andrew K. Eschner, now a junior in the College of Veterinary Medicine, cautioned that faculty members should keep close tabs on how undergraduate T.A.s are balancing the demands on their time.

"The biggest problem for me was the time commitment," Eschner said. "My other course work gave a little."

—Mark Eyerly

## Huxel *continued from page 1*

were kickbacks to George Huxel," The Post said in a March 8 article.

The Post quotes Huxel's lawyer, Carol Vance, as saying: "George did not get any kickbacks for giving business to Polanco." At another point, The Post says:

"Vance said Huxel violated no state laws or existing UH policies by his 'consulting role' for MFC while a system employee."

The newspaper did not specify any amount of money Huxel might have received, but cited "documents" showing Huxel in charge of "overall project review" for a 1986 MFC computer-systems contract with Pan American University in Edinburg, Texas.

In a letter of response to Huxel's resignation, effective immediately, Morley noted Huxel's accomplishments, including success in integrating Cornell's financial systems into the university's overall strategic-planning process, and said, "You have achieved this progress with a firm hand and consummate professionalism, and Cornell is in your debt."

Morley's letter said:

"I know how important you feel it is to be with your family in Houston during this difficult time, and how much you've agonized over this decision. I want you to know that it is with equally great regret that I have agreed to accept your decision."

Morley said he will address the question of "the transition to new leadership in your office" in the next week.

Huxel, 45, holds three degrees from Florida State University, including a doctorate in finance and planning in higher-education administration. Before coming to Cornell, he had 18 years of experience in higher-education finance, including the six with the University of Houston system.

—Sam Segal

## Barker delays release of report on Cornell's 'virus' investigation

Provost Robert Barker has decided to delay release of the report on Cornell's internal investigation of a computer virus that affected systems nationwide last November.

In a statement released Tuesday, Barker said, "My hope had been to release this report in full after I had an opportunity to review it.

"However, based on discussions with university counsel and at the specific request of the U.S. Attorney and the attorney for Mr. Morris, the Cornell graduate student identified in press reports as having constructed and released the virus, I have decided to delay release of the report until the U.S. Attorney decides the legal action he intends to pursue in this matter."

Barker said that the report and its appendices would be released in full at that time.

He also said that he would "reconsider the matter" if no action has been taken by March 31 "since I fully appreciate that the scientific community deserves to know the findings of the investigation."

The computer virus disrupted thousands of computer nationwide beginning on Nov. 2 of last year, when it was launched on the Internet, a computer network linking university, corporate and government research computers.

On Nov. 7, Barker asked Cornell's vice president for information technologies, M. Stuart Lynn, to head an investigation into the use of Cornell computers in creating the program. Robert T. Morris, now on a leave of absence, is under investigation by federal authorities in connection with the virus.

—Dennis Meredith

## Fiske *continued from page 1*

pillars of early Cornell — right after founder Ezra Cornell and first president, Andrew D. White. Instead, he was virtually forgotten, mainly because of deep and personal feelings surrounding the case.

Fiske's wife, Jennie, was the only child of John McGraw, one of Cornell's early benefactors. In fact, she donated the cast-iron chimes that still hang in McGraw Tower, the chief visual symbol of the university.

Fiske was doubly suspect. First, he married Jennie when she was known to be terminally consumptive. Then, although he inherited \$300,000 at her death, he contested the bequest to Cornell, incurring the

enmity of key trustees and friends of the university.

(Actually, he took the action only after discovering improprieties in behalf of Cornell's endowment and against his interest.)

The Fiske centennial will touch on this history — and reveal some new research that argues for Fiske's good character — but its emphasis will be Fiske's nonmonetary contributions to Cornell.

The centennial's organizer is P.M. Mitchell, a scholar on Scandinavian and Icelandic literature and curator of the Icelandic Collection — the best in this country.

Mitchell will discuss the collection; Cornell Archivist Gould Colman, Fiske's days

## Cornell offering Employment News by subscription

Cornell Employment News, a new newspaper published weekly by the Office of Human Resources and the Office of Equal Opportunity, now is available by mail.

Cornell Employment News contains the Job Opportunities listings that previously appeared in the Chronicle, as well as information on issues that affect university employees.

The new newspaper is available at the Chronicle drop-off points on campus.

The cost for mail orders is \$9 for three months, \$15 for six months and \$24 for one year. To order, send a check or money order made out to Cornell University to The Cornell Employment News, Cornell University Staffing Services, 160 Day Hall, Ithaca, N.Y. 14853.

## Briefs

■ **Medical claims due:** Statutory employees in the Empire Plan must submit claims for 1988 medical services to Metropolitan Life Insurance Co. by March 31. Claims for drug reimbursements must be submitted to PAID PRESCRIPTIONS INC., also by March 31. For more details, call the Statutory Benefits Office at 255-4455.

■ **CUINFO for employees:** A noon-hour presentation to instruct employees on how to obtain the diverse and useful information, including job opportunities, contained in the CUINFO computer data base is scheduled for March 22 at 12:15 p.m. in 100 Caldwell Hall. Steven Worona of Computer Services will demonstrate how most computer terminals on campus can gain access to the mainframe containing the CUINFO data base. A handout with the operating procedures will be available.

■ **Lunchtime Bytes:** The next session in the monthly Lunchtime Bytes seminar series on computers is scheduled for March 30 in 100 Caldwell Hall and will feature a discussion on the Cornell University Distributed Accounting project. CUDA relies on a data base system used by more than 50 business offices on campus. The speakers will be C. Clinton Sidle, director of the Office of

Institutional Planning and Dean A. Eckstrom of Cornell Information Technologies.

■ **Trollius workshop:** A three-day workshop covering the Cornell-designed parallel computing system known as Trollius is scheduled for April 11 through 13 at the Cornell Theory Center. Open to scientists and corporate researchers, the workshop is limited to 20 persons. A fee will be charged. The deadline for registration is March 24. For applications and more details, contact Donna Smith, Advanced Computing Facility, 265 Olin Hall, telephone 255-9862.

■ **Store closed:** The campus store will be closed March 20 through 24 during spring break. During this period the interior of the store will undergo additional renovations as part of the extensive project under way there since last May. The project is scheduled to continue through June of this year.

■ **Consumer helpline:** Cornell Cooperative Extension of Tompkins County maintains a telephone hot line called the Consumer Helpline on weekdays from 10 a.m. to 2 p.m. Trained volunteers are available to answer questions pertaining to landlord-tenant relations; retail stores; mail-order firms; automobile purchasing, repair and lemon

laws; housing and energy. The number is 272-2292.

■ **Plantations courses:** A free brochure covering various special courses offered throughout the spring and summer at the Cornell Plantations is now available at its offices at One Plantation Road or by calling Raylene Gardner at 255-2407. A fee is charged for the courses which vary from one to 10 sessions on topics such as botanical illustration, flowering shrubs, spring wildflowers, sampler stitchery and growing gourmet vegetables.

■ **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.

■ **No questions asked:** Dan Tillemans, director of the Outdoor Program, is seeking the return of a large, handwoven wool rug he obtained while on a climbing expedition in Ecuador during the winter break. The wallhanging was stolen from his office on the second floor of Teagle Hall last month. He asks that the rug be turned in to the issue room in Teagle and says that no questions will be asked.

## 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.

# Fashion designer McFadden to give a lecture, exhibit work

Fashion designer Mary McFadden, whose quilted jackets, pleated gowns and home-furnishing designs have earned her America's top design awards, will visit Cornell on April 3 and 4.

In conjunction with McFadden's visit as a designer-in-residence in the College of Human Ecology's Department of Textiles and Apparel, an exhibition of her designs will be held from April 3 through 22. McFadden will deliver a public lecture on "Symbols of Design; Symbols of the Ancient World" on April 3 at 7:30 p.m. in Martha Van Rensselaer Auditorium.

"Mary McFadden's designs are stunning and overpowering," said Beate Ziegert, an assistant professor of textiles and apparel who is coordinating the designer's visit and is curator of the exhibition. "Her lecture, her critiques of students' work and her classroom discussions of design, marketing and promotions will be valuable lessons for our students."

McFadden is a two-time winner of the Coty American Fashion Critics' Award and is a member of the Coty Hall of Fame. Her upholstery, wallpaper, and bath and bed linen designs earned her the Roscoe Award from the American home-furnishings industry. She also is a recipient of the Neiman Marcus Award of Excellence and has been

honored by the Rhode Island School of Design and the International Fine Arts College in Miami, Fla.

Vogue named her one of America's top-12 designers; Women's Wear Daily listed her among the top 12 in the world.

Before launching her designing career, McFadden was public relations director for Christian Dior in New York City from 1962 to 1964. She then moved to Johannesburg, South Africa, where she was editor of Vogue South Africa and where she wrote a column on travel and social and political affairs for the Rand Daily Mail.

She later moved to Rhodesia, now Zimbabwe, and while there established a school, Vukutu, to encourage the work of tribal artists. Work produced at Vukutu was included in exhibitions at the Musee Rodin and the Musee de L'art Modern in Paris and the Museum of Modern Art in New York.

In 1970, McFadden returned to New York and became special products editor for Vogue. She had designed most of her own wardrobe while in Africa, and Vogue's staff decided to publish a pictorial feature of her clothing. McFadden's first collection was formally introduced in 1973 when, according to "Current Biography," "She astonished the fashion industry with styles that seemed more suited to the art gallery."

A New York Times critic called McFadden's first showing "exotic, a bit eccentric perhaps and totally overwhelming to the small group invited."

McFadden told People magazine in 1976 that "people were wearing drab shirts and pants. I was doing China silk that hung like a rag on the hangers, had an unknown label and a different shape. No one understood the clothes at all."

Among her sources of inspiration for her designs, McFadden has cited the colors of Haagen-Dazs ice cream, aerial photographs of rice paddies, and the art of ancient Greece, Africa, Japan and India. Her work is noted for striking, vibrant colors.

Last September, McFadden told a Boston Globe interviewer that having Barbara



Mary McFadden, who is her own best model, wearing one of her creations.

Bush or Kitty Dukakis in the White House would return American fashion to plain clothes and underdressing, compared to the high-fashion of Nancy Reagan.

The exhibition of McFadden's work will be in the Textiles and Apparel Gallery, 317 Martha Van Rensselaer Hall, April 3 to 22. Gallery hours are 1 to 7 p.m. Monday through Friday and 1 to 5 p.m. Saturdays.

McFadden's visit to Cornell is part of the Festival of Women and the Arts, a yearlong program by the university's Council of the Creative and Performing Arts in coopera-

tion with women's studies, Cornell Cinema, the Johnson Museum of Art, the Society for the Humanities, the National Endowment for the Arts and Cornell's Departments of Art, Architecture, English, Music, Theater Arts, and Textiles and Apparel.

Funding for McFadden's visit has been provided by the CCPA, the University Lectures Committee, the President's Fund for Educational Initiatives, the College of Human Ecology, the Department of Textiles and Apparel and local residents.

—Mark Eyerly



# Historian will defend authenticity of old Thai inscription

Cornell historian David K. Wyatt, an expert on the history of Thailand, keeps an 18-inch-high replica of a 13th-century Thai stone inscription in his office. Tomorrow, he will open a debate on the stone's authenticity.

A seven-member panel will discuss the stone during the annual meeting in Washington, D.C. of the Association for Asian Studies. Wyatt, a professor and chairman of the history department, will make the first presentation and conclude the session by discussing the other panelists' arguments.

The stone inscription dates from 1292 and is the oldest known piece of writing in the Thai language, Wyatt said. The stone is a revered part of Thai history and was discovered in 1833 by a wandering Buddhist monk and Siamese prince who, 18 years later, became King Rama IV, the basis of the King of Siam portrayed by Yul Brynner in "The King and I."

The stone inscription describes an idyllic world of a just ruler and loyal subjects. It has been cited by a supreme commander of Thailand's armed forces as evidence of the country's centuries-old regard for human rights, and it is referred to in school textbooks as giving a singular political identity to the Thai people, Wyatt said. The inscription talks of King Ram Khamhaeng's life, his rise to power and his invention of the Thai alphabet.

"Like the Bible in the West, though, it is more often referred to than read," Wyatt said of the inscription.

But Thai art historian Piriya Krairiksh and Australian scholar Michael Vickery have challenged the authenticity of the three-and-one-half-foot-tall stone. They claim it was forged in the 19th century, possibly by King Rama IV as an attempt to fend off colonization by the West.

Their charges led to an ongoing, sometimes intense two-year debate over the inscription. Krairiksh will join Wyatt at the March 17 debate, and their discussions will continue on March 27, when Krairiksh visits Cornell to discuss his views with Wyatt and others.

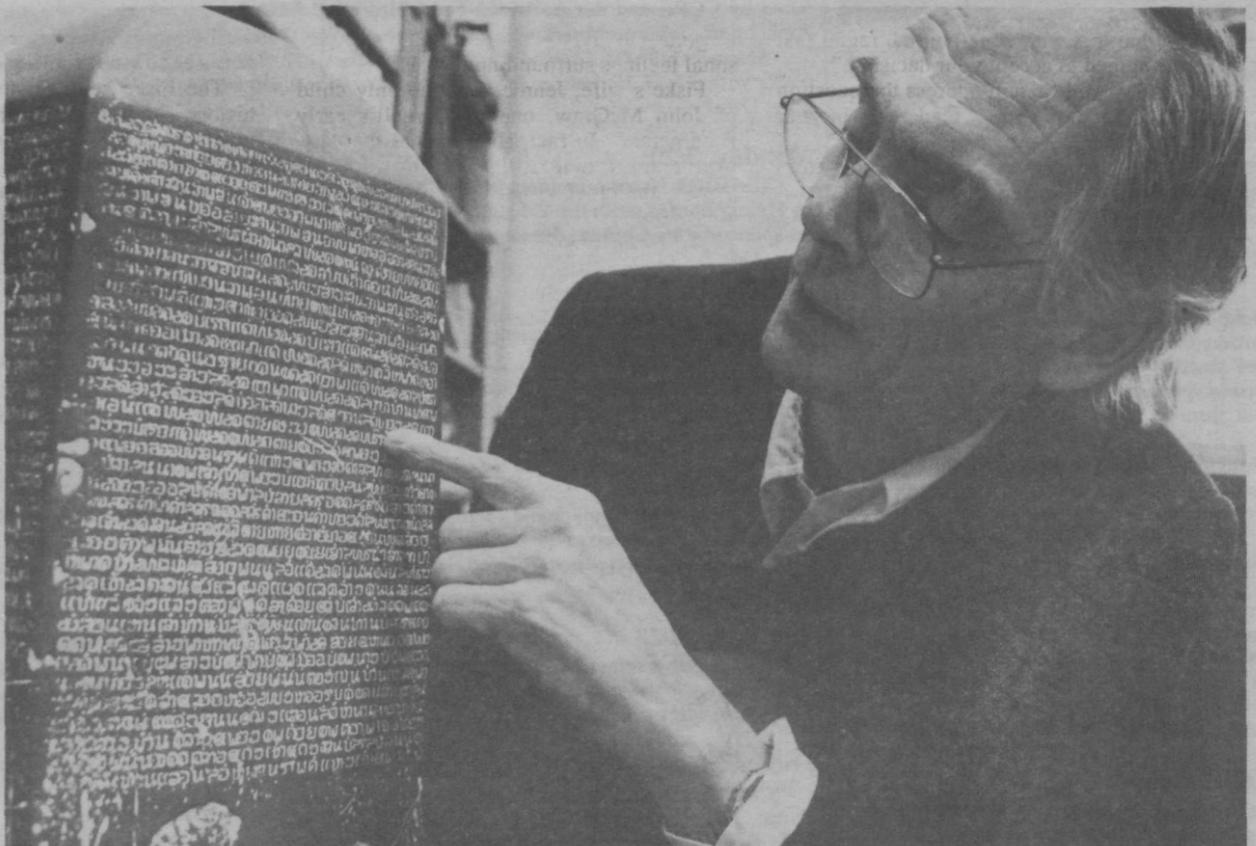
Wyatt devotes a chapter of his book, "Thailand: A Short History," to the 13th-century stone. He said that he has used the stone in his teaching for 15 years and "can almost quote it" in Thai or English.

In his opening remarks, Wyatt will maintain that the stone's inscription "has a logic that is medieval, not modern, and it speaks with a voice that is medieval, not 19th century."

"Some of it is puzzling," Wyatt admitted. "But the puzzling aspects are not sufficient to question the inscription's authenticity." Among the puzzles:

- The inscription's consonants and vowels are on the same line, a practice not present in other early-Thai writings but which could be a 19th-century Western influence if the inscription was forged.

- The inscription talks of three walls surrounding the Sukhothai Kingdom, but the outer two walls were added 300



Jill Pletzman

David K. Wyatt examines his replica of a 13th-century Thai stone inscription whose authenticity is in dispute.

years after the inscription is supposed to have been written.

No one is sure what to make of consonants and vowels on the same line and of the reference to three walls when there was only one.

But "I'd be more suspicious of the inscription if it were consistent and non-puzzling," Wyatt said. "It is the fakes that answer all of your questions and don't raise any new questions."

Wyatt maintained that the structure of the inscription — it takes 80 finely chiseled lines before the inscription makes its major point: the inauguration of King Ram Khamhaeng's throne — argues that it was produced in the 13th century and not forged in the 19th century.

The inscription's first three paragraphs present a case for the king's legitimacy based on his familial descent, his valor in warfare and his personal virtue of caring for his parents

and elder brother. But the tracing of the king's ancestry stops with his father, and the inscription describes the king's participation in a duel on elephant-back "that reads like an account by a participant, not a forger living six centuries later," Wyatt said.

The king's policies are expressed in terms of what they are not, such as no road tolls, presumably as a comparison to the Cambodia of the late-13th century, Wyatt added.

"It would be easier to assess the authenticity of the inscription if we had other contemporary sources against which to measure it," Wyatt concluded. "In effect, however, we have used this inscription to define our view of late-13th-century Sukhothai, so we cannot now reverse the process and measure the stone against the picture that we have created using the stone!"

—Mark Eyerly

# CALENDAR

All items for the calendar should be submitted (typewritten, double spaced) by campus mail, U.S. mail or in person to Joanne Hanavan, 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.

## Tjaden Gallery

Group exhibition: Elmira College art students, through March 24, Tjaden Hall.

## Willard Straight Hall Art Gallery

Straight photography contest winners, through March 17.

## FILMS

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

### Thursday, 3/16

"The Message of the Myth," part two of the six-part video series "Joseph Campbell and the Power of Myth," sponsored by the Alternatives Library, 4 p.m., Commons Coffeehouse, Anabel Taylor Hall.

"The Day of the Scorpion," eighth part of "Jewel in the Crown" series, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

"Chapayev" (1934), directed by Sergei and Georgi Vassilliev, with Sergei Bondarchuk, 7:30 p.m., Uris.

"Clockwork Orange" (1971), directed by Stanley Kubrick, with Malcolm McDowell, 9:45 p.m., Uris.\*

### Friday, 3/17

"Jean de Florette" (1986), directed by Claude Berri, with Yves Montand, Daniel Auteuil and Gerard Depardieu, 7:15 p.m., Uris.\*

"Sleeper" (1973), directed by Woody Allen, with Woody Allen and Diane Keaton, 10 p.m., Uris.\*

### Saturday, 3/18

"Manon of the Spring" (1986), directed by Claude Berri, with Yves Montand, Daniel Auteuil and Emmanuelle Beart, 7:15 p.m., Uris.\*

"Clockwork Orange," 9:50 p.m., Uris.\*

### Sunday, 3/19

American Documentary III, featuring "A Common Man's Courage," "The Clarks," and "Healthcare: Your Money or Your Life," co-sponsored by CCPA and the American Federation of Arts, 2 p.m., Johnson Museum.

"Marnie" (1964), directed by Alfred Hitchcock, with Tippi Hedren and Sean Connery, 8 p.m., Uris.\*

### Monday, 3/20

"The Black Cannon Incident" (1985), directed by Huang Jianxin, with Liu Zifeng and Gao Ming, co-sponsored by Chinese Students Association, 8 p.m., Uris.\*

### Tuesday, 3/21

"The Virgin Machine" (1988), directed by Monika Treut, with Ina Blum, Marcelo Uniona, Peter Kern, Susie Sexpert, co-sponsored by Western Societies, CCPA and Arts College, 8 p.m., Uris.\*

### Wednesday, 3/22

"Meetings with Remarkable Men" (1979), directed by Peter Brook, with Athol Fugard and Fragan Maksimovic, co-sponsored by Theatre Arts, 8 p.m., Uris.\*

### Thursday, 3/23

"The Lighthorsemen" (1988), directed by Simon Wincer, with Peter Phelps, John Walton and Anthony Andrews, 8 p.m., Uris.\*

### Friday, 3/24

"Casablanca" (1942), directed by Michael Curtiz, with Humphrey Bogart, Ingrid Bergman and Claude Rains, 7:15 p.m., Uris.\*

"The Brother From Another Planet" (1984), directed by John Sayles, with Joe Morton and John Sayles, 9:45 p.m., Uris.\*

### Saturday, 3/25

"Casablanca," 9:45 p.m., Uris.\*

"The Brother From Another Planet," 7:15 p.m., Uris.\*

### Sunday, 3/26

"Talk Radio" (1988), directed by Oliver Stone, with Eric Bogosian and Ellen Greene, 8 p.m., Uris.\*

### Monday, 3/27

"Buddhism: Path to Enlightenment," and "Blue Collar and Buddha," sponsored by the Field

and International Study Program, 2:30 p.m., N207 Martha Van Rensselaer.

"On The Hunting Ground" (1986), directed by Tian Zhuangzhuang, with Tigen Yewal, Laxi, Bawaltu and Sewang Dalgi, co-sponsored by Chinese Students Association, 7:15 p.m., Uris.\*

"Talk Radio," 9:30 p.m., Uris.\*

### Tuesday, 3/28

"Stray Dog," Nora Inu (Akira Kurosawa, 1949), Japanese Film Series, sponsored by the East Asia Program, 4:30 p.m., L-04 Uris Library.

"Foreign Body," part of Women in Southeast Asia series, sponsored by the Southeast Asia Film Series, 4:30 p.m., 142 Goldwin Smith Hall.

"Talk Radio," 9:30 p.m., Uris.\*

"The Practice of Love" (1985), directed by Valie Export, shown with "Syntagma" (1984), co-sponsored by Western Societies Program, CCPA and Arts College, 7 p.m., Uris.\*

### Wednesday, 3/29

"Buddhism: Path to Enlightenment," and Blue Collar and Buddha," sponsored by the Field and International Study Program, 12:20 p.m., N207 Martha Van Rensselaer.

"Paper Bridge" (1987), directed by Ruth Beckermann, who will be at the showing, part of a four-day program on "Memory, Film and the Holocaust," co-sponsored by Ithaca College 'Women Direct,' 8 p.m., Uris.\*

"The Houses Are Full of Smoke I" (1987), directed by Allan Francovich, first of a three-part series concerning Guatemala, El Salvador and Nicaragua, 8 p.m., Anabel Taylor.

"The Houses Are Full of Smoke II," 9 p.m., Anabel Taylor.

### Thursday, 3/30

"The Houses Are Full of Smoke II," 8 p.m., Anabel Taylor.

"The Houses Are Full of Smoke III," 9 p.m., Anabel Taylor.

"Cooperation of Parts" (1988), directed by Dan Eisenberg, who will be at the showing, co-sponsored by Pentangle and Jewish Studies Program, 7:30 p.m., Uris.

"U2: Rattle and Hum" (1988), directed by Phil Joanou, with U2, 9:45 p.m., Uris.\*

"The Towers of Silence," ninth part of "Jewel in the Crown" series, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

## LECTURES

### Art

Painter Gregory Amenoff will speak on March 30, 5 p.m., 115 Tjaden Hall, as part of the Nancy G. Dickenson visiting artist lecture series.

### Classics

"Wechseldauer: Selves as Process," W. Ralph Johnson, University of Chicago, March 28, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. This is the sixth of seven Townsend Lectures on "Askesis and Caprice: Freedom in Horace's 'Epistles.'"

### East Asia Program

"Nationalism in Japan and France," Kazutami Watanabe, Japanese literature, Rikkyo University, March 27, 12:15 p.m., 374 Rockefeller Hall.

### Law

"Human Choice and Climatic Change: Managing the Global Environment," Steve Rayner, anthropologist, March 27, 4 p.m., Room 285, Law School. This is part of a continuing series on law and the global environment.

### Near Eastern Studies

"The Sixteenth Century Origins of Lurianic Kabbalah in Safed," Moshe Hallamish, Bar Ilan University, Israel, co-sponsored by Jewish Studies Program, March 16, 4:30 p.m., 374 Rockefeller Hall.

### University Lectures

"Gutenberg Meets the Cyclotron," Thomas A. Cahill, physics, and director, Crocker Nuclear Laboratory, University of California, Davis, March 29, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

## MUSIC

### Bailey Hall Concert Series

Mezzo-soprano Marilyn Horne and piano accompanist Martin Katz will perform in the final

Bailey Hall concert series April 2 at 8:15 p.m. in Bailey Hall. The program will include works by Haydn, Schubert and Dvorak as well as a group of songs by Spanish and French composers. Tickets for the concert are on sale at the Lincoln Hall ticket office Monday through Friday, 9 a.m. to 1 p.m. Prices for the general public are \$18, \$21.50, \$24, \$28 and for students \$16, \$18, \$21.50 and \$24.

### Department of Music

Cornell Contemporary Ensemble will perform on March 16, at 8:15 p.m., in Barnes Hall, works by Olivier Messiaen, Igor Stravinsky, Justin Romano Davidson, Leo Brouwer and Gerardo Tamez. Soprano Coeli Ingold of Cleveland will perform with the ensemble as a guest artist.

Student Piano Recital, March 17, 8:15 p.m., Barnes Hall.

DMA recital Tyler White, composer; four sopranos and instrumentalists, March 28, 8:15 p.m., Barnes Hall.

### Bound for Glory

Records from the studio, March 19 and 26. Requests at 273-2121.

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

### Willard Straight Hall

Jessie Harris, Jon Houseman, Greg Miller, Sean McDuffy will perform March 16, 8 to 10 p.m., in the Memorial Room, Willard Straight Hall.

## READINGS

### Cornell Writers Read series

Molly Hite will be reading from her novel in progress "Procedural," which deals with AIDS, murder, police work, policewomen, homophobia, sex trades workers and rape; and Fred Murratori will read recent poems, March 16, 4 p.m., Temple of Zeus, Goldwin Smith Hall.

## RELIGION

### Sage Chapel

There will be no service March 19 due to spring recess. Robert L. Johnson, director, University Ministries, will deliver the Easter sermon at Sage Chapel on March 26.

The speaker on April 2 will be Rushworth M. Kidder, senior columnist, The Christian Science Monitor, which is a change from the printed schedule. Services begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson.

### Catholic

Passion (Palm) Sunday Mass: Saturday, March 18, 5 p.m.; Sunday, 10 a.m., auditorium, Anabel Taylor Hall.

Easter Week Schedule: Holy Thursday, March 23, 7:30 p.m., chapel, Anabel Taylor Hall; Good Friday, March 24, 3 p.m., chapel, Anabel Taylor Hall; Easter Vigil, March 25, 8 p.m., chapel, Anabel Taylor Hall (Note: There will be no 5 p.m. Mass); Easter Sunday, March 26, 10 a.m., auditorium, Anabel Taylor Hall. (This will be the only Mass on campus Easter Day.)

### 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.

## DANCE

### Cornell International Folkdancers

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

Meet on March 19, Martha Van Rensselaer auditorium; March 26, North Room, Willard Straight Hall. Instruction and requests from 7:30 to 10:30 p.m. For more information, call Wies van Leuken: 257-3156.

### Israeli Folkdancing

There will be no folkdancing on March 23 due to spring recess. Beginning again on March 30, meet on 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. No meeting March 22. Intro classes begin March 29. 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.

"Joan Mitchell," the first major retrospective exhibition of the paintings of this New York School abstract artist, including more than 50 canvasses spanning her career from 1951 to the present, through April 23.

"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.

Artbreaks box lunch tour, a gallery talk on Japanese woodblock prints and a film, "Centuries of Prints: Woodblock Prints, Their Traditional Technique and History," meet today at noon in the museum lobby. No advance registration needed.

### Hartell Gallery

Drawings and sculpture by undergraduates, through March 11; Rome Program: student work, through March 18. The gallery is in Sibley Dome and is open Monday to Friday, 8 a.m. to 5 p.m.

### Olin Library

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

### Textiles & Apparel Gallery

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



Gerard Depardieu and Elisabeth Depardieu in Claude Berri's "Jean de Florette," set for Friday at 7:15 p.m. in Uris auditorium. The second part of the film adaptation of M. Pagnol's Provençal novel, "Manon of the Spring," will be shown on Saturday. Below: A scene from "Healthcare: Your Money or Your Life," part of the American Documentary Video program set for Sunday at 2 p.m. in the Johnson Museum of Art.



**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.

## SEMINARS

**Agricultural Economics**  
"Aggregating Micro Demand Relations to Micro Relations for Policy Analysis," Thomas Sisker, Sloan School of Management, M.I.T., March 16, 11:15 a.m., 401 Warren Hall.

**Astronomy**  
"Soil Test for Nitrogen Availability for Corn," Fred Magdoff, University of Vermont, March 28, 4 p.m., 135 Emerson Hall.

**Applied Mathematics**  
"Simple Models for the Spread of Infectious Diseases, with Complications," Fred Brauer,

University of Wisconsin, Madison, March 17, 4 p.m., 322 Sage Hall.

"Solution of Discrete Regularization Problems by Means of Truncated SVD," Per Christian Hansen, Technical University of Denmark, March 27, 4 p.m., 221 Sage Hall.

"Introduction to Symbolic Dynamics," Brian Marcus, IBM, San Jose, March 27, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall. Part of the Special Year in Information and Decision Theory.

"Symbolic Dynamics and Input-Restricted Channel Coding," Brian Marcus, IBM, March 28, 4:30 p.m., 322 Sage Hall. Part of the Special Year in Information and Decision Theory.

"Noncatastrophic Input-Restricted Channel Coding," Brian Marcus, IBM, March 29, 4:30 p.m., 219 Phillips Hall. Part of the Special Year in Information and Decision Theory.

### Astronomy

"Gas in the Outer Part of Galaxies," Jacqueline van Gorkom, NRAO, March 16, 4:30 p.m., 105 Space Sciences.

Title to be announced, Alar Toomre, M.I.T., March 30, 4:30 p.m., 105 Space Sciences.

### Atomic & Solid State Physics:

#### Solid State Seminar

"Hydrogen Uptake by Pd Covered Mg at Low Pressures; Phase Diagram and Kinetics," Bengt Kasemo, atomic and solid state physics, and Chalmers University of Technology, March 28, 4:30 p.m., 700 Clark.

"X-ray Diffraction and Pattern Recognition," R. Bruinsma, University of California, March 30, 1:15 p.m., 701-702 Clark Hall.

### Biochemistry, Molecular & Cell Biology

"Regulated Gene Expression in Transgenic Plants," Nam-Hai Chua, Laboratory of Plant Molecular Biology, Rockefeller University, March 17, 4 p.m., Large Conference Room, Biotechnology Bldg.

"Transcriptional Regulation of the RNR2 Gene in *Saccharomyces cerevisiae*," Holly Hurd, biochemistry, molecular & cell biology, March 20, 12:20 p.m., Large Conference Room, Biotechnology Bldg.

### Biophysics

"Structural Studies of Flagella by Em of Frozen Hydrated Samples," John M. Murray, anat-

omy, University of Pennsylvania, March 29, 4:30 p.m., 700 Clark Hall.

### Boyce Thompson Institute

"Molecular Biology of HIV: Implications for Pathogenesis, Therapy and Vaccine for AIDS," Flossie Wong-Staal, Laboratory of Tumor Cell Biology, National Cancer Institute, NIH, March 29, 2 p.m., James Law Auditorium, Veterinary College.

### Chemical Engineering

"Rheology of Polymer Gels," H. Henning Winter, chemical engineering, University of Massachusetts, March 28, 4:15 p.m., 145 Olin Hall.

### Chemistry

"Ultrafast Spectroscopy with Incoherent Light," Andreas Albrecht, March 16, 4:40 p.m., 119 Baker. General Chemistry Colloquium.

Title to be announced, Steven Buchwald, M.I.T., March 27, 4:40 p.m., 119 Baker. Organic Chemistry Colloquium.

"Electronic Structure in Liquids," Richard M. Strat, Brown University, March 30, 4:40 p.m., 119 Baker. General Chemistry Colloquium.

### Cornell Education Society

"Teacher Certification in New York State," Arthur L. Berkey, education, March 28, 1:25 p.m., 131 Roberts Hall.

### Electrical Engineering

"Optical Control of Microwave Circuits," Tibor Bercei, Center for Microwave-Lightwave Engineering, Drexel University, Philadelphia, Penn., March 28, 4:30 p.m., 219 Phillips Hall.

### Entomology

"What Makes a Good Pest? Genetics of Insecticide Resistance Dispersal, and Host Plant Use in the Colorado Potato Beetle," George Roderick, entomology, University of Maryland, College Park, March 27, 4 p.m., A106 Corson/Mudd Hall.

### Environmental Toxicology

"A Novel Target for Insecticides: Interaction of N-Alkylamides with Site 2 of the Voltage-Sensitive Sodium Channel," James A. Ottea, entomology, New York State Agricultural Experiment Station, Geneva, March 17, 12:20 p.m., 14 Fernow Hall.

### Floriculture & Ornamental Horticulture

"Evaluating Historic Landscapes in New York State," Kathleen Maloney, New York State Office of Parks, Recreation & Historic Preservation, March 16, 12:15 p.m., 404 Plant Science Bldg.

"Strategies for Managing Cornell Grounds," Dennis Osika, manager, grounds department, March 30, 12:15 p.m., 404 Plant Science Bldg.

### Food Science & Technology

"Breaking the Foodborne Infection Chain," Lee S. Harrow, formerly vice president for technical development, H.J. Heinz Co., March 28, 4:30 p.m., 204 Stocking Hall.

### Genetics

"Analysis of Transcription Mutants of Yeast," Fred Winston, genetics, Harvard Medical School, March 20, 4 p.m., Conference Room, Biotechnology Building.

### Geological Sciences

"Continental Extension, Temperature Dependent Rheology and the Evolution of the Aegean," Leslie Sonder, Dartmouth University, March 21, 4:30 p.m., 1120 Snee Hall.

### History & Philosophy of Science & Technology

"Vannevar Bush and the Office of Scientific Research and Development: The Business of Science during the Second World War," Larry Owens, history, University of Massachusetts, Amherst, March 16, 4:30 p.m., 165 McGraw Hall.

### Immunology

"Cross Reactivity of Antisera to E. coli J-5 Antiserum with Lipopolysaccharide Derived from Clinical Isolates of E. coli," Daniel E. McCallus, clinical sciences, Veterinary Medicine, March 17, 12:15 p.m., G-3 Vet Research Tower.

### Information Technologies

#### Lunchtime Bytes

"Cornell University Distributed Account (CUDA)," Dean Eckstrom, information technologies, CUDA project and Clint Sidle, institutional planning and analysis, March 30, 12:20 p.m., 100 Caldwell Hall.

### International Nutrition

"Food Situation and Nutritional Status in Vietnam," Thierry Brun, Program in International Nutrition and International Agriculture, March 16, 12:15 p.m., 200 Savage Hall.

"The Patho-physiology of Intestinal Helminth Infections," David W.T. Crompton, nutritional sciences and the John Graham Kerr Professor of Zoology, University of Glasgow, Scotland, March 17, 12:15 p.m., 200 Savage Hall.

### International Studies in Planning

"Natural Resources Structural Adjustment and Sustainable Growth in Sub-Saharan Africa," Aercio Cunha, economics, University of Brasilia, March 17, 12:15 p.m., 115 Tjaden.

### Materials Science & Engineering

"Electron Spectroscopic Studies of the Surface and Bulk Structure of Transition Metal Oxides," Vic Henrich, Yale, March 16, 4:30 p.m., 140 Bard Hall.

### Mechanical & Aerospace Engineering

"Experimental Studies of the Finite Deformation of FCC Metals," Michael Stout, Los Alamos National Laboratory, March 16, 1 p.m., 282 Grumman.

### Microbiology

"Discovery of Two Hemolysin Gene Families in Pathogenic Bacteria," Rod Welch, medical microbiology, University of Wisconsin, Madison, March 16, 4:30 p.m., 124 Stocking Hall.

Title to be announced, Dieter Haas, Swiss Federal Institute of Technology, Zurich, Switzerland, March 23, 4:30 p.m., 124 Stocking Hall.

### Neurobiology & Behavior

"Cloacal Kisses and Pig Perversities: The Organizational Theory of Hormone Action," Elizabeth Adkins Regan, psychology and neurobiology and behavior, March 16, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Focusing and Ocular Development in Chicks and Humans," Howard Howland, neurobiology and behavior, March 30, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Nutrition

"Bone Density and Somatomedin C," Dr. Clifford J. Rosen, director, endocrinology and metabolism, St. Joseph's Hospital, Bangor, Me., March 27, 4:30 p.m., 100 Savage Hall.

### Operations Research & Industrial Engineering

"Innovation in Biomedical Instrumentation: a Case History," Ron Yeaple, March 16, 4:30 p.m., B-14 Hollister.

### Ornithology

"Expeditions to Peru and Ecuador: A Bird-watcher's Paradise," Mark Robbins, Academy of Natural Sciences, Philadelphia, March 27, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Rd.

### Peace Studies Program

"Oblivion is Not Enough: How the Air Force Thinks About Nuclear War," Lynn Eden, Carnegie-Mellon University, March 16, 12:15 p.m., G-08 Uris Hall.

### Pharmacology

"Control of Cellular Proliferation by Epidermal Growth Factor," Roger Davis, biochemistry, University of Massachusetts Medical School, March 27, 4:30 p.m., G-3 Vet Research Tower.

### Physiology

"Adaptation to Hypoxia in the Newborn," Jacobo P. Mortola, physiology, McGill University, Montreal, Quebec, Canada, March 28, 4:30 p.m., G-3 Vet Research Tower.

### Plant Biology

"Inhibition of Cytokinesis in Higher Plant Cells," Marty Vaughn, biology, Rochester Institute of Technology, March 17, 11:15 a.m., 404 Plant Science Bldg.

### Plant Pathology

"Host Parasite Interactions Between *Endocronartium harknessii* and *Pinus contorta*," Eric Allen, plant pathology, NYSAES, March 22, 3 p.m., A-133 Barton Lab, Geneva.

"Progress in Genetic Transformation of Apple and Selection of Transformsants for Resistance to *Venturia inaequalis*," March 28, 4:30 p.m., 404 Plant Science Bldg.

### Poultry Biology

"The Effects of the Major Histocompatibility (B) Complex on Monocyte/Macrophage Function," Joe Puzzi, poultry and avian science, March 16, 4:30 p.m., 300 Rice Hall.

### Program on Ethics & Public Life

"On Patenting Transgenic Animals," Mark Sagoff, director, University of Maryland, March 27, 12:15 p.m., 609 Clark Hall.

### Psychology

"How Early Communication Gets Sense: Sources and Support of an Infant's Quest for Meaning," Colwyn Trevarthen, University of Edinburgh, March 17, 3:30 p.m., 202 Uris Hall.

## Symposium to initiate new vegetable breeding institute

A symposium will mark the inauguration of the newly established Vegetable Breeding Institute at Cornell.

The symposium — Genetics and Breeding for Resistance to Viral Diseases of Vegetables — will be held on March 20 and 21 at the Ithaca Sheraton Inn. Topics to be covered will range from sources of resistance to major viruses affecting vegetables such as tomatoes, lettuce, cucumbers, squash, melons, beans, peas and peppers to biological control of cucumber mosaic virus with genetically engineered plants.

The new institute is made up of plant breeders, geneticists and other scientists at the College of Agriculture and Life Sciences, the New York State Experiment Sta-

tion at Geneva and Cornell's Long Island Horticultural Research Laboratory at Riverhead.

Their aim is to promote vegetable improvement by fostering cooperative research among plant breeders and other researchers in associated areas, said Michael Dickson, professor of horticultural sciences at the Geneva station, who serves as chairman of the steering committee for the institute.

"In spite of many improvements in vegetable varieties, considerable basic knowledge and germplasm resources remain to be exploited," Dickson said. "This is especially true of disease, insect and stress resistance where there is a growing need because of public concern about the use of pesticides

and the disappearance of chemicals approved for use on minor crops.

"At the same time, consumer demand for vegetables is expanding, with many new types appearing in the marketplace, along with an increased awareness in the advantages of vegetables in a healthful diet. Both developed and developing countries have critical needs for the dietary benefits of vegetables."

College of Agriculture and Life Sciences Dean David L. Call and Dickson will open the symposium with remarks at 8 a.m.

Among the topics that will be covered are: sources of resistance to the major viruses of commonly cultivated cucurbits; Cornell's breeding program for virus resis-

tance in cucurbit species; resistance to tomato and pepper viruses; new sources of plant virus resistance for the vegetable industry; quantitative genetics of breeding for multiple plant virus resistance; cloning of disease resistance genes.

A banquet on March 20 at 7 p.m. will honor Henry Munger, professor emeritus of plant breeding and vegetable crops, for his distinguished career as a plant breeder and geneticist over the past four decades at Cornell. Munger has been instrumental in establishing the new center for vegetable breeding, according to Molly Kyle, one of the symposium organizers in Cornell's Department of Plant Breeding and Biometry.

—Yong H. Kim

## Cornell complies with federal drug-free workplace regulation

Cornell is complying with the federal Drug-Free Workplace Act of 1988 by informing employees of the prohibition from possessing, using and distributing illegal drugs on university property and by offering drug-free-awareness programs, counseling and rehabilitation.

As the recipient of more than \$150 million a year in federal research funding, the university is required to provide a drug-free workplace for conducting that research.

A prohibition against the presence of drugs on campus has been a part of the

Campus Code of Conduct for years, according to E. Peter Tufford, associate director of human resources.

The Campus Code applies to all employees of the university and all enrolled students.

Although not all employees or all campus workplaces are involved in federally sponsored research, the notification of the university's intent to maintain a drug-free workplace is being extended to everyone as a practical matter, Tufford said.

Publication in this issue of the Chronicle of information on Cornell's Drug-

Free Awareness Program meets one requirement of the federal law, according to Frank J. Feocco, associate director of grant and contract administration for the university.

In addition, the university must certify the existence of the awareness program to all federal agencies that fund research here, Feocco said.

Agencies that fund research here include the National Science Foundation, the National Institutes of Health and the Department of Defense.

The drug-free-workplace certification

is only one of several guarantees the university must make to federal agencies that provide research funding, Feocco noted. Cornell also must certify that research is performed in compliance with civil rights and affirmative action laws and with clean air and water requirements, among others, he said.

Failure to comply with the federal drug-free-workplace rule could result in the termination of funding for a particular research project or in the university's debarment from receiving any federal funds, Feocco said.

## Counseling offered to employees, dependents who abuse drugs

The Drug-Free Workplace Act of 1988 requires Cornell, as a federal contractor and grant recipient, to certify that it will provide a drug-free workplace by, among other actions, publishing this statement to notify employees engaged in the performance of such contracts and grants that as a condition of employment on such contracts and grants, employees will abide by the terms of this statement and notify Cornell of any criminal drug statute conviction not later than five days after such conviction for a violation occurring in the workplace.

It is the university's policy to maintain a drug-free workplace. The university will not condone criminal activity on its property, or on property under its direct control, and will take appropriate personnel action up to and including termination or required participation in a drug abuse assistance or rehabilitation program.

### Employee Assistance Program (EAP)

Cornell's Employee Assistance Program provides free, confidential, short-term professional counseling and referral for Ithaca-based, regular faculty and staff at Cornell and their dependents.

Employees not based in the Ithaca area may utilize the EAP by telephone or by traveling to Ithaca.

Employees at the Geneva Experiment Station are covered by a separate EAP contracted in their locale.

Appointments with an EAP counselor can be made by calling 273-1129 from 8:30 a.m. to 5 p.m., Monday through Friday.

Employees and their dependents are eligible for up to eight hours of counseling provided at the Family and Children's Service of Ithaca, 204 N. Cayuga St., Ithaca, N.Y.

EAP counselors are trained to help

with personal, marital, family, financial, alcohol, substance abuse and work-related problems. Contacts with the EAP staff are always kept confidential.

### Drug Counseling and Rehabilitation

EAP counselors will assess each case and may then refer the employee or dependent to the community resource that can best provide the degree of rehabilitation required.

EAP counselors are familiar with the range of options available in Tompkins and surrounding counties. The counselors will also advise employees about how their Cornell health insurance may be helpful in covering certain costs, should a person choose the services of a community resource.

### Training and Education

All new supervisors receive EAP edu-

cation to enable them to identify and respond to employees who may be exhibiting problem behaviors on the job. This is done during a session of Results-Oriented Supervision. Supervisors may also choose to enroll in an advanced seminar on recognizing troubled employees and referring them for assistance. This seminar is offered in the Office of Human Resources' calendar of workshops and seminars.

### Department/employee training

Upon request from a department, EAP counselors will conduct an introductory session about their services for an entire department. EAP has also developed a presentation about drug and alcohol abuse. Issues that can be addressed include drug and alcohol awareness, signs and stages of drug/alcohol addiction and identifying facts and myths about drug and alcohol abuse.

## African Americans *continued from page 1*

what they think of themselves."

While the Rev. Jesse Jackson gave prominence to the call for using "African-American" instead of "black," Jackson "is in many ways a leader trying to catch up with his followers," Turner said. The debate about the name to be used for Americans of African descent began soon after Africans' forced immigration as slaves, and the term "African-American" was popular until the 19th century, when it was abandoned as a response to demands to send all blacks back to Africa, he said.

"Self-identity has always been a quest for African-Americans in the United States," Turner said.

Edmondson said he applauded the effort to move beyond the "black" designation to "African-American," but he cautioned against dispensing "with something that has served a useful function." The term "black" was an effective tool of political mobilization, he said. Perhaps the term "black" should be used as a collective term to refer to all Africans around the world, be they in Africa, the United States, the Caribbean or elsewhere, Edmondson suggested.

"We should be careful not to deny our roots," Edmondson said. But "embracing the concept of 'African-American' can only help to reinforce and heighten ongoing reciprocities taking place between the African continent and the African diaspora."

—Mark Eyerly Ali Mazrui



Jill Peltzman

## Two win Sloan fellowships

Physics faculty Veit Elser and Robert E. Thorne of the Laboratory of Atomic and Solid State Physics (LASSP) are among 91 outstanding young scientists to be awarded 1989 Sloan Research Fellowships.

The \$25,000, two-year awards from the Alfred P. Sloan Foundation in New York support researchers in physics, chemistry, mathematics, neuroscience and economics. Winners were selected from hundreds of nominations by senior scholars familiar with their work.

An assistant professor of physics, Elser has specialized in the theory of "quasicrystals," materials whose semi-random geometries have opened new avenues in the understanding of the structure of matter.

His studies include theoretical models and computer simulations of the structure and behavior of quasicrystals. He holds a Ph.D. from the University of California at Berkeley and joined the Cornell faculty last year after working as a scientist at AT&T Bell Laboratories.

Also an assistant professor of physics, Thorne has concentrated on studies of "charge density waves," which provide a new and fundamentally different mechanism for the conduction of electricity in solids. His research could lead to new electronic devices and detectors, as well as to improved quantum theories in solid-state physics.

He came here in 1987 as a special postdoctoral associate, after receiving his Ph.D. from the University of Illinois.

## Two selected to conduct summer seminars in the humanities

Two Arts College faculty members have been selected by the National Endowment for the Humanities to conduct seminars this summer in the NEH's annual program to provide advanced study and research opportunities for school teachers.

The faculty members and the seminars

they will give are:

- Robert G. Calkins, professor of the history of art, will give a six-week seminar in Paris on the subject of "The Gothic Cathedral as a Mirror of Medieval Culture."

- Daniel R. Schwarz, professor of English, will give a six-week seminar here on

James Joyce's novel "Ulysses."

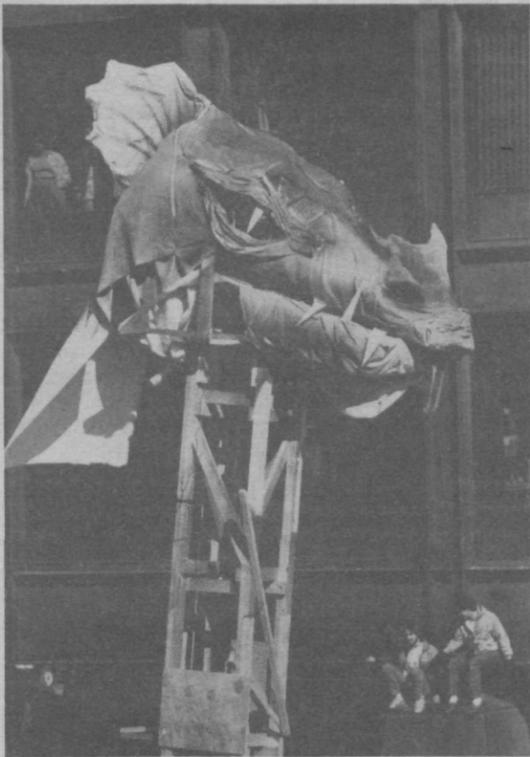
These seminars are among 60 to be given by leading scholars under the program, which was established to provide school teachers with a special opportunity for advanced study in a university setting.

—Martin B. Stiles

## Gilbert *continued from page 1*

quate supply of funds to support the spread of scholarly information. As publishers and university libraries face increasing financial pressures and the uses of new technology, "There are going to be big problems to solve in the next decade," he said.

—Mark Eyerly



## Green Dragon Day

Cornell's traditional coming-of-spring celebration, held on March 10 without much of the usual days-beforehand Arts Quad tease, saw one of the largest green dragons ever, if one of the less complete. Though the first-year architecture students worked all night Thursday and into Friday afternoon to complete their gargantuan project, they had to let it go without even a makeshift turtleneck to cover its wooden spine.

Photos by Charles Harrington



## Lost 'Taylor Poem' of Shakespeare is ORIE lecture topic

"Shakespeare and the Case of the Suspicious Statisticians" will be the topic for Stanford University statistician Brad Efron at 4:40 p.m. March 27 in the Hollis Cornell Auditorium of Goldwin Smith Hall.

A professor of science, humanities and biostatistics, Efron will discuss the authorship of the so-called Taylor Poem, which is named for the Shakespearean scholar who discovered the nine-stanza work in 1985 in Oxford University's Bodleian Library.

Efron applied statistical methods to examine the frequency of word usage and the number of "new" words in the poem, which has been attributed to Shakespeare as well as to several of his contemporaries.

A similar statistical analysis has been used by Efron to estimate the number of new species likely to be found in ecological studies.

In the Taylor Poem, Efron found nine "new" words not found in other of Shakespeare's works.

Efron, the 1989 D.R. Fulkerson Lecturer in Operations Research and Industrial Engineering at Cornell, will also give two lectures of a more technical nature.

He will speak on "Regression Percentiles Using the Method of Asymmetric Least Squares" on March 28 at 4:30 p.m. in Room B-14, Hollister Hall.

He will speak on "Compliance as an Explanatory Variable in Clinical Trials" on March 30 at 4:30 p.m. in Room B-11, Kimball Hall.

The Fulkerson Lectureship honors D.R. (Ray) Fulkerson, the Upson Professor of Engineering at Cornell from 1971 until his death in 1976.

Fulkerson was known for his studies of mathematical programming and combinatorial mathematics.

## New Cornell policy on smoking conforms with Ithaca city code

Chapter 67 of the City of Ithaca Municipal Code entitled "Regulation of Smoking" applies to university facilities within the City of Ithaca. Consistent with that regulation the university adopts the following policy applicable to all university facilities. In the event a particular location is subject to a different local ordinance, this policy shall apply, except where in conflict with such ordinance.

Smoking, including the carrying of a lighted cigar, cigarette, pipe or other device used for smoking tobacco, is prohibited in all indoor facilities, enclosed bus stops and university-owned or controlled transportation vehicles except:

- enclosed indoor facilities regularly occupied by one person and not frequented by the public;
- enclosed smoking areas as may be established and designated by the University for this purpose;
- individual dwelling rooms;
- enclosed indoor work areas not frequented by the public, including for this

purpose University owned or controlled vehicles, where the area is occupied exclusively by smokers.

- common residential areas of fraternity houses, sorority houses, residence halls or other rooming and boarding facilities, other than coop dining facilities situated in such residential areas;

- certain conventions, meetings open to the public or private social functions not sponsored by the University when consistent with the provisions of Chapter 67 of the Ithaca Municipal Code;

- the concourse area of a bowling alley or a bar that either does not contain or adjoin a food service establishment or constitutes a separate enclosed room.

The university will use its best efforts to comply with employee requests to be assigned to areas where smoking is prohibited. Written documentation of such requests and resulting university efforts shall be maintained.

Copies of this Smoking Policy will be posted in the workplace and provided each employee and prospective employee.

"Smoking" or No Smoking" signs will be posted as appropriate in places where smoking is regulated by this Policy. Smoking is prohibited other than in areas designed by "Smoking" signs. This policy will also be published in appropriate informational handbooks and brochures and announced at public lectures, performances and athletic events.

It is the intent of this Policy that problems relating to smoking can and should be resolved on an informal basis by discussion that leads to compliance with the University Smoking Policy. In rare cases where this does not occur, the following additional steps may be taken in the event of a violation of the Smoking Policy:

- The appropriate supervisor, facility manager or classroom instructor should be alerted and should also attempt to resolve the matter by discussion and reference to stated policy. Persons who do not comply with the policy and observe the signs shall be asked to leave the premises.

- If the matter is not resolved by subsection (1) above, the matter may be referred to

the office of the University Ombudsman or the Office of Human Resources for review and resolution.

- If the matter remains unresolved it may be referred to the Judicial Administrator for consideration of proceedings under the Campus Code of Conduct or to the Office of Human Resources for consideration of disciplinary proceedings under applicable University policies.

- In the case of violations arising in facilities located in the City of Ithaca, a complaint may be filed with the City Attorney pursuant to procedures contained in the City Ordinance. In the event such a complaint is filed, internal University proceedings commenced by the complainant shall be suspended.

The Smoking Commission, functioning under the auspices of the University Assembly, remains responsible for monitoring general compliance with the Smoking Policy.

As passed unanimously by the University Assembly January 25, 1989.

## Publication describes supercomputer projects

"Science and Supercomputing," a full-color booklet describing 18 of the 450 research projects employing the Cornell National Supercomputer Facility, has been published by the Cornell Theory Center.

"Science and Supercomputing" was designed to familiarize people with the kinds of research done by users of the CNSF," said Ann Redelfs, manager of information services at the Theory Center. "Through this publication, we wanted to inform the audience of what the Theory Center does, while doing justice to the science behind the projects." The booklet is an annual publication with an audience that ranges from scientists and engineers to laymen, she said.

The CNSF, one of five national supercomputer centers established by the National Science Foundation, is a major component of the Cornell Theory Center. The center provides supercomputing to 1,700 researchers from 123 institutions around the country. It is a government-university-industry partnership.

The Theory Center's publication illustrates the need for supercomputing in all types of research because analysis on con-

ventional computers is not efficient for answering today's most complicated scientific questions, Redelfs said. She said that Cornell's two IBM 3090-600E supercomputers, which together can achieve 1.5 billion calculations per second, "accelerate the rate of research so scientists have time to ask more questions."

The projects described in the booklet originate from Cornell and other institutions and range in fields from ecology to electron microscopy. One Cornell project aims at understanding the complexities of "transonic" flow — the flow of air at velocities reaching the speed of sound. The booklet describes how Theory Center Acting Director David Caughey is developing mathematical techniques to solve the design problems of high-speed aircraft wings, helicopter rotors and high-performance turbomachinery in transonic flows.

According to "Science and Supercomputing," the advent of supercomputers has contributed greatly to computational aerodynamics. For example, computations for Caughey's design process, which generate and analyze grids of points representing

flow properties, take only 25 minutes to simulate airflow past a simple swept wing on the central processing unit of the powerful Theory Center supercomputer versus days on the standard minicomputer.

Another project by Michael Teter of Corning Glass Works, the Theory Center's first corporate resident, could save Corning hundreds of millions of dollars in losses due to irregular and imperfect glass. Because glass production takes place in a swirling mix of 20 to 30 substances reacting in a 1,500-degree-Celsius combination of electrical impulses and burning gas, it is difficult to study the reactions.

The publication explains that Teter has turned to direct supercomputer simulation of the materials to predict the chemistry of glass. Using the supercomputer is the only way to handle the difficult new quantum mechanical calculation methods needed to fabricate the actions of atoms during glass formation, Teter said.

For a copy of "Science and Supercomputing," call Kelly Green at 255-8686 or write to her at 265 Olin Hall.

— Kristine M. Surette



David Caughey, whose research is concentrated on solving engineering problems in aerodynamics.

## Combating AIDS topic of BTI talk

How the AIDS virus works in human cells to cause AIDS and new ways to combat the virus will be discussed in the next Boyce Thompson Institute Distinguished Lecture in the Life Sciences on March 29 at 2 p.m. at the James Law Auditorium of the College of Veterinary Medicine.

Molecular biologist Flossie Wong-Stahl from the Laboratory of Tumor Cell Biology in the National Cancer Institute of the National Institutes of Health will lecture on "Molecular Biology of HIV (human immunodeficiency virus): Implications for Pathogenesis, Therapy and Vaccine for AIDS."

Wong-Stahl, who is known internationally for her studies of the AIDS virus, will focus on new approaches to combating AIDS because "conventional methods for stopping diseases with vaccines do not work against the AIDS virus," according to Stephen H. Howell, director of the molecular biology program at BTI and the host for Wong-Stahl's visit.

Howell noted that the upcoming lecture should be of great interest to the Cornell community and the general public because Wong-Stahl has been a leader in the field of molecular biology of the AIDS virus.

## Mezzo-soprano Marilyn Horne to sing on April 2

April in Paris, New York City and Ithaca will have at least one thing in common this year, and everyone knows it won't be the weather! It's the opportunity to hear world famous mezzo-soprano Marilyn Horne and her longtime piano accompanist Martin Katz in recital.

The concert will be the finale of the 1988-89 Bailey Hall Concert Series. It will be on April 2 at 8:15 p.m.

Horne's program, the same one that she will perform in Carnegie Hall on April 5 and in Paris at the end of the month, includes works by Haydn, Schubert and Dvorak as well as a group of songs by Spanish and French composers.

Horne is universally recognized as one of the great singers of our time. According to the New Grove Dictionary of Music and Musicians, she is distinguished for the "extraordinary range of her voice."

She received her musical training at the University of Southern California. Her early career included performances with Igor Stravinsky, who dedicated to her his last work, instrumental arrangements of two Hugo Wolf Sacred Songs.

A great favorite of Italian audiences, Horne recently gave her sixth La Scala recital in Milan. The 1988-89 season finds her in performances of Verdi's Falstaff with the Lyric Opera of Chicago; Bizet's Carmen at the Metropolitan Opera; Rossini's Tancredi in Los Angeles and Barcelona; Rossini's L'Italiana in Algeri in London; and Handel's Rinaldo in Venice.



Robert Cahen

Marilyn Horne

Horne was the first artist to bring Handel to the Metropolitan, in a production of Rinaldo designed to celebrate both Handel's 300th birthday and the Metropolitan Opera's 100th anniversary.

Her recording catalogue includes Lieder, complete operas, operatic arias and orchestral repertoire. Many of her recordings have won the highest international awards.

Tickets for the concert are on sale at the Lincoln Hall ticket office Monday to Friday between 9 a.m. and 1 p.m. Prices for the general public are \$18, \$21.50, \$24 and \$28 and for students \$16, \$18, \$21.50 and \$24.

Non-season-subscribers who would like to be on a mailing list for the 1989-90 concert series may call the ticket office at 255-5144.

## Graduate Bulletin



**Course changes:** Last day for dropping courses and changing grade options without a petition is March 17. A \$10 late fee is charged for any change after this date. A course dropped after March 17 will appear on transcripts with a "W" (withdrawn) unless the course instructor and committee chairperson recommend that the "W" be deleted (allowed only prior to final exams).

**Income tax workshops for international students:** Representatives from the federal and state tax bureaus will conduct sessions and answer questions on April 5, 1 to 2:45 p.m., Anabel Taylor Hall auditorium, 2nd floor.

**1988 tax information for graduate students** was the topic of the January 1989 Sage Graduate Newsletter. Copies are available in the Fellowship and Financial Aid Office, Sage Graduate Center.

### Barton Blotter:

## Balch Hall rug stolen

Thirteen thefts were recorded on campus with losses set at \$2,313 in cash and valuables, according to the morning reports of the Department of Public Safety for March 6 through 12.

The thefts included a \$500 rug taken from a hallway in Balch Hall; an 18-square-inch piece of marble removed from the walkway at the Performing Arts Center, a \$400 VCR stolen from Ives Hall and a \$604 laser and power unit taken from Bard Hall.

## CALENDAR

continued from page 5

### South Asia Program

"Indus Valley Civilization: Recent Excavations," Kenneth A.R. Kennedy, ecology and systematics, March 29, 12:15 p.m., 153 Uris Hall.

### Southeast Asia Program

Title to be announced, Blong Thao, SEAP grad, Asian studies, March 16, 12:20 p.m., 102 West Avenue Ext.

"The Relevance of Phya Anuman to Contemporary Thai Studies," Sulak Sivaraksa, Thai writer and director, Santi Pracha Dhamma Institute, March 30, 12:20 p.m., 102 West Avenue Ext.

### Statistics

"Variable Selection in Clustering," Jon R. Kettenring, Morris Research & Engineering Center, Bell Communications Research, March 29, 3:30 p.m., 100 Caldwell Hall.

### Textiles & Apparel

"The Cellulose Fiber: Its Structure, Morphology and Interconversions," Anatole Sarco, Syracuse University, March 28, 12:20 p.m., 317 Martha Van Rensselaer Hall.

### Theoretical & Applied Mechanics

"Dynamic and Quasi-Static Finite Motions of Thin, Rate-dependent Sheets," Janet A. Blume, Brown University, March 29, 4:30 p.m., 205 Thurston.

### Vegetable Crops

"Electronic Data Collection and Analysis of Field and Laboratory Experiments," Donald E. Halseth and Kenneth Yourstone, vegetable crops, March 16, 4:30 p.m., 404 Plant Science Bldg.

"Applications of Tissue Culture to Agriculture," Elizabeth D. Earle, plant breeding and biometry, March 30, 4:30 p.m., 404 Plant Science Bldg.

### Western Societies Program

"A Culture Confronts Nature: Rustic Grotoes in Italian Renaissance Gardens," Claudia Lazzaro, history of art, March 21, 12:15 p.m., 153 Uris Hall.

"Financial Market Deregulation and the Competition State," Philip Cerny, York University/NYU, March 29, 12:15 p.m., 145 McGraw Hall.

"Representations of the Holocaust in Austrian Media," Ruth Beckermann, co-sponsored by Women's Studies Program, March 30, 1:30 p.m., Bethel Auditorium, Clark Hall.

## SPORTS

### Friday, 3/17

Baseball, at San Jose State, 7 p.m.

### Saturday, 3/18

Men's Track, at California State Polytechnic Invitational  
Women's Track, at California State Polytechnic Invitational  
Men's Tennis, Iowa State at Fullerton, 9 a.m.  
Baseball, At Menlo College (2), 1 p.m.  
Men's Lacrosse, Harvard, at home, 1 p.m.

### Sunday, 3/19

Men's Tennis, at Cal State San Bernardino, 10 a.m.  
Baseball, at Sonoma State (2), 1 p.m.  
Men's Tennis, California-Riverside at Cal St. San Bernardino, 3:30 p.m.  
Women's Tennis, Oregon at California, Riverside

### Monday, 3/20

Men's Tennis, at Grossmont, 10 a.m.  
Baseball, at San Francisco State, 1 p.m.  
Women's Tennis, Weber State at Anaheim, 1 p.m.

### Tuesday, 3/21

Women's Tennis, at Palomar, 9 a.m.  
Baseball, at California-Berkeley, 2 p.m.

### Wednesday, 3/22

Women's Tennis, Montana State at Irvine, 11 a.m.  
Baseball, at Hayward State (2), noon  
Men's Tennis, at Cal State Bakersfield, 2 p.m.  
Men's Lacrosse, at Mt. Washington Lacrosse Club (exhib.), 7:30 p.m.

### Thursday, 3/23

Men's Tennis, Skidmore at Westmont, 8 p.m.  
Women's Tennis, at U.S. International, 9 a.m.  
Men's Tennis, at Westmont, 11 a.m.

### Friday, 3/24

Baseball, Washington at Moraga (2), 2:30 p.m.

### Saturday, 3/25

Men's Track, at California-Santa Barbara Relays  
Women's Track, at California-Santa Barbara Relays  
Baseball, at San Francisco (2), noon

Men's Lacrosse, New Hampshire at Hofstra, noon  
Women's Lacrosse, Pennsylvania, at home, 1 p.m.

### Tuesday, 3/28

Women's Jr. Varsity, at Ithaca College  
Men's Tennis, at Rochester, 3 p.m.  
Women's Lacrosse, at Ithaca College, 3:30 p.m.

### Wednesday, 3/29

Men's Lacrosse, at Massachusetts, 3 p.m.

### Thursday, 3/30

Baseball, Cortland (2), at home, 1 p.m.

## SYMPOSIA

### Mathematical Sciences Institute

"Whiter Turbulence? or Turbulence at the Crossroads," a workshop on March 22 to 24 in Kaufmann Auditorium, Goldwin Smith Hall. Organized by John L. Lumley, mechanical and aerospace engineering, the workshop will explore a number of distinct research directions in turbulence, including traditional ones. For more information contact Lumley at 255-0995. To participate in the workshop contact the MSI, 201 Caldwell Hall, or call 255-7740, 8005 or 7763.

## MISC.

### Christian Science Monitor Research Files

The Christian Science Monitor research files will be available in the Willard Straight Hall lobby today, from 10 a.m. to 4 p.m. The files contain free up-to-the-minute newspaper articles on more than 150 topics useful for writing papers, preparing speeches, studying for exams, etc. Free copies of the Monitor will be available.

### University Library

Library Technology Fair will be held March 21, 10 a.m. to 4 p.m., at the ILR Con-

ference Center. Display of compact disc products in the Cornell University Library and five workshops on hypercard, CD-ROM selection and cataloging and interactive video. For more information call Chung Kim 255-3100.

### Intramural Swimming (men, women)

Deadline on entries is March 30 at 4 p.m., in the intramural office, Helen Newman Hall. Fee of \$5 per team due with roster to enter before deadline. Each team may enter no more than 2 individuals in any individual event. Each individual may enter up to 3 events, but no more than 2 of these may be individual events. Each team may enter no more than 1 team in each relay.

### Cornell Toastmasters

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

### 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.

### 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.

### Alcoholics Anonymous

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

### E.A.R.S.

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

### Gay Men's Association

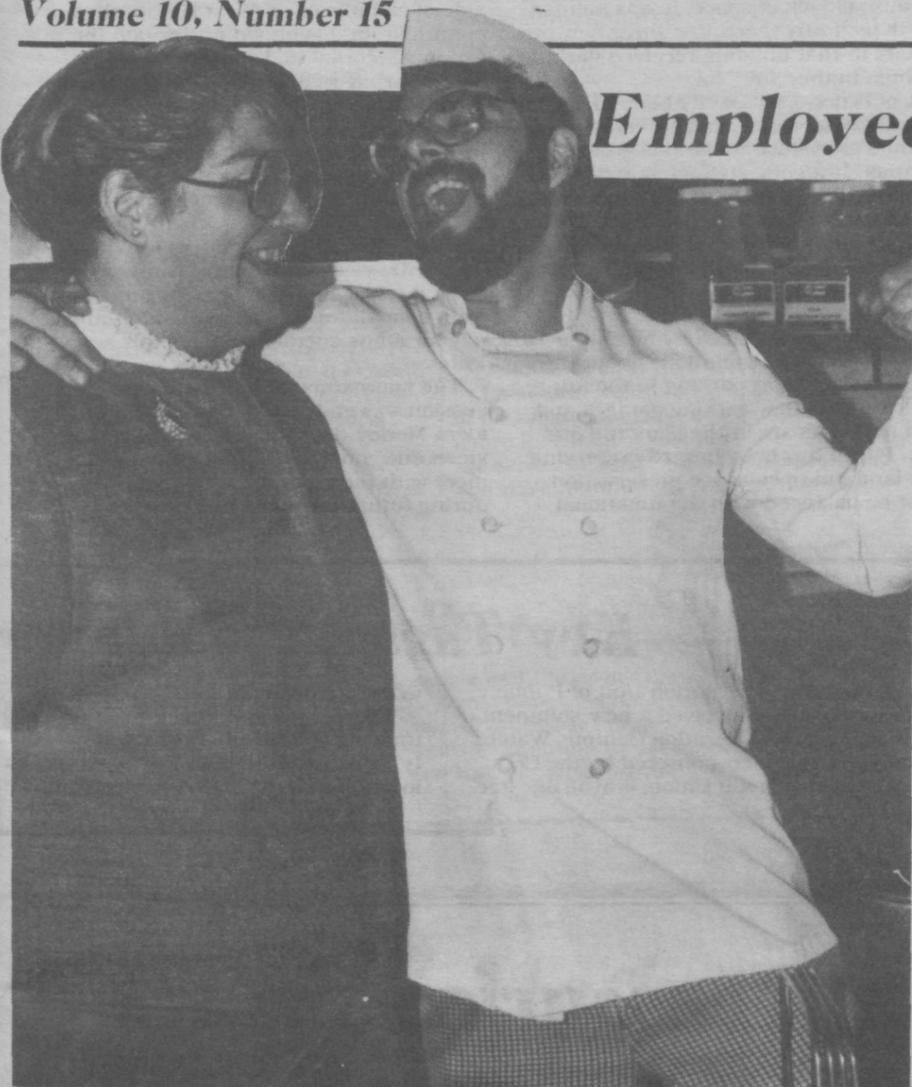
The Gay Men's Association holds a discussion meeting each Wednesday from 7:15 to approx. 9:30 p.m. in Loft II, Willard Straight Hall. Discussion topics include: coming out to parents and people on the job, friendships with heterosexual men, gay parenting, long-term relationships, safe sex, and being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

# Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 15

Thursday, March 16, 1989



Maureen Updike

Photo by Sigrid Peterson

## Employee Spotlight: Maureen Updike

By Kathleen O'Brien

For some of us, a dinner for twenty is enough to cause nervous butterflies and second thoughts. Imagine feeding thousands of individuals every day and doing it for twenty years? Maureen Updike has progressed from chopping vegetables, cooking, and serving as an apprentice to assistant director of Cornell Dining, a position she has held for the past five years.

While her vegetable chopping days are gone—although she is not above doing that chore if it is necessary to assure a nourishing meal to her clientele—Maureen is responsible for renovation and reconstruction, long-range planning, and new construction for Cornell Dining.

Academic I is Maureen's first new construction venture on campus. She has followed the new facility from the initial idea, through research, design and planning, to construction. In addition she will also be concerned with client needs as well as job incentives and working conditions for those employed there.

What Maureen enjoys most about her job is the interaction of faculty and students at the various facilities. Faculty sit and eat with students and vice versa. Watching the students grow from new students to individuals who are growing and developing their own ideas and opinions is an added bonus.

Customer service is "job number one" as is providing excellence in whatever endeavor is undertaken. Making the most of the board money students pay for their meals is also one of her goals.

Maureen states that Cornell Dining has a very broad recipe base and if a student has a favorite recipe Dining will try to adapt it to the general student population for use. Imagine having over 50,000 recipes to choose from! And you thought choosing which cold cereal to eat or which macaroni and cheese dish to prepare was tough!

Maureen started out in the hospital industry but also has restaurant experience as well. A college education is a must, as well as 5-10 years in the field for a position similar to hers. She states that she studies all the time, researching a problem, finding solutions to various obstacles that may thwart her attempt to design the best facility she can for her clientele.

She surveys students, faculty, and staff for their input before reconstructing a dining facility and she listens to them! As Maureen notes, "We have great little restaurants, not cafeterias."

Spirited, involved, and interested in providing a product that merits a seal of excellence - this Cornell is one of your employees!

...

Networking needs your support, if you know of anyone who should be in the EMPLOYEE SPOTLIGHT, please send the name, phone number, and a sentence or two explaining why she-he should be spotlighted to: Employee Spotlight, 134-A Plant Science Building. Thank you!  
Kathy O'Brien, Editor  
Employee Spotlight, 255-5439

## Employee Assembly Elections - Why Bother?

By Joan Heffernan

- Every Cornell employee recently received, through the campus mail, a ballot to vote in this year's Employee Assembly elections.

....who cares?  
- The campaign statement for each of these employee candidates was enclosed.  
....why bother to read them?

- Instructions for voting (by the Hare system) and the March 23 deadline for returning the ballot (to the Office of the Assemblies, 165 Day Hall) were enclosed. It looks like another piece of "junk mail" so  
....why bother?

- A form on which any employee can indicate his or her interest and preference for serving as employee representative on

several committees was included.

why bother?  
- Many employees believe that nothing is going to significantly improve the working conditions for them, and participating or voting is therefore a waste of time, so

....why bother?  
Why bother?  
- Because the possibility for positive change, through the efforts of members of the Employee Assembly, exists.

Why bother?  
- Because Employee Assembly members do have easy access to, and effectively gain the attention of, members of the Cornell administration.  
Why bother?

- Because history indicates that the Employee Assembly has been the catalyst for change in employees' lives in several ways: improved benefits, increased communication and innovative ways for the employee community to come together, meet and talk.

- Is campus governance a perfect system? Is the Employee Assembly free from operational problems?

Not at all. We are constantly striving to make the process more "user friendly."  
- Are there frequent differences of opinion and conflicts over separate issues and individual approaches?

Yes! To say that all 13 members of the

Continued on page 4



## Finally, Computing for Everyone

By Jennifer McComb, Student Representative to Networking

Steve Worona likes to make sure that Cornell Employees know just how many inches of snow will fall this weekend, what new movies are playing on campus, and where to find the best pizza in Ithaca.

After all, it's part of his job. As the assistant director for Communication Systems, Worona manages a computer-based information network called CUINFO that gives members of the Cornell community access to a wealth of daily news and local facts.

"CUINFO is unusual in its emphasis on non-computing information," Worona said, stressing that the system is for everyone to use—including employees. "The greatest development in the last five years is that people who know little about computers are using them for all sorts of things."

And this is exactly what Worona had in mind when he began designing CUINFO seven years ago. Former Cornell Registrar Keith Ickes suggested to him that a

large amount of information on campus—including the staff and student directories, academic calendar, and news from various departments—already existed in electronic format and could easily be made available to Cornell students and employees by way of computer.

"One of our first basic rules was that nothing would be retyped," Worona said, and that rule has stuck. He is the only individual to have been involved with CUINFO from its birth to the present and has a busy schedule of programming and updated that leaves him no time to extra typing.

His devotion to the project has paid off, though, and a number of schools including Pennsylvania State University, the University of Rochester, West Virginia University, and Carleton University in Ottawa, Canada have adopted systems patterned after CUINFO. Cornell's program, perhaps the first of its kind, now boasts listings of everything from religious serv-

ices to athletic events, from bus schedules to exam schedules, and from folk concerts to library hours.

Wednesday, March 22, 1989

CUINFO Information

Presented by

Steve Worona,

Computer Services

12:15pm 100 Caldwell Hall

Computing



"I am encouraging as many people as possible to post information on CUINFO and urge people to go to the libraries and see just what it is," Worona said. The sys-

tem has been in operation since 1982, and is accessed from personal computers or University-owned computers connected to the mainframe by approximately fifty percent of its users. The other half of the people who use CUINFO take advantage of terminals found in "high-traffic and heavily used" areas of campus.

One of the most popular additions to CUINFO, and perhaps Worona's favorite, has been "Dear Uncle Ezra," a spin-off of Ann Landers' advice column. "How can I break off a long-term relationship?" "Where can I find day care on campus?" and "How can I deal with the pressure in my office to give to United Way?" are just a few of the questions asked in February that are of concern to employees, and not just students.

Jerry Feist, former Uncle Ezra and present director of psychological service at Gannett Health Center, created "Uncle Ezra," but former Dean of Students Da-

Continued on page 4

# Breakfast with Senior Vice President James E. Morley

By Kathleen O'Brien

On January 24, 1989, Networking board member Kathleen O'Brien attended a breakfast with Senior Vice President James E. Morley and other concerned Cornell employees.

Senior Vice President Morley communicated his appreciation to the employees for sharing their thoughts and concerns. Morley expressed interest in topics raised at previous sessions including traffic, transportation, day-care problems and safe late night parking for women.

## Can Spring Be Far Behind?

By Barbara B. Stewart

Although our winter has been mild so far, spring fever doesn't start to take hold until March (unless you really hate winter). As we start receiving colorful seed catalogs in the mail, we wonder: can spring be far behind? I hope the following hints will help you plan your seed orders, purchase plants and ultimately plant your flower or vegetable gardens.

First, some general advice. Order seed or plants from a company or store you know (one that you purchased from before and were satisfied) or one that offers a guarantee. Don't get carried away by articles that promise trees or mature plants, when you actually will receive "liners" or very small plants. These will probably grow to be fine plants if you are willing to wait for them to catch up to the advertised claims. In other words, \$5 or less will not buy you a large, ready-to-produce item, in most cases.

Now you have your seed in hand. It's early March and you know you can't realistically plant or transplant before mid-May or later. So -- read the packet sowing guidelines; don't sow seeds too early. Sow seeds thinly, in a clean container and clean or sterile media that has been well watered and drained. Make sure there is a drainage hole in the sowing container. It is probably best to sub-irrigate the container (water from the bottom using a shallow pan). You can fertilize this way also. Remember to follow package in-

Topics discussed were many and varied, including the Employee Assembly's Transportation ad-hoc committee. Discussion centered on its goals and why it had been decommissioned from the Employee Assembly (EA). The concerned employee asked that Morley or a representative to attend the next EA meeting to find out why the assembly sent a memo to the committee decommissioning it. Morley said he would try on such short notice to find someone to help.

A change in the campus Code of Government to clarify the issuance of permits

to employees with 25 or more years of service was discussed. It was stated that several employees with 25 years of more of service had been denied parking privileges behind their respective buildings because of lack of space. It was pointed out that shortly thereafter, three new professors in that building received parking permits in the "full" lot.

A question was asked about parking permit holders and what percentage of permits are issued to various groups on campus (students, staff, etc.) and what could be done to help the situation. Morley said there are conflicting forces on the campus--one that wants everything next to each other and one that wants a more open campus for students and the faculty.

A concern was voiced by an employee from the Cornell Plantations about the use of that area for parking in the future. Morley stated that parking garages and road networks are in the planning process. Policy has been toward preserving that land but open-space preservation must be balanced with the functional

needs of the campus. The current planning process is intended to make long-term decisions possible.

A statement was made that parking should be available on either the west side of campus or on West Hill for those coming from downtown or through the Octopus. Morley said they are looking into a park & ride program for Ithaca's West Hill.

The possibility that bus service could be offered for small-town areas around Cornell was discussed. Morley said to ask people from the various small-town areas to continue making their wishes known and to send petitioning letters to William Gurowitz, vice president for campus affairs. It takes a lot of money to run a bus from a small town to Cornell and it must pay for a bus operator to have this service.

The approximately one-hour discussion was ended with Senior Vice President Morley thanking everyone for their views and concerns. He hopes that he can meet with more concerned employees during future breakfast and lunches.

structions for a light feed. Always water or fertilize thoroughly, then discard the liquid remaining in the pan so young roots don't get "wet feet."

Now your seeds have germinated and you see "true leaves" develop. Thin weak plants and consider transplanting to separate pots or small container or larger spacing in a flat or tray. Make sure your seedlings have a sunny window or add artificial light. This will help seedlings grow strong and straight, not bent or thin.

Finally, as the weather permits, place seedlings in a draft-free area outside on warm days -- this will help strengthen plants. When your area appears to be frost free and your garden soil is prepared, it's time for planting. Don't forget to control weeds and insects throughout the summer. Good luck and enjoy the fruits of your labor!

## Key Tags Available for

The Crime Prevention Unit of Public Safety has just received a new shipment of key tags for Operation Campus Watch. This program, cosponsored by the Cornell Federal Credit Union, is available free

to the Cornell community.

This is how it works. You simply pick up a tag and fill out a card at Public Safety, G-9 Barton Hall, or any credit union location. Put the tag on your key ring and

## Reassuring News for

The working mother was the focus of a lead article in CONTEMPORARY PEDIATRICS, a popular journal for pediatricians. Noting that the proportion of women in the work force has increased massively, from 20 percent in 1920 to 62 percent in 1985, it naturally follows that a significant proportion of these women are mothers with children that need supervision while the mother is working.

With this situation comes the attendant worries and concerns mothers have about their children being cared for by someone other than themselves. And who do they turn to for reassurance and advice in these matters? Usually the pediatrician. Thus the pediatrician needs to become knowledgeable about those issues that concern working mothers.

Common to all working mothers is the guilt they feel about being away from their children. They sense that somehow the situation must be harmful, even if only in subtle ways, to their child's psychological well-being. It's here where pediatricians can be of real service in disclosing to parents the facts about children and substitute caretakers. According to the CONTEMPORARY PEDIATRICS article, the facts are that "researchers have not found any consistent

differences between children of working and at-home mothers. In areas of child development that worry working mothers most--attachment, cognitive development, sex-role identity and emotional problems--there is no evidence that children are adversely affected by their mothers' employment."

Mothers worry that they might loosen their "bond" with their children if another caretaker is part of their life. However, parents can be reassured that "there is no evidence that an infant's only caregiver has to be the mother. Even when children under the age of 2 are cared for by others, their attachment to their mothers is normal. In fact, high-quality child care may have the additional positive effect of making it easier for the child to adapt to a variety of unfamiliar situations."

Can children's intellectual development be somehow hampered by day-care attendance? This does not appear to be the case. For children from middle-class environments, daycare has no adverse effects on cognitive development: "...as long as the quality of the care is high, children in substitute care function as well as children cared for entirely by their mothers. However, in children from less fortunate environments, daycare can

have a positive impact. Time may be more added stimulation social interaction in the child's home.

Are emotional problems of working mothers can be reassured case. "There is no emotional probleming mothers." A child can often be closely mothers, but not just working. A depressed can foster an emotional child. It's the mother the fact that she is important factor. But that a mother is positive emotional impact. "Mothers who like adjusted and less time mother, even ers who prefer being. Another positive

by Otilie D. White

He stands tall  
A quiet man  
With eyes  
Too wisely sad...

His lined face  
Speaks of sorrow  
And haunting  
Disillusionments...

But his smile  
Is fast and gentle  
As twinkling lights  
Sparkle his eyes...

His voice is soft  
Strong with conviction  
Speaking low  
With self command...

His carriage  
So proudly noble  
Fearlessly strolls...  
Into life's winds

For a year  
I've watched him  
Come and go  
Faithful and unbending...

Today I watched  
To see him come  
Gracefully walking  
His familiar path...

I waited and waited  
He has not come  
I feel my heart  
Go deathly numb...  
"Your inner light  
Must never go out  
Return gentle giant"  
My heart did shout...



Call the Resource of the DAY CARE OPMENT COUNCIL COUNTY at 273-02 finding and choosing care centers, family school-aged program. LICENSED DAY TOMPKINS COUN Coddington Child Country Garden Country Kid's P.F.S.A. Child Care Cortland Commu Gentle Touch Happy Day Play IACC Day Care Ithaca Commu Ithaca Montess Little Feet Mont Newfield Cooper Tompkins Count Viola Scott Day West Hill Day C

## Coping with Office Stress

By Alberta G. Callihan  
"Keyboard fatigue."

Office workers, are you familiar with the feeling? The extreme can be muscle spasms, fainting spells and other symptoms. Is it because you work at a VDT? An article in March 1989 PC—Computing states that there is not a scientific report documenting reactions to the use of VDT's.

Is it job stress? Think about it. When you are at your computer do you find yourself locked in position in front of the machine, immobile, with your eyes glued to the screen?

People using typewriters have complained of ailments such as sore necks and backs. But there is now a special term for symptoms of headaches, dizziness and blurred vision. It is known as repetitive strain injuries, or RSIs. It is said that RSIs result from the constrained posture and repetitive motion involved in most computer work.

Computers can be tough on the eyes. It's important for the eyes to "stretch

their legs," so to speak, by periodically looking at distant objects.

Intensive computer users often get dry, itchy eyes because they become so transfixed by the screen that they forget to blink. Contact lens wearers suffer from the no-blink syndrome even more than others, because their lenses require additional eye fluids.

Bifocal wearers are particularly vulnerable to VDT-induced eyestrain. The near-focus lens in bifocals provides correct vision at a distance of about 12 inches—the distance at which you ordinarily hold printed material—but your PC screen is typically situated 18 to 24 inches away in a kind of visual no-man's land. The design of bifocals if fine for reading from your lap or desk, but if forces you to tip your head back uncomfortably to view the screen.

There are "computer glasses," a type of bifocal designed especially to provide sharp focus at the distance you sit from the screen. The only disadvantage is that you have to switch to your regular bifo-

cal to read printouts or other documents.

Glare protectors can help. A static-free screen stays cleaner too.

Illuminating your work area with a lamp might help.

You might want to try a different chair: such as a backless chair. Or, you might prefer a pneumatically adjustable chair so you can position the seat back to support your lower back.

Feeling good on the job makes people more productive. Anything that reduces backaches, for example, would strike directly at a major cause of missed work. We are told that we should not bend our wrists when typing.

Exercise at your desk, we are told; better yet, get up and walk around. Stretch the arms and legs, shrug the shoulders, nod and shake the head.

You might want to try kicking away your chair and writing standing up. That way your shoulders and legs get in on the action.

Walking around the office is a good practice—whether it's to deliver a memo, pick up messages, or simply make a stop at the watercooler.

One painful RSI that is becoming epidemic to computer users is carpal tunnel syndrome. This finger-paralyzing injury occurs when the main nerve running from the arm into the hand is pinched at the wrist.

The best way to avoid carpal tunnel syndrome is to give your hand breaks. Flex your arm and wrist occasionally during long stretches of computer work, and make sure your wrists don't rest on the sharp edges of your desk or chair. Place the keyboard low enough to avoid arm fatigue and not bend the wrists when typing.

Go out and play basketball at noon or go to an aerobics class or have a swim. Getting some exercise midday clears one's head and improves concentration.

Work at conquering keyboard fatigue. You can cope!

## Place Your Flower Order for Secretaries' Day Now

April 26, 1989

Appreciation of the hard work your secretary does for you is something all employers should express. The Horticulture Club 411 - actually Dr. Langhan's Greenhouse Management class - has pursued this task each year with a variety of choice potted or cut flowers as gifts for your secretary's desk. The entire process

from the initial mail order from the customer to the final desk delivery on that special day is accomplished by the students. The students not only generate sales but also gain meaningful experience in this small retail one-time operation. Attached is a return mail order slip that you can fill out and mail with payment to:

Horticulture 411 Club  
20 Plant Science  
Cornell Campus  
Gift Price Order

1. potted Geranium \$ 4.50
2. 3 red Roses in bud vase 7.95
3. 3 Carnations in bud vase 5.50
4. corsage (Carnation) 3.50
5. combo: .2 & .4 10.75
6. combo: .3 & .4 8.50

Total Due:

Recipient's name and address:

From who (add any messages you want on card):

Any address off campus order must be picked up that day at above address.

## Operation Campus Watch

If you lose your keys all the finder has to do is place them in the mail and they will be returned to Public Safety. Once received by Public Safety, the card with the number matching the tag number will be

pulled and the owner notified.

If you have questions pertaining to key tags or any other Public Safety Crime Prevention Program, please stop at G-9 Barton Hall or call 255-7404.

## the Working Mother

The quality of the... and provide... opportunities for... just not available... ting... ms greater in chil... rs? Again, moth... at this is not the... ence of increased... children of work... s emotional state... ed with that of the... because she is... working mother... ally maladjusted... depression, not... rking, that is the... ery often, the fact... ng can have a posi... on the child... ir jobs are better... essed than full... se full-time moth... t home... pect of working

mothers is the effect is has on children's perceptions of sex roles. "Girls whose mothers are employed are more confident and independent than girls whose mothers are at home full time, especially when their mothers like their jobs. School-age children whose mothers have outside jobs are less likely to have stereotyped ideas about sex roles; maternal employment affects both girls and boys on this dimension, but the impact is greater among girls."

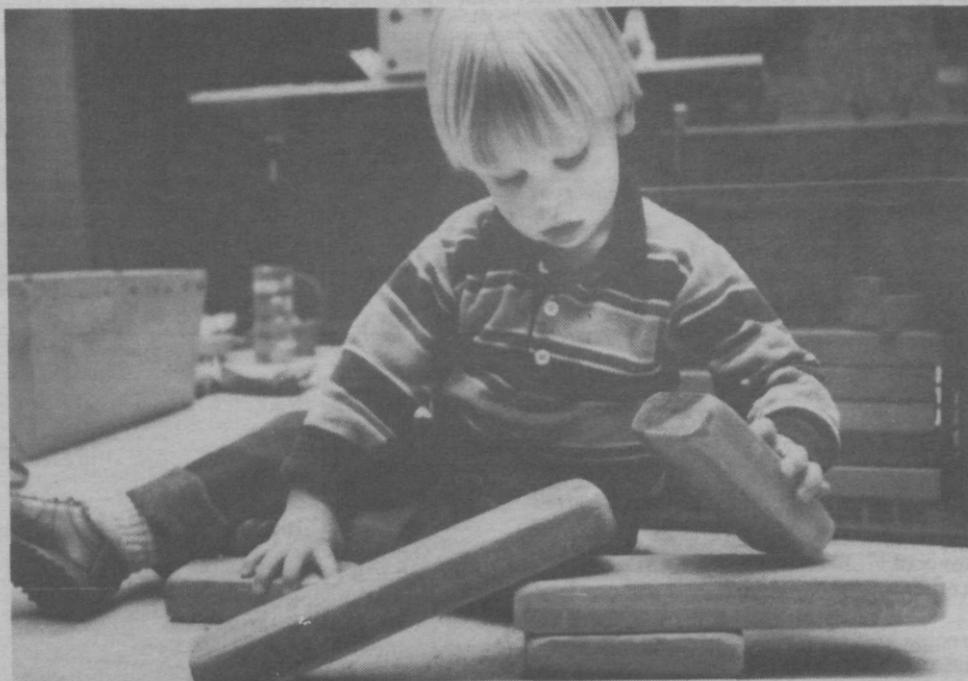
Finally, it would seem that working mothers spend less time mothering, just by the fact that they are not home as much as non-working mothers. However, this too is quite questionable. "Studies of mothers who are at home full time with preschoolers show that they spend most of their time supervising, doing household chores, chauffeuring and watching television. Direct interaction with the children—talking, reading together—takes up only 5 percent of the children's waking hours. This is just about the same proportion of time that working mothers spend in direct interaction with their children.

There is no evidence that the quality of time together is diminished by outside employment, and some studies indicate

that working mothers successfully compensate for their absence by engaging in more direct and intense interactions with their children when they return from work."

The issue of the effect of working mothers on their children is still controversial. There are some experts who still insist that it does have a detrimental effect on the child. But the fact remains that working moms are here to stay. "By 1990, nearly 69 percent of mothers with children under 5 years will have jobs requiring alternate child care." Fortunately, the majority of the experts feel that this alternate child care, if of good quality, will not harm the child physically, emotionally or intellectually. The responsibility for finding that good quality care, however, does fall upon the parent. Here's where the mother should put her energy, not into guilt about the fact that she is working.

Source:  
Sophie Balk, M.D. and Katherine Christoffel, M.D., M.P.H.,  
Contemporary Pediatrics,  
September, 1988  
Reprinted with permission from Parent's Pediatric Report, Providence, R.I., November 1988, p. 67.



by Otilie D. White

October remembers  
August's warmth  
Coasting Cayuga's  
Sloping hills and  
Lazy valleys...

Red-gold leaves  
Tumble gently  
To pillowed  
Drifts licked  
By autumn gusts...

Dancing goldenrod  
Bending low  
Switching tresses  
Against October's  
Backdrop of blue...

Tawny fawns  
Poke and peek  
As Nature weaves  
Her wistful song  
Through valleys...

Late butterflies  
Delicately swirl  
Dipping and gliding  
Over fields  
Still summer moist...

Giant poets  
Of yesterdays  
Stroll horizons  
Musing Nature's  
Endless parade...

On clouded thrones  
In long eventides  
They somberly  
Dream of  
Autumns lost...

## Super Supervisors

By George Peter

The Dedicated Service Award has gone to some outstanding Cornell employees and will be continued because there are still hundreds of dedicated employees in the community who do a fantastic job for the university.

We would also like to promote the supervisors who set examples of leadership

as they get the job done better by behaving as concerned and sensitive human beings. Super Supervisors is your department's chance to announce to the Cornell community who you consider an outstanding supervisor.

You are invited to nominate a supervisor. Just fill out the form below and send it to Networking, c/o Judy Vandermark, Box 3, Robert Purcell Union.

Super Supervisor \_\_\_\_\_

Date \_\_\_\_\_

Name of nominee \_\_\_\_\_

Nominee's title \_\_\_\_\_

Nominee's department \_\_\_\_\_

Reason nominated \_\_\_\_\_

Submitted by \_\_\_\_\_

Phone number \_\_\_\_\_

## Computer

Continued from page 1

vid Drinkwater coined his name. The present Uncle Ezra—who holds a graduate degree in counseling and has 8 years of experience dealing with members of the college community—remains anonymous as do the people at Cornell who have written him almost 4000 public letters.

"Ten times more people log on to Uncle Ezra to read the letters than do write them. We have helped literally thousands of people," said Worona, who recently co-edited a book called *The Best of Uncle Ezra, Volume I*, now available for sale at the Cornell Campus Store and the Straight Desk.

Worona '70, an undergraduate philosophy major and recipient of a master's degree in computer science, both at Cornell, has been improving the university's computer communication systems since 1978. He has worked for both operating system maintenance and for user services, and considers the computer "as much of a communication device as the telephone."

"I see a massive growth in computing," Worona said. "It's not just for hairy number crunching anymore, but for desktop publishing, electronic mail, and conferencing." Adopting some of his positive spirit from Steve Jobs, cofounder of Apple Computers, Inc. and president of NeXT Computers, Inc., he has plans for the future of computer communications

at Cornell. In time Worona would like to see Macintosh computers replacing the presently outdated CUINFO terminals, provided that students and employees would not need to buy software in order to use CUINFO from their homes or offices.

Cornell employees without a special password can now access CUINFO with terminals in Day Hall, Willard Straight Hall, Gannett Health Center, Barnes Hall, and the following libraries: Uris, Mann, Engineering, JGSM, Physical Science, ILR and Olin Library. To use CUINFO from an office computer connected to the mainframe requires an identification number, however, which is available free to most employees from the User Accounting Office in the Computing and Communications Center (CCC), opposite Bailey Hall.

The Communications Committee of the Employee Assembly, working closely with Worona recently sent a referendum to all employees asking about the accessibility of these locations, and has arranged for a Brown Bag Luncheon to further inform members of the Cornell community about CUINFO.

"The Employee Assembly wants to increase communication with corporate Cornell and the individual employee and I am eager to help in any way I can," Worona said. He will lead the workshop to be held in 100 Caldwell Hall at 12:15 p.m., Wednesday, March 22.

## Employee Assembly

Continued from page 1

Employee Assembly hold the same opinions is absurd. That is an important part of the process: to voice and hear the different sides of an issue but still work toward a common solution to the problem.

- Does the Employee Assembly experience problems in maintaining a full membership?

Yes. The demands on all members' time are great. All Employee Assembly members voluntarily devote many lunch hours and hours of personal time to meet, read and work on issues of concern to employees.

- Are the Employee Assembly meetings open?

Yes! The Assembly members look forward to every opportunity to hear cow-

orkers' opinions and concerns. In addition to breakfasts and lunches with administrators, the assembly has also sponsored a telephone "hotline" to its chair, Networking suggestion boxes, and all brown-bag lunches, including ones with Employee Assembly members as the "topic." All Employee Assembly meetings are open to you. Meetings are held the first and third Wednesdays of each month, usually in the third floor board room of Day Hall.

- So, are you going to vote in this election?

- Are you going to volunteer to serve as an employee representative on one of the many committees dealing with a vast array of concerns (personnel policy, smoking, transportation, education, etc.)?

- Are you going to bother?

## Gourmet Corner

The following recipe is Pillsbury Classic .56 "Mmmmm...Cookies," which Sharon Gunkel recently tried and says they are tasty as well as nutritious.

Whole Wheat Sour Cream Date Cookies  
 1 cup sugar  
 1 cup firmly packed brown sugar  
 1-2 cup margarine or butter, softened  
 8-oz carton dairy sour cream  
 1 tsp vanilla  
 2 eggs  
 2 cups Pillsbury's Best Whole Wheat Flour  
 1 1-2 cups Pillsbury's Best All-Purpose or Unbleached Flour  
 1 tsp baking powder  
 1 tsp salt  
 1-4 tsp baking soda



2 cups chopped dates

Heat oven to 350 F. Lightly grease cookie sheets. In large bowl, combine sugar, brown sugar, margarine and sour cream; beat well. Add vanilla and eggs; beat well. Lightly spoon flour into measuring cup; level off. Stir in whole wheat flour, all-purpose flour, baking powder, salt and baking soda; mix well. Stir in chopped dates. Drop by teaspoonsful 2 inches apart onto prepared cookie sheets. Bake at 350 F for 13 to 18 minutes or until edges are light golden brown. Immediately remove from cookie sheets. Store in tightly covered container. Makes 6 to 7 dozen cookies.

If you have a recipe you would like to share, please send it to Gourmet Corner, 204 VMTH, Vet College.

## Personal Education Workshops

Are you a Cornell staff person who would like to learn to communicate better with family, friends and colleagues? Do you wish you were more assertive with spouses, children, supervisors, parents and friends? Would you like to feel better about who you are?

The Personal Education Workshops offer a range of topics that help you learn new skills in communication, assertiveness and self-esteem. The workshops are also designed to heighten awareness of the strengths and resources you already have.

All workshops are free, confidential and open to staff, faculty and students. They are small and short term, with the focus on building a support system and learning new skills. They are facilitated by trained volunteers under the supervi-

sion of a professional counselor.

Staff can benefit by learning how to function more competently and cooperatively in day-to-day interactions. The skills are also useful for job development and promotion.

Some comments from past staff participants include:

"I learned to identify faulty thinking patterns and feelings about myself and I learned skills to change and become more the person I want to be."

"I found the workshop to be one of the most friendly and open experiences I've had. The people were very supportive and non-judgemental."

The next series of Personal Education Workshops will take place in the fall. If you have any questions or ideas for workshops, please contact Susan Lerner at 255-3608.



## 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 30 issue is March 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

- 1986 Ford Escort wagon, automatic, 47k miles, exc. running car, \$3,700, 539-7570.  
 1984 Ford Escort L, 62k miles, AM-FM cassette, good cond. \$2,700, Laurie 5-9334 days or (315) 497-1920 eves.  
 1982 Ford Mustang GT, 37k miles, 302 cu in, 5.0 Litre H.O., V-8, 2 bbl, 4 new 15.5 in Michelin TRX-90 tires w-A.R. rims, T-Top, leather interior, \$7,000 neg, 607-739-2304.  
 1981 Ford Escort, 74k miles, runs good, no rust, new exhaust system and tires, \$1,100, 844-8536 after 4pm.  
 1980 Buick Skylark, 4-dr, auto, 6 cyl, power steering, brakes, AC, AM-FM cassette, fabric upholstery, 5 all-season radials, just tuned up, runs great, 257-5675.  
 1976 Jeep Cherokee, full time 4WD, auto, V-8, exc cond. \$2,800 firm, Priscilla 5-4824 days or 869-5414 eves after 6pm.  
 1976 Volvo Wagon, 4 spd, with overdrive, little rust, \$1,800., 272-3931.  
 8' aluminum truck cap, \$65, Leora 5-0873 days or 898-4328 eves. Please leave message if not avail.  
 Two honey bee hives, 3 supers each, one with bees, 273-4342 or 272-3029 eves.  
 Small woodstove \$100, Kenmore sewing machine in cabinet \$60, Becky 5-4254 days or 589-6724 eves.  
 Sofa bed-chair, end tables, coffee table, hassock, entertainment stand, lamps, dining table-chairs, vacuum cleaners, rowing machine, VCR, Casio keyboard, stereo, table saw (never used), 4-4840 or 564-9069 eves.  
 Baby carriage in very good cond. \$30, 253-3562.  
 Baby bassinet, \$10, adjustable stroller, \$16, GE mixer, \$8, long women's coat (mauve color), \$25, microfilm reader, \$25, 257-4034 eves.  
 Commodore 128 computer system, exc cond, includes: computer, disk-drive, monitor, power supply and miscellaneous software, printer optional (\$75), price: \$475, 844-4520 after 5:30pm weekdays, anytime on weekends.  
 12 foot camper, needs work, under \$400, Jim 5-8580 days or 844-3266 eves.  
 92" sofa, matching chair, slip covered, \$145; tires (2) Cooper Lifeline P195-75R14, mounted, like new, cost \$203, sacrifice \$125; four-quart pressure cooker, \$5; twin

- bedspreads, woven in India, terracotta (new, \$45 ea, 257-1891 eves.  
 Luggage, American Tourister, matching light blue, 2-29" Pullman (overseas) cases: 1-25" carry-on case, exc. \$90, 5-9496 days or 273-1910 eves.  
 Waterbed mattress, "Everbest," king size with liner, heater, pad, \$125, 564-7171 after 5pm.  
 Eddie Bauer backpack with frame, \$45; Frigidaire, 40 inch elec range, \$20; country print twin bedspread with curtains, \$20; Birheastorch women's sandals, size 8 & 10, white oval tablecloth, \$8, Gordon Galloway 5-8976.  
 Nelco sewing machine (portable) antique drop leaf table, Kenmore dishwasher, 272-6086 eves or 5-3214 days.  
 Carpet, \$55; dinette set, \$125; playpen, \$30; bassinet, \$20; curtains, \$20 ea; curtain rods, \$5-10; coats, \$20-30; kitchen counter with shelves, \$50; sweaters, \$1-10; vacuum cleaner, \$80; toys \$1-5, 257-5675.  
 1967 Fleetwood mobile home, 12x60, 3 bdrms, 1.5 baths, lrg expando, enclosed porch, shed, new hotwater heater, bath faucets, set up in park, 10 min to CU, asking \$6,500, 659-4631 anytime.  
 Mobile home, remodeled, 12x50, two bdrm, lrg screened in porch, wood storage shed, small quiet park convenient to CU, \$11,000, 347-4849 eves.  
 Yearling QH filly or colt, \$375; youth western saddle, \$150, 564-9375.  
 Spirited gelding with new western saddle, bridle, breastplate, \$1,075 (payment terms), 564-9375.

### Wanted

- Someone to videotape old episodes of "Father Knows Best" and "Dick VanDyke Show," Sue 257-6001 eves or 7731 days.  
 New or used food processor, Sue 257-6001 eves or 7731 days.  
 New professor would like to rent a house for academic year 89-90, (201) 846-1942 eves or barbashelbereth.rutgers.edu.  
 House to rent by older couple (empty nesters) 2-3 bdrms, country setting, not too far from city of Ithaca, Jim 5-850 days or 844-3266 eves.  
 Baby crib, playpen, wooden high chair, 277-3712 or 257-7000, ext 259.  
 Ride wanted to Rochester every Sunday, 277-2228 eves.

### For Rent

- Paris, France, 3 bdrm house (historic town, suburban Paris) August, under \$2,000, 257-5035.  
 Four bdrm house near downtown, garage, big basement, hardwood floors, avail Approx June 15, \$690 per month, 539-6545 or 387-5673.  
 One bdrm apt, close to CU, \$420 per month include heat and extras, avail summer, 277-4630 eves.  
 Apt to share for nonsmoking, petless, quiet female, Gamefarm Rd, \$200, 2 bdrm, laundry, 5-4839 or 277-4410.  
 Beautiful 4 bdrm furnished house in country, fireplace, woodstove, 2 car garage, private, \$800 utils, 277-2228 eves.  
 Two bdrm apt, Honness Lane, furnished, walk to CU, on bus rt, also parking, avail Ju 1, 272-6086 eves or 5-3214 days.

## Editorial Board

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# CORNELL EMPLOYMENT NEWS

March 16, 1989

Including Job Opportunities

Volume 1, Number 10



## New University Policy Prohibits Smoking in Most Indoor Areas

In accordance with Chapter 67 of the City of Ithaca Municipal Code entitled "Regulations of Smoking," the university's smoking policy has been revised effective March 15, 1989. The provisions of the ordinance and university policy govern smoking in all indoor areas open to the public. Public includes "all persons who visit, do business at, attend, congregate or regularly utilize an indoor area open to the public." The new university policy therefore prohibits smoking in all indoor areas except as otherwise provided for in the policy.

### Notification of Policy

This article will serve as notification to all current active employees. Prospective employees, under the policy, include those job

applicants who are actually interviewed for a vacant position. Prospective employees will be notified through a procedure now being established by Staffing Services.

### Posting of Signs

"No Smoking" signs must be posted at the entrances to all buildings. In areas where smoking is permitted, additional signs must be posted clearly indicating the smoking area. Departments are responsible for posting "No Smoking" & "Smoking" signs. If you have any questions regarding the smoking policy or the ordinance, please contact a representative from Employee Relations at extension 5-7206.

## "Regulation of Smoking" Policy

- Chapter 67 of the City of Ithaca Municipal Code entitled "Regulation of Smoking" applies to university facilities within the City of Ithaca. Consistent with that regulation, the university adopts the following policy applicable to all university facilities. In the event a particular location is subject to a different local ordinance, this policy shall apply, except where in conflict with such ordinance.
- Smoking, including the carrying of a lighted cigar, cigarette, pipe or other device used for smoking tobacco, is prohibited in all indoor facilities, enclosed bus stops and university-owned or controlled transportation vehicles except as provided in section C below.
- The smoking restrictions do not apply in the case of:
  - enclosed indoor facilities regularly occupied by one person and not frequented by the public;
  - enclosed smoking areas as may be established and designated by the university for this purpose;
  - individual dwelling rooms;
  - enclosed indoor work areas not frequented by the public, including for this purpose university-owned or controlled vehicles, where the area is occupied exclusively by smokers;
  - common residential areas of fraternity houses, sorority houses, residence halls or other rooming and boarding facilities, other than coop dining facilities situated in such residential areas;
  - certain conventions, meetings open to the public or private social functions not sponsored by the university when consistent with the provisions of Chapter 67 of the Ithaca Municipal Code;

- the concourse area of a bowling alley or a bar that either does not contain or adjoin a food service establishment or constitutes a separate enclosed room.

The university will use its best efforts to comply with employee requests to be assigned to areas where smoking is prohibited. Written documentation of such requests and resulting university efforts shall be maintained.

### D. Posting

- Copies of the smoking policy will be posted and provided to each employee and prospective employee.
- "Smoking" or "No Smoking" signs will be posted in places where smoking is regulated by this policy. Smoking is prohibited other than in areas designated by "Smoking" signs.

This policy will also be published in appropriate informational handbooks and brochures and announced at public lectures, performances and athletic events.

### E. Enforcement

It is the intent of this policy that problems relating to smoking can and should be resolved on an informal basis by discussion that leads to compliance with the university smoking policy. In rare cases where this does not occur, the following additional steps may be taken in the event of a violation of the smoking policy:

Continued on page 4



## Disability Notebook

Disability No-No Words

On the wall of my office is a poster which states "Sticks and stones can break my bones, but names can really hurt me." The language of disability has, over the years, reflected the prejudices, misunderstandings and fears of nondisabled people toward their disabled peers. Perhaps you remember back to your days on a school playground where the ultimate insult was to call someone a "crip" or a "retard." Our language can indeed have the power to hurt.

According to Dr. Charles Goldman, a Washington, DC disability rights lawyer and author of *The Disability Rights Guide*, the language of disability is evolving in much the same way as our language as a whole is changing. In a totally different context things that were "hip" or "cool" or "sharp" are now "awesome."

The New York State Office of the Advocate for the Disabled in its brochure "What Makes People with Disabilities Disabled?" describes the No-No words of disability which can be as offensive to persons with disabilities as some well-known four-letter words are offensive to many. Demeaning also is the use of adjectives such as disabled, blind and deaf before the noun or instead of a noun (ex: blind man or the blind). Here are some words to avoid when speaking to or about people with disabilities.

- Afflicted** - it is negative and suggests hopelessness.
- Cerebral Palsied** - sounds like an inanimate object instead of a person. The correct description is "person with cerebral palsy."
- Confined to a Wheelchair** - a person is not confined to a wheelchair, but uses one to move about—just as he or she uses a bed to sleep.
- Courageous** - people who have disabilities are not unusually brave and do not want to be regarded as super heroes. Like everyone else, they have the will to live and experience life.
- Crippled** - this paints a mental picture of a person who cannot do anything—someone whom people would rather ignore.
- Deaf and Dumb or Deaf Mute** - these out-of-date terms were used to describe people unable to hear or speak. Many people who cannot hear or who have limited hearing can speak, although their speech may sometimes be difficult to understand. Deafness does not make a person dumb or ignorant.
- Disease** - describes a contagious condition. Most persons with disabilities are as healthy as anyone else.
- Epileptic** - individuals with this condition prefer to be referred to as persons who have epilepsy.
- Gimp** - this out-of-date word was once used to describe someone who walked with a limp. It's an insult.
- Normal** - when used to describe someone who does not have a disability, it suggests—by comparison—that a person with a disability is abnormal or subnormal. *Continued on page 4*

## Smokestoppers Program Offered

Presented by the Health Education Department at Tompkins Community Hospital, *Smokestoppers* is designed to help you stop smoking. This program is a cold turkey approach that uses information, behavior modification, development of alternative support mechanisms, and aversion therapy. Informal individual counseling is also provided when needed.

Quit rate: The hospital has run this program for 2 1/2 years; 150-175 people have participated each year. Evaluations conducted after 1 year show a 72% quit rate; less than 2% of those who stop smoking for 1 year later resume smoking.

*Smokestoppers* will be held March 13, 20, 21, 22, 23, 24, 28; April 4 & 11, from 12-1pm. Contact Training & Development, 5-7170, for more info. *Note: March 13 session was an introductory meeting. You may begin the regular program on March 20.*

## New Federal Legislation: Drug Free Workplace Act of 1988 Prohibits Possession, Use, Distribution of Illegal Drugs on University Property

On Nov. 18, 1988 President Reagan signed into law the Drug Free Workplace Act of 1988 which goes into effect on March 18, 1989. In compliance with this new federal law, and in recognition of the importance of drug free awareness education, the Cornell Drug Free Awareness Program has been established to inform Cornell employees of the dangers of drug abuse in the workplace. Details of the program will be printed in the March 23, 1989 issue of *Cornell Employment News*.

## Q & A on the New Smoking Policy

### Who does the policy apply to?

All faculty, staff, students & visitors to the Cornell campus are required to abide by the provisions of the policy.

### Who is responsible for monitoring the policy?

All members of the Cornell community are responsible for monitoring the policy. It is the intent of the policy that problems should be resolved on an informal basis through discussion. In the event such informal attempts are unsuccessful, the Office of Human Resources, the Office of the Ombudsman, the Judicial Administrator, the Smoking Commission, and in cases within the City of Ithaca, the City Attorney may assist in resolution.

### If I see someone violating the policy but I don't wish to get involved, what should I do?

In those cases where you don't wish to confront a violator of policy, the facility manager could be contacted to assist with the complaint.

### Am I going to be able to smoke in my own office?

An office that is adequately ventilated and not open to the general public is acceptable for smoking. However, in doing business with the public or with coworkers in a private office, one must adhere to the rights of the non-smoker.

### Will smoking rooms be made available in all buildings?

Not likely. Facility managers are encouraged to provide a room that is separately enclosed and properly ventilated, however many areas are not going to be able to provide such space.

### Who is responsible for posting signs?

Departments are responsible for their own signs. Signs must be posted at the entrances of buildings indicating no smoking unless posted otherwise. A task force has been appointed to develop some uniform guidelines to assist those responsible for posting signs.

### What help is available if I want to stop smoking?

The Spring 1989 Calendar of Workshops and Seminars includes two programs worthy of attention. "Smokestoppers" is a program presented by the Health Education Department at Tompkins Community Hospital and is designed to help you stop smoking. The other, "Habit Breakthrough," will greatly enhance your ability to uproot habitual patterns, including smoking. More information on these programs is available through the Office of Training and Development at 255-7170.

# JOB OPPORTUNITIES

March 16, 1989

Volume 1, Number 10

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.

### Assistant Director for Technologies and Standards/Workstation Systems Services (PA5906) HR/II Information Technologies-Endowed

Provides leadership in (1) the planning and development of workstation technologies and (2) the planning, implementing, and nurturing of services that support the function, maintenance, and appropriate development of workstation operating systems. Includes the definition and facilitation of appropriate policies, university-wide standards, plans, and controls.

**Requirements:** Bachelor's or equivalent with coursework in computing or related fields. Excellent interpersonal, communications, and organizational skills. Prior management experience preferred with considerable experience applying information technologies to workstation environments and/or providing services in related fields. Send cover letter & resume to Cynthia Smithbower by March 23.

### Assistant Director for Workstation Services (PA5903) HR/II Information Technologies-Endowed

Provide leadership in planning, implementing, and nurturing services that support the installation, operation, repair, and maintenance of workstations and CIT-managed workstation facilities. Includes the definition and facilitation of appropriate policies, University-wide standards, plans, and controls.

**Requirements:** Bachelor's or equivalent with coursework in computing or related fields. Excellent interpersonal, communications, and organizational skills. Prior management experience preferred with considerable experience developing and/or providing services in related fields. Send cover letter & resume to Cynthia Smithbower by March 23.

### Assistant Director for Research and Analysis Systems (PA5905) HR/II Information Technologies-Endowed

Provides leadership in planning, facilitating, and supporting uses of applications systems that directly facilitate research computations and the computational analysis of data. Includes the definition and facilitation of appropriate policies, university-wide standards, plans, and controls.

**Requirements:** Bachelor's or equivalent with coursework in computing and related fields. Excellent interpersonal communications, and organizational skills. Previous management experience preferred with considerable experience applying information technologies to research environments. Send cover letter and resume to Cynthia Smithbower by March 23.

### Assistant Director for Support Services (PA5904) HR/II Information Technologies-Endowed

Provides leadership in the planning, implementing, and nurturing support/access services delivered through CIT's Services Division. Services include the service desk, accounting and billing services, facilities management services, and customization services. Includes the definition and facilitation of appropriate policies, University-wide standards, plans, and controls.

**Requirements:** Bachelor's or equivalent with coursework in computing or related fields. Excellent interpersonal, communications, and organizational skills. Prior management experience preferred with considerable experience developing and/or providing services in related fields. Send cover letter & resume to Cynthia Smithbower by March 23.

### Systems Programmer/Analyst III (PT5808) HR/II Computer Science-Endowed

Provide programming support and consulting in LISP. Develop, install and maintain software and specialized artificial intelligence tools. Manage facility, participate in long range planning.

**Requirements:** Bachelor's in mathematics or computer science, plus 3-5 years related research programming experience, or graduate work in computer science. Ability to develop large LISP systems and familiarity with current AI tools. Experience using Symbolics Lisp machines, plus knowledge of common Lisp essential. Systems programming in UNIX also desirable. Send cover letter and resume to Bill Webster by March 24.

### Systems Programmer/Analyst III (PT5806) HR/II Computer Science-Endowed

Manage operation and control of advanced computing systems, including advanced Symbolics Lisp workstations and 48-node parallel processing computer system. Assist research groups in design and development of large software systems.

**Requirements:** Bachelor's in mathematics or computer science or equivalent experience. 3-5 years related experience. Significant experience w/UNIX operation system

on SUNs and VAXes. Experience with computer networks and distributed computing, particularly with TCP/IP, Ethernet and NFS is essential; experience with development and maintenance of large computer software systems; ability to work with and understand problems of graduate level researchers. Send cover letter and resume to Bill Webster by March 24.

### Technical Consultant (PT5910) HRI Hotel Administration-Endowed

Coordinate, maintain and support computer networks. Design and implement modifications; install program updates; develop network standards. Track software, licenses and versions. Provide consulting, training and user documentation.

**Requirements:** Bachelor's or equivalent coursework in computing or related fields. Minimum 1-2 years related experience. Knowledge and experience in computer networks; familiarity with computer systems. Experience in software support and training desirable. Send cover letter and resume to Bill Webster by March 31.

### Technical Consultant (PT5908) HRI Hotel Administration-Endowed

Provide programming, software, hardware and consulting support for all Macintosh microcomputers. Design, implement and coordinate the support of the Appletalk network for faculty and staff. Occasional eves and/or weekends.

**Requirements:** Bachelor's or equivalent coursework in computing or related fields. Minimum 1-2 years related experience. Extensive knowledge and experience with the Macintosh required. Some knowledge of networks desired. Must be able to work independently. Send cover letter and resume to Bill Webster by March 31.

### Technical Consultant (PT5909) HRI Hotel Administration-Endowed

Provide All-In-One, word processing and Lotus software support, training and consulting to faculty and staff. Manage DEC All-In-One system; develop documentation. Occasional evenings and/or weekends.

**Requirements:** Bachelor's or equivalent coursework in computing or related fields. Minimum 1-2 years related experience. Experience in software support and training desirable. Working knowledge of word processing software, administrative systems, DEC All-In-One and Lotus desirable. Send cover letter and resume to Bill Webster by March 31.

### Residence Hall Director/Risley (PA5901) HRI Residence Life-Endowed

Train, supervise and evaluate a part-time program assistant and 4 Resident Advisors. Insure implementation of sound developmental and educational programs. Assist with policy development and administration functions in a hall of 200 residents with specific interests in the fine and performing arts. Live-in position with furnished apartment provided.

**Requirements:** Bachelor's and substantial experience required. Master's strongly preferred or equivalent experience in higher education administration, student personnel, counseling or closely related field. Minimum 2-3 years experience in counseling, training, supervision, leadership, group facilitation, programming and general administration; some budgeting experience with effective written and oral communications skills. Residential and arts management experience desired. Send cover letter and resume to Search Committee.

### Executive Staff Assistant (PC5906) HRI Dean's Office, College of Arts & Sciences-Endowed

Provide high-level administrative support to the Dean. Supervise clerical staff; act as liaison between the Dean and faculty and/or staff within college; answer correspondence; handle special assignments as needed.

**Requirements:** Bachelor's or equivalent. Previous Cornell experience. Minimum 2-3 years in an administrative support position. Computer experience desirable. High level of confidentiality, ability to deal with individuals of all levels (students, parents, faculty, Central Administration, Trustees).

### Research Support Specialist II (PT5904) HRI Poultry and Avian Sciences-Statutory

Coordinate the functions of a biochemical lab including the development and conduct of analytical work on specimens generated from several large ongoing studies. Supervise computer use of research and bibliographic data archiving and retrieval. Occasional evenings and/or weekends. Until 4/30/90.

**Requirements:** Master's level training or Bachelor's in biological science. 3 years training/experience in analytical chemistry and data management. Send cover letter and resume to Bill Webster by March 31.

### Extension Support Aide (PA5902) HRI Agricultural Economics-Statutory

Provide ongoing assistance in the continued development and implementation of a comprehensive program for AT Risk Farm Families including NY FarmNet callers and related audiences. 6 months-1 year.

**Requirements:** Bachelor's in agriculture or equivalent experience required. Minimum 2 years related experience.

Strong written and oral skills required. Ability to work with diverse audiences. Knowledge of farming and farm families required. Valid NYS driver's license required. Willingness to travel, knowledge of Cooperative Extension desirable. Send cover letter and resume to Cynthia Smithbower by March 30.

### Technical Specialist I (PT5718) HRI CIT/Systems-Endowed

Design, implement, install, document and maintain systems software or significant subsystems in Unix systems. Provide leadership in designing and adapting functional enhancements to Unix systems, primarily Bell system 5 or BSD 4.3.

**Requirements:** Bachelor's with computer courses in operating system fundamentals. Minimum 3-5 years experience with Unix operating systems and significant subsystems; knowledge of hardware concepts and virtual machine concepts as they relate to software issues. Knowledge of C and IBM 370 assembler language is essential. Experience with VM is a plus. Send cover letter and resume to Bill Webster by March 17.

### Applications Programmer II (PT5801) HRI Hotel Administration-Endowed

Utilizing a microcomputer and university mainframe (SAS/SPSSx), provide programming and consulting support for research and instructional computing.

**Requirements:** Bachelor's or equivalent, coursework in computing or related fields. 2-3 years experience. Substantial knowledge and experience of SAS- or SPSSx. Knowledge of hospitality software desirable. Familiarity with microcomputer hardware and software. Light typing. Send cover letter and resume to Bill Webster by March 24.

### Staff Writer II (PC5705) HRI University Development-Endowed

Persuasive, skillful, creative writer to join Development Communications staff. Responsible for articles, letters, proposals, brochures designed to increase support for Cornell. Primarily original writing; some ghost-writing and editing.

**Requirements:** Bachelor's. Minimum 3 years related experience in fund raising, marketing, p.r. or higher education helpful. Send cover letter, resume and 3 writing samples to Gil Ott, 726 University Avenue.

### Senior Editor (PC5713) HRI

University Relations/Publications Services-Endowed Edit manuscripts and supervise the production of a wide variety of Cornell University publications to ensure their accuracy, clarity, timeliness, and effectiveness.

**Requirements:** Bachelor's and at least 3-4 years of editing experience. Computer experience recommended. Ability to work both independently and tactfully with others. A keen grasp of language, syntax, and detail; and organizational capacity are essential. Send cover letter and resume to Esther Smith.

## Professional Temporary

### Residence Program Director (PA5308) Summer Session-Endowed

Live in residential program director for Summer College program. Involved in staff selections and training, administration of program including administrative records, supervision of staff, and discipline of program participants. 6/1/89-8/15/89.

**Requirements:** Master's preferred, Bachelor's required in student affairs or related area. Residential experience preferred, experience working with adolescents required. Computer knowledge helpful-DBase and Macintosh. Send cover letter & resume to Cynthia Smithbower by March 10.

## 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.

### Technician, GR20 (T5907) Equine Drug Testing-Statutory Minimum Biweekly Salary: \$534.30

Perform analysis of blood and urine in a field drug testing lab at Finger Lakes Race Track. Routine record keeping and laboratory maintenance. Assist laboratory director as needed, including Saturdays, Sundays, and holidays.

**Requirements:** Associate's in chemistry, medical lab technology or related field, or equivalent preferred. 2 years experience. Experience with thin layer chromatography

and familiarity with HPLC. Send cover letter and resume to Bill Webster by March 31.

### Drafter, GR21 (T5911, T5912) Nuclear Studies-Endowed

Minimum Biweekly Salary: \$557.70 Design and prepare working drawings, layouts, specifications of equipment, scientific illustrations, graphic work, and perform related technical duties in support of a large high energy physics research laboratory.

**Requirements:** Associate's in electronic, mechanical or engineering technology or the equivalent combination of education and experience is required. 2 years experience in design drafting and technical illustrating is necessary. CAD experience and/or training desirable. Some experience in art and publications would be desirable. Send cover letter and resume to Bill Webster by March 31.

### Technician, GR21 (T5612) Nutritional Sciences-Statutory

Minimum Biweekly Salary: \$557.70 Perform procedures involving molecular biology; mRNA, DNA, DNA sequencing and use of computer to enter sequences. Protein purification. Use of chromatography columns and gel electrophoresis system. Perform experiments with cells in culture with isotopes.

**Requirements:** Bachelor's in biochemistry or genetics or molecular biology. Minimum 3 years related lab experience. Biochemical analysis, DNA techniques. Apply as soon as possible.

### Accelerator Technician, GR22 (T5913) Lab of Nuclear Studies-Endowed

Minimum Biweekly Salary: \$581.09 Using standard machine tools and measuring instruments, construct, assemble and maintain components and equipment of a large accelerator system. Plumb, solder and braze on a closed, low conductivity water system; wire according to code; fabricate or modify electrical or mechanical devices; troubleshoot difficulties in equipment operation. Work with accelerator vacuum systems, including detection and repair of leaks. Assume responsibility for specific projects; provide creative assistance to accelerator scientists.

**Requirements:** High School diploma plus completion of 2 years formal training in a mechanical field, or 3-5 years satisfactory performance as a GR20 Accelerator Technician. Able to set up and operate machine tools from mechanical and electrical drawings. Electrical, plumbing and fabrication experience desired. Experience with vacuum systems preferred. Send cover letter and resume to Bill Webster by March 31.

## Technical Off-campus

### Lab Research Technician, GR18 (T5803) Entomology (Geneva)-Statutory

Minimum Biweekly Salary: \$487.50 Assist in isolation, purification, and characterization of biologically active phytochemicals, plant DNA/RNA, and insect digestive enzymes. Maintain greenhouse-grown plants and insect colony. Until June 1990.

**Requirements:** Bachelor's in biology, biochemistry, or related fields, with course work in physiology or biochemistry. Send cover letter and resume to Bill Webster by March 24.

## Technical Temporary

### Applications Programmer I (T5705) Finance and Business Office-Statutory

Coordinate the maintenance and upgrading of personal computers, hardware and software. Maintain, develop and install, document and modify administrative systems software. Develop and maintain documentation. Assist with computer operations within the unit.

**Requirements:** Bachelor's or equivalent. Experience with machine architecture, programming languages, production procedures and system utility programs with personal computers or mainframes desirable. Some lifting and moving of P.C.'s. Apply by March 17.

### Fisheries Assistant (T5903) Natural Resources-Statutory

Assist in sampling fish populations in Canadarago Lake (near Richfield Springs) and Oneida Lake (near Bridgeport). Net with trap nets, trawls, seines and gill nets and assist in electrofishing. Maintain fish sampling gear, process samples and summarize fishery data. Work in open boats under prevailing weather conditions from April through November. Electrofishing conducted at night. Occasional travel may be required.

**Requirements:** 2 years undergraduate fisheries education or 2 years experience sampling fish populations. Must be able to set nets and operate seines from boats and in water. Must be able to swim, operate motor boats and lift 100 pounds with assistance. Familiarity with personal computers desired. Send cover letter and resume to Bill Webster by March 24.

## 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.

### Office Assistant, GR17 (C5907) University Health Services-Endowed Minimum Biweekly Salary: \$467.98

Under general supervision must be able to provide receptionist services for University Health Services. Responsibilities include directing patients; answering and transferring telephones; making confirming appointments; clerical support for professional staff.

**Requirements:** High School diploma or equivalent. Minimum 1-2 years medical office experience desired. Must be able to work in a high pressure work atmosphere. Strong interpersonal & communication skills required. Med typing.

### Secretary, GR18 (C5909) Office of Equal Opportunity-Endowed Minimum Biweekly Salary: \$487.50

Under general supervision of administrative aide, serve as receptionist for busy office. Duties include typing correspondence, reports and statistical information; coordinate applicant flow material; process student employment forms including timecards; maintain general office files; handle office mail.

**Requirements:** High School diploma or equivalent. Business or secretarial school desirable. Minimum 1-2 years experience and skill in general office processes. Working knowledge of word processing, Microsoft Word on Macintosh most desirable. Good organizational and communications skills. Ability to work under pressure with several interruptions. Medium typing.

### Secretary, GR18 (C5910) Alumni Affairs-Endowed Minimum Biweekly Salary: \$487.50

Provide clerical support to assistant and associate director of Club Programs; maintenance of club records; management of trustee election materials; arrange faculty and staff travel; prepare publicity material.

**Requirements:** High School diploma or equivalent. Minimum 1-2 years related experience. Computer experience required. Strong organizational, communication, phone and public relations skills. Medium typing.

### Senior Records Assistant, GR18 (C5905) Veterinary Library-Statutory Minimum Biweekly Salary: \$487.50

Perform all aspects of serials management (check in/claim journal issues; maintain accurate holdings records; order new titles; prepare titles for cataloging; input serials data into NOTIS & MICROLINX; formulate/update serial holdings statements, etc.), prepare and coordinate processing of volumes for bindery; coordinate retrospective serials barcoding project; provide circulation and information assistance to patrons at the Public Service Desk. Other duties as assigned.

**Requirements:** High School diploma or equivalent. Associate's desirable. Minimum 1-2 years office and/or library experience especially in serials or other technical services. Accuracy in detailed work. Excellent organizational, interpersonal and communication skills. Able to work well with a variety of people in a public service setting. Experience with microcomputers and database management helpful. Able to work independently. Light typing.

### Office Assistant, GR18 (C5912) Hotel Administration-Endowed Minimum Biweekly Salary: \$487.50

Responsible for the general administrative functions in the School of Hotel Administration and SHCC Computer Services department. Perform data entry, word processing and maintains files. Act as receptionist for Computer Services department.

**Requirements:** High School diploma or equivalent, knowledge of computer hardware and word processing. Minimum 1-2 years related experience of computer hardware, and word processing. Organizational, interpersonal, and communication skills essential. Medium typing.

### Accounts Assistant, GR18 (C5802) Dining Services-Endowed Minimum Biweekly Salary: \$487.50

Maintain financial and personnel records for the unit. Act as receptionist; answer telephones; make appointments; handle customer inquiries; reconcile and approve cash deposits. Other duties as assigned.

**Requirements:** Associate's or equivalent. Good interpersonal, computation and communication (written/oral) skills essential. Knowledge of word processors and personal computers preferred.

### Searcher, GR18 (C5817) Acquisitions-Endowed Minimum Biweekly Salary: \$487.50

Searching monograph orders and books for the library system; inputting records for orders and books into the NOTIS database. Some evening hours may be required. **Requirements:** High School diploma or equivalent. 1-2 years of progressively responsible technical services experience. Additional education may be substituted for experience. Knowledge of 1 or more Western European languages. Light typing.

### Secretary, GR18 (C5307) Hotel Administration-Endowed Minimum Biweekly Salary: \$487.50

Report primarily to the administrative aide. Provide data processing and clerical support to the director of alumni affairs and the administrative aide. A high level of confidentiality is required. Until June 1990 with possible renewal. **Requirements:** High School diploma or equivalent. Mini-

mum 1 year related experience. Knowledge of computers. Good interpersonal and communication (written and verbal) skills. Accuracy and attention to detail. Ability to work independently, handle pressure, meet deadlines and maintain confidentiality. Medium typing.

### Secretary, GR18 (C5911) Hotel Administration-Endowed Minimum Biweekly Salary: \$487.50

Under general supervision act as the secretary/administrative aide for the Assistant Dean for Execution Education. **Requirements:** High School diploma or equivalent. Minimum 1-2 years advanced education or equivalent experience necessary. Ability to use word processing and computer equipment. Excellent interpersonal and communication skills. Excellent organizational skills. Med typing.

### Office Assistant, GR19 (C4106) University Press-Endowed Minimum Biweekly Salary: \$510.90

Responsible for accounts receivable process e.g., payment, adjustments and daily deposits requiring judgment. **Requirements:** Associate's or equivalent. Some accounting/bookkeeping desirable. Minimum 2 years related experience. Familiar with computer/data processing procedures and Global Turnkey System (on-line STC PUBS DATA system) or similar system. Medium typing.

### Secretary, GR19 (C5904) Hotel Administration-Endowed Minimum Biweekly Salary: \$510.90

Provide secretarial support for Dean and Executive Staff Assistant. Act as receptionist for Dean's complex. **Requirements:** High School diploma or equivalent. Associate's in secretarial science or related field strongly desired. Minimum 2 years prior experience in an office requiring highly confidential and professional atmosphere desirable. Willing to work with many interruptions. Strong interpersonal and word processing skills required. Ability to work in a complex, active environment. Job necessitates high level of confidentiality. Heavy contact with industry executives, faculty and students. Heavy typing.

### Administrative Aide, GR20 (C5903) Nutritional Sciences/CFNPP-Statutory Minimum Biweekly Salary: \$534.30

Provide administrative and secretarial assistance to the Director of the Cornell Food and Nutrition Policy Program. Draft administrative correspondence; coordinate domestic and international travel; special projects as assigned; general secretarial duties.

**Requirements:** Associate's or equivalent. Minimum 2-3 years previous office experience. Fluency in a foreign language preferred. Proven ability to work independently, take initiative. Handle multi-assignments simultaneously. Experience with microcomputers and software. Excellent grammatical skills. Familiarity with international work preferred. Heavy typing.

### Secretary, GR20 (C5908) Real Estate-Endowed Minimum Biweekly Salary: \$534.30

Provide administrative and accounting support to the Real Estate Department (6 professionals). Prepare correspondence using word processing equipment; serve as receptionist; coordinate appointments, meetings and travel; monitor investment and non-investment real estate accounts; review and process all accounting documents. Respond independently to routine requests.

**Requirements:** Associate's or equivalent. Minimum 2-3 years related secretarial experience. Word processing and computer experience preferred or willingness to learn. Legal experience helpful. Supervisory skills. Experience with Cornell accounting system helpful. Strong interpersonal skills and attention to detail. Valid driver's license required. Medium typing.

### Administrative Aide, GR20 (C5815) College of Engineering-Dean's Office Minimum Biweekly Salary: \$534.30

Provide key administrative support to the Associate Dean for Undergraduate Affairs. Work independently to ensure the effectiveness and continuity of the college's undergraduate programs.

**Requirements:** Associate's or equivalent combination of education and experience. Minimum 2-3 years related experience. Experience with word processing and spreadsheet software. Excellent interpersonal skills. Med typing.

### Administrative Aide, GR20 (C5812) University Development-Endowed Minimum Biweekly Salary: \$534.30

Assist the Associate Director of the Cornell Fund by providing administrative support and coordinating operational and logistical support among the regional, college, public affairs and central annual fund offices. Manage work-flow; research & prepare complex gift and profile reports; prioritize and prepare all incoming & outgoing correspondence; draft correspondence; coordinate mass mail, printing, and word processing. Handle confidential correspondence.

**Requirements:** Associate's or equivalent. Minimum 2-3 years related experience. Excellent organizational, communications and interpersonal skills. Ability to handle confidential information. Ability to prioritize assignments and work under pressure. Experience in office management and computers. Knowledge of Cornell desirable. Medium typing.

### Appointments Secretary, GR22 (C5816) President's Office-Endowed Minimum Biweekly Salary: \$581.09

Responsible for scheduling appointments and maintaining 5 calendars for President; making all travel arrangements and preparing detailed daily itineraries; greeting and assisting visitors to the President's/Provost's suite; answering multi-line telephone system and redirecting numerous and diverse inquiries to the proper person/department.

**Requirements:** Associate's in secretarial science or equivalent and at least 3-4 years experience. Excellent public relations skills; patience; tact; confidentiality; graciousness. Excellent organizational skills, a very high degree of accuracy and ability to work as a team member essential. Must enjoy detailed work. Ability to work under pressure. Heavy typing. Send cover letter and resume to Judy Stewart.

## Office Professionals Off-campus

### Administrative Aide, GR22 (C5901, C5902) Nutritional Sciences/CFNPP-Washington, DC-Statutory Minimum Biweekly Salary: \$581.09

Provide administrative and secretarial assistance to the Deputy Director (Nutrition Surveillance) and associated researchers of the Cornell Food and Nutrition Policy Program. Draft administrative correspondence; coordinate domestic and international travel; act as liaison between donor agencies, collaborating officials and project researchers on administrative matters; assist with special projects; general secretarial/word processing duties.

**Requirements:** Associate's required. Bachelor's preferred. Minimum 3 years previous office experience. Proven ability to work independently, take initiative. Handle multi-assignments simultaneously. Experience with microcomputers and software. Excellent grammatical skills. Familiarity with international work and African geography preferred. Fluency in foreign language preferred. Heavy 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 (S5801) Summer Session

Serve as receptionist; process mail; general typing; word processing on IBM PC. Assist registrar in registration process. Until 9/89.

**Requirements:** High School diploma required. Office experience preferred. Some familiarity with Cornell desirable. Ability to work with diverse public. Excellent interpersonal communication skills required. Experience with Wordperfect on IBM PC desirable. Able to set priorities and work independently under pressure. Medium typing. Send cover letter and resume to Esther Smith.

### Office Assistant (S5701) Summer Session

Provide data entry of all summer student registration information, and perform general clerical duties.

**Requirements:** High School Diploma or equivalent. Medium typing. Ability to use IBM PC with Wordperfect experience desirable. Until August 1989. Send cover letter and resume to Laurie Worsell.

### 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 hrs per wk, 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.

## 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 (G5904) Hotel Administration-Endowed Hiring Rate: \$5.75

Maintain Statler Hall areas in a high state of sanitation and cleanliness. Provide other support services as directed by housekeeping supervisor. Mon-Fri, 7-3. Shifts may vary. **Requirements:** High School diploma or equivalent. Housekeeping experience in commercial or industrial environment desired. Must be service-oriented. Able to lift up to 50 pounds, and climb an eight foot ladder.

### Food Service Worker, SO02 (G5905) Dining-Endowed Hiring Rate: \$5.75

Prepare, present and serve food items for Co-op, cash, catering or special events. Shift subject to change.

**Requirements:** High School diploma or equivalent. 1 year related experience. Working knowledge of food preparation and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills.

### Custodian, SO02 (G5903) Residence Life-Endowed Hiring 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. Until 6/30/90.

**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 (G5909) Residence Life-Endowed Hiring 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.

### Equipment Operator, SO06 (B5902) Grounds-Endowed Hiring Rate: \$6.85

Operate a variety of motorized equipment to include trucks, tractors, commercial turf mowers, front end loaders, snow plows, and backhoes. Provides landscape construction, excavation, and landscape maintenance support. Monday-Friday, 7 a.m.-3:30 p.m.

**Requirements:** High School diploma or GED equivalent; NY Pesticide applicators license desirable. Minimum 2-3 years full-time paid experience as a landscape equipment operator. Valid motor vehicle operators license, minimum NY class 5 and Class 3 and 1 is desirable. Send cover letter and resume to 160 Day Hall, employees must complete an employee transfer application.

### University Service Officer, GR02 (G5901) Public Safety-Endowed Hiring Rate: \$7.11

Responsible for prevention and detection of criminal behavior; external and internal patrol of University property within assigned area for fire, safety and crime hazards; enforcement of parking regulations on campus.

**Requirements:** High School diploma or equivalent. Formal education, training or experience in law enforcement field preferred. Satisfactory completion of basic University Service Officer training. U.S. citizenship; eyesight 20-40 corrected to 20-20; no record of convictions other than minor traffic infractions. NYS driver's license; able to obtain NYS pistol permit within 90 days of employment. Must pass physical exam.

## General Service Part-time

### Dish Machine Operator, SO02 (G5906) Dining-Endowed Hiring Rate: \$5.75

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change. 30 hours per week.

**Requirements:** High School diploma or equivalent. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

### Custodian, SO02 (G5902) Residence Life-Endowed Hiring Rate: \$5.75

Provide general custodial care of buildings and grounds in assigned area. Until 6/30/90. Shift subject to change.

**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.

### Security Guard, GR01 (G5833) Johnson Museum-Endowed Hiring Rate: \$5.80

Responsible for guarding all works of art in the building following security and safety procedures, communicating with appropriate staff members on a regular basis. Available day or evenings for subbing on non-scheduled work days and for guarding at special events held in the museum. Varies-20 hours per week.

**Requirements:** High School diploma or equivalent. Ability to communicate with public as well as to work with schedules and in a group situation. Background in security area helpful. Dependable in reporting and attentive to detail necessary. Good communication skills. Send cover letter and resume to Esther Smith.

## 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.

### Field Assistant (B5901) Plant Breeding-Statutory

Provide support to Research Support Specialist on the forage breeding project.

**Requirements:** High School diploma or equivalent. NYS driver's license. Some agricultural background or experience helpful. Must be able to work with little supervision. Send cover letter & resume to Staffing Svcs, 160 Day Hall.

## Academic

### Project Coordinator: Acquaintance Rape Project Human Service Studies

Submit a resume and letter of interest to: Andrea Parrot, Ph.D., Department of Human Service Studies, Cornell University, Ithaca, NY 14852. 607-255-2512.

### Researcher: Acquaintance Rape Project Human Service Studies

Submit a resume and letter of interest to: Andrea Parrot, Ph.D., Department of Human Service Studies, Cornell University, Ithaca, NY 14852. 607-255-2512.

### Conference Planner: Acquaintance Rape Project Human Service Studies

Submit a resume and letter of interest to: Andrea Parrot, Ph.D., Department of Human Service Studies, Cornell University, Ithaca, NY 14852. 607-255-2512.

### Project Director-Aids Education Project Human Service Studies

Forward a vita to Search Committee, AIDs Education Project, N135 MVR Hall, Cornell University, Ithaca, NY 14853.

### Real Estate Director City and Regional Planning

A letter of application and vitae or nominations should be submitted no later than April 15 to Cornell University, 106 West Sibley Hall, Ithaca, NY 14853, Attn.: Professor Stuart W. Stein.

## ERISA Requirement: Publication of Summary Annual Reports of Benefit Plans

The Employee Retirement Income Security Act of 1974 (ERISA) requires that an annual report for each employee benefit plan covered by ERISA be filed with the Internal Revenue Service. In addition, ERISA also requires that summaries of these reports be distributed to plan participants.

The following summaries present all information required and conform with the style and content requirements of the U.S. Department of Labor.

### Summary Annual Reports

Given below are the summaries of the annual reports for Cornell University's (EIN 15-0532082) employee benefit plans for the period July 1, 1987 to June 30, 1988, unless otherwise specified. These annual reports have been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Plan No.	Plan Name	Plan Year End
001	Cornell University Retirement Plan for Endowed Employees	6/30
003	Tax Deferred Plan	6/30
006	Retirement Plan for Nonexempt Employees of the Endowed Colleges at Ithaca	6/30
501	Cornell Children's Tuition Scholarship Plan	6/30
502	Cornell Health Care Plan for Endowed Employees	6/30
506	Group Life Insurance Plan	6/30
508	Long Term Disability Plan	6/30
513	Air Travel Insurance Plan	2/07

### Cornell-Funded Plan

#### Cornell Children's Tuition Scholarship Plan - Plan No. 501

##### Basic Financial Statement

Plan expenses were \$4,080,972. These expenses included \$1,125,216 in benefits paid to other institutions for eligible students and \$2,855,756 in benefits paid by internal transfer of funds for eligible students attending Cornell University.

### Welfare Insured Plans

#### Cornell Health Care Plan for Endowed Employees - Plan No. 502

##### Insurance Information

The plan has a contract with Aetna Life Insurance Company to pay all hospitalization, surgi-

cal/medical prescription drug, and major medical claims incurred under the terms of the plan. The plan is funded through a minimum premium arrangement. The plan pays the actual claim expenses incurred by participants up to a "Paid Claim Liability Limit," a predetermined cap on the amount of university funded claims. In addition, a monthly premium is paid to Aetna for administering the benefits.

For the plan year ending June 30, 1988, the total amount of claims payments \$10,623,165.21 while the premiums paid to Aetna for administering the benefits were \$735,585.

#### Group Life Insurance Plan - Plan No. 506

##### Insurance Information

The plan has a contract with the Equitable Life Assurance Society of the United States which pay all death benefits incurred under the terms of the plan. The plan pays the actual claim expenses incurred by participants, up to a "paid claim liability limit," a predetermined cap on the amount of university funded claims. In addition, a monthly premium is paid to Equitable for administering the benefits.

For the plan year ending June 30, 1988, the total amount of claims payments was \$2,766,840 while the premiums paid to Equitable for administering the benefits was \$50,542.

#### Long Term Disability Plan - Plan No. 508

##### Insurance Information

The plan, which took effect on January 1, 1980, is operated under a contract with Teachers Insurance Annuity Association (TIAA) to pay certain long term disability claims incurred under the terms of the plan.

Because it is an "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. The total insurance premiums paid for the plan year ending June 30, 1988 under the "experience-rated" contract was \$386,348. The total of all benefit claims under the "experience-rated" contract during the plan year was \$643,337.

#### Self-Insured Long Term Disability Leave of Absence Plan

This portion of the coverage is the Long Term Disability Plan which was in effect prior to January 1, 1980. Cornell University has committed itself to certain long term disability claims incurred under the terms of this plan.

### Basic Financial Information

During the plan year, the plan had total income of \$24,559 from employer contributions.

Plan expenses were \$24,559 in benefits paid to participants. This plan will continue to pay benefits to participants who became eligible for such benefits prior to the adoption of the new Long Term Disability Plan described above.

#### Air Travel Insurance Plan - Plan No. 513

The summary of the Air Travel Insurance Plan is for the period February 7, 1987 to February 7, 1988.

The plan has a contract with the Continental Casualty Company to pay all air travel death and dismemberment claims incurred under the terms of the plan. The total premiums paid for the plan year ending February 7, 1988, were \$21,420.

### Retirement Plans

#### Retirement Plan for Faculty and Exempt Employees of the Endowed Colleges (TIAA/CREF) - Plan No. 001

##### Basic Financial Statement

Benefits under the plan are provided by individually owned, fully vested annuity contracts issued by Teachers Insurance Annuity Association and College Retirement Equity Fund (TIAA/CREF). The total premiums paid on behalf of individual policyholders for the plan year ending June 30, 1988, were \$13,353,827.11.

#### Tax-Deferred Plan - Plan No. 003

##### Basic Financial Statement

Benefits under this voluntary plan are provided by individually owned, fully vested annuity contracts issued by Teachers Insurance Annuity Association and College Retirement Equity Fund (TIAA/CREF) UNUM (Union Mutual Life Company), Equitable Life Assurance, Fidelity Group, and Dreyfus Corporation. The total premiums, paid entirely by plan participants, for the plan year ending June 30, 1988, were \$5,981,013.

#### Retirement Plan for Nonexempt Employees of the Endowed Colleges at Ithaca - Plan No. 006

##### Basic Financial Statement

Benefits under the plan are provided by a trust agreement with Morgan Guaranty Trust. Plan expenses were \$1,921,875 in benefits paid to participants and beneficiaries. A total of 2,768 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these

persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$13,674,538 as of the end of the plan year, compared to \$14,163,197 as of the beginning of the plan year. During the plan year, the plan experienced a decrease in its net assets of \$488,659. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of the assets acquired during the year. The plan had total income of \$1,903,170 including employer contributions of \$818,279, gains of \$145,856 in the sale of assets, and earnings from investments of \$939,035.

### Minimum Funding Requirements

The actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA. The plan's actuary is Towers, Perrin, Forester and Crosby of Newton, Massachusetts.

### Your Right to Additional Information

You have the right to receive copies of all of the full Annual Reports, or any parts thereof, on request. The items listed below are included in those reports:

1) Insurance information, including sale commissions paid by insurance carriers. 2) An accountant's report. 3) Actuarial information regarding the funding of the Retirement Plan for Nonexempt Employees

To obtain copies of the full Annual Reports, or any parts thereof, write or call Employee Benefits, Office of Human Resources, 130 Day Hall, Ithaca, NY 14853 (607)255-7508. The charge to cover copying costs will be \$1.00 for a full Annual Report or .10¢ per page for any parts thereof.

You also have the legally protected right to examine the Annual Reports at the main office of the plan administrator at the Office of Human Resources, 130 Day Hall, Ithaca, NY and at the U.S. Department of Labor in Washington, D.C., or to obtain copies from the U.S. Department of Labor upon payment of copying costs. Requests to the department should be addressed to: Public Disclosure Room, N4677, Pension and Welfare Benefits Program, Department of Labor, 200 Constitution Ave, NW, Washington, D.C. 20216. If you have any questions regarding any of the information presented in this summary, please contact Employee Benefits at 255-6884.

## Smoking Policy *Continued from page 1*

- The appropriate supervisor, facility manager or classroom instructor should be alerted and should also attempt to resolve the matter by discussion and reference to stated policy. Persons who do not comply with the policy and do not observe the signs shall be asked to leave the premises.
- If the matter is not resolved by subsection (1) above, the matter may be referred to the Office of the University Ombudsman or the Office of Human Resources for review and resolution.
- If the matter remains unresolved it may be referred to the Judicial Administrator for consideration of proceedings under the Campus Code of Conduct or to the Office of Human Resources for consideration of disciplinary proceedings under applicable university policies.
- In the case of violations arising in facilities located in the City of Ithaca, a complaint may be filed with the City Attorney pursuant to procedures contained in the City Ordinance. In the event such a complaint is filed, internal university proceedings commenced by the complainant may be suspended.
- The Smoking Commission, functioning under the auspices of the university assembly, remains responsible for monitoring general compliance with the smoking policy.

## Disability *Continued from page 1*

- Patient** - hospitals and doctors have patients. Most people who have disabilities are not in hospitals or regularly cared for by doctors. Rather, they are self-reliant members of the community who visit a doctor only when ill.
- Poor** - describes a person who lacks money or one to be pitied.
- Retard, Retardate or Retarded** - because some people with disabilities are at times considered awkward, this does not mean that they are retarded. Individuals who are mentally retarded prefer to be called by their own personal names.
- Spastic** - some people lack coordination but this is only a result of the physical disability and should not be ridiculed.
- Suffering** - to say that someone suffers from a disability implies that he or she is in constant pain as a result of the disability. This is rarely the case.
- Unfortunate** - this implies unlucky, unsuccessful or social outcasts. Whether or not luck had anything to do with a person becoming disabled, he or she wants to be regarded as a real, likeable person.
- Victim** - victims are people sacrificed by an uncontrollable force or agent. People with disabilities do not want to be considered as helpless victims but as people with many worthwhile qualities.

Copies of the brochure "What Makes People with Disabilities Disabled?" are available from the Office of Equal Opportunity at 5-3976. Joan B. Fisher, coordinator of disability services

## Campus Guide for the Disabled Available: Maps Indicate Accessible Campus Buildings and Routes



The Campus Guide for the Disabled gives information on disability services available to Cornell staff, faculty and students. Maps that indicate accessible buildings and access routes on campus are included in the brochure.

To obtain a copy of the brochure, contact the Office of Equal Opportunity, 234 Day Hall (Telephone 255-3976).

## March 31, 1989: Important Deadline for Select Benefits Reimbursement Accounts and Empire Claims

**Select Benefits:** The three-month grace period to submit claims for last year's (1988) Select Benefits plan 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.

**Empire Plan:** Claims for any medical services rendered in 1988 must be submitted to Metropolitan by March 31, 1989. As stated in plan booklets, claims must be filed "not later than 90 days after the end of the calendar year in which covered medical expenses were incurred." All 1988 prescription drug claims must also be submitted for payment to PAID Prescriptions by March 31, 1989. If you have questions call Statutory Business Office at 5-4455.

## Is Your Campus Address Correct?

If not, please send your name, correct address, and Social Security number, to Operations, 147 Day Hall. Allow approximately three weeks for the change to take place.

**EQUAL**  
Opportunity at Cornell

# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

March 23, 1989

Volume 1, Number 11

## Commitment to a Diverse Community



Joycelyn R. Hart  
Assoc. V.P., Human Relations

The mission of the Office of Human Relations is to promote and contribute to the university's commitment to a diverse community that encourages full participation of its members. It seeks to coordinate and implement the university-wide effort to ensure a Cornell community based on civility and respect of every person.

Some of the specific goals and responsibilities of the office include:

- provide leadership for all academic and nonacademic affirmative action and human relations programs.
- provide leadership to the Office of Equal Opportunity as it meets its responsibilities of providing services to protected classes: women, minorities, persons with disabilities, older adults and Vietnam-era veterans.
- provide education to prevent sexual and racial harassment.
- update and monitor the university Affirmative Action Plan.
- prepare reports on the status of women and minorities for the Board of Trustees and university distribution.
- communicate issues involving all aspects of human relations to the executive staff, deans and directors.
- increase the number of joint ventures on human relations issues with the colleges, the Office of Human Resources and the units of the Division of Campus Life.
- monitor the development of child care facilities for employees and explore other policies and practices for the support of working families.
- strengthen and expand the consortium on minorities and women in the skilled trades and to explore ways to increase the number of apprenticeship and training placements of women and minorities at Cornell.
- plan and implement a more effective partnership between local institutions of higher education, business and industry in meeting the job requirements of dual career families.
- provide information and organizational support for the new faculty affirmative action committees in the colleges and professional schools.

This is an ambitious program. I shall need the help of all of the members of the Cornell community if we are to make these goals a reality.

Joycelyn R. Hart  
Associate Vice President for Human Relations

Joycelyn Hart became the associate vice president in July 1987. Before that she had served as associate ombudsman and associate dean of the graduate school with particular responsibility for minority affairs.

## Cornell Implements Drug Free Awareness Program

On March 18, 1989, the Drug Free Workplace Act of 1988 went into effect. In order to comply with the new federal law, covered grantees and contractors are required to certify that they will provide a drug-free workplace.

In an effort to provide a drug-free workplace and abide by the law, the university has implemented the following Drug-Free Awareness Program.

### 1. Drug Free Workplace Statement

The following is the new university Drug Free Work Place Statement which we ask that you take the time to read:

The Drug Free Workplace Act of 1988 requires Cornell, as a federal contractor and grant recipient, to certify that it will provide a drug-free work place by, among other actions, publishing this statement to notify employees engaged in the performance of such contracts and grants, employees will abide by the terms of this statement and notify Cornell of any criminal drug statute conviction not later than five days after such conviction for a violation occurring in the work place.

It is the university's policy to maintain a drug-free work place. The unlawful manufacture, distribution, dispensation, possession, use or sale in the workplace of a controlled

Continued on page 4

## Partnerships to Increase Minority Participation in the Workforce: Collaborative Programs with Schools and Community Organizations

In the February 23 issue of *Cornell Employment News* I wrote a piece on "partnerships to increase minority participation in the workforce" and wondered whether Cornell and other "elite" Ivys have a role to play in the current push to establish these community-university schemes. What is at stake is a share in an ever shrinking workforce. The Census Bureau's estimates indicate that a large portion of the workforce of the future is currently in the public and private schools.

The implication is clear. If these youngsters are not doing well in school now they simply will not be available as competent students or workers.

Ultimately, then, the future is at stake.

Aware of the high stakes, several units of the Cornell community have established collaborative programs with local school systems and community agencies. What follows is a brief description of some of these efforts.

### Apprentice Training

Apprenticeship is a training system based upon a written agreement between the apprentice and the employer by which the worker learns a skilled craft or trade on the job. Apprenticeship programs usually consist of 2,000 hours per year of on-the-job training under the guidance of an experienced craft worker. Through practical experience an apprentice develops skill in a chosen trade. Apprenticeship training programs can last from a minimum of one year to a maximum of six years.

Apprenticeship also means a minimum of 144 hours a year in related instruction during each year of training. The apprentice receives theoretical experience which explains why certain things are done in a certain way on the job.

Apprentice training is available in large cities, small cities, villages and hamlets; in large training facilities or in small shops and is provided in training facilities that have union or nonunion affiliation. Training can take place anywhere providing that the facility can train the apprentice in the overall aspects of the trade, which will enable the apprentice to attain the craft worker status.

Apprentice programs are conducted through the voluntary cooperation of labor, management, schools and government throughout the state. Programs may be conducted in three ways: by an individual employer, a group of employers, or by a combination of employer and employee groups known as a joint apprenticeship committee.

### Equal Opportunity/Learning Web Connection

Three high school students work at Cornell in various office situations under the auspices of the Office of the Associate Vice President for Human Relations, the Office of Equal Opportunity, and the Learning Web (a project of the Center for Religion, Ethics, and Social Policy).

The student working in the Office of Equal Opportunity spends a lot of time in the library updating names, addresses, and telephone numbers listed in the resource directory of minority and women contacts. She is also provided opportunities to learn and work on the Macintosh computer, to serve as receptionist for the office, and to acquire general office skills. Additional information about this program can be obtained from Gary Cantor, The

Continued on page 4



Damali Gardner, a senior at Ithaca High School, works in the Office of Equal Opportunity through the Learning Web Program. She is studying data entry, word processing and computer operation at BOCES. After she graduates, Damali wants to find a part-time job doing data entry and working with computers, while also doing mission work for her church.

## Summary of Benefits to Be Mailed to Employees in April

"Your Personal Summary of Benefits" - a benefits statement with information on each employee's individual election of benefits - will be mailed to the home address in April. Each summary lists personal information including salary, Social Security benefit estimate, tax deferred investments, retirement, health care coverage and Select Benefits, disability and survivors' benefits.

The summary estimates the annual value of the benefits you would be required to pay for various plans if you paid the employer's costs yourself. The summary also provides an easy to understand and comprehensive view of your entire benefits package and lets you review your current status in the various plans and check the personal information that is kept in the Cornell data base.

Producing an annual personalized statement for over 10,000 employees is a very complex and time consuming project which must be handled with extreme care if it is to be effective. Data from a number of sources must be collected, merged, proofed, edited, verified and finalized. The annual summary is a good opportunity to correct any information which might be incorrect. Reply cards will be sent with the summaries for your convenience.

Based on reply cards returned after last year's statements were mailed 91 addresses were corrected; 7 name changes; 1 Social Security entry; 54 dates of birth; 27 salaries; and 61 health insurance, 7 life insurance, 24 retirement/tax deferred, and 13 Select Benefits elections. Watch for "Your Personal Summary of Benefits" to arrive at your home address.

## Update on Revised Smoking Policy



With the implementation of the revised smoking policy, effective March 15, 1989, a few new questions have been asked.

**Q. Can my department head designate the whole department as non-smoking?**

A. Yes. The university policy and City of Ithaca Ordinance set minimum standards which we are required to abide by.

**Q. Are managers required to provide a smoking lounge in each building?**

A. No. Wherever possible smoking lounges will be provided. However, space is at a premium.

**Q. Are supervisors required to provide regular smoking breaks?**

A. No. Rest periods are not required by the City of Ithaca Ordinance or the Smoking Policy or by law. Personnel Manual policy number 212 outlines the university policy on rest breaks.

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.

### Director (PA6001)

#### University Press-Endowed

Develop, in conjunction with a faculty Board of Editors, editorial policy for the Press, which has a staff of 65, publishes approximately 125 titles yearly, and has annual sales of 4.5 million. Oversee financial affairs of the Press's operations. Establish managerial policies for the professional and nonprofessional staff.

**Requirements:** Bachelor's or equivalent. Demonstrated successful experience in the editorial, managerial, and financial aspects of university publishing, or equivalent experience. Applications or nominations for the position should be received before May 12 and should be addressed to Larry I. Palmer, Vice President for Academic Affairs, c/o Staffing Services, 160 Day Hall.

### Technical Specialist I (PT5718) Level 36

#### CIT/Systems-Endowed

Design, implement, install, document and maintain systems software or significant subsystems in Unix systems. Provide leadership in designing and adapting functional enhancements to Unix systems, primarily Bell system 5 or BSD 4.3.

**Requirements:** Bachelor's with computer courses in operating system fundamentals. Minimum 3-5 years experience with Unix operating systems and significant subsystems; knowledge of hardware concepts and virtual machine concepts as they relate to software issues. Knowledge of C and IBM 370 assembler language is essential. Experience with VM is a plus. Send cover letter and resume to Bill Webster by March 31.

### Systems Programmer/Analyst III (PT5808) Level 34

#### Computer Science-Endowed

Provide programming support and consulting in LISP. Develop, install and maintain software and specialized artificial intelligence tools. Manage facility; participate in long range planning.

**Requirements:** Bachelor's in mathematics or computer science, plus 3-5 years related research programming experience, or graduate work in computer science. Ability to develop large LISP systems and familiarity with current AI tools. Experience using Symbolics Lisp machines, plus knowledge of common Lisp essential. Systems programming in UNIX also desirable. Send cover letter and resume to Bill Webster by March 31.

### Systems Programmer/Analyst III (PT5806) Level 34

#### Computer Science-Endowed

Manage operation and control of advanced computing systems, including advanced Symbolics Lisp workstations and 48-node parallel processing computer system. Assist research groups in design and development of large software systems.

**Requirements:** Bachelor's in mathematics or computer science or equivalent experience. 3-5 years related experience. Significant experience w/UNIX operation system on SUNs and VAXes. Experience with computer networks and distributed computing, particularly with TCP/IP, Ethernet and NFS is essential; experience with development and maintenance of large computer software systems; ability to work with and understand problems of graduate level researchers. Send cover letter and resume to Bill Webster by March 31.

### Systems Programmer/Analyst II (PT6004) Level 33

**Cornell Information Technologies/Systems-Endowed**  
Design, implement, install, document and maintain systems software or significant subsystems in IBM VM systems, primarily VM/XA.

**Requirements:** Bachelor's or equivalent with related computer courses. 2-3 years experience with VM operating systems and significant subsystems. Knowledge of hardware concepts as they relate to software issues. Knowledge of IBM/370 assembler language is essential. Send cover letter and resume to Bill Webster by April 7.

### Applications Programmer/Analyst II (PT6009) HRI

#### Agricultural Economics-Statutory

Assist users in utilizing a variety of micro, mini and mainframe computer systems for applications in research, teaching and extension activities. Responsible for the analysis, design implementation and maintenance of new applications programs and maintenance of existing systems.

**Requirements:** Bachelor's with computer related courses and/or Associate's with equivalent training and experience. 2-3 years working experience in a professional data processing environment; managerial experience desirable. Must possess fluency in at least two high level programming languages and have experience with CMS/MVS as well as microcomputers and related software (i.e. major word processing, statistical, programming and data base management software). Experience with networking desirable. Send cover letter and resume to Bill Webster by April 7.

### Chef (PG6007) HRI

#### Stalter Hotel-Endowed

As a working supervisor, is primarily responsible for overseeing the production, presentation, and execution of all banquet functions for the Hotel and Conference Center, including breakfasts, luncheons and dinners. Supervises a staff of 34.

**Requirements:** Minimum of Associate's in culinary arts and 2-3 years experience preferably in a production kitchen that feeds upwards of 1000 daily. Familiar with contemporary French and American cuisines and commitment to high standards.

### Technical Consultant (PT5910) Level 32

#### Hotel Administration-Endowed

Coordinate, maintain and support computer networks. Design and implement modifications; install program updates; develop network standards. Track software, licenses and versions. Provide consulting, training and user documentation.

**Requirements:** Bachelor's or equivalent coursework in computing or related fields. Minimum 1-2 years related experience. Knowledge and experience in computer networks; familiarity with computer systems. Experience in software support and training desirable. Send cover letter and resume to Bill Webster by March 31.

### Technical Consultant (PT5909) Level 32

#### Hotel Administration-Endowed

Provide All-In-One, word processing and Lotus software support, training and consulting to faculty and staff. Manage DEC All-In-One system; develop documentation. Occasional evenings and/or weekends.

**Requirements:** Bachelor's or equivalent coursework in computing or related fields. Minimum 1-2 years related experience. Experience in software support and training desirable. Working knowledge of word processing software, administrative systems, DEC All-In-One and Lotus desirable. Send cover letter and resume to Bill Webster by March 31.

### Executive Staff Assistant (PC5906) HRI

#### Dean's Office, College of Arts & Sciences-Endowed

Provide high-level administrative support to the Dean. Supervise clerical staff; act as liaison between the Dean and faculty and/or staff within college; answer correspondence; handle special assignments as needed.

**Requirements:** Bachelor's or equivalent. Previous Cornell experience. Minimum 2-3 years in an administrative support position. Computer experience desirable. High level of confidentiality, ability to deal with individuals of all levels (students, parents, faculty, central administration, trustees). Send cover letter and resume to Esther Smith.

### Research Support Specialist II (PT5904) HRI

#### Poultry and Avian Sciences-Statutory

Coordinate the functions of a biochemical lab including the development and conduct of analytical work on specimens generated from several large ongoing studies. Supervise computer use of research and bibliographic data archiving & retrieval. Occasional eves and/or wknds. Until 4/30/90.

**Requirements:** Master's level training or Bachelor's in biological science. 3 years training/experience in analytical chemistry and data management. Send cover letter and resume to Bill Webster by March 31.

### Extension Support Aide (PA5902) HRI

#### Agricultural Economics-Statutory

Provide ongoing assistance in the continuing development and implementation of a comprehensive program for AT Risk Farm Families including NY FarmNet callers and related audiences. 6 months-1 year.

**Requirements:** Bachelor's in agriculture or equivalent experience required. Minimum 2 years related experience. Strong written and oral skills required. Ability to work with diverse audiences. Knowledge of farming and farm families required. Valid NYS driver's license required. Willingness to travel, knowledge of Cooperative Extension desirable. Send cover letter and resume to Cynthia Smithbower by March 30.

### Applications Programmer II (PT5801) HRI

#### Hotel Administration-Endowed

Utilizing a microcomputer and university mainframe (SAS/SPSSx), provide programming and consulting support for research and instructional computing.

**Requirements:** Bachelor's or equivalent, coursework in computing or related fields. 2-3 years experience. Substantial knowledge and experience of SAS or SPSSx. Knowledge of hospitality software desirable. Familiarity with microcomputer hardware and software. Light typing. Send cover letter and resume to Bill Webster by March 24.

### Staff Writer II (PC5705) HRI

#### University Development-Endowed

Persuasive, skillful, creative writer to join Development Comm. staff. Responsible for articles, letters, proposals, brochures designed to increase support for Cornell. Primarily original writing; some ghost-writing and editing.

**Requirements:** Bachelor's. Minimum 3 years related experience in fund raising, marketing, p.r. or higher education helpful. Send cover letter, resume and 3 writing samples to Gil Ott, 726 University Avenue.

### Research Support Specialist II (PT5719) HRI

#### Agricultural and Biological Engineering-Statutory

Assist with the research and extension projects of the Cornell Local Roads Program. Administer microcomputer systems, database management, develop applications programs, conduct training courses on computers, assist internal staff, write data acquisition programs, prepare reports from databases, analyze data using spread sheets & statistical packages. Until 12/31 with probable extension.

**Requirements:** Bachelor's in computer science or related field with substantial coursework and experience in computing. Valid NYS driver's license required. Minimum 3-4 years of responsible programming experience in FORTRAN, dBASE III, C and PASCAL languages. 2 years database management experience. Good typing skills. Good interpersonal and communication skills necessary. Send cover letter and resume to Bill Webster by April 7.

### Coordinator

#### CUSLAR

The Committee on United States-Latin American Relations, a local educational and solidarity group is seeking a coordinator.

**Requirements:** Must have knowledge of Latin America and a clear understanding of U.S. policy. Must possess writing and speaking skills in Spanish and English. Fundraising and administrative skills essential. For application call (607) 255-7293.

## Professional Off-Campus

### Systems Programmer II (PT6011) HRI

#### Integrated Pest Management (Geneva)-Statutory

Develop expert system applications. Interview experts to discover and codify the decision-making processes used in crop protection. Participate in evaluations of expert system software and artificial intelligence applications.

**Requirements:** Bachelor's in computer science with experience in computer programming. 2-3 years related experience. Familiarity with expert system concepts and programming tools. Demonstrated interpersonal skills essential. Send cover letter and resume to Bill Webster by March 31.

### Research Support Aide (PT6008) HRI

#### Food Science and Technology (Geneva)-Statutory

Support professional staff through independent support of research project. Develop and maintain the technical components in a specialized function with the research laboratory. Independently adapt, modify or address research problems or methods of analysis. Analyze special samples using unfamiliar methods. Develop and carry out independent analysis on specialized equipment requiring a high degree of technical knowledge.

**Requirements:** Bachelor's in chemistry and/or appropriate experience. Minimum 2 years related experience. Good lab techniques including standard gas chromatography, liquid chromatography and spectrophotography. Send cover letter and resume to Bill Webster by March 31.

## Professional Part-time

### Extension Support Aide (PT6010) HRI

#### Entomology-Statutory

Develop, plan, implement, present, and evaluate educational materials and/or programs related to pesticides: safe and appropriate use, storage, disposal; toxicology; environmental and ecological effects. 35 hours per week.

**Requirements:** Bachelor's required. MS desired or MPH in health education, pesticide science, toxicology, or agricultural chemistry. Excellent writing ability; good organizational and communication skills; word processing capability (Macintosh); familiarity with pesticide toxicological databases and literature. Send cover letter and resume to Bill Webster by April 7.

## 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.

### Technician, GR19 (T6013)

#### Agronomy-Statutory

#### Minimum Biweekly Salary: \$510.90

Manage greenhouse and field experiments; perform data analysis. Assist with plant and water sampling, sample preparation, routine chemical analyses.

**Requirements:** Bachelor's in biology or related field. Minimum 5 years experience in operating farm equipment such as tractors, PTO pumps, etc. Minimum 2 years experience with aquatic field experimentation using standard instrumentation such as light meters, oxygen/pH meters, etc. Send cover letter and resume to Bill Webster by April 7.

### Technician, GR19 (T6012)

#### Agronomy-Statutory

#### Minimum Biweekly Salary: \$510.90

Assist with plant and water sampling, sample preparation, routine chemical analyses. Conduct greenhouse and field experiments.

**Requirements:** Bachelor's in biology or related field. First Aid and CPR certification required. Minimum 2 years experience with aquatic field experimentation using standard instrumentation such as light meters, oxygen/pH meters, etc. Send cover letter and resume to Bill Webster by April 7.

### Technician, GR19 (T5310)

#### Psychology-Endowed

#### Minimum Biweekly Salary: \$510.90

Prepare electrophysiology experiments; perform small animal surgery, drafting, photography. Prepare statistics and other information for paper presentation. Maintain laboratory. Until 6/30/92.

**Requirements:** Bachelor's or equivalent in biopsychology, biology or related field. Minimum 2 years experience in one or more of the following histology, electrophysiology, photography, figure drafting and statistical analysis.

### Computer Operator, GR20 (T6002)

#### Hotel Administration-Endowed

#### Minimum Biweekly Salary: \$534.30

Insure the integrity of the computer room hardware for both School and Hotel systems. Provide maintenance support for all computer room hardware; perform daily backups of system; perform daily and routine maintenance on all computer systems. Monday-Friday, 7:00-3:30.

**Requirements:** Associate's required. Minimum 2 years related experience. Experience with computer facility operations required. Familiarity with hardware maintenance activities required. Send cover letter and resume to Bill Webster by April 7.

### Technician, GR20 (T5907)

#### Equine Drug Testing-Statutory

#### Minimum Biweekly Salary: \$534.30

Perform analysis of blood and urine in a field drug testing lab at Finger Lakes Race Track. Routine record keeping and laboratory maintenance. Assist laboratory director as needed, including Saturdays, Sundays, and holidays.

**Requirements:** Associate's in chemistry, medical lab technology or related field, or equivalent preferred. 2 years experience. Experience with thin layer chromatography and familiarity with HPLC. Send cover letter and resume to Bill Webster by March 31.

### Technician, GR21 (T4707)

#### Veterinary Medical Teaching Hospital-Statutory

#### Minimum Biweekly Salary: \$557.70

Perform diagnostic tests in hematology, cytology, coprology urinalysis, chemistry and immunology. Operate and maintain equipment. Participate in "on-call" for off-hours and holidays. Use computer for specimen accession, data entry and information retrieval. Tuesday-Saturday.

**Requirements:** Associate's in Medical Technology required. Bachelor's ASCP certificate preferred. 3 years

related laboratory experience. Send cover letter and resume to Bill Webster.

### Technician, GR21 (T6005)

#### Diagnostic Laboratory-Statutory

#### Minimum Biweekly Salary: \$557.70

Perform radioimmunoassays of hormones and other antigens on animal and occasionally human serum or plasma samples. Procedures require the use of low level radioactive materials and extractions with organic solvents.

**Requirements:** Bachelor's in biological or chemical science required. Knowledge of chemical laboratory procedures and mathematics plus communication and key-boarding skills required. Training in endocrinology, immunology, and biochemistry desired. Send cover letter and resume to Bill Webster by March 31.

### Drafter, GR21 (T5911, T5912)

#### Nuclear Studies-Endowed

#### Minimum Biweekly Salary: \$557.70

Design and prepare working drawings, layouts, specifications of equipment, scientific illustrations, graphic work, and perform related technical duties in support of a large high energy physics research laboratory.

**Requirements:** Associate's in electronic, mechanical or engineering technology or the equivalent combination of education and experience is required. 2 years experience in design drafting and technical illustrating is necessary. CAD experience and/or training desirable. Some experience in art and publications would be desirable. Send cover letter and resume to Bill Webster by March 31.

### Technician, GR21 (T5612)

#### Nutritional Sciences-Statutory

#### Minimum Biweekly Salary: \$557.70

Perform procedures involving molecular biology; mRNA, DNA, DNA sequencing and use of computer to enter sequences. Protein purification. Use of chromatography columns and gel electrophoresis system. Perform experiments with cells in culture with isotopes.

**Requirements:** Bachelor's in biochemistry or genetics or molecular biology. Minimum 3 yrs related lab experience. Biochemical analysis, DNA techniques. Apply as ASAP.

### Computer Operator, GR22 (T5805)

#### Computer Science-Endowed

#### Minimum Biweekly Salary: \$581.09

Provide computing and administrative support services to Director of Computing Facilities and four programmers, systems administrator, and 2 hardware technicians on the facilities staff. Provide front-line computing support services to approximately 150 users on 150 departmental workstations and servers.

**Requirements:** Associate's or equivalent. 3-4 years experience. Strong administration and organizational skills. Send cover letter and resume to Bill Webster by April 7.

### Electronics Technician, GR22 (T6001)

#### Lab of Nuclear Studies-Endowed

#### Minimum Biweekly Salary: \$581.09

Perform various duties under general supervision; mechanical work with sheet metal, servicing, construction, & dylpmt of electronic equipment for accelerator operations.

**Requirements:** Associate's in electronics or similar training through in-service courses or similar programs. At least 3 years satisfactory performance at Electronics Technician GR20 level. Send cover letter and resume to Bill Webster by April 7.

### Technician, GR22 (T6007)

#### Animal Science-Statutory

#### Minimum Biweekly Salary: \$581.09

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

**Requirements:** Bachelor's in biochemistry or biology. Minimum 3-4 years related experience. Experience in cell culture, molecular biology, biochemistry, radioimmunoassay, ELISA training in characterization of proteins preferred. Experience with electron microscopic techniques desirable. Familiarity with southern blots helpful. Send cover letter and resume to Bill Webster by April 7.

### Accelerator Technician, GR22 (T5913)

#### Lab of Nuclear Studies-Endowed

#### Minimum Biweekly Salary: \$581.09

Using standard machine tools and measuring instruments, construct, assemble and maintain components and equipment of a large accelerator system. Fabricate or modify mechanical devices; troubleshoot difficulties in equipment operation. Work with accelerator vacuum systems, including detection and repair of leaks. Assume responsibility for specific projects; provide creative assistance to accelerator scientists.

**Requirements:** High School diploma plus completion of 2 years formal training in a mechanical field, or 3-5 years satisfactory performance as a GR20 Accelerator Technician. Able to set up and operate machine tools from mechanical and electrical drawings. Experience with vacuum systems preferred. Send cover letter and resume to Bill Webster by March 31.

## Technical Off-campus

### Lab Research Technician, GR18 (T5803)

#### Entomology (Geneva)-Statutory

#### Minimum Biweekly Salary: \$487.50

Assist in isolation, purification, and characterization of biologically active phytochemicals, plant DNA/RNA, and insect digestive enzymes. Maintain greenhouse-grown plants and insect colony. Until June 1990.

**Requirements:** Bachelor's in biology, biochemistry, or related fields, with course work in physiology or biochemistry. Send cover ltr & resume to Bill Webster by March 31.

## Technical Temporary

### Service Technician (T6006)

#### Plant Pathology-Statutory

Assist in maintaining insect and fungal cultures for Biologi-

cal control experiments in both lab and field. Perform basic lab duties and media preparation; maintain clean lab; perform computer data entry. Full-time until October 1. **Requirements:** High School diploma or equivalent plus coursework in biology preferred. Familiarity with sterile techniques and maintaining and handling insects. Ability to work with minimal supervision. Apply to Bill Webster by March 31.

#### Applications Programmer I (T5705)

**Finance and Business Office-Statutory**  
Coordinate the maintenance and upgrading of personal computers, hardware and software. Maintain, develop and install, document and modify administrative systems software. Develop and maintain documentation. Assist with computer operations within the unit.  
**Requirements:** Bachelor's or equivalent. Experience with machine architecture, programming languages, production procedures and system utility programs with personal computers or mainframes desirable. Some lifting and moving of P.C.'s. Apply by March 17.

#### Fisheries Assistant (T5903)

**Natural Resources-Statutory**  
Assist in sampling fish populations in Canadatego Lake (near Richfield Springs) and Oneida Lake (near Bridgeport). Net with trap nets, trawls, seines and gill nets and assist in electrofishing. Maintain fish sampling gear, process samples and summarize fishery data. Work in open boats under prevailing weather conditions from April through November. Electrofishing conducted at night. Occasional travel may be required.  
**Requirements:** 2 years undergraduate fisheries education or 2 years experience sampling fish populations. Must be able to set nets and operate seines from boats and in water. Must be able to swim, operate motor boats and lift 100 pounds with assistance. Familiarity with personal computers desired. Send cover letter and resume to Bill Webster by March 31.

## Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Microm), 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.

#### Inventory Assistant, GR16 (C6012)

**CIT-MOS-Endowed**  
**Minimum Biweekly Salary: \$448.50**  
Fulfill cashier and equipment/supplies distribution functions at MOS Distribution/Inventory center. Assist stockkeepers in all inventory management functions including receipt of goods, regular inventory counts, inventory control system use and clerical support duties.  
**Requirements:** High School diploma or equivalent. Experience operating micros and terminals helpful. Cash drawer experience also desirable. Strong interpersonal and communications skills. Excellent attention to detail. Constant lifting also required. Light typing.

#### Office Assistant, GR16 (C6003)

**University Development-Endowed**  
**Minimum Biweekly Salary: \$448.50**  
Assist Giving Society Coordinator in the matching & reconciliation of gift records and donor lists. Update & maintain info on giving club levels. Other duties as assigned.  
**Requirements:** High School diploma or equivalent. Some office experience. Some business math helpful. Requires attention to detail. Light typing.

#### Personnel Assistant, GR17 (C6002)

**Office of Human Resources-Endowed**  
**Minimum Biweekly Salary: \$467.98**  
Update and maintain the university's employee file system, both hard copy files and computer files and act as back-up for the processing of appointment forms.  
**Requirements:** High School diploma or equivalent. Minimum 2 years of general office experience. Good organizational skills. Medium typing.

#### Word Processing Operator, GR18 (C6011)

**Law-Endowed**  
**Minimum Biweekly Salary: \$487.50**  
Provide secretarial support to faculty. Word processing of manuscripts, briefs, correspondence, class materials; coordinate travel arrangements; prepare travel and reimbursement vouchers; research references and citations in Law Library; copy, file, answer phone.  
**Requirements:** High School diploma or equivalent. Business or secretarial school preferred. Minimum 1 year related office experience and familiarity with IBM-PC, WordPerfect desirable. Able to coordinate and prioritize variety of tasks necessary. Excellent organizational, interpersonal and communications skills. Heavy typing.

#### Secretary, GR18 (C5909)

**Office of Equal Opportunity-Endowed**  
**Minimum Biweekly Salary: \$487.50**  
Under general supervision of administrative aide, serve as receptionist for busy office. Duties include typing correspondence, reports and statistical information; coordinate applicant flow material; process student employment forms including timecards; maintain general office files; handle office mail.  
**Requirements:** High School diploma or equivalent. Business or secretarial school desirable. Minimum 1-2 years experience and skill in general office processes. Working knowledge of word processing, Microsoft Word or Macintosh most desirable. Good organizational and communications skills. Ability to work under pressure with several interruptions. Medium typing.

#### Secretary, GR18 (C5910)

**Alumni Affairs-Endowed**  
**Minimum Biweekly Salary: \$487.50**  
Provide clerical support to assistant and associate director of Club Programs; maintenance of club records; management of trustee election materials; arrange faculty and staff travel; prepare publicity material.  
**Requirements:** High School diploma or equivalent. Minimum 1-2 years related experience. Computer experience required. Strong organizational, communication, phone and public relations skills. Medium typing.

#### Senior Records Assistant, GR18 (C5905)

**Veterinary Library-Statutory**  
**Minimum Biweekly Salary: \$487.50**  
Perform all aspects of serials management (check in/claim journal issues; maintain accurate holdings records; order new titles; prepare titles for cataloging; input serials data into NOTIS & MICROLINK; formulate/update serial holdings statements, etc.), prepare and coordinate processing of volumes for bindery; coordinate retrospective serials barcoding project; provide circulation and information assistance to patrons at the Public Service Desk. Other duties as assigned.  
**Requirements:** High School diploma or equivalent.

Associate's desirable. Minimum 1-2 years office and/or library experience especially in serials or other technical services. Accuracy in detailed work. Excellent organizational, interpersonal and communication skills. Able to work well with a variety of people in a public service setting. Experience with microcomputers and database management helpful. Able to work independently. Light typing.

#### Office Assistant, GR18 (C5912)

**Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$487.50**  
Responsible for the general administrative functions in the School of Hotel Administration and SHCC Computer Services dept. Perform data entry, word processing and maintains files. Act as receptionist for Computer Services dept.  
**Requirements:** High School diploma or equivalent, knowledge of computer hardware and word processing. Minimum 1-2 years related experience of computer hardware, and word processing. Organizational, interpersonal, and communication skills essential. Medium typing.

#### Secretary, GR18 (C5307)

**Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$487.50**  
Report primarily to the administrative aide. Provide data processing and clerical support to the director of alumni affairs and the administrative aide. A high level of confidentiality is required. Until June 1990 with possible renewal.  
**Requirements:** High School diploma or equivalent. Minimum 1 year related experience. Knowledge of computers. Good interpersonal and communication (written and verbal) skills. Accuracy and attention to detail. Ability to work independently, handle pressure, meet deadlines and maintain confidentiality. Medium typing.

#### Secretary, GR18 (C5911)

**Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$487.50**  
Under general supervision act as the secretary/administrative aide for the Assistant Dean for Execution Education.  
**Requirements:** High School diploma or equivalent. Minimum 1-2 years advanced education or equivalent experience necessary. Ability to use word processing and computer equipment. Excellent interpersonal and communication skills. Excellent organizational skills. Med typing.

#### Administrative Aide, GR19 (C6009)

**Theory Center-Endowed**  
**Minimum Biweekly Salary: \$510.90**  
Under general supervision, provide secretarial and administrative support to the Associate Director for Scientific Computational Support (SCS) and staff; coordinate administrative aspects of the Visitors Program.  
**Requirements:** High School diploma required. Associate's preferred. Minimum 2 years related office experience. Strong organizational, interpersonal & communication skills required. Word processing experience required. Experience monitoring budgets helpful. Med typing.

#### Stockkeeper, GR19 (C6004)

**Lab of Nuclear Studies-Endowed**  
**Minimum Biweekly Salary: \$510.90**  
Plan operations of the stockroom. Direct contact with vendors regarding pricing, delivery times, etc. Responsible for all operations of a stockroom - ordering, issuing supplies and equipment, receiving and verifying shipments, periodic inventory. Will oversee preventive maintenance on tools and equipment.  
**Requirements:** High School diploma or equivalent. Valid NYS driver's license necessary. 2 years minimum experience in stockroom operations preferred. Experience with computers and light typing helpful.

#### Administrative Aide, GR19 (C6010)

**Law School-Endowed**  
**Minimum Biweekly Salary: \$510.90**  
Perform secretarial and administrative support to the daily operation of the Placement Office including bookkeeping functions. Significant public contact with students, staff and administrators of law firms throughout the country.  
**Requirements:** High School diploma or equivalent. Some college desired. Cornell accounting background helpful. Minimum 2 years related experience. Excellent interpersonal skills in relation with students and legal employers. Must be able to work with interruptions and meet deadlines. Medium typing.

#### Office Assistant, GR19 (C4106)

**University Press-Endowed**  
**Minimum Biweekly Salary: \$510.90**  
Responsible for accounts receivable process e.g., payment, adjustments and daily deposits requiring judgment.  
**Requirements:** Associate's or equivalent. Some accounting/bookkeeping desirable. Minimum 2 years related experience. Familiar with computer/data processing procedures and Global Turnkey System (on-line STC PUBS DATA system) or similar system. Medium typing.

#### Secretary, GR19 (C5904)

**Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$510.90**  
Provide secretarial support for Dean and Executive Staff Assistant. Act as receptionist for Dean's complex.  
**Requirements:** High School diploma or equivalent. Associate's in secretarial science or related field strongly desired. Minimum 2 years prior experience in an office requiring highly confidential and professional atmosphere desirable. Willing to work with many interruptions. Strong interpersonal and word processing skills required. Ability to work in a complex, active environment. Job necessitates high level of confidentiality. Heavy contact with industry executives, faculty and students. Heavy typing.

#### Office Assistant, GR20 (C6007)

**Office of Sponsored Programs-Endowed**  
**Minimum Biweekly Salary: \$534.30**  
Perform a broad range of secretarial and office administrative services in direct support of 1 or more Grant and Contract Officer(s). Responsible for processing various aspects of sponsored program proposals, including document revision, drafting straight-forward to moderately complex correspondence; provide clerical support.  
**Requirements:** Associate's or equivalent. Minimum 2-3 years related experience. Proficient in WordPerfect. Strong interpersonal, communication and organizational skills. Knowledge of university procedures. Attention to detail and ability to work under pressure. Medium typing.

#### Secretary, GR20 (C6006)

**Law-Endowed**  
**Minimum Biweekly Salary: \$534.30**  
Provide secretarial support to the Associate Dean/Dean of Students, Director of Administration and Finance and Building Coordinator. Responsible for inventory control. Serves as Telecommunications Coordinator for Law School.  
**Requirements:** High School diploma or equivalent required. Associate's desirable. Minimum 2-3 years related office experience. Wordprocessing experience as well as experience with spreadsheet software. Strong communication (oral/written) skills. Able to work well under pressure and maintain a high level of confidentiality. Knowledge of Wordperfect and Lotus 1-2-3 helpful. Medium typing.

#### Administrative Aide, GR20 (C5903)

**Nutritional Sciences/CNPP-Statutory**

#### Minimum Biweekly Salary: \$534.30

Provide administrative and secretarial assistance to the Director of the Cornell Food and Nutrition Policy Program. Draft administrative correspondence; coordinate domestic and international travel; special projects as assigned; general secretarial duties.  
**Requirements:** Associate's or equivalent. Minimum 2-3 years previous office experience. Fluency in a foreign language preferred. Proven ability to work independently, take initiative. Handle multi-assignments simultaneously. Experience with microcomputers and software. Excellent grammatical skills. Familiarity with international work helpful. Heavy typing.

#### Secretary, GR20 (C5908)

**Real Estate-Endowed**  
**Minimum Biweekly Salary: \$534.30**  
Provide administrative and accounting support to the Real Estate Department (6 professionals). Prepare correspondence using word processing equipment; serve as receptionist; coordinate appointments, meetings and travel; monitor investment and non-investment real estate accounts; review and process all accounting documents. Respond independently to routine requests.  
**Requirements:** Associate's or equivalent. Minimum 2-3 years related secretarial experience. Word processing and computer experience preferred or willingness to learn. Legal experience helpful. Supervisory skills. Experience with Cornell accounting system helpful. Strong interpersonal skills and attention to detail. Valid driver's license required. Medium typing.

#### Administrative Aide, GR22 (C6005)

**Veterinary Administration-Statutory**  
**Minimum Biweekly Salary: \$581.09**  
Coordinate administrative functions of the office of the Director of Facilities and Services. The main duties will consist of office and financial management; also included will be some clerical support & numerous special projects.  
**Requirements:** Associate's or equivalent preferred. Minimum 2-4 years organizing and managing an office operation in a facilities oriented environment. Familiarity with building systems terminology, construction operations, and Cornell M&SO operations and procedures. Exc communications (oral & written) skills are required. Light typing.

#### Administrative Aide, GR22 (C6008)

**Johnson Graduate School of Management-Endowed**  
**Minimum Biweekly Salary: \$581.09**  
Plan and implement administrative functions for programs and conferences such as International Reunion programs in Europe and the Far East, major alumni and corporate lunches and dinners around the country; design and coordinate extensive direct mail program (3,000+ pieces); prepare budgets, monitor and process the financial aspects related to programs; provide very broad-based administrative support under minimal supervision for the Assistant Dean, Directors, key alumni, and University Development staff.  
**Requirements:** Associate's required. Bachelor's desired. Excellent communications, interpersonal, organizational skills. Minimum 3-4 years administrative/secretarial experience. Familiarity with fund raising and computers helpful. Medium 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 Karen Raponi at (607) 255-2192 or 255-7422 for more information.

#### Sales Assistant (S6001)

**Laboratory of Ornithology**  
General sales duties at Crow's Nest Bookshop during weekends and holidays. Open, close, and oversee Laboratory, register sales, answer phones, feed birds, answer basic bird questions, secure Lab when closing. Occasional Monday nights (3 hours) during seminars. Alternating weekends and holidays. Must be able to commit weekends on a regular basis. Saturday, Sunday, 11:30-5:30 p.m.  
**Requirements:** High School diploma or equivalent. Previous sales experience required. Knowledge of birds helpful. Good interpersonal skills. Enjoy dealing with people. Light typing. Send cover letter and resume to Esther Smith.

#### Office Assistant (S5801)

**Summer Session**  
Serve as receptionist; process mail; general typing; word processing on IBM PC. Assist registrar in registration process. Until 9/89.  
**Requirements:** High School diploma required. Office experience preferred. Some familiarity with Cornell desirable. Ability to work with diverse public. Excellent interpersonal communication skills required. Experience with Wordperfect on IBM PC desirable. Able to set priorities and work independently under pressure. Medium typing. Send cover letter and resume to Esther Smith.

#### Office Assistant (S5701)

**Summer Session**  
Provide data entry of all summer student registration information, and perform general clerical duties.  
**Requirements:** High School Diploma or equivalent. Medium typing. Ability to use IBM PC with Wordperfect experience desirable. Until August 1989. Send cover letter and resume to Karen Raponi.

#### 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 hts per wk, 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 Karen Raponi.

## 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.

#### Food Service Worker, SO01 (G6009)

**Dining-Endowed**  
**Hiring Rate: \$5.50**  
Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change.  
**Requirements:** High School diploma or equivalent. Knowledge of food preparation and presentation preferred. Good customer relation skills. Basic reading and computer skills required.

#### Custodian, SO02 (G6001)

**Residence Life-Fall Creek Gorge Area-Endowed**

#### Hiring 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 (G6002)

**Residence Life-Endowed**  
**Hiring Rate: \$5.75**  
Provide general custodial care of buildings and grounds in assigned area. Monday-Thursday, 7:00 a.m.-3:30 p.m.; Friday 7:00 a.m.-2:30 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 (G6005)

**Buildings Care-Statutory**  
**Hiring Rate: \$5.75**  
Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday 6 a.m.-1:30 p.m.  
**Requirements:** High School diploma or equivalent. Able to operate a variety of heavy power equipment, lift 50 pounds & climb an 8 ft ladder. Basic reading & writing skills.

#### Food Service Worker, SO02 (G6003)

**Dining-Endowed**  
**Hiring Rate: \$5.75**  
Prepare, present and serve food items for Co-op, cash, catering or special events. Shift subject to change.  
**Requirements:** High School diploma or equivalent. 1 year related experience. Working knowledge of food preparation and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills.

#### Head Custodian, SO05 (G6006)

**Statler Hotel-Endowed**  
**Hiring Rate: \$6.55**  
Direct room attendants and housepersons on assigned hotel floors; inspects all hotel rooms, corridors and service areas for cleanliness and damage. Hours flexible. Some nights and weekends.  
**Requirements:** High School diploma or equivalent. Minimum 2 years housekeeping experience, including supervisory experience.

#### Vending Purveyor, SO06 (G6008)

**Dining-Endowed**  
**Hiring Rate: \$6.85**  
Responsible for loading, transporting and filling vending machines on specified route on campus. Requisition food items weekly, maintain appropriate records, account for monies collected. Clean, sanitize and repair equipment; ensure that NYS Health codes are maintained.  
**Requirements:** High School diploma or equivalent. Valid NYS driver's license, able to do constant lifting up to 75 pounds. Good reading, writing, and verbal skills. Knowledge of inventory, vending methods and campus helpful. Mechanically inclined.

#### University Service Officer, GR02 (G6004)

**Public Safety-Endowed**  
**Hiring Rate: \$7.11**  
Responsible for prevention and detection of criminal behavior; external and internal patrol of University property within assigned area for fire, safety and crime hazards; enforcement of parking regulations on campus.  
**Requirements:** High School diploma or equivalent. Formal education, training or experience in law enforcement field preferred. Satisfactory completion of basic University Service Officer training. U.S. citizenship; eyesight 20-40 corrected to 20-20; no record of convictions other than minor traffic infractions. NYS driver's license; able to obtain NYS pistol permit within 90 days of employment. Must pass physical exam.

#### Journeyman Refrigeration Mechanic (T6014)

**Maintenance & Svc Operations/ACR Shop-Endowed**  
Install, repair and trouble shoot refrigeration and air conditioning systems. Respond to emergency trouble calls. Maintain hand tools and other diagnostic equipment needed to perform job duties. Perform other duties and responsibilities as assigned. Monday-Friday, 7:30-4.  
**Requirements:** Must have completed an apprentice program. Must maintain a valid NYS driver's license. A minimum of 5 years experience in the refrigeration field. Must be willing to join the union within 30 days. Apply to Bill Webster as soon as possible.

## 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 Karen Raponi at (607) 255-2192 or 255-7422 for more information.

#### Field Assistant (B5901)

**Plant Breeding-Statutory**  
Provide support to Research Support Specialist on the forage breeding project.  
**Requirements:** High School diploma or equivalent. NYS driver's license. Some agricultural background or experience helpful. Must be able to work with little supervision. Send cover letter & resume to Staffing Svcs, 160 Day Hall.

## Academic

#### Post-Doctoral (of experienced MS)

**Boyce Thompson Institute**  
Work with team investigating the molecular genetics of plant-bacterial interactions. Will, isolate and characterize products of cloned bacterial genes. The genes are involved in pathogenicity to host plants and the elicitation of the hypersensitive reaction (a plant defense reaction) in non-host plants.  
**Requirements:** Training in biochemistry, microbiology, genetics or molecular biology is desired. Experience in protein isolation and analysis is particularly appropriate. Applicants without a doctorate, but with appropriate experience will be considered. The position is currently funded for 1 year. Contact Drs. S.V. Beer at the Department of Plant Pathology (255-7870) or V. Macko at Boyce Thompson Institute for Plant Research (254-1319).

#### Extension Associate III, Regional Extension Grape

**Specialist-Finger Lakes-Penn Yan, NY**  
Plan, conduct and evaluate a five county Extension education program for the commercial grape industry.  
**Minimum Qualifications:** Master's in agriculture, 3 years professional work experience in agribusiness, fruit crop production, Cooperative Extension, or in developing informal educational programs. Salary: Commensurate with qualifications. Send letter of intent and resume by March 30 to Paul W. Townsend, Cooperative Extension, 212 Roberts Hall, Cornell University, Ithaca, NY 14853.

# Minority Business Manager Internship Program Questionnaire

The success of the Controller's Minority Business Manager Internship program in recruiting minorities to professional positions at Cornell has encouraged other departments to examine the feasibility of similar programs within their own units.

*Have you been thinking about what such a program would look like in your unit? Have you begun an internship/trainee program recently?*

If you can answer yes to either of the above questions, the Office of the Associate Vice President for Human Relations, the Office of Equal Opportunity, and the Office of Human Resources would like to invite you to a meeting to discuss internships/traineeships at Cornell.

The meeting will address the following issues:

1. What kind of internship programs are already in place on campus and what can we learn from them.
2. What resources individual units have to carry out an internship program.
3. What resources and/or assistance may be available from central administration.
4. Will the intended program hold up to judicial scrutiny as a "minority affirmative action" program.

For further information contact: Lillie McLaughlin, Office of Equal Opportunity, 255-3976.

Please detach and return to: OEO 234 Day Hall

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Campus Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

\_\_\_\_ Yes, I would like to attend a meeting to discuss internship/trainee programs.

\_\_\_\_ No, I will not be able to attend a meeting but I would like more information.

\_\_\_\_ There is an internship/trainee program in place in my department.

\_\_\_\_ My department does not have such a program.

## Program *Continued from page 1*

Leaving Web, 318 Anabel Taylor Hall, Cornell University, Ithaca, NY 14853, (607) 255-5026.

**Cornell/Building Trades Consortium**  
The Office of Human Relations, Facilities Planning and Construction, and the Office of Equal Opportunity are members of a consortium attempting to increase the number of women and minorities in the trades. The consortium also consists of members of the local carpenters unions, a senior administrator from Tompkins Cortland Community College, administrators of the Tompkins-Seneca-Tioga County Board of Cooperative Educational Services (BOCES), and a staff member of the Youth Bureau. A major goal of the consortium is to identify minority and female students in Tompkins County middle and high schools for possible enrollment in an accredited apprentice program.

Another goal is to have at least two minority and two female candidates enrolled in an accredited apprentice program by academic year 1989-90. According to Art Baker, president of Carpenters' Local 603, the carpenters' union has recently enrolled one black male and seven females. Mr. Baker notes that the carpenters' union is very interested in attracting more minorities and women. There is an initiation fee of \$50 that could be paid in installments, if necessary. The applicants should be at least 18 years of age and must have a high school diploma or the Graduate Equivalent Diploma (G.E.D.). Applicants should also be prepared to take an aptitude test. Minorities and women who are recent high school graduates and are interested in the building trades apprenticeships should contact either:

Art Baker, President (272-7461)  
Carpenters Local 603  
701 West State Street  
Ithaca, NY 14850

Dr. William M. Thompson (255-6864)  
Director, Office of Equal Opportunity  
Cornell University  
234 Day Hall  
Ithaca, NY 14853

### ACE Scholarship Initiative

Recently, the presidents of the four postsecondary institutions within Tompkins and Cortland counties - Cornell University, Ithaca College, the State University at Cortland and Tompkins Cortland Community College - established the Access to College Education (ACE) initiatives. This partnership between several higher educational institutions and local school districts was spearheaded by Larry Palmer, Cornell's vice president for academic affairs, and is intended to assure admission to one of the four institutions, along with supportive counseling and assistance in securing a financial package appropriate to each pupil's needs and within the college or university's resources. A student participates in the ACE initiative when she or he does the following:

- 1) is identified by the local district as an eligible pupil who faces social and/or economic barriers, similar to those defined in New York State's Liberty Scholarship Program, which could reduce or eliminate aspirations for a college or university program;
- 2) is registered in the Access to College Education program with a local school district's middle or junior high school guidance counselor or academic advisor; and
- 3) is graduated with a New York State Regents Diploma (or its equivalent) and earns at least a "B" average for the four years of high school studies.

This project is expected to be in operation by fall 1989. Persons in Tompkins or Cortland counties who are interested in learning more about the ACE initiative should contact their district school super-

intendent.

### Minority High School Students Research Apprentice Program

Cornell's New York State College of Veterinary Medicine has developed a Minority High School Students Research Apprentice program. The main objective of this program is to stimulate interest among minority students in health-related research. The program is a six-week summer program. It offers experience opportunities in veterinary research laboratories. Assignments are made to investigators involved in research. Students gain "first hand" experience in several departments such as microbiology, immunology, parasitology, pathology, pharmacology, physiology and others. Participants also become familiar with the many facets of veterinary medicine, the requirements & procedures for admission & career opportunities.

Students who identify themselves as Black, Hispanic, American Indian, Alaskan Native, Pacific Islander or Asian are eligible to apply for this program. For the past three years, the college has averaged approximately 100 applicants for eight positions and welcomes all qualified applicants.

For additional information contact:

Shenetta Selden (253-3700)  
NYS College of Veterinary Medicine  
Cornell University  
C-117 Schurman Hall  
Ithaca, NY 14853

### Future Plans

Still in planning is an idea to provide 8-16 minority and disadvantaged 6th graders with a series of enriched educational experiences at each of three institutions: BOCES, TC3, and Cornell in three successive summers. This early intervention concept is based on the observation that early truancy is a good predictor of the dropout rate among minority children.

The above, of course, represents the short list of the variety of initiatives in which Cornell is engaged at the school system level to increase access for minorities and women to employment and postsecondary education. There are many other less formal contacts, as for example, between particular professors, administrators and students and the school. All this is to point out that, while it is true that much more needs to be done, there is concern, reflection, and praxis. William M. Thompson, director, Office of Equal Opportunity

### Important Deadline: March 31, 1989

The deadline to submit claims for the 1988 plan year Select Benefits Reimbursement Accounts is March 31, 1989.

Empire Plan deadline for claims for medical services rendered in 1988. Submit to Metropolitan.

### Cornell Employment News

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**EQUAL**  
Opportunity at Cornell

## Drug Free *Continued from page 1*

substance as defined by state or federal law is prohibited. The university will not condone criminal activity on its property, or on property under its direct control, and will take appropriate personnel action up to and including termination or required participation in a drug abuse assistance or rehabilitation program.

### 2. Employee Assistance Program (EAP)

The EAP provides free, confidential, short-term professional counseling and referral for all Ithaca-based\* regular faculty and staff at Cornell, as well as their dependents. Employees and their dependents are eligible for up to eight hours of counseling provided at the Family and Children's Service of Ithaca, 204 N. Cayuga St., Ithaca, NY. Appointments can be arranged with an EAP counselor by calling (607)-273-1129 between the hours of 8:30 a.m. and 5:00 p.m. Monday -Friday.

The EAP staff can help you and your family by assessing and providing short-term treatment for a wide range of personal, family and work-related concerns. Marital, financial, emotional, alcohol and drug-abuse issues are some examples of the concerns addressed by the EAP staff. Any contacts with the EAP staff, whether by phone or in person, are always treated with total confidentiality.

\*NOTE: Cornell employees who are not based in the Ithaca area may utilize the EAP over the telephone or in person, if they travel to Ithaca. Employees at the Geneva Experiment Station, the Medical College and the Graduate School of Medical Sciences are covered by separate Employee Assistance Programs contracted in their locales.

### 3. Drug Counseling and Rehabilitation

Through the EAP, as mentioned above, eligible employees and their dependents may obtain free counseling for substance abuse issues which affect them and their families. EAP counselors will assess each case and may then refer the employee and/or dependent to appropriate outside resources which they feel may best address the degree of rehabilitation required. EAP counselors are familiar with the range of rehabilitation options available in Tompkins and our surrounding counties. The counselors will also advise employees about how their Cornell health insurance may be helpful in covering certain costs, should the person choose to use the services of an outside resource.

### 4. Training and Education

**Supervisory Training:** Training for supervisors in identifying and responding to employees who may be exhibiting problem behaviors on the job is provided at the university in a variety of ways.

All new supervisors receive EAP education during a session of Results-Oriented Supervision which is presented by EAP counselors. Additionally, supervisors may enroll in an advanced seminar, also

conducted by EAP counselors, which covers more in-depth techniques supervisors may use for recognizing troubled employees and referring them for assistance. This advanced seminar is offered in the Calendar of Workshops and Seminars which is mailed to each employee's work location by the Training section of the Office of Human Resources.

**Department/Employee Training:** General EAP Orientation: Upon request from a department, EAP counselors will conduct an on-site introductory session for your entire department which provides a general overview of EAP & its available services.

**Drug and Alcohol Abuse:** The EAP counselors have developed a presentation which addresses the topic of drug and alcohol abuse. Issues which can be addressed include drug and alcohol awareness, signs and stages of drug/alcohol addiction, and identifying facts and myths centered around drug and alcohol abuse. If your department is interested in either of these training sessions, discuss this interest with your supervisor. The EAP counselors can then be reached at 273-1129 to assist in developing the details of your department's presentation.

## Drug-Free Workplace Act 1988

**Q. What grants and contracts are covered under the Drug-Free Workplace Act?**

A. With minor exceptions, all grants, regardless of dollar amount, are subject to the requirements of the Act. Contracts are subject to the Act only if, (a) they have a value of \$25,000, or more; or (b) they constitute procurement contracts (including purchase orders) awarded pursuant to provisions of the Federal Acquisitions, Regulations.

**Q. Does the Drug-Free Workplace Act require contractors or grantees to conduct drug tests of employees?**

A. No.

**Q. Are alcohol and tobacco products considered drugs within the meaning of "controlled substances"?**

A. No.

**Q. Are all employees covered under the University Drug Free Workplace Statement?**

A. Yes. Although only those employees "directly engaged in the performance of work pursuant to the provisions of the grant or contract" are covered by the Act.

**Q. If an employee goes home and uses unlawful drugs, is Cornell responsible under the Drug-Free Workplace Act for employees' activities away from the job site?**

A. The law prohibits unlawful manufacture, distribution, possession and the use of unlawful drugs in the workplace. Employers are not responsible for the conduct of their employees outside the workplace under the Act.