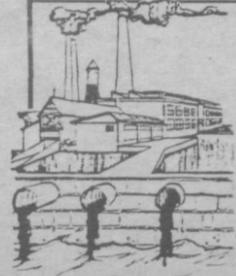
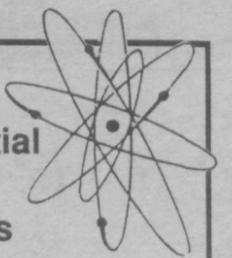


# Cornell CHRONICLE

Volume 20 Number 28 April 13, 1989

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11 Presidential  
Young  
Investigators



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Cleaner  
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Cat answer man



Dean John J. Clark Jr. of the School of Hotel Administration looks out over the school's new atrium.

Charles Harrington

## World hospitality executives convening for Statler opening

Hotel and hospitality industry executives from three continents will be arriving here today and tomorrow for the grand opening of the new Statler Hotel.

A weekend of ceremonies, professional discussions, dining and entertainment is planned to mark completion of the \$39 million building project.

About 300 guests, including owners and executives of some of the world's most renowned hotels, are expected.

"This will be the largest gathering of major hospitality executives from around the world in my memory," said Hans P. Weishaupt, a Swiss hotelier who last year joined Cornell to become managing director of the new campus hotel after 25 years with Hilton International in Tokyo, Zurich, Hawaii and Brussels.

Weishaupt graduated from Cornell's Hotel School in 1964.

During their visit to campus, hospitality industry executives will hold a round-table discussion about their industry, "Global Strategies for the '90s — The View from the Executive Office."

The round-table discussion, starting at 9 a.m. on April 14 in Statler Auditorium, is expected to deal with topics such as:

- How threats of terrorism affect travel.
- How policies of the Bush administration may affect the hospitality industry.
- Use of hospitality industry resources to aid the homeless.
- Impact of tax reforms, currency exchange rates and immigration policies on travel and tourism.
- Corporate structure of hotels, including independent ownership, chains and management contracts.

Continued on page 7

### 'In great company' the theme for '89 Hotel Ezra Cornell

Immediately after ceremonies opening the Statler Hotel at 4:45 p.m. on April 14, the nine-story building will be turned over to hotel students who will operate it for the weekend.

Executives of some of the world's most renowned hotels will join the school's 750 students in a weekend of entertainment and gourmet dining during the 64th annual Hotel Ezra Cornell.

The theme of this year's Hotel Ezra Cornell is "In Great Company" in recognition of the record number of industry leaders and executives who will attend the opening.

Hotel school students will manage and staff every department of the new hotel — from the front desk to the kitchen and from the bar to the top-floor linen closet and luxury suites.

After the weekend, the hotel will revert to its status as the nation's only four-year university teaching hotel where faculty members serve as key executives in the hotel in much the same way as professors in medical schools hold key posts in those schools' teaching hospitals.

## Many will observe 20th anniversary of Straight takeover

A number of events are scheduled on campus next week to observe the 20th anniversary of the takeover of Willard Straight Hall on April 19, 1969, by a group of black students.

The events include the closing down of Willard Straight Hall to all business on April 19 and an address by Eleanor Holmes Norton, a leading spokeswoman for equal rights, at 2 p.m. on April 22 in Alice Statler Auditorium. Other events scheduled are:

- A panel discussion titled "Willard Straight Hall Takeover: the Contest, the Events, the Results," from 4:40 to 6:30 p.m. on April 17 in Willard Straight Memorial Room. The panelists will include one key figure in the negotiations that led to the black students leaving Willard Straight Hall. He is Emeritus Professor Robert D. Miller, who was dean of faculty at the time of the takeover.

- The Africana Studies Center is organizing a march through campus starting at 11 a.m. on April 18 outside the center. The marchers will make their way to Day Hall for a noon-hour rally under the title "Day of Outrage and Reaffirmation of the Struggle Against Cornell's Ties to Apartheid."

- There will be a teach-in in the Memorial Room from 1:30 to 4:30 p.m. on April 18 followed at 7 p.m. by a talk by Bobby Seale, co-founder of the Black Panther Party.

- A panel discussion and a series of musical and cultural events are scheduled for April 19 with times and places to

Continued on page 8



Doug Hicks

A MAN OF NOTE — President Frank H.T. Rhodes sings Cornell's alumni song, "I Am Thinking Tonight of My Old College Town," as Herbert Gussman, Class of '33, plays the Steinway grand piano he donated to the Performing Arts Center, along with the center's grand lobby, at the formal opening on Monday.

## Notables

Three Cornell researchers will share a \$20,000 cash prize as winners of a Kappa Delta award presented at the annual meeting of the American Academy of Orthopaedic Surgeons in Las Vegas on Feb. 9. They received the Ann Doner Vaughn Award for their study of the use of polyethylene in the orthopaedic total joint replacements for knees and other joints in the body. The three are **Donald L. Bartel**, professor of mechanical and aerospace engineering in the College of Engineering; and **Timothy M. Wright**, senior scientist, and **Clare M. Rinnac**, associate scientist in the Department of Biomechanics at the Hospital for Special Surgery, which is affiliated with the Cornell University Medical Center.

**Frank Barry**, senior extension associate with Cornell's Family Life Development Center, is one of 13 public members appointed to the U.S. Department of Health and Human Services' newly established Advisory Board on Child Abuse and Neglect. The advisory board, which will make recommendations to the secretary of HHS and Congress, will hold its first meeting in Washington D.C., May 30 through June 1. The HHS announcement of Barry's appointment pointed out that "Barry has directed demonstration projects to improve coordination between runaway and homeless youth shelters and child protective services. He has also organized community task forces on child abuse and neglect and (has organized) services for abusive families."

**Thomas A. Gavin** and **Bernie May** of the Department of Natural Resources received an award from the Wildlife Society at the 54th North American Wildlife and Natural Resources Conference in late March for "outstanding" journal article for 1989, "Taxonomic status and genetic purity of Columbian white-tailed deer," published in the *Journal of Wildlife Management*.

## Appointments

The following academic and administrative appointments were approved by President Frank H.T. Rhodes during March.

**Herbert Deinert**, professor of German studies, was appointed acting chairman of the Department of German Studies, College of Arts and Sciences, effective July 1, 1989, through Dec. 31, 1989.

**Anil Nerode**, professor of mathematics, was reappointed director of the Mathematical Sciences Institute of the Department of Mathematics in the College of Arts and Sciences, effective Sept. 1, 1988, through June 30, 1992.

## Cornell Chronicle

EDITOR: Carole Stone  
GRAPHICS: Cindy Thiel  
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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.

## Peregrine falcon champion earns Ornithology award

Tom J. Cade, the professor emeritus of zoology who saved peregrine falcons from the brink of extinction with an innovative captive-breeding technique, will receive the Arthur A. Allen Award from the Cornell Laboratory of Ornithology in April 14 ceremonies at The Explorers Club in New York.

Now a professor of biology at Boise State University and chairman of the Board of Directors of the Peregrine Fund, Cade will be cited for "outstanding service to ornithology."

The Arthur A. Allen Award is named for the founder of the Cornell Laboratory of Ornithology, now a world center for the study and appreciation of birds. Previous winners include ornithologist and artist Roger Tory Peterson, field guide author Chandler S. Robbins, and S. Dillon Ripley, former secretary of the Smithsonian Institution. This year's award is the 18th since the prize was first presented in 1967.

Cade created the Peregrine Fund in 1970 at Cornell to prevent the extinction of peregrine falcons in North America. The birds were unable to reproduce because of pesticide pollution in the natural environment, and peregrines had all but disappeared from wilderness and urban areas of the continent.

The Cornell ornithologist developed a program of captive breeding and controlled release, in which eggs of the endangered birds are hatched in laboratory conditions. Fledglings are placed in protected outdoor



sites and watched by volunteers until the young birds can hunt and survive on their own.

Since 1970, more than 2,600 captive-reared peregrine falcons have been released, resulting in the re-establishment of the species from the Atlantic to the Pacific Oceans. Techniques developed by Cade are now being applied to other endangered birds, including the bald eagle and the California condor.

In 1988, after achieving the Peregrine Fund's goals in the northeastern United States, all operations were moved from Ithaca to the World Center for Birds of Prey in Boise, Idaho.

Previous honors to Cade include the Conservationist of the Decade award by the North American Raptor Breeder's Association. He joined the Cornell faculty in 1967 and was named professor emeritus in 1988.

—Roger Segelken

## Cornell Chorale, Cayuga Orchestra will perform Haydn's 'Nelson Mass'

The Cornell Chorale, under the direction of Thomas A. Sokol, with the Cayuga Chamber Orchestra, with Carl St. Clair as conductor, will perform Haydn's Nelson Mass on April 15 at 8:15 p.m. in Bailey Hall.

Joining the chorale and chamber orchestra is a distinguished cast of soloists including 1985 Metropolitan Opera contest winner soprano Donna Zapola, Nicaraguan-American mezzo-soprano Alma Mora, lyric tenor and Ithaca College Professor David Parks, and a young baritone named Christopher Arneson.

All of the artists have performed throughout the United States as soloists, with orchestras, ensembles or in operas.

Featured on the program is Haydn's Nelson

Mass, also known as Missa in Angustiis and his Symphony No. 49, "La Passione."

Single tickets for this Haydn concert are available at the newly reopened Center Ithaca box office, 11:45 a.m. to 4:30 p.m., 273-4497, or at Lincoln Hall ticket office, 255-5144, or Willard Straight Hall.

Prices are \$10 for adults, \$8 for seniors and students, and \$6 for children 12 and under. One-half hour prior the performance, student-rush tickets may be purchased for \$5. For further information call 273-8981.

The Department of Music will sponsor its 21st Festival of Contemporary Music April 21 through 25. Events are free of charge.

Details will follow in next week's issue of the Chronicle.

## Cornell among national leaders in 1989 Presidential Young Investigator awards

Eleven faculty members have received Presidential Young Investigator awards, worth up to \$100,000 per year for five years in a combination of federal and matching private funds. A total of 197 awards to academic scientists and engineers at 75 universities were announced by the National Science Foundation.

Cornell, Stanford University and the University of Illinois at Urbana led the nation this year with 11 awards each. Since the program began, 40 faculty members at Cornell have received the awards.

The awards support research by faculty members near the beginning of their careers and are intended to help universities attract and retain outstanding young Ph.D. scientists who otherwise might pursue non-teaching careers.

University Provost Robert Barker said, "These awards are a clear indication that we are recruiting the best faculty in the nation to Cornell. But it is most important to note that these superb young scientists and engineers elect to come to Cornell because of their commitment to teaching as well as to research. Their decision and the indication these PYI awards give of federal and corporate support represents our best hope for continued high quality education and leading-edge research. The combination is unbeatable."

Receiving Presidential Young Investigator Awards at Cornell are:

- Hsiao-Dong Chiang, an assistant professor of electrical engineering whose research field is power systems and nonlinear systems.
- Richard C. Compton, an assistant pro-

fessor of electrical engineering and a specialist in millimeter/microwave circuits.

- Bruce R. Donald, an assistant professor of computer science specializing in robotics.

- Veit Elser, an assistant professor of physics whose field is condensed matter theory.

- Daniel A. Hammer, an assistant professor of chemical engineering and a specialist in biotechnology.

- Atsuo Kuki, an assistant professor of chemistry specializing in charge-transfer dynamics in fluid environments.

- Athanassios Z. Panagiotopoulos, an assistant professor of chemical engineering whose field is thermodynamics of fluids.

- Keshav K. Pingali, an assistant professor of computer science and a specialist in programming languages.

- Mary J. Sansalone, an assistant professor of structural engineering whose field is non-destructive evaluation.

- Robert E. Thorne, an assistant professor of physics specializing in novel transport mechanisms.

- Frank W. Wise, an assistant professor of applied and engineering physics whose research field is ultrafast time-resolved spectroscopy.

Begun in 1984, the Presidential Young Investigator awards encourage partnerships among private industry, the federal government and academic institutions.

Each grant provides annual base funding of \$25,000 from the NSF with the possibility of as much as \$37,500 in additional federal funding to match support from the private sector.

## Briefs

■ **Houses for sale:** The university is offering three houses for sale under a ground lease program where you buy the structure but lease the ground on which it stands.

The houses are at 212, 310 and 316 Fall Creek Drive, according to Thomas LiVigne, manager of Cornell's Real Estate Department.

The houses are being offered exclusively to Cornell employees through April 30. Thereafter, any of the houses still for sale will be offered to the general public. For more details, contact LiVigne or Bonnie VanAmburg at 255-5341.

■ **\$750 essay prize:** May 5 is the deadline for entering the Messenger-Chalmers Graduate Prize competition for a dissertation giving "evidence of the best research and most fruitful thought in the field of human progress and the evolution of civilization during some period in human history or during human history as a whole."

The competition is open to all graduate students and carries with it a \$750 cash prize. For more details contact the Department of History in McGraw Hall at 255-4367.

■ **Living abroad:** The Career Center in Sage Hall maintains an extensive collection in its library of up-to-date information of interest to faculty, students and staff planning an extended stay abroad for study, research or travel. Included is information on travel with an infant, family camping in Europe, passports, visas, health, banking, insurance, tax problems and Elderhostel listings for older citizens traveling in the United States and abroad.

■ **Acquaintance rape:** Andrea Parrot, assistant professor of human service studies and a nationally recognized expert on acquaintance rape prevention, will discuss that topic on local Cable Channel 13, The Learning Channel, at 3 p.m. on April 14 and at 8 a.m. on April 20.

■ **Emeriti to meet:** The Association of Cornell University Emeritus Professors will hold its spring meeting at 2:30 p.m. on April 25 in the Robeson Room of Schoellkopf Hall. The program will include an expert's discussion on the subject "Medicaid Law and Your Legal Rights: How to Preserve your Life Savings Before and After Illness Strikes." Spouses are invited. Additional details may be obtained by calling the Office of the Dean of Faculty at 255-4963.

■ **TRB lot closed:** The TRB Parking Lot located west of Tower Road and B Parking Lot is closed for approximately six weeks to serve as a storage site for modular units being assembled for the new Maplewood Apartments. Overflow parking will be in the temporary lot south of Boyce Thomson Institute.

## Students, employees invited to meals with top administrators

A limited number of places are available for students to sign up for breakfast with President Frank H.T. Rhodes. His office's telephone number is 255-5201. The breakfasts are held from 7:30 to 8:30 a.m. in the Elmhurst Room of Willard Straight Hall at various times during the year. Reservations are made on a first-come, first-served basis.

The final meal this semester for employees to meet with Senior Vice President James E. Morley Jr. will be a 7:30 a.m. breakfast on May 17 at Statler Inn. Employees may call the Office of Human Resources at 255-3621 for a reservation.

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# X-ray source reveals what happens when thin films form

Electrochemists have used one of the world's most intense X-ray beams to determine the structure of a film that is only one atom in thickness.

Cornell chemist Héctor D. Abruña described the new use of X-ray-based techniques yesterday to scientists at the American Chemical Society meeting in Dallas.

Fundamental knowledge of such atomic and molecular structures could help improve some of the more beneficial electrochemical processes in everyday life — such as plating of metals and wet-cell batteries — and discourage undesirable reactions, including corrosion, Abruña said.

"Up to now, the science behind technologies like metal plating has been rather Edisonian — a pinch of this, a dab of that — until they find a combination that works," said Abruña, referring to the famous inventor's experimental methods.

"If we knew more about atomic and molecular structure during electrochemical reactions, we could predict which combination of materials would enhance the desired reactions." An associate professor of chemistry, Abruña spoke at the ACS meeting on "The Use of X-rays as In-situ Probes of Electrochemical Interfaces."

The chemists used X-rays from the Cornell High Energy Synchrotron Source (CHESS) for their experiments. At CHESS, intense X-ray beams are generated as a byproduct of the acceleration of electrons in the Cornell Electron Storage Ring (CESR) at nearly the speed of light.

Abruña said that synchrotron radiation offers one of the best prospects for explaining what occurs at the atomic and molecular levels in the electrochemical reaction between electrodes and electrolytes.

One of the Cornell scientists' first demonstrations of the x-ray technique addressed a long-standing question of whether the first atoms to be deposited on electrodes from an electrolyte solution arrange themselves in clusters or in random patterns. The answer, at least in the case of copper atoms deposited on platinum crystals, is a cluster pattern.

Collaborating with Abruña in the X-ray experiments are James H. White, a research associate in chemistry; Cornell graduate students David Acevedo, Michael J. Albarelli and Mark Bommarito; and Michael J. Bedzyk, staff scientist at CHESS.

The studies are funded by the National Science Foundation's Materials Chemistry Initiative, the Office of Naval Research, the Army Research Office and the Material Sci-



Jill Peltzman

Testing data-acquisition equipment for X-ray studies are, from left, chemistry graduate students Michael J. Albarelli, David Acevedo and Mark Bommarito; James H. White, research associate in chemistry; and Hector D. Abruña, associate professor of chemistry.

ence Center at Cornell.

The use of synchrotron radiation for electrochemistry studies is gaining momentum, Abruña said, noting that similar studies are under way at Stanford University and the LURE laboratory in France.

Although there have been no direct applications of Cornell findings as yet and some experiments have been "extraordinarily difficult," he said the X-ray-based techniques should be of use to a range of industries. These include

electronics, automobile manufacturing, materials processing and metallurgy, where thin films are added to surfaces to improve wear-resistance.

"X-ray probes provide a rare glimpse at the in-situ structure of electrochemical interfaces," Abruña said. "We are still at the very early stages of development, but we're confident that these studies will provide the basis for a better understanding and control of electrochemical reactivity."

—Roger Segelken

## Projects at Cornell, Clarkson, RPI aim at cleaner incineration

Methods of burning municipal wastes ranging from garbage and plastics to sewage sludge more safely and efficiently will be the aim of nearly \$500,000 in research projects funded at three universities by the New York State Solid Waste Combustion Institute.

The five projects at Cornell, Clarkson University and Rensselaer Polytechnic Institute are the first to be supported by the new institute. They were selected from 25 proposals for basic and applied research aimed at solving the state's municipal solid-waste-disposal problems.

"We don't really understand all the nitty gritty of how things burn in general, and of municipal waste combustion in particular," said Richard E. Schuler, director of the Solid Waste Combustion Institute, in announcing the research grants.

"Compared to an oil-burner, for example, where the combustion process is fairly well understood and because there is a single fuel, the incineration of municipal waste is far more complex. One problem is

the changing composition of municipal waste: One month you have hundreds of tons of wet leaves; and the next, all the packaging and plastics from the holidays."

The Solid Waste Combustion Institute is an independent entity established at Cornell in 1987 by an act of the New York State Legislature. It has a three-year budget of \$5 million to support external research, information outreach activities and the Combustion Simulation Laboratory at Cornell.

The following grants were made in the first round of funding:

- Incinerator ash leachates. Thomas L. Theis, a professor of civil and environmental engineering at Clarkson University, will study municipal incinerator ash leachates, the liquids that filter through ashes, once disposed of in landfills, and which may be carrying toxic elements into the environment.

- Infrared spectroscopic monitoring. George J. Wolga and Frederick C. Gouldin, professors of electrical and of mechanical and aerospace engineering, respectively, at

Cornell, will evaluate a new acoustic type of combustion-monitoring system: infrared absorption spectroscopy. Because this technique can detect a wide variety of chemicals, it may enhance feedback control of combustion in incinerators as well as monitor the presence of minute quantities of toxic materials in the exhaust.

- Laser spectroscopy for flue gases. Terrill A. Cool, a Cornell professor of applied and engineering physics, will study a new laser-based spectroscopy technique, resonance-enhanced multiphoton ionization (REMPI), with the potential for on-line monitoring of hazardous organic contaminants in incinerator flue gases.

- Sludge dewatering. Richard I. Dick, a professor of civil and environmental engineering at Cornell, will lead a three-year study of mechanical devices for removing moisture from wastewater treatment sludge. Burning sludge in incinerators is said to be the most effective way to eliminate microorganisms and certain toxic compounds while reducing waste volume, and the process

would be more efficient if sludge were drier.

- PCDD and PCDF formation. Elmar R. Altwicker, a professor of chemical engineering at Rensselaer Polytechnic Institute, in a collaborative study with Christopher Rappe of Sweden's University of Umea, will study thermal conditions that favor formation and destruction of polychlorodibenzo-p-dioxins (PCDDs) and polychlorodibenzofurans (PCDFs), using radioactive tracing. The dioxins and furans, which are suspected of causing cancer, may be by-products of burning such materials as polyvinyl chloride and polystyrene.

"These first five projects involve very basic, fundamental research questions," said Schuler, who is also a professor of economics and of civil and environmental engineering at Cornell. "The findings should be of interest to manufacturers of waste management equipment and instrumentation, as well as solid waste facility managers, environmental engineers and planners."

—Roger Segelken

## Museum will exhibit commercial photography

The next traveling exhibition at the Johnson Museum of Art will be a collection of commercial photographs.

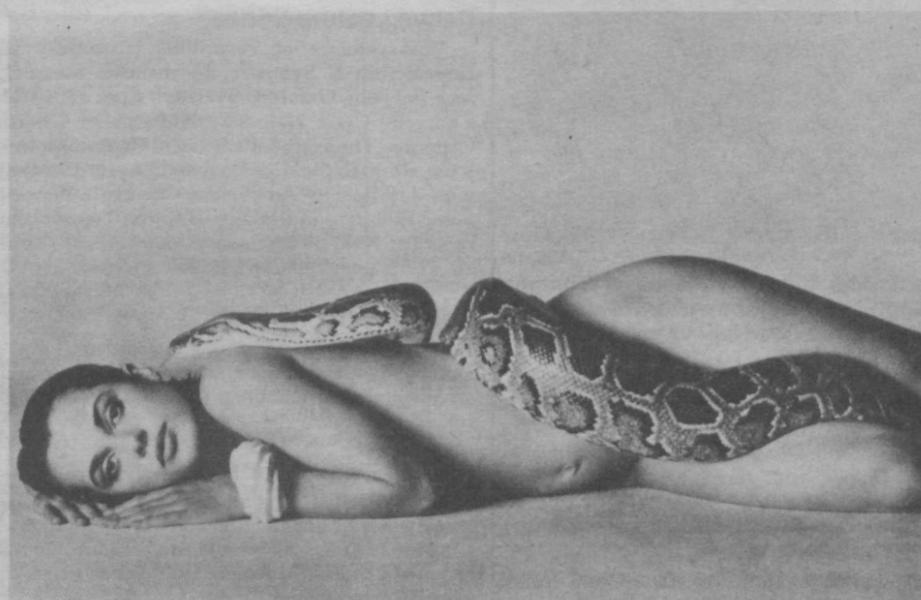
"Professional Visions: Photographs from the Archives of the American Society of Magazine Photographers" will be on display from April 28 to July 2.

The archives is part of the permanent collection of the International Museum of Photography at George Eastman House in Rochester. It was created to highlight commercial photography's artistic nature and its contribution to business and the arts.

The 100 or so works in the collection span the fields of photojournalism, advertising, fashion, industrial and editorial photography and represent the work of a select group of professionals, including Richard Avedon, Hiro, Pete Turner, Barbara Bordnick and Jay Maisel.

The curator of the archives is Robert A. Sobieszek, director of photographic collections for the museum.

"It has been my firm belief that one of the greatest failures of modernism, insofar as photography is concerned, has been the irresponsible separation of what has been called 'commercial' from 'art,'" Sobieszek said.



Richard Avedon's 1981/82 gelatin silver print, "Nastassja Kinski and the Serpent," one of the photographs in an exhibition from the International Museum of Photography at George Eastman House, "Professional Visions: Photographs from the Archives of the American Society of Magazine Photographers." The show will open at the Johnson Museum on April 28.

## Call, Noble named to state task force

Dean David L. Call of the College of Agriculture and Life Sciences and Cornell Cooperative Extension Director Lucinda A. Noble have been appointed by Governor Mario M. Cuomo to serve on a statewide Task Force on Agricultural Employment, Education and Labor.

Their appointments follow the governor's State of the State address which recognized the twin problems of farm businesses' difficulty in attracting qualified workers and farm workers' concerns about wages, benefits and working conditions.

By Dec. 1, the Task Force is to make its recommendations to Cuomo on:

- The lack of trained labor and suitable recruitment efforts for farms and agricultural businesses.

- Opportunities for increased use of Job Training Partnership Act funds for training people for careers in agriculture.

- Declining enrollments in secondary education programs in agriculture.

- Wages and benefits for farm workers.
- Safe working and living conditions and the effectiveness of state services for farm workers.

# 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.

## DANCE

### Cornell International Folkdancers

On April 16, instruction and requests from 7:30 to 10:30 p.m., North Room, Willard Straight Hall. Beginners are welcome, and so are dancers from outside the Cornell community. For information, Wies van Leuken: 257-3156.

### Israeli Folkdancing

Every Thursday, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

### Swing & Jitterbug Dancing

Every Wednesday, 8 to 10 p.m., Edwards Room, Anabel Taylor Hall. For information: 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.

"The Art of Japanese Painting," a box lunch tour, April 20, with Nan Bylebyl tour leader, and a film "Handmade Japanese Paper." Meet in the lobby at noon.

### Center for Jewish Living Art Gallery

Photographs mounted by Iberia Airlines, "Jewish Roots in Spain," through May 31, 106 West Ave.

### Hartell Gallery

Works by Diane Matyas, MFA, through April 14; Scott Smith, MFA, April 15 through April 22. The gallery is situated in Sibley Dome, open Monday to Friday, 8 a.m. to 5 p.m.

### Olin Library

"The Many Faceted Dr. Fiske: A Belated Recognition," an exhibition of books, documents, letters and photographs showing the many interests and activities of Willard Fiske, Cornell's first librarian, as a student, traveller, journalist, librarian, reformer, teacher, scholar, chess player and book collector, through July 15, Monday through Friday, 9 a.m. to 5 p.m.

### Textiles & Apparel Gallery

Designs by fashion designer Mary McFadden will be on exhibit through April 22. Gallery hours are 1 to 7 p.m. Monday through Friday and 1 to 5 p.m. Saturdays. The gallery is situated in Room 317 Martha Van Rensselaer Hall.

### Tjaden Gallery

M.F.A. Exhibit: Paintings by Camille Ward, through April 14; Recent Work: Kris Scheifele and Victoria Reynolds, April 16 through April 21, Tjaden Hall.

### Uris Library/Robert Purcell Union

Photographs by Nazih Rizk, who is blind, in the north lobby of Robert Purcell Union, through today. Rizk, a native of Egypt, was awarded a Medal of Commendation by the Very Special Arts Program of the John F. Kennedy Center for the Performing Arts, Washington, D.C., and represented the Egyptian government at the Festival of Arts in 1988 in Birmingham, Ala.

### Willard Straight Hall Art Gallery

Milan Aleksic, photography, through April 14; Straight Takeover 20th Anniversary Exhibit, opening April 17.

## FILMS

The Cornell Cinema Advisory Board is accepting film co-sponsorship proposals from faculty and organizations for the fall. The deadline is April 17. For information and an application form, call Richard Herskowitz or Mary Fessen-den at 255-3522.

Films listed below are sponsored by Cornell Cinema unless otherwise noted. Most Cinema films cost \$3 and are open to the public unless otherwise stated, except for weekend films in Uris and Statler, which are \$4. An (\*) means admission is charged.

### Thursday, 4/13

"Love and the Goddess," part five of the six part video series "Joseph Campbell and the Power of Myth," sponsored by the Alternative Library, 4 p.m., Commons Coffeehouse, Anabel Taylor Hall. "Journeys into Uneasy Distances," eleventh part of "Jewel in the Crown" series, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

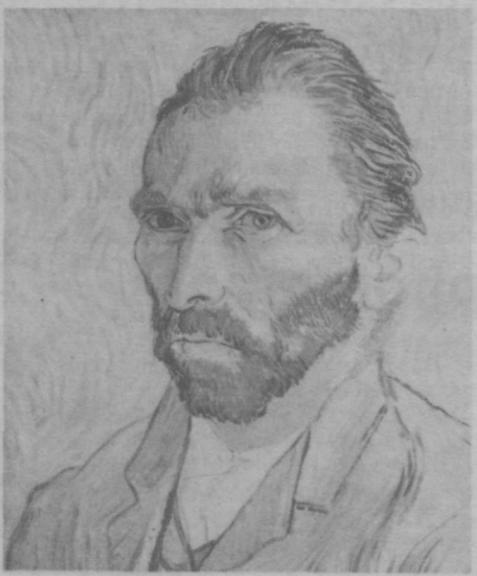
"Macao — or Beyond the Sea" (1988), directed by Clemens Klopfenstei, co-sponsored by Pentangle, 7:30 p.m., Uris.\*

"Do Not Enter" (1986), directed by Robert Richter, co-sponsored by CUSLAR, 8 p.m., Anabel Taylor.

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

### Friday, 4/14

"Gorillas in the Mist" (1988), directed by Michael Apted, with Sigourney Weaver, Bryan Brown and John Ovirah Mbundi, 6:30 p.m., Uris.\*



"Vincent: The Life and Death of Vincent van Gogh," will be shown on Friday and Saturday nights. See listing for details.

"Vincent" (1987), directed by Paul Cox, with the voice of John Hurt, 8 p.m., Anabel Taylor.\*

"Twins," 9:20 p.m., Uris.\*

"The Grateful Dead Movie" (1977), directed by Jerry Garcia, with Jerry, Keith and Donna, midnight, Uris.\*

### Saturday, 4/15

"Attempts to Win Sita's Hand," and "The Royal Marriage," parts seven and eight of a series of the video saga "Ramayan," an Indian epic, co-sponsored by University Library, South Asia Program and Southeast Asia Program, 1 p.m., L-04 Uris Library.

"Vincent," 7 p.m., Uris.\*

"Twins," 9:20 p.m., Uris.\*

"The Grateful Dead Movie," midnight, Uris.\*

### Sunday, 4/16

The New York Films of George Kuchar including: "Hold Me While I'm Naked," "Color Me Shameless," and "Eclipse of the Sun Virgin," directed by George Kuchar, co-sponsored by CCPA, 2 p.m., Johnson Museum.

"Vincent," 4:30 p.m., Uris.\*

"Gorillas in the Mist," 8 p.m., Uris.\*

### Monday, 4/17

"Dance of Tears," sponsored by the Field and International Study Program, 2:30 p.m., N207 Martha Van Rensselaer.

"Seventeen" (1982), directed by Joel Demott, co-sponsored by the Cornell Civil Liberties Union, 7 p.m., Uris.\*

"Gorillas in the Mist," 9:40 p.m., Uris.\*

### Tuesday, 4/18

"Debishshu" (1985), co-sponsored by the Indian Students Association, 4:30 p.m., Uris.

"Perhaps Women Are More Economical," women batik workers on Java and their problems, sponsored by the Southeast Asia Film Series, 4:30 p.m., 310 Uris Library.

"The Last of England" (1987), directed by Derek Jarman, with Tilda Swinton, 7:15 p.m., Uris.\*

"Gorillas in the Mist," 9:30 p.m., Uris.\*

### Wednesday, 4/19

"Dance of Tears," sponsored by the Field and International Study Program, 12:20 p.m., N207 Martha Van Rensselaer.

"The Pornographers: Introduction to Anthropology," Jinruigaku Nyumon (Shohei Imamura, 1966), sponsored by the East Asia Program, 4:30 p.m., Uris Auditorium.

"Streams of Consciousness," experimental animation by George Griffin, Jim Blackfield and others, 7:15 p.m., Uris.\*

"Dirty Rotten Scoundrels" (1988), directed by Frank Oz, with Michael Caine, Steve Martin and Glenn Headly, 9:30 p.m., Uris.\*

### Thursday, 4/20

"The Moghul Room," twelfth part of "Jewel in the Crown" series, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

"My Favorite Story" (1988), directed by Anne-Marie Mieville, co-sponsored by Pentangle, 7:30 p.m., Uris.

"Dirty Rotten Scoundrels," 9:45 p.m., Uris.\*

## LECTURES

### Africana Studies

"African Literature and the Traditions of the West," Michael Echeruo, English, University of Imo, Nigeria, April 13, 4:30 p.m., 230 Rockefeller Hall.

### Amnesty International Group 73

"Human Rights in Chile," Veronica de Negri, a member of the Board of Amnesty International USA, April 14, 4:30 p.m., 290 Myron Taylor Hall. Sponsored by the four local Amnesty International groups.

### Animal Rights Committee

"Ethics of Factory Farming," Alex Herschaft, director, Farm Animal Reform Movement, April 13, 4:30 p.m., 120 Ives Hall.

### Chemistry

#### Debye Lecture Series

"Biosynthesis of Penicillins (Discovery of Isopenicillin N Synthase, Mechanistic Studies), Jack Baldwin, Oxford University: April 18, 11:15 a.m., 700 Clark Hall; "Biosynthesis of Cephalosporins (The Further Pathway to Cephalosporins - the Ring Expansion Enzyme), April 19, 4:40 p.m., 119 Baker; "An Organic Chemist's View of Some Problems in Biology (Electron Transport in Proteins: Role of Secondary Metabolites), April 20, 11:15 a.m., 700 Clark Hall.

### Cornell Campus Club

"English Great Houses and Gardens," Raymond T. Fox, professor emeritus, floriculture and ornamental horticulture, April 20, 10 a.m., Johnson Museum.

### Cornell United For Blind & Sighted

Nazih Rizk, a blind art photographer, will discuss the use of imagination and the senses in creating art and take photographs to demonstrate his technique, April 13, 7 p.m., Conference Room 2, Robert Purcell Union.

### East Asia Program

"Historical Allusion and the Defense of Identity: Malaysian Chinese Popular Religion," Jean DeBernardi, anthropology, Bryn Mawr College, April 18, 4:30 p.m., 374 Rockefeller Hall.

### Education

"Teaching and Empowerment: Development of Human Talent," Robert Barker, university provost, April 17, 4 p.m., 232 Warren Hall. This is the final lecture in the series "Teaching for a Learning Society."

### Messenger Lectures

The last of a three part lecture series titled "Towards the Quantitative Control of Crop Production and Quality," Peter Nye, plant sciences, University of Oxford, England: "Some Recent Developments in Research into the Root-Soil Interface," April 13, 1:15 p.m., 135 Emerson Hall.

### Music

"19th-Century Lieder," Ruth Bingham, April 19, 4:15 p.m., Grout Room, Lincoln Hall.

### Near Eastern Studies

"Diaspora - Triumphalism in Recent Jewish Historiography," Todd Endelman, director, Jewish Studies, University of Michigan, April 13, 4:30 p.m., 374 Rockefeller Hall.

### November 11th Committee

"Peace Within Reach: Arms Control and Beyond," Igor Khripunov, First Secretary of the Soviet Embassy to the U.S.; Ralph Earle II, Lawyers' Alliance for Arms Control; and Joan Bokaer, Citizen's Network and Global Walk for a Livable World, April 17, 8 p.m., 120 Ives Hall.

### Sigma Xi

"Teaching and Research From a Time Capsule," Roald Hoffmann, John A. Newman Professor of Physical Science, chemistry, April 18, 8 p.m., Alice Statler Auditorium.

### Society for the Humanities

"Citizenship and Political Community: A Radical - Democratic Approach," Chantal Mouffe, College International de Philosophie, Paris, April 14, 5 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"Hegemony and Socialist Strategy: Toward a Political Democratic Politics (Verso, 1985), a discussion by Ernesto Laclau and Chantal Mouffe, April 15, 10 a.m. to noon, Guerlac Room, A.D. White House.

### Theory Center

"Theoretical Studies of Excited States and Unconventional Molecules," Roberta Saxon, Molecular Physics Laboratory, SRI International, Menlo Park, Calif., April 19, 1:30 p.m., A106 Corson/Mudd Hall.

### University Lecture Series

"The Use and Abuse of Interpretive History," Adena Rosmarin, English, University of Texas, Austin, April 18, 4:15 p.m., A.D. White House.

### Visual Arts Forum

"Courbet's Studio: Rereading the Real Allegory," Linda Nochlin, art history, Graduate School and University Center, City University of New York, April 13, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

### Women's Studies Program

"Sun Belt: Hispanics on the Line," Women and Work Seminar Series, Pat Zavella, Merrill College, University of California, April 13, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

### Writing

"Demotic Vistas: Hypertext Tools for Empowering Writers," Michael Joyce, coordinator, Center for Narrative and Technology, Jackson Community College, April 13, 4:30 p.m., 122 Rockefeller Hall.

## MUSIC

### Department of Music

The Cornell Chorale, with Thomas Sokol director, and the Cayuga Chamber Orchestra with Carl St. Clair conducting, will perform on April 15 at 8:15 p.m. in Bailey Hall. Featured on the program is Haydn's Nelson Mass, also known as "Missa in Angustiis" and his Symphony No. 49, "La Passione." Tickets, available at the Center Ithaca box office, Lincoln Hall ticket of-

ice and Willard Straight Hall, are \$10 for adults, \$8 for seniors and students, and \$6 for children 12 and under.

Pianist David Feurzeig will perform contemporary music April 16 at 4 p.m. in Bailey Hall. Feurzeig, now studying composition with Karel Husa and piano with Jonathan Shames, will perform two of his own compositions, "Pseudo-Minimalist Prelude" and "Three Homages"; Justin Davidson's A Few Minutes to A, Movement for Piano; Karel Husa's Sonata, Op. 1; and Liszt's Sonata in B Minor.

Student recital April 18, at 8:15 p.m. in Barnes Hall.

A piano recital with students of Christopher Loy will be performed, April 19, 8:15 p.m. in Barnes Hall. Claire Piliro, Diane Pienta, Hemant Rao, Michele Cargill, Derek White, Anthony Cheng, Carolyn Lee, Mae Resurreccion, Ken Tokusei, Jon Housman, Zoe Cassotis and Karen Miller will perform works by Beethoven, J.S. Bach, Schubert, Chopin, Debussy and Liszt.

The 21st Festival of Contemporary Music will be held, free of charge, April 21 through 25. Details to follow in next week's issue of the Chronicle.

### Bound for Glory

Tom May, "prairie songwriter" from Omaha, Neb., will perform three live sets in the Commons Coffeehouse, 8:30 p.m., 9:30 p.m. and 11:30 p.m. on April 16. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

### Willard Straight Hall

Lesley Greene and Lisa Rosenthal, April 13, 8 p.m., in the Memorial Room, Willard Straight Hall.

## READINGS

### English

Jane Lunin Perel will give a poetry reading today at 4:30 p.m., A.D. White House. Perel is professor of English at Providence College, where she is also director of the Poetry and Fiction series. Her latest book, "The Sea Is Not Full," has been accepted by Le'Dory Publishing House of Tel Aviv and is due out this year.

## RELIGION

### Sage Chapel

Alexander Astin, Institute for Higher Education, UCLA, will deliver the sermon on April 16. Services begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson.

### Catholic

Mass: Every Saturday, 5 p.m., every Sunday, 8:30 and 11 a.m., and 5 p.m., Anabel Taylor Auditorium. Daily Masses Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

### Christian Science

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

### Episcopal (Anglican)

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

### Friends (Quakers)

Sunday, 10 a.m., adult discussion; 11 a.m., meeting for worship, Edwards Room, Anabel Taylor Hall.

### Jewish

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

Reform Services: Friday evenings 6 p.m., Anabel Taylor Chapel.

Conservative/Egalitarian Services: Friday 6 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.

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

First seder, K kosher Dining Hall, April 19, 8:30 and 8:40 p.m. Call Hillel for reservations, 554-227.

### 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

"The Role of the Office of Rural Affairs," Joseph Gerace, Office of Rural Affairs for New York State, April 13, 4:30 p.m., 404 Plant Science.

### Agronomy

Title to be announced, John Duxbury, agronomy, April 18, 4 p.m., 135 Emerson Hall.

### Applied Mathematics

"Algorithm and Architecture for Neural Nets," S.Y. Kung, Princeton University, April 14, 4 p.m., 322 Sage Hall.

### Astronomy

"Venus and the Magellan Project," Don Campbell, astronomy, April 13, 4:30 p.m., 105 Space Sciences.

Title to be announced, Pat Cassen, NASA, Ames Research Center, April 20, 4:30 p.m., 105 Space Sciences.

### Atomic & Solid State Physics:

#### Theory Seminar

"Universal Threshold Polarization for Depinning of Charge-Density Waves: Applications to Blue Bronze," John Bardeen, University of Illinois, April 13, 1:15 p.m., 700 Clark Hall.

"Surface Fermi Surfaces," Stephen Kevan, University of Oregon, April 18, 4:30 p.m., 700 Clark Hall.

"Monte Carlo Simulations of Interacting Lattice Fermions: Fate of the Fermi Surface in One Dimension," Andre-Marie Tremblay, Universite de Sherbrooke, April 20, 1:15 p.m., 701-702 Clark Hall.

### Biochemistry, Molecular &

#### Cell Biology

"Stability Mutants of Staphylococcal Nuclease," David Shortle, biological chemistry, The Johns Hopkins University, April 14, 4 p.m., Conference Room, Biotechnology Bldg.

"Telomere Function and the Associated Trans-Acting Factors in Yeast," Zhiping Liu, biochemistry, molecular and cell biology, April 17, 12:20 p.m., Conference Room, Biotechnology Bldg.

### Boyce Thompson Institute

"A Virus-Infected Eucaryotic Green Alga is a New Source of DNA Modification and Restriction Enzymes," James L. Van Etten, plant pathology, University of Nebraska, Lincoln, April 19, 2 p.m., auditorium, Boyce Thompson Institute.

### Chemical Engineering

"Using Genetic Manipulation to Develop Novel Hosts and Expression Systems in Cellular Biocatalysis: The Hemoglobin Paradigm," Chaitan Khosla, California Institute of Technology, April 13, 4:15 p.m., 145 Olin Hall.

"The Effect of Surfactants on the Motion of Bubbles and Drops," Eric Herbolzheimer, Exxon Research and Engineering, Annandale, N.J., April 20 4:15 p.m., 145 Olin Hall.

### Chemistry

"Hydrocarbon Activation with Highly Electron Deficient Early Transition Metal Compounds," John E. Bercaw, California Institute of Technology, April 13, 4:40 p.m., 119 Baker. General Chemistry Colloquium.

"Carbon Carbon Bond Forming Insertion Reactions at Group 4 Metallocene Complexes," Gerhard Erker, Universitat Wurzburg, April 17, 4:40 p.m., 119 Baker. Organic Chemistry Colloquium.

Title to be announced, Harold Scheraga, chemistry, April 17, 9 a.m., 458 ST Olin. Chemistry 762 Seminar.

"Electrides: Relation of Structure of Structure to Properties," James L. Dye, Michigan State University, April 20, 4:40 p.m., 119 Baker. General Chemistry Colloquium.

### Cognitive Studies

"Binding and Coreference in Theories of Language Acquisition," Diana Kaufman, linguistics, Temple University, April 14, 12:15 p.m., 224 Morrill Hall.

### Communication

"Return to Elmira: Reflection and Extension of the 1948 Voting Study," Ronald E. Ostman, Carroll J. Glynn and Daniel G. McDonald, communication, April 14, 2:30 pm., Room 3, 640 Stewart Avenue.

### Cornell Education Society

"Research in Teaching," Roald Hoffmann, John A. Newman Professor of Physical Science, chemistry, April 18, 1:25 p.m., 131 Roberts Hall.

### Ecology & Systematics

"Sustained Ecological Research, Scientific Communication, and Ethics," Gene E. Likens, director, Institute of Ecosystem Studies, Cary Arboretum, Millbrook, N.Y., April 19, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Electrical Engineering

"Electro-Optic Probing of Integrated Circuits," George Harvey, AT&T Technologies, Princeton, N.J., April 18, 4:30 p.m., 219 Phillips Hall.

### Environmental Toxicology

"The Role of 'New' Science in Evolving Risk Assessment Policy," James Wilson, vice president for science and policy, American Industrial Health Council, April 14, 12:20 p.m., 14 Fernow Hall.

### Epidemiology

"A Double Blind Randomized Field Trial of a Feline Leukemia Vaccine," Jan Scarlett, veterinary medicine, April 17, 12:20 p.m., 201 Warren Hall.

### Floriculture & Ornamental Horticulture

"The Culture of *Lupinus* for Increased Flower Production," Lourdes Brache, M.P.S. candidate, April 13, 12:15 p.m., 404 Plant Science.

"Campus Planning at Chalmers Institute," Roger Trancik, floriculture and ornamental horticulture, April 20, 12:15 p.m., 404 Plant Science.

### Food Science & Technology

Title to be announced, Maria Kapsokafalou, food science, April 18, 4:30 p.m., 204 Stocking Hall.

### Genetics & Development

"Pathogenicity Genes from Fungi Causing Plant Disease," Robert Garber, plant pathology and Biotechnology Center, Ohio State University, April 13, 3 p.m., Conference Room, Biotechnology Bldg.

"Translational Attenuation as a Gene Regulator," Paul Lovett, biological sciences, University of Maryland, April 17, 4 p.m., Conference Room, Biotechnology Bldg.

### Geological Sciences

"Tectonic and Eustatic Controls on Tertiary Depositional Sequences, San Joaquin Basin, California," Peter DeCelles, University of Rochester, April 18, 4:30 p.m., 1120 Snee Hall.

### History & Philosophy of Science & Technology

"The Social Acceptance of Scientific Instruments: The Eudiometer and the Voltaic Pile in Enlightenment Chemistry," Jan Golinski, visiting fellow, Institute for Research in the Humanities, University of Wisconsin, Madison, April 13, 4:30 p.m., 165 McGraw Hall.

### Immunology

"Characterization of the Avian T-Cell Receptor," Chen Lo Chen, immunology, University of Alabama, co-sponsored by the Biotechnology Program, April 14, 12:15 p.m., G-3 Vet Research Tower.

### International Nutrition

"Private Sector Involvement in Nutrition Programs in Jamaica," Heather White, Hubert Humphrey Fellow, international nutrition and nutritionist, Grace, Kennedy and Company, Kingston, Jamaica, W.I., April 13, 12:15 p.m., 200 Savage Hall.

"Productivity Implications of Seasonal Fluctuations in Food Security," Shubh K. Kumar, International Food Policy Research Institute, Washington, D.C., April 20, 12:15 p.m., 200 Savage Hall.

### International Studies in Planning

"Problems in Planning Anti-Poverty Programs in India," Aruna Bagchee, joint commissioner (extension agriculture), India and Sandeep Bagchee, ex-deputy secretary, ministry of rural development in India, April 14, 12:15 p.m., 115 Tjaden.

### Materials Science & Engineering

"Properties of Polymer Gels," Claude Cohen, chemical engineering, April 13, 4:30 p.m., 140 Bard Hall.

"Time-Resolved Digital Imaging of 2-Dimensional Phases of Colloidal Spheres: Topological Defects and the Implications for Melting," Cherry Murray, AT&T, April 20, 4:30 p.m., 140 Bard Hall.

### Mechanical & Aerospace Engineering

"Control of Acoustically-Coupled Combustion and Fluid Dynamic Instabilities," Surya Raghu, SUNY, Stony Brook, April 18, 4:30 p.m., 111 Upson.

### Microbiology

"Genetic Engineering of Alcohol Production by *Escherichia coli*," Lonnie O. Ingram, microbiology and cell science, University of Florida, Gainesville, April 13, 4:30 p.m., 124 Stocking.

"Analysis of Aleutian Mink Disease Parvovirus Infections Using Strand Specific *In Situ* Hybridization Probes," Marshall Bloom, M.D., medical officer (research), National Institutes of Health, Rocky Mountain Laboratories, Hamilton, Mont., April 17, 12:15 p.m., G-3 Vet Research Tower.

Title to be announced, Graham Hatfull, biological sciences, University of Pittsburgh, April 20, 4:30 p.m., 124 Stocking Hall.

### Neurobiology & Behavior

"The Use of Chimeric and Transgenic Mice to Study CNS Development," Carl Herrup, April 13, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Acoustical Communication in Honey Bees," Wolfgang Kirchner, University of Wurzburg, Wurzburg, West Germany, April 13, 4 p.m., Morison Seminar Room, Corson/Mudd Hall. Special seminar.

"Moth Ear Mites: Behavior Related to Bat Versus Moth Predation," Asher Treat, City University of New York, co-sponsored by Jugate, April 17, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

"The Circuitry of the Electrosensory Lateral Line Lob: Insights on the Role of Descending Inputs in Sensory Processing," Leonard Maler, anatomy, University of Ottawa, April 20, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Nutrition

"Hepatic Lipase Exposes Determinants on Apoprotein E in Triglyceride-rich Lipoproteins," Martha Sensel, April 17, 4:30 p.m., 100 Savage Hall.

### Operations Research & Industrial Engineering

"Cycle Time Management and Just-In-Time in an Aerospace and Defense Company," William M. Mueller, April 13, 4:30 p.m., B-14 Hollister.

### Ornithology

"Ecology of Feral Amazon Parrots in Southern California," Jeff Froke, director, Roger Tory Peterson Institute, Jamestown, N.Y., April 17, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Rd.

### Peace Studies Program

"A New Look at the New Look," Richard Immerman, Woodrow Wilson School of Public & International Affairs, Princeton University, April 13, 12:15 p.m., G-08 Uris Hall.

"A Sociologist Amongst the Missiles," Donald MacKenzie, University of Edinburgh, April 18, 12:15 p.m., 701-702 Clark Hall.

### Pharmacology

"Molecular Cloning of Adenylate Cyclase," Jack Krupinski, pharmacology, University of Texas Health Science Center, April 17, 4:30 p.m., D-105 Schurman Hall.

### Physiology

"Modulation of Energy Balance: Effects on the Hypothalamic Control of Reproductive Functions in Primates," Judy Cameron, Western Psychiatric Institute and Clinic, University of Pittsburgh, April 18, 4:30 p.m., G-3 Vet Research Tower.

### Plant Biology

"Pathways and Processes of Water and Nutrient Movement in Roots," Margaret Mc Cully, biology, Carleton University, April 14, 11:15 a.m., 404 Plant Science Bldg.

### Plant Pathology

"Chromosomal Instability in *Nectria haematococca* MP VI," Vivian Miao, plant pathology, April 18, 4:30 p.m., 404 Plant Science Bldg.

"The Satellite RNA of Cucumber Mosaic Virus - Studies of a Molecule in the Laboratory and in the Field," Chris Kearney, plant pathology, NYSAES, April 19, 3 p.m., A-133 Barton Lab.

Continued on page 6

## Cornell commissions choreography

The Department of Theatre Arts, with support from the New York State Council on the Arts, has commissioned a new work by choreographer David Gordon to be developed in residence at the Center for Performing Arts this summer.

For three weeks from June 5 to 23, David Gordon/Pick Up Company will conduct classes, create and rehearse the new work, and show the work-in-progress informally.

The program's focus will be the process of making new work. Classes will be given in composition, partnering and repertory and technique. They will be taught by Gordon and members of his company.

The session is limited to 25 students, and the deadline for application is April 15, although if vacancies still exist, applications will be accepted later than this.

Academic credit and tuition information, details of the class schedule, and information about prerequisites will be forwarded upon request for application materials. For information contact Peter Saul, dance coordinator, Department of Theatre Arts, Center for Performing Arts.

Gordon has worked in dance for 25 years, and he has worked in other disciplines, too. He began his professional career in James Waring's Company, created solos for him-

self and duets with his wife, Valda Setterfield, and was a founder of the improvisational group the Grand Union.

In 1978, he formed a company that has evolved into a core of 10, the David Gordon/Pick Up Company. They have toured major cities and universities across the United States and in Japan, and in 1986 they took part in the Brooklyn Academy of Music's Next Wave Festival.

In 1986, Gordon's second American Ballet Theatre commission, "Murder," a vehicle for Mikhail Baryshnikov, premiered in New York, and Gordon made his opera debut as director of the Spoleto Festival USA's production of Stravinsky's "Renard."

Three of Gordon's video projects were aired on PBS's Live From Off Center series. A Great Performances program titled "David Gordon's Made in the USA," featuring Mikhail Baryshnikov, aired nationally on PBS in 1987.

His current and on-going work, "The United States Project" premiered at the Brooklyn Academy of Music's Next Wave Festival in December 1988.

Gordon has been a Guggenheim Fellow, and he has received a New York Performance Award "Bessie" for sustained choreographic achievement.



Andrew Eccles

David Gordon, left, and Valda Setterfield

## CALENDAR

continued from page 5

### Poultry Biology

"Hydrogen Sulfide from Egg White During Heat Process and its Relationship to the Green-Blackish Discoloration of Yolk Surface," Cheng-Ming Chang, poultry and avian sciences, April 13, 4:30 p.m., 300 Rice Hall.

### Psychology

"The Functional Value of Attitudes," Russell Fazio, psychology, Indiana University, April 14, 3:30 p.m., 202 Uris Hall.

### Rural Sociology

"The Role of the Office of Rural Affairs," Joseph Gerace, Office of Rural Affairs for New York State, April 13, 4:30 p.m., 404 Plant Science.

"Blowpipes and Bulldozers," video presentation, followed by discussion, April 17, 12:15 p.m., 32 Warren Hall.

### Science, Technology & Society

"Media: The Health Policy Battleground," Steve Klaidman, Georgetown University Medical Center, Institute for Health Policy Analysis, April 17, 12:15 p.m., 609 Clark Hall.

"A Sociologist Amongst the Missiles," Donald A. MacKenzie, sociology, Edinburgh University, U.K., April 18, 12:15 p.m., 701 Clark Hall.

### Southeast Asia Program

Title to be announced, Alasdair Bowie, visiting lecturer, government, April 13, 12:20 p.m., 102 West Avenue Ext.

"The Indigenous Javanese Middle Class," Suzanne Brenner, SEAP grad, anthropology, April 20, 12:20 p.m., 102 West Avenue Ext.

### Stability, Transition & Turbulence

"Asymptotic Analysis of Turbulent Flows: The Wake of a Thin Flat Plate," Ed Bogucz, mechanical and aerospace engineering, Syracuse University, 1 p.m., April 18 p.m., 288 Grumman.

### Statistics

"Modifications of Likelihood," Sir David Cox, Nuffield College and A. D. White Professor-at-Large, April 19, 3:30 p.m., 100 Caldwell Hall.

### Theoretical & Applied Mechanics

"The Overall Constitutive Behavior of Nonlinearly Elastic Composites," Pedro Ponte-Castaneda, The Johns Hopkins University, April 19, 4:30 p.m., 205 Thurston.

### Textiles & Apparel

"Composite Materials for Space Structural Applications," Stephen S. Tompkins, NASA, Langley, Virg., April 18, 12:20 p.m., 322 Martha Van Rensselaer.

### Toxicology

"The Role of 'New' Science in Evolving Risk Assessment Policy," James Wilson, vice-president for science and policy, American Industrial Health Council, April 14, 12:20 p.m., 14 Femow.

### Vegetable Crops

"The Role of the Office of Rural Affairs," Joseph Gerace, Office of Rural Affairs for

New York State, April 13, 4:30 p.m., 404 Plant Science.

"Observations in Potato and Other Vegetable Production in the Netherlands, Poland and the U.K.," Joseph B. Sieczka, Long Island Hort. Res. Lab., April 20, 4:30 p.m., 404 Plant Science.

### Veterinary Pathology

"Mechanisms of Organ-Specific Tumor Metastasis," Bruce R. Zetter, physiology and surgery, Harvard Medical School, Children's Hospital, Boston, Mass., April 20, 2 p.m., The Hagan Room, Schurman Hall.

### Western Societies Program

"Reason, Madness and the French Revolution," Roy Porter, University of California, Los Angeles, April 17, 4:30 p.m., Guerlac Room, A.D. White House.

## SPORTS

### Friday, 4/14

Men's Jr. Varsity Lacrosse, Southern Tier Lacrosse Club, 8 p.m.

### Saturday, 4/15

Women's Crew, Harvard and Princeton (JV & Novice only), 10 a.m.  
Men's Hvy. Crew, Yale, at home, 10:30 a.m.  
Baseball, Pennsylvania (2), at home, noon  
Men's Ltwt. Crew, Princeton and Rutgers, at home, noon  
Women's Lacrosse, Dartmouth, at home, noon  
Men's Tennis, Army, at home, noon  
Men's Track, at Princeton, noon  
Women's Track, at Princeton, noon  
Men's Lacrosse, New York Athletic Club, (exhib.), 7 p.m.  
Men's Polo, Springs Polo Club, 8:15 p.m.

### Saturday, 4/15-Sunday, 4/16

Golf, Ivy League Champs. at Bethpage, N.Y.

### Sunday, 4/16

Men's Hvy. Crew, Rutgers, at home, 10:30 a.m.  
Baseball, Navy (2), at home, noon  
Men's Ltwt. Crew, Yale, at home, noon  
Women's Lacrosse, Lafayette, at home, noon  
Women's Jr. Varsity Lacrosse, Syracuse, at home, 2:45 p.m.  
Men's Jr. Varsity Lacrosse, Hobart 'B', at home, 3 p.m.

### Tuesday, 4/18

Baseball, Penn State (2), at home, 1 p.m.  
Wednesday, 4/19  
Women's Lacrosse, at Colgate, 3:30 p.m.  
Men's Lacrosse, at Syracuse, 7 p.m.

## SYMPOSIA

### Arts & Sciences Alumni Fair

"Life After Liberal Arts," an alumni career fair, April 14 beginning at 3:30 p.m. Career

panels for majors in humanities, sciences and mathematics and social sciences will feature College of Arts and Sciences alumni discussing the value of their liberal arts degrees in a variety of career fields, including publishing, computer technology, filmmaking, scientific research, banking, public school teaching and management consulting. Panels for majors in humanities, 132 Rockefeller Hall; sciences and mathematics, 115 Rockefeller Hall; and social sciences, 122 Rockefeller Hall.

## MISC.

### Cornell Korean Society

"The Cultural A-fair," will be held April 15, noon to 4:30 p.m. in Helen Newman Field. Booths ranging from face painting to Korean calligraphy; Tae Kwon Do demonstrations and Korean fan dances will be performed throughout the afternoon, along with authentic Korean food.

### Cornell Strategic Simulations Society

Pentecost roleplaying and wargaming convention will be held April 14 to 16 in Goldwin Smith Hall. The weekend will include games with prizes, contests, movies and other events. Registration material is available at the Information and Referral Center in Day Hall, at Vanguard Games downtown or in Goldwin Smith Hall beginning 7 p.m. April 14. For more information call 253-6934.

### CUSLAR

The Committee on United States-Latin American Relations and Friends of Nicaragua are sponsoring a benefit brunch at Moosewood Restaurant on April 16 to raise money for the Quilali Water Project in northern Nicaragua. Seatings will be at 10:30 and noon. Tickets are \$7.50 and up, and are available at Moosewood Restaurant (Dewitt Mall), Logos Bookstore and CUSLAR. For more information call 255-7293.

### East Asia Program

"Career Opportunities Related to East Asia," a presentation with Grace Tanaka '88, Mitsui Bank; Andrew Ras '88, Mitsubishi International Corporation; and Bemice Cramer '73, Paos International, Inc., April 14, 4:30 p.m., 230 Rockefeller Hall. A question and answer period will follow the presentation.

### International Students' Programming Board

Annual international week will feature a variety of events, through April 16, including: April 13, noon discussion, November 11th Committee on Arms Control, The Henry, Sage Hall; 5 p.m., lecture on "Current Developments in the Middle East Peace Process," by Ambassador Clovis Maksoud, Conference Room, Biotechnology Bldg. April 14, noon panel discussion on Latin American Debt Problem, The Henry, Sage Hall; 3 p.m. to 7 p.m., Moslem Awareness Day with slides, documentaries, exhibition from Moslem countries; 4 p.m. to 6 p.m. forum on "International Employment Opportunities," Room D, Goldwin Smith Hall; 8:30 p.m. movie "The Lion of the Desert," Memorial Room, WSH. April 15, 6:30 p.m. to 9:30 p.m., Egyptian Cultural

Night; lecture on Naguib Mahfouz by Salma Jayyusi, Arab writer and poet, with Egyptian food and music, Memorial Room, WSH; 10 p.m., Latin American Party, Big Red Barn. April 16, 11 a.m. to 3 p.m., International Exhibit — exhibit from various cultures represented at Cornell, Memorial Room, WSH; 5:30 p.m., fifth annual spring fashion show, \$5 at door, Memorial Room, WSH.

### Students of Color Reception

A reception for Cornell alumni who will speak about where they've gone with their degrees and how they got there, April 13 from 5 to 7 p.m. in the faculty commons, Martha Van Rensselaer.

### Cornell Garden Plots

Garden plots are available for rental. Single (\$6), and double (\$10) plots are located at Cornell Quarters (off Mitchell Street) and Warren Farm (Bluegrass Lane off Hanshaw Road). Send stamped, self-addressed envelope, with phone number and desired location to Garden Plot, Box 871, Ithaca, NY 14851. Do not send money. You will receive a priority number for distribution day, May 13. For further information call 257-1281.

### Hillel

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

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

Student Struggle for Oppressed Jewry Havdallah, April 15, 7:30 p.m., G-34 Anabel Taylor Hall; Break Chain Fast, April 18, 7 p.m.

Film maker Haim Shiran will speak at the Kosher Dining Hall following brunch on April 16.

### Macintosh Users' Group

MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meet on the first Thursday of each month, 3:30 p.m., in 100 Caldwell and on the second Wednesday of each month, 7 to 9 p.m. in various locations. Meetings are free and beginners are welcome. For more information, call Andrew Merkle, 277-2239.

### Intramural Cycling (men, women)

Deadline on entries, April 19 at 4 p.m., in the intramural office, Helen Newman Hall. \$10 per team to enter. One person constitutes a team; alternates may be specified. Additional information available in the intramural office.

### Cornell Toastmasters

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

### 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.

## Hotel School's new curriculum includes all fields of hospitality

Running a successful hotel involves more than making a good cup of coffee.

"In earlier days, there were wonderful misconceptions about hotel schools," said David C. Dunn, associate dean for academic affairs in the School of Hotel Administration.

"To some people, training for hotel work meant learning how to cook, how to open doors for your guests, how to run an elevator and how to make a good cup of coffee," he said.

The Hotel School at Cornell has come a long way since it was founded 67 years ago as a department in what was then the School of Home Economics, which was dedicated to food, nutrition and household arts. The program opened with one professor and 21 students.

The cornerstone for Statler Hall, which houses the school's offices, classrooms, laboratories and library, was laid in 1949, and in 1954, the Hotel School became an independent unit with its own dean and faculty.

From teachers of home economics, the administration of the school has moved into the hands of scholars in disciplines associated with today's complex hospitality industry.

The Hotel School still teaches culinary arts and how to select and serve good wines. But most of its curriculum is devoted to business management. Three years ago, Cornell's Hotel School redesigned its curriculum to focus on the entire range of management opportunities in the hospitality industry, not only hotels.

"A trend started in the 1950s in which we moved our curriculum more toward a management approach rather than the hands-on skills of operating a hotel," Dunn said.

"Indeed, we are conducting a school in management. Our curriculum covers such

areas as finance, marketing, human resources, oral and written communications, computer sciences and law," he added.

Hotel courses cover a broad spectrum, including analysis of the stock market and other financial markets, how to manage centers for the homeless and the importance of listening skills to effective management. The Hotel School faculty conducts research in fields as far apart as operation of European-style spas, entrepreneurship for American Indians living on reservations and developing a hotel curriculum for a Chinese university.

The school's faculty includes 48 resident members and 10 to 15 visiting professors. Enrollment includes 650 undergraduates, 91 students studying for master's degrees and nine Ph.D. candidates. Today's enrollment includes 61 international students from 31 countries.

Dunn said that the hotel curriculum had to be broadened because many of its graduates now go into businesses other than running hotels and restaurants.

"Until 20 or 30 years ago, most of our students went only into hotel and restaurant jobs, but today the avenues open to them have multiplied and diversified considerably," Dunn said.

"We prepare our students for all fields in the hospitality industry, including airline catering, club management, hotel and restaurant management, casino management, property management, marketing and financial management."

The 1988 Hotel School graduates reported that they went into these fields after receiving their bachelor degrees: 73 percent to the hospitality industry, 12 percent to business and consulting jobs, 9 percent to financial and real estate work, and 6 percent to other occupations including education, retail businesses and manufacturing.

—Albert E. Kaff



David C. Dunn, Hotel School assistant dean for academic affairs, in front of the new Statler Hotel. Jill Peltzman

## An excerpt from a new book, 'Crash: Ten Days in October . . .'

Research conducted at Cornell contends that the 1987 stock market crash largely has been misinterpreted and its long-term impact underestimated.

Even under non-catastrophic economic conditions, an even worse crash can occur because financial market mechanisms are too antiquated, the study says.

The research says that Wall Street and related markets are operating today using trading systems and regulations adopted more than a half century ago.

Since the 1930s, trading has increased thousands of times in volume, speed and complexity, and Western markets have become interlocked in a global network.

Procedures adopted when Franklin D. Roosevelt was president are inadequate to cope with today's new financial products and marketing methods, the study says.

Conducted by Avner Arbel, a professor of financial management in the School of Hotel Administration who served as a consultant to the 1987 Brady Commission that investigated the crash for the White House, the research is reported in a book written by him and Albert E. Kaff, business and international editor in the Cornell News Service.

The book, "Crash: Ten Days in October . . . Will It Strike Again?", was published this year by Longman, Chicago. Written for

the non-expert, it describes what happened in financial markets in America, Europe and Asia in 1987 and, in italicized sections, presents several scenarios of what may occur in the future unless market reforms are adopted. Below is an excerpt from the book, reprinted with permission of the authors:

### 9:30 A.M. [Oct. 19, 1987]: Tragic miscalculations

From its first minutes, tragic miscalculations made Monday a day to sell, and to sell in record volume. Panic started not in New York, but in the Chicago Mercantile Exchange.

For five years, the Mercantile had traded in stock-index futures, which are bought and sold by, among others, owners of large stock portfolios, such as pension funds. They deal in indexes to protect the value of their securities.

Indexes, rather than the stocks themselves, are traded on speculation and as a hedge against falling stock prices. It is cheaper to deal in indexes than in stocks, and profits earned on indexes can help cover price losses on stocks in a declining market. Shortly before the October crash, this technique was given a name that had

not yet been published in financial textbooks: portfolio insurance.

Within seconds after Chicago opened, one of the major stock-index futures, the Standard & Poor's 500, sank by 20.75 points. That was more than the index had fallen all day on Friday. One large firm was said to have sold more than \$600 million in stock-index futures in the first hour of trading.

But, amazingly, the calculations that launched that opening wave of selling were based on guesswork. The index figures that set the most critical opening trend of the day probably were incorrect. If accurate figures had been available shortly after the market opened, Black Monday might have been only gray or not colored at all.

The index futures sold in Chicago's early trading were computed, in part, by using the prices at which stocks closed on Friday. The indexes did not reflect Monday's stock prices because very few transactions actually took place when the market opened.

This dearth of transactions was caused by large order imbalances and delays in opening specific stocks. Current stock prices can be posted only after that stock is traded. The accuracy of Monday's opening indexes was destroyed, because they were fleshed out with stale indexes left over from

Friday. Yet traders accepted those indexes with enough confidence to set in motion the greatest selling binge in Wall Street's history.

The Presidential Task Force, appointed by Present Reagan immediately after the crash to investigate its causes, explained the illusory nature of trading information and why investors relied on it:

"Since many of the stocks in the index had not yet opened, the index was calculated from their Friday closing prices. Although the index arbitrageurs clearly knew that many stocks had not yet opened, they nevertheless believed that a large discount existed [between the index and the prices of the stocks it represented]. This belief led the index arbitrageur to conclude that the market was headed much lower."

At the same time, by relying on an apparent discount that may not have existed, buyers were discouraged from entering the market, and sales orders piled up with no takers.

Thus, Monday's big crash was launched, not by the accurate and reliable information that is essential to effective trading, but by perceptions based on guesswork. Unfortunately, this pattern of operating on half-baked information continued throughout the crisis.

### Statler *continued from page 1*

- Responsible serving of alcohol.
- Changes in travel and tourism caused by an aging population and businesswomen traveling alone.

Round-table participants will include:

- J.W. Marriott Jr., president of Marriott Corp., Washington, D.C.
- Jonathan M. Tisch, president of Loews Hotels, New York.
- Christopher B. Hemmeter, chief executive officer of Hemmeter Investment Co., developers of the new \$360 million Hyatt Regency Waikoloa in Hawaii.
- Curt R. Strand, consultant to American Express Co. and the hospitality industry and former chief executive officer of Hilton International.
- Ichiro Inumaru, president and general manager of the Imperial Hotel, Tokyo.
- Robert H. Burns, president of Regent

International Hotels, Hong Kong.

- Charles Feeney, director, Gerard Atkins and Co. Ltd., London.

Thomas P. Cullen, an associate professor in the School of Hotel Administration, will moderate the discussion. Before joining the Cornell faculty, he spent 15 years in international hotel positions, holding management posts in Europe, Africa, the Middle East, the South Pacific and Southeast Asia with InterContinental Hotels and New Otani Co. of Japan.

Limited open seating will be available for the round-table discussion.

Funds used in the construction of the new Statler were provided by friends and alumni of the university and companies in the hospitality industry. The capital campaign started in November 1985 under the chairmanship of Richard E. Holtzman, Ho-

tel School Class of 1941 and a resort consultant and past president of Rockresorts Inc.

"We had a large base of volunteers to solicit funds, a strong alumni group, and it was very much a group effort," said Shelley Semmler, the school's director of development and campaign manager.

She reported that Hotel School Dean John J. Clark Jr. and key volunteers "did an amazing job in bringing in the major gifts."

Pledges and gifts of \$1 million or more were received from 16 organizations and individuals. Together, these donors comprise the school's Leadership Circle.

Before a black-tie dinner for donors in the hotel's Carrier Ballroom on April 13, the "Leadership Circle Wall of Honor" will be unveiled in the hotel's Loews Lobby. Mounted on the wall will be 16 crystal

plates, each engraved with the individual or company name of Leadership Circle members.

The plates were designed by Zevi Blum, an associate professor in the College of Architecture, Art and Planning.

The engraving was done by Max Roland Erlacher of Corning, N.Y., who has been a glass engraver for 40 years since he received his first lessons in the art in his native Austria when he was 14 years old. For 20 years, Erlacher was a master engraver for Steuben Glass, a division of Corning Glass Works.

Blum and Erlacher designed and engraved the crystal bowl that President Ronald Reagan gave to Prince Charles and Princess Diana as their official wedding gift from the United States.

—Albert E. Kaff

# Cat curiosity keeps calls coming to feline answer man

The phone rings in the Feline Health Center, and Dr. John E. Saidla, the only extension veterinarian in the country dedicated to answering questions about cats, is on the line.

- Should a pregnant woman who fears contracting toxoplasmosis give her pet away?

- If a cat has feline leukemia, can a rabbit catch the disease?

- A man who tests positive for the AIDS virus has a cat with FIV (feline immunodeficiency virus); is this a coincidence?

- What is causing a Himalayan cat to lose its balance?

- How can you keep a cat from fighting with others in the neighborhood?

After 27 years in small-animal practice, Saidla can solve most of the problems phoned in by veterinarians and physicians, cat breeders, operators of cat colonies and occasional pet owners.

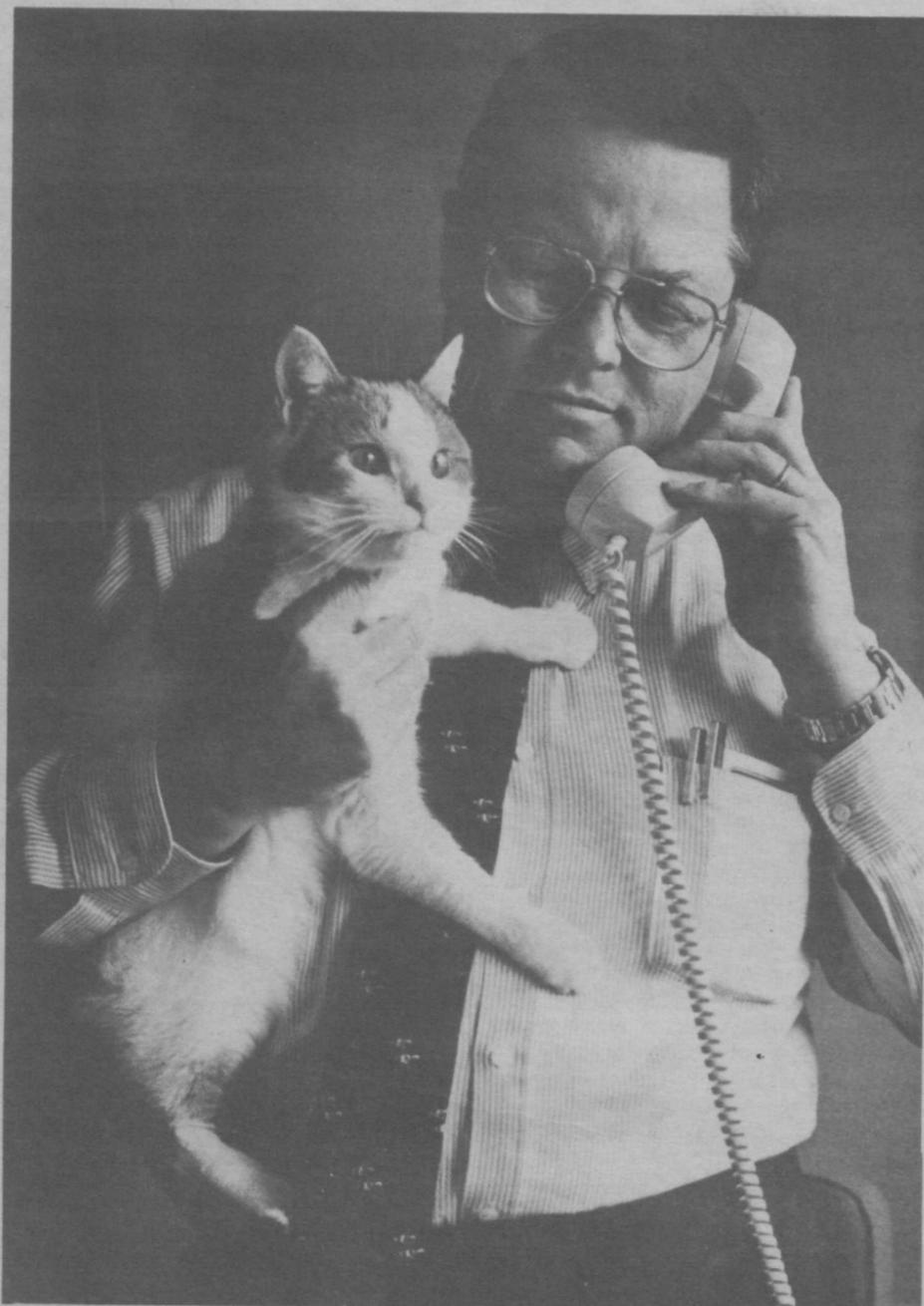
"We get questions about flea control, poisonous plants, the ethics of correcting defects in show animals and human allergies to pets," Saidla said. "We're often used as a second opinion, and we're happy to talk to individual pet owners. But we always refer them back to their own veterinarians. They are the ones who deliver the primary care."

"Cats have become the most popular household pet in the United States in the past few years," said June Tuttle, the publications editor for the Feline Health Center, which is part of the College of Veterinary Medicine. "There are now at least 54 million pet cats. Along with that popularity comes an increase of problems and questions."

None of the other 26 veterinary colleges in the United States has a feline extension specialist. Saidla joined the Cornell faculty and the Feline Health Center in 1988.

The center produces two newsletters — one for cat owners, the other for veterinarians — and is about to publish a comprehensive medical reference, "The Cornell Book of Cats." The center also conducts research on cat-related medical problems and runs continuing education seminars for veterinarians.

Sometimes, when veterinarians call with



Jill Peltzman

Dr. John Saidla, Cornell's feline health consultant, ponders a caller's question: Why do cat hairs stick to clothes when dog hairs don't?

difficult questions, the center asks for samples and engages the college's Veterinary Diagnostic Laboratory to help interpret lab tests.

Other times, questions come from veterinarians encountering rare diseases. When FIV was reported in California two years ago, the Feline Health Center promptly began tracking the spread of the disease. The center also initiated research into the structure and activity of FIV, which has some similarities to human immunodeficiency virus (HIV).

And when "songbird fever," a salmonella disease in cats that eat infected birds and contaminated feed, broke out in the Northeast last year, the Feline Health Center investigated the problem and was able to advise veterinarians and pet owners about treatment and prevention.

To the questions listed above, Saidla gave the following responses:

- Toxoplasmosis can be spread to pregnant women — by way of contaminated litter pans — from cats that eat infected mice or raw meat. There's no need to get rid of the cat, but the woman should avoid contact with the litter box. Let someone else clean out the litter box.

- Feline leukemia is a species-specific disease. That means it can't be transmitted to rabbits or other species.

- The same is true for FIV. There are no known cases of cats getting AIDS from human victims or vice versa.

- Loss of balance may be caused by ear mites, which penetrate the ear drum and infect the middle ear.

- Neutering a cat will significantly reduce fighting. Keeping it inside and away from neighborhood cats will help.

Even this writer had a question for Dr. Saidla: How do you make a 15-year-old cat with urinary tract infections like the taste of prescription catfood?

Answer: Try pouring a little clam or shrimp juice on the food for flavor. Another trick is to warm the catfood to release the odors, or stir-fry it with a little butter.

Fortunately, the clam juice trick was enough.

—Roger Segelken

## Graduate Bulletin

1988 Tax Information for Graduate Students is in the January 1989 Sage Graduate Newsletter, available at Sage Graduate Center.

**Dissertation Award.** The Guilford Essay Prize awards \$600 to the student whose dissertation exhibits the highest standard of excellence in English prose.

Dissertations filed between January 1988 and April 1989 are eligible. Deadline for submissions is April 28.

Send entries to the Dean of the Faculty, Day Hall.

## \$300 reward offered for clues to sign theft

A reward of \$300 is being offered for information leading to the arrest of the person or persons responsible for the theft and destruction of a Cornell Plantations redwood sand-carved sign.

The theft took place some time between 4 p.m. on April 6 and 7 a.m. on April 7.

The sign was 72 inches wide and 22.5 inches tall with the words "Cornell Plantations" and the logo carved on the front.

The sign has a natural redwood background with the wording and tree painted in teal green and a forest green border.

Any information about this theft can call Public Safety at 255-1111.

## Employee volunteers sought to assist Empire State Games

The Empire State Games are expected to bring more than 7,000 athletes, coaches and officials to Ithaca from Aug. 2 through 6, along with several thousand spectators each day. Volunteers will be needed to take care of them.

About 150 local volunteers are in place and another 300 or so are needed, according to R. Davis Cutting, chairman of the local organizing committee. Regional offices affiliated with the Games will bring about 600 or 700 volunteers with them to Ithaca, he added.

In addition to volunteers to work in and around the gaming sites, Cutting is seeking people willing to open their homes to members of the performing company "Up With People." The Games' local committee can be reached at its City Hall office, 272-8873.

Cornell supervisors are encouraged by the central administration to make every effort to release employees who wish to volunteer to work at the Games. Release time will be granted at the discretion of supervisors. Some support functions may not be able to grant time off due to regular business needs or because their services — such as housing and dining — will be under contract to the Games.

Employees who volunteer to work at the Games during normal working hours will be

granted leave with pay for those hours that cut across their normal work schedules.

More information about volunteering will be made available in the weeks ahead.

And for the spectators, the 1989 Empire State Games will offer a chance to see world-class athletes compete in 27 sports.

This year's competition is expected to be even stronger than last year's, because New York state athletes who competed in the World Olympics in Seoul generally chose not to compete in New York last year. With the 1992 World Olympics almost three years away, some of those summer Olympians are likely to take part in the Games in Ithaca.

The events that make up the summer games are archery, track and field, basketball, baseball, bowling, boxing, canoeing, kayaking, cycling, diving, fencing, field hockey, gymnastics, ice hockey, judo, lacrosse, rowing, shooting, soccer, softball, swimming, synchronized swimming, team handball, volleyball, water polo, wrestling, weight lifting and yachting.

Some sports are played by men only, others by women only; but most have two fields.

The Games will be played in familiar arenas and playing fields, including Schoellkopf Field, Cass Park, and South Hill Field at Ithaca College.

## Barton Blotter: Computer equipment stolen from 2 places

Computer equipment valued at \$17,246 was stolen from White and Statler halls, according to the morning reports of the Department of Public Safety for April 3 through 9. Those thefts were among 16 for the week, amounting to losses in cash and valuables of \$20,343.

Also reported stolen were a "Cornell Plantations" sign worth \$900 that was removed from Plantations Road at Forest Home Drive, a \$305 vacuum cleaner stolen from Sibley Hall, a \$375 Cornell class ring taken from Lincoln Hall, a \$350 video monitor stolen from Stimson Hall and a \$219 microwave oven taken from University Hall 1.

Two persons were referred to the judicial administrator, one for forging a parking permit and the other for disorderly conduct.

Two persons were referred to Ithaca City Court based on charges filed by Public Safety.

Freshman Mark C. Hiddessen, of University Hall 5, was charged with criminal possession of stolen property and obstructing governmental administration by attempting to hide the property from officials.

Jeffrey R. Mix, of 150 W. Village Place, was charged with attempted burglary after a resident notified safety that someone was entering Schuyler House through a window.

## Willard Straight Hall *continued from page 1*

be announced on a completed schedule of events to be posted throughout campus.

- There will be workshops in the Memorial Room on "Violence Against Women" from 4:30 to 6:30 p.m. and on "Assimilation or Identity" from 8 to 9:30 p.m.

- A documentary photographic exhibit of the events around and including the takeover will be on display from 9 a.m. to 9 p.m. from April 17 through 28 in the Willard Straight Hall Art Gallery.

All the activities have been organized or

coordinated by the Students of Color Coordinating Committee (SCCC), which, with the help of university funds, has taken over the planning of observances following the disbanding in February of an administration committee appointed for that purpose by President Frank H.T. Rhodes.

The committee disbanded after black members resigned in the wake of the Board of Trustees' Jan. 27 vote to continue its selective-divestment policy concerning companies doing business in South Africa. Wil-

lard Straight Hall will be closed April 19 to commemorate the 20th anniversary of the building's takeover by black students.

Straight Director Cleo Bash said she made the decision, at the request of the SCCC, to close the Straight on April 19 after she and her Administrative Board, comprising representatives of student groups who use the Straight, met with numerous groups of students, faculty and staff over several weeks.

Bash said, "The symbolic act of closure

provides an opportunity for students, faculty and staff both to refocus attention on the events of 1969 and to assess where we need to go as a university in improving understanding among people of different races and ethnic groups."

The April 20 Cornell Chronicle will include a special report with pictures, articles and an extensive chronology covering national and local events leading up to and including the takeover.

—Martin B. Stiles

# CORNELL EMPLOYMENT NEWS

April 13, 1989

Including Job Opportunities

Volume 1, Number 14

## Part II: University Policies and Procedures Allow Flexibility for Handling Parenting Concerns



The April 6, 1989 issue of Cornell Employment News featured part I of an article which covered leave policies with and without pay that help parents manage work responsibilities and parenting concerns. Part II continues with alternative work scheduling information. This article is based on information presented at a Brown Bag lunch on child care issues by Employee Relations Specialist Luran Jacoby.

### Alternative Work Scheduling

Alternative work scheduling may be considered when you need help managing parenting concerns and work responsibilities. Several procedures are in practice which allow for less time at work or provide a variation in the standard full-time schedule.

Alternative work schedules must meet the business needs of the departments. The three alternatives reviewed here are reduced hours, job sharing and flextime.

### Reduced hours

Some full time jobs may be viable as part time which is a decision that is made at the department level; the Office of Human Resources usually does not become involved if a reduction in hours is made at the employee's request. For parents, this decision would reduce income but allow for more time in the week to spend with a child. For departments, approving an employee's request to reduce hours may streamline operations and save money. Each case must be looked at individually and suitable circumstances must prevail.

Questions often asked include: Can the work get done by reduced hours? Will the proposal fit well within the unit's work requirements?

If you are interested in reduced hours you might want to consider your own job and evaluate its potential as a part time or reduced-hour situation. Your personal financial situation will be affected and the reduction may affect your benefits, e.g. with reduced work hours vacation time will

be earned on a prorated basis. You should consider the length of time you may desire part-time work and exactly how many hours less per week you would need. After such considerations, you may want to propose your plan to your supervisor.

### Job Sharing

Job sharing may also - as with a reduced hours situation - involve a decision where an employee changes from a full-time to a part-time position. Job sharing occurs when the work responsibilities from one traditional full-time job are accomplished by dividing the job into two part-time positions, employing two people.

The decision to create a job share is made at the department or college level, although certain sections of the Office of Human Resources may become involved in order to facilitate such a change. Job sharing is a departmental business decision and requests are considered on a case-by-case basis. The nature of the job must be one in which the duties are easily divided.

There are pros and cons for both parties to consider with a decision to begin a job-sharing situation:

For a parent, a job share will reduce work hours, giving more time to spend with a child and less need for daycare. But this will also reduce income as well as alter some benefits such as vacation accrual rates, retirement contributions, eligibility for certain benefits plans such as the Employee Degree Program. Such considerations should be evaluated carefully by any employee who is thinking of requesting a job share.

For departments a job share will allow the retention of a qualified and trained employee, one who can also provide training for an incoming individual. A job share also is very good for morale and performance - a parent will not be as stressed and probably won't need as much time away from the job to handle childcare issues.

For a department, the arrangement may at times be more complicated - a department must now deal with two performers/personalities and maintain records on two people such as timecards, vacation requests, and performance appraisals.

A job-share situation increases the need for communication; more of an effort must be made to coordinate and maintain good communication. Other considerations: Exactly how are the job duties divided? Is it necessary for the entire staff to meet regularly?

If you are interested in proposing a job share to your supervisor, examine your situation completely: Is a job share viable? How will your benefits be affected? The Office of Human Resources will support a job share if your supervisor and department agree to such an arrangement.

Continued on page 4

## "Why must my timecard be completed with accuracy?" And Other Commonly Asked Questions About Hours of Work

by Regina Wharton  
Employee Relations Specialist, OHR

The Fair Labor Standards Act (FLSA) is a federal law covering all Cornell University nonexempt employees. For purposes of the payment of wages, employees are classified by the Compensation section of the Office of Human Resources as either "exempt" or "nonexempt" from the FLSA. The FLSA sets the rules governing overtime pay, minimum wage, and record keeping. Following are questions commonly asked concerning hours of work. Refer to the Personnel Manual, and/or applicable bargaining unit agreement for the complete version of each policy.

### What does Cornell consider as the workweek for payroll purposes?

The standard workweek for the university is 39 hours for full time employees and begins at 12:00am Thursday and ends at 11:59pm the following Wednesday. Policy #212

### Why must the time card be completed with accuracy?

The university must comply with the record keeping regulations of the FLSA. The time card is a legal document and must accurately indicate all hours worked. Policy #213

### When must an employee begin to receive pay at one and one-half times the regular hourly rate?

The FLSA defines overtime as any hours worked by a nonexempt employee which exceeds 40 hours in the standard work-

Continued on page 4

## Alice Cook Honored

Alice H. Cook, professor emerita ILR, was one of forty-nine women honored by the Displaced Homemakers Center of Tompkins County during the organization's 10th anniversary celebration on April 1. The Cornell Advisory Committee on the Status of Women nominated Cook for the honor.

Widely recognized as an outstanding spokesperson and leading advocate for women's rights, Cook taught courses in Labor History and Collective Bargaining and was the first Cornell University Ombudsman. In her retirement she travels extensively and continues to study and write about working women in the United States and other countries.

## Leash Laws in Effect

Along with the birds and spring flowers, another phenomenon heralds the arrival of spring—dogs romping on the Arts Quad and other open spots on campus and digging in the flower beds. In addition, dogs roaming freely may pose a threat to blind students with guide dogs, people using wheelchairs, and others.

Last May, at the request of President Rhodes, all campus assemblies passed a resolution supporting the enforcement of leash laws on campus (both Ithaca and Cayuga Heights have such laws). These laws state that dogs must be under the control of owners at all times. Dogs tied to trees or posts are not considered in control unless they are confined to the owner's property.

Public Safety and Grounds personnel will call the SPCA to pick up dogs running free. However, calls are not limited to these personnel. Any person on campus who observes a dog not under owner control may call the SPCA at 257-1822.



## Note to Technicians

Training and Development would like to make all technical employees aware of Rochester Institute of Technology's plans to offer a Bachelor of Technology program at the TC3 campus. Classes would be held on a part-time, evening basis. Pertinent information regarding RIT's proposed program:

- Electrical Engineering Technology and Mechanical Engineering Technology programs are being considered
- Incoming students should hold an AAS in an appropriate technology or related discipline
- There will probably be only one opportunity to enroll in this program, and, due to the sequential nature of the curriculum, most courses would not be repeated in the next several years
- Three 10-week quarters would be scheduled each year
- A student would need to commit two evenings per week for a five-year period in order to complete the degree
- Unique equipment needs will necessitate scheduling some lab activities for Saturdays on the RIT campus
- RIT's tuition rate is \$168 per credit hour; 4-8 credits per quarter would be normal for this program.

All interested technical employees are encouraged to stop by 107 Day Hall, or call 5-7170, by April 21. Those of you who called earlier, requesting more information, please call the office again and leave your name to be forwarded to TC3.

## Vietnam Era Veteran/Disabled Veteran Self Identification Survey Mailed to Employees

Each year the Department of Labor requires Cornell as a federal contractor to report on the Vietnam-era veterans and disabled veterans employed in its workplace.

To obtain an accurate count of these protected class members, the Office of Equal Opportunity (OEO) recently sent a self-identification survey to all employees at their campus address. Information about why the count is necessary, who is qualified to participate, and what services are provided by the Office of Equal Opportunity to these protected class members is included in the *Contact*. The information from the survey will be kept confidential.

Employees who did not receive the survey and wish to obtain one should contact Mary DeSouza at 234 Day Hall, 5-3976.

# JOB OPPORTUNITIES

April 13, 1989

Volume 1, Number 14

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. Employees should include an Employee Transfer Application.

**Assistant to the Director for Finance and Business Services for Statutory Audits (P5101) HRII**  
**Statutory Finance and Business Services-Statutory**  
Assume responsibility for the management and coordination of Cooperative Extension and oversee the statutory college internal audit function which conducts financial, operational and compliance audits of its four partially State-supported colleges. Reporting to the Director of Finance and Business Services, the incumbent works with Cooperative Extension administrative and Association personnel, statutory financial administration, and the Office of the University Auditor.  
**Requirements:** Bachelor's in accounting, business administration or related area, and a minimum of four years of significant and responsible experience in public, industrial, government or higher education accounting or auditing. CPA certification or active pursuit of certification is required. Excellent oral and written communications skills with a demonstrated ability to work effectively within a highly complex and challenging environment is essential. Knowledge of State University of New York accounting/financial procedures and practices or college/university research experience is desirable. Knowledge of mainframe and personal computer system applications is required. Overnight travel of at least 25% in New York State. Send cover letter, resume, salary history and a list of three professional references to Cynthia Smithbower as soon as possible.

**Research Support Specialist III (PT4109) HRII**  
**Veterinary Pathology-Statutory**  
Manage flow cytometry lab. Supervise staff and activities; design, execute and coordinate research protocols; provide technical assistance; determine equipment and supply purchases; assist with grant proposals writing and co-authoring manuscripts.  
**Requirements:** Master's in biology or physical science or equivalent. Minimum 5 years related lab experience strongly preferred. Send cover letter and resume to Bill Webster.

**Systems Programmer/Analyst III (PT6303) Level 34**  
**Theory Center/CNSF-Endowed**  
Provide UNIX systems support, including coordination of systems administration activities, for various workstation systems in the Cornell National Supercomputer Facility (CNSF).  
**Requirements:** Bachelor's in computer science or equivalent combination of education and experience. 3-5 years experience with and understanding of UNIX and UNIX-based tools; experience with multiple machine architectures; familiarity with networking and workstation-based user interfaces helpful; strong communication skills. Send cover letter and resume to Bill Webster.

**Associate Bursar (PA6204) HRII**  
**Bursar-Endowed**  
Administer and manage the university's student loan program, student accounts receivable programs, delinquent accounts collection program, and other supporting programs.  
**Requirements:** Bachelor's in business administration required, advanced degree preferred. Minimum 3-5 years related experience. Some supervisory experience required. Send cover letter and resume to Cynthia Smithbower by May 5.

**Director of Public Affairs (PA6201) HRII**  
**Public Affairs-Libraries-Endowed**  
Develop and implement fund-raising and alumni related programs for the University Library in support of the Library's educational and research mission. Supervise 1 professional and 1 clerical staff person.  
**Requirements:** Bachelor's degree. Position reports to the University Librarian and the Director of College/Unit Public Affairs. 3-5 years development or development related experience. Experience in individual giving at the capital gift level preferred. Send cover letter and resume to Search Committee: Dir., Public Affairs by May 15.

**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. Send cover letter and resume to Bill Webster.

**Technical Consultant II (PT6301) Level 33/HRI**  
**HDFS/Family Life Development Center-Statutory**  
Provide technical support, training and orientation to a staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment. Until 3/31/90. Continuation contingent upon funding.  
**Requirements:** Bachelor's or equivalent in education. Minimum 2-3 years experience with micro computers;

Macintosh experience required, IBM PC familiarity desirable. Working skills must include a fifth generation language, strong system diagnostic and telecommunications. Some experience in PASCAL, C, or BASIC desired. Send cover letter and resume to Bill Webster.

**Project Coordinator (PA6301) HRI**  
**Administrative Operations-CUL-Endowed**  
Support Operations Manager in renovation and construction projects throughout endowed units of CUL. Coordinates all building maintenance and care for Uris and Olin Libraries.  
**Requirements:** Associate's or equivalent. 3-4 years experience in building maintenance and construction essential. Able to interpret architectural, electrical and mechanical drawings. Strong interpersonal, communication and organizational skills. Knowledge of MacDraft (Macintosh) helpful. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist II (PT6205) HRI**  
**Lab of Nuclear Studies-Endowed**  
Provide technical support to particle accelerator facility. Responsible for systems design, development, installation, and operation.  
**Requirements:** Bachelor's in physics or engineering or equivalent. Strong organizational skills; capable of working with limited general supervision. Send cover letter and resume to Bill Webster.

**Technical Writer II (PC6215) Level 33**  
**Information Technologies-Endowed**  
Plan and produce a comprehensive set of publications describing CIT offerings in these areas in conjunction with Directors, Assistant Directors, and staff in CIT Network Resources and Computer Resources divisions.  
**Requirements:** Bachelor's or equivalent with 2-3 years experience in technical writing. Very strong written and verbal communications skills. Excellent teaching, interpersonal and problem solving skills. Knowledge in the following technical areas: UNIX, VM/CMS, use of computer networks. Experience in the use of computer-based publishing systems, especially Microsoft Word, and Page-Maker for the Macintosh. Send cover letter, resume and writing sample to Esther Smith.

**Assistant Director (PA6202) HRI**  
**Human Ecology Admissions-Statutory**  
Plan and provide leadership for minority recruitment program; participate in all aspects of freshman and transfer admissions and selection; assist with publication development, develop and maintain network of alumni and student volunteers; assist with general administrative work of admissions office.  
**Requirements:** Master's in education, counseling, human ecology or related field helpful. Bachelor's required. Minimum 2-3 years related experience preferably in New York State public and private schools as well as some work in selective college admissions environment. Must be effective public speaker and writer. Send cover letter and resume to Brenda Bricker, Dir. of Admissions, c/o Staffing Services, 160 Day Hall.

**Administrative Manager I (PA6205) HRI**  
**Section of Plant Biology-Statutory**  
Assist the Chair in the management and operation of the Section in all fiscal and non-academic matters; approve all expenditures (state and endowed); supervise and coordinate work of unit offices; delegate responsibilities to state and endowed support personnel; prepare state and endowed budget requests; compile and submit administrative reports, appointments and resignations; review and manage all operations funds and monitor research funds; assist with grant proposals; supervise ongoing and proposed renovations and maintenance of existing physical building space.  
**Requirements:** Bachelor's in business or equivalent experience. Minimum 2-3 years related office management experience. Strong communications skills; supervisory experience; knowledge of university business, personnel, sponsored programs, accounting systems desirable; computer PC experience including familiarity with Wordperfect, dBase and Lotus software highly desirable. Send cover letter and resume to Cynthia Smithbower by April 21.

**Graphics Designer (PA6207) HRI**  
**Theory Center-Endowed**  
Under the general supervision of the Manager of Information Services, prepare a variety of communications media, including slides, exhibits, publications, and announcements; conceptualize, design, and coordinate production.  
**Requirements:** Bachelor's in communications, visual arts, graphic design or related field. Some experience in graphics design; Macintosh software and desktop publishing experience required; excellent organizational, interpersonal and communication skills; demonstrated creative talents. Send cover letter and resume to Cynthia Smithbower by April 21.

**Research Programmer (PT5719) HRI**  
**Agricultural and Biological Engineering-Statutory**  
Research Support Specialist to assist with research and extension projects of the Cornell Local Roads Program. Administer microcomputer systems, develop applications programs, write data acquisition programs and train staff. Manage and prepare reports form databases; analyze data using spread sheets and statistical packages.  
**Requirements:** Bachelor's degree in computer science or related field required. 3-4 years of programming experience in FORTRAN, dBASE III, C, or PASCAL. Substantial experience with IBM desktop computers and experience in database management preferred. Please send cover letter and resume to Bill Webster.

**Research Programmer (PT5719) HRI**  
**Agricultural and Biological Engineering-Statutory**  
Research Support Specialist to assist with research and extension projects of the Cornell Local Roads Program. Administer microcomputer systems, develop applications programs, write data acquisition programs and train staff. Manage and prepare reports form databases; analyze data using spread sheets and statistical packages.  
**Requirements:** Bachelor's degree in computer science or related field required. 3-4 years of programming experience in FORTRAN, dBASE III, C, or PASCAL. Substantial experience with IBM desktop computers and experience in database management preferred. Please send cover letter and resume to Bill Webster.

**Research Programmer (PT5719) HRI**  
**Agricultural and Biological Engineering-Statutory**  
Research Support Specialist to assist with research and extension projects of the Cornell Local Roads Program. Administer microcomputer systems, develop applications programs, write data acquisition programs and train staff. Manage and prepare reports form databases; analyze data using spread sheets and statistical packages.  
**Requirements:** Bachelor's degree in computer science or related field required. 3-4 years of programming experience in FORTRAN, dBASE III, C, or PASCAL. Substantial experience with IBM desktop computers and experience in database management preferred. Please send cover letter and resume to Bill Webster.

**Assistant Director, Systems (PT5117) Level 33**  
**Undergraduate Admissions-Endowed**  
Administer mainframe system and batch production; support and develop PC network interfaced with the mainframe; train and consult.  
**Requirements:** Bachelor's or equivalent. 2-3 years related computer systems experience. Strong written and oral communication skills required; some programming familiarity (SAS, micro, or mainframe) preferred. Experience in teaching and training beneficial. Send cover letter and resume to Bill Webster.

**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.

## 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, GR18 (T5307)**  
**Genetics and Development-Endowed**  
**Minimum Biweekly Salary: \$487.50**  
Carry out biochemical and molecular biology experiments including DNA isolation, blotting and sequencing. Perform animal tissue culture as well as large scale bacterial culture. Responsible for lab organization and ordering of supplies.  
**Requirements:** Bachelor's in biology, chemistry or biochemistry. One year experience in a biology or biochemistry laboratory. Additional experience highly desirable.

**Technician, GR19 (T6203)**  
**Natural Resources-Statutory**  
**Minimum Biweekly Salary: \$510.90**  
Collect field data on vegetation and detritus, water samples, and routine analysis of pH. Process and store water, soil, and plant tissue samples and assist in chemical analysis of plant tissue samples. Assist in storage and summarization of field data.  
**Requirements:** Bachelor's in natural resources, any biological science or related field. 1-2 years experience in field studies of ecology and natural resources.

**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 6/30/90. Schedule includes some nights and weekends.  
**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.

**Technician, GR19 (T4113)**  
**Veterinary Pathology-Statutory**  
**Minimum Biweekly Salary: \$510.90**  
Provide technical support for activities in flow cytometry lab including cell cultures, protein and nucleic acid analysis.  
**Requirements:** Bachelor's or equivalent in biology or physical science. Minimum 1 year related experience.

**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.

**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.

**Technician, GR22 (T6106)**  
**Biochemistry, Molecular and Cell Biology-Statutory**  
**Minimum Biweekly Salary: \$581.09**

Conduct independent research studying the splicing of an intron found in the rDNA of Physarum. Design and execute experiments with minimal guidance. Maintain laboratory, order supplies, perform record and bookkeeping, and survey radioisotopes.  
**Requirements:** Bachelor's in chemistry, biochemistry, or related field required. 3-4 years experience, including 1-2 years working with molecular biological tools required. Experience working with RNA and a practical knowledge of modern acid biochemistry (recombinant DNA technology including in vitro mutagenesis, DNA sequencing, southern and northern hybridizations, etc.) required.

**Research Technician, GR22 (T4416)**  
**Agricultural and Biological Engineering-Statutory**  
**Minimum Biweekly Salary: \$581.09**  
Set up and conduct experiments with Nutrient Film Technique and anaerobic digestion of biomass. Lab analyses, maintain time schedules, input data into computers and assist in writing technical programs.  
**Requirements:** Bachelor's in agricultural engineering or equivalent. 3-4 years experience in microbiology and wet chemistry analyses essential. Major physical exercise required, operate large tractors and lift equipment.

**Technician, GR23 (T6206)**  
**Biochemistry, Molecular and Cell Biology-Endowed**  
**Minimum Biweekly Salary: \$604.49**  
Participate in studies on the biochemistry of cancer; perform assays of protein kinases and their effect on function (e.g. transcription).  
**Requirements:** Bachelor's or equivalent. 5 years relevant experience. Experience in general laboratory methods.

**Research Specialist/Research Assistant**  
**Boyce Thompson Institute**  
**Minimum Annual Salary: \$13,000-16,000 depending on training and experience.**  
Execute projects in an Environmental Biology/Ecophysiology laboratory such as: field collection of foliage samples of red spruce from several locations across the north east, measurements of rates of photosynthesis in field and laboratory, run assays for pigments and carbohydrates.  
**Requirements:** Master's or Bachelor's and at least 2 years experience in environmental studies/ecophysiology or related fields. Contact Dr. Robert Amundson, c/o Personnel Dept., Boyce Thompson Institute, 607-254-1234.

**Research Assistant**  
**Boyce Thompson Institute**  
**Minimum Annual Salary: Commensurate with experience.**  
Supporting work in a plant molecular biology/biogenetics laboratory, including limited solution preparation and general laboratory maintenance. Experimental techniques include the construction and amplification of plasmid and phage clones, isolation and analysis of proteins and nucleic acids, genetic crosses and maintenance of plants. Experience with proteins and/or nucleic acids, and familiarity with recombinant DNA techniques is preferred. Starting date: August 1 - flexible. Contact Betty Panz, c/o Personnel Dept., Boyce Thompson Institute, 607-254-1234 or 607-254-1249.

## Technical Temporary

**Technician (T6302)**  
**Entomology**  
Assist with biochemical and toxicological assays and the rearing of insect colonies. Perform general lab maintenance. Full-time through the summer.  
**Requirements:** Bachelor's in biology, chemistry or biochemistry preferred. Experience with enzyme assays and insecticide bioassays desired. Submit application materials to Bill Webster, 160 Day Hall.

**Research Equipment Technician (T3509)**  
**Agricultural Engineering**  
Assist in the construction and operation of a highly innovative sewage treatment system. Perform glass work, pipe bending, pipe threading, plumbing, carpentry, welding, metal cutting, space lighting and heating installations.  
**Requirements:** High School diploma or equivalent. Knowledge of power equipment operation, plumbing, welding and acetylene torch metal cutting. Experience with water and sludge pump operation and repair preferred. Ability to drive trucks and operate heavy equipment preferred. Valid NY's driver's license required. Submit application materials to Bill Webster, 160 Day Hall.

**Casual Technician/Lab Assistant (T6101)**  
**Clinical Sciences-Statutory**  
Provide technical completion of biochemical assays used as clinical diagnostic tests in veterinary patients. Catalogue samples and report test results (computer data entry); assist in projects which may include handling of dogs and cats. Flexible schedule, 12-15 hours per week.  
**Requirements:** College level coursework in biochemistry and/or quantitative analysis preferred. Understanding of basic laboratory techniques including quantitative pipetting, centrifugation, reagent preparation and operation of a spectrophotometer desired. Pre-employment physical required. Submit application materials to 160 Day Hall.

**Laboratory Assistants**  
**Boyce Thompson Institute**  
**Salary: \$4.75 per hour**  
Assist in collection of physiological data on red spruce saplings as part of an air pollution study. Assist in the maintenance of the trees and equipment. Approximately 3

months; mid to late May to late August/early September; Monday-Friday, 8-5.

**Requirements:** High School diploma. Relevant college courses/laboratory experience preferred. Contact Jeff Melkonian or Rich Raba, Boyce Thompson Institute, 607-254-1216.

## 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.

### Cashier, GR16 (C6308)

#### Stattler Hotel-Endowed

#### Minimum Biweekly Salary: \$448.50

Assist the Cashier Supervisor in supervising the cashiering department and insure timely and accurate service to the guests; responsible for the accurate recording of daily sales. Controls and verifies each cash bank provided to the cashiers. Some nights and weekends.

**Requirements:** High School diploma or equivalent. Minimum 2 years related experience. Strong interpersonal and organizational skills. Familiarity with computerized equipment necessary.

### Records Assistant, GR16 (C6207)

#### Acquisitions-CUL

#### Minimum Biweekly Salary: \$448.50

Assist with the operation of the Book-in-Hand Processing Section of the department including typing, filing, word processing, inputting and updating the NOTIS databases. Must be willing to work evening hours.

**Requirements:** High School diploma or equivalent. Good organizational skills. Ability to work independently. Familiarity with on-line computer terminals desirable. Medium typing.

### Data Entry Operator, GR17 (C6208, C6209)

#### Acquisitions-CUL

#### Minimum Biweekly Salary: \$467.98

Enter book and order records into the NOTIS system. Must be willing to work evening hours as required by supervisor.

**Requirements:** High School diploma or equivalent. Familiarity with computer terminals and attention to detail and accuracy. Organizational skills. Heavy typing.

### Office Assistant, GR18 (C6302)

#### Stattler Hotel-Endowed

#### Minimum Biweekly Salary: \$487.50

Responsible for all secretarial duties within the Accounting Department; assist in completion and distribution of accounting reports; provide relief as needed to income controller, accounts payable and accounts receivable clerks.

**Requirements:** High School diploma or equivalent. Minimum 1-2 years related experience. Word processing experience. Strong organizational and interpersonal skills. Medium typing.

### Preservation Assistant, GR18 (C6306)

#### Conservation-CUL-Endowed

#### Minimum Biweekly Salary: \$487.50

Assist Project Coordinator of Great Collections Microfilming Project in pre- and post-filming procedures and implement brittle book replacement program under direction of Conservation Librarian. 3 year term appointment.

**Requirements:** Associate's or equivalent preferred. Excellent organizational/work flow management skills. Attention to detail. Ability to work independently. Minimum 1-2 years library experience especially searching and acquisition procedures. Knowledge of microfilming techniques/equipment and computer skills (IBM PC), Wordperfect and P.C. File highly desirable. Strong communication and interpersonal skills.

### Personnel Assistant/Receptionist, GR18 (C6304)

#### Office of Human Resources-Endowed

#### Minimum Biweekly Salary: \$487.50

To provide a wide range of support services to Employee Benefits section of OHR with emphasis on maintaining effective public relations and accurate dissemination of information relative to employee benefits.

**Requirements:** High School diploma or equivalent. Some college preferred. Minimum 1-2 years of related experience. Good organizational, interpersonal and communication skills. Math aptitude. Familiarity with office protocol and multi-line telephone board helpful. Medium typing.

### Secretary, GR18 (C6218)

#### Law-Endowed

#### Minimum Biweekly Salary: \$487.50

Provide secretarial support to faculty. Wordprocessing 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 communication skills. Heavy typing.

### Secretary, GR19 (C6213)

#### Floriculture and Ornamental Horticulture-Statutory

#### Minimum Biweekly Salary: \$510.90

Serve as Graduate Field Secretary and Department Extension Secretary. Provide word processing support and data management for six faculty and their support staff; liaison with Graduate School and Cooperative Extension staff in New York State.

**Requirements:** High School diploma or equivalent. Associate's or equivalent strongly desired. Minimum 2 years of secretarial or administrative experience. Knowledge of IBM PC, and VMS essential. Wordperfect and Dbase III desirable. Excellent organizational, interpersonal and communication (written and oral) skills essential. Medium typing.

### Secretary, GR19 (C6212)

#### Floriculture and Ornamental Horticulture-Statutory

#### Minimum Biweekly Salary: \$510.90

Serve as department undergraduate instruction secretary and Urban Horticulture Institute secretary. Provide word processing support for six faculty and their support staff.

**Requirements:** High School diploma or equivalent. Associate's or equivalent strongly desired. Minimum 2 years secretarial or administrative experience. Knowledge of IBM PC desirable. Excellent organizational, interpersonal, and communication (written and oral) skills necessary. Medium typing.

### Accounts Assistant, GR19 (C6210)

#### HDFS/Family Life Development Center-Statutory

#### Minimum Biweekly Salary: \$510.90

Maintain accounting system for the center. Responsibilities include 10-20 active college, state and restricted fund accounts representing a \$2M budget. Until 3/31/90.

**Requirements:** High School diploma. Associate's in accounting or equivalent preferred. Minimum 2 years office experience. Experience with Statutory Accounting System preferred. Familiar with Macintosh. Medium typing.

### Accounts Coordinator, GR20 (C6310)

#### Finance and Business Services-Statutory

#### Minimum Biweekly Salary: \$534.30

Perform all duties related to Diners Club Corporate Credit Card Program for Statutory employees - additions, deletions, questions, etc.; monitor accounts receivable customer accounts, including personal contact by phone and various charges and accounts receivable adjustments.

**Requirements:** Associate's or equivalent. Minimum 2-3 years related experience. Experience in university accounting preferred. Accounts receivable and personal computer experience desirable. Strong communication and interpersonal skills necessary. Light typing.

### Secretary, GR20 (C6217)

#### Dining-Endowed

#### Minimum Biweekly Salary: \$534.30

Perform all secretarial duties for the central office of the Department of Dining Services. Handle communications, correspondence and calendars. Other duties as assigned.

**Requirements:** Associate's or equivalent. Minimum 3 years related clerical experience. Grammar, spelling and editing abilities must be excellent. High level of accuracy and efficiency required. Competence in word processing preferred. IBM/Macintosh PC experience helpful. Ability to complete multiple assignments simultaneously and work effectively in a high pressure environment.

### Administrative Aide, GR20 (C2708)

#### Hotel Administration-Endowed

#### Minimum Biweekly Salary: \$534.30

Provide administrative/clerical data support for Alumni Affairs director. Maintain all office functions, internal and external communications during director's absence.

**Requirements:** Associate's or equivalent. Familiar with data/word processing system. Work well under pressure; possess excellent editing/composition/bookkeeping skills. Excellent organizational, interpersonal, and communication (written/oral) skills. Heavy typing.

## Office Professionals Part-Time

### Secretary, GR18 (C6307)

#### University Press-Endowed

#### Minimum full-time equivalent: \$487.50

Provide office support for managing editor and four editors. Prepare schedules; type letters; maintain records; copy;

prepare manuscripts; answer phones; read indexes. Monday-Friday (mornings) 5 hours per day.

**Requirements:** High School diploma or equivalent, some college desirable. Minimum 1 year previous office experience. Excellent organizational skills. Attention to detail necessary. Familiarity with PCs. Heavy typing.

### Office Assistant, GR18 (C4525)

#### Nuclear Studies-Endowed

#### Minimum full-time equivalent: \$487.50

Assist in maintaining accounting records; provide secretarial assistance to staff and faculty; provide general office assistance. Monday-Friday, 9 a.m.-2 p.m.

**Requirements:** High School diploma or equivalent. Minimum 1 year secretarial/accounting experience including word processing. Technical typing experience preferred. Medium typing.

### Editorial Proofreader, GR19 (C6202)

#### University Press-Endowed

#### Minimum full-time equivalent: \$510.90

Assist five editors in Editing Department; check all stages of proof; help with manuscript, index, paperback, and reprint preparation. Supervise 1/2 time assistant. Monday-Friday, 30-35 hours per week.

**Requirements:** Associate's or equivalent. Knowledge of Chicago Manual of Style desirable. Minimum 2 years related experience. Proofreading skills. Excellent concentration and eye for detail. Ability to organize flow of work and meet schedules for over 125 books per year. Light typing. Send cover letter and resume to Esther Smith.

## 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.

### Administrative Aide (S6402)

#### Hispanic American Studies Program

Prepare a variety of correspondence using Macintosh SE; coordinate photocopying and distributing of all out-going materials; open and prioritize all in-coming and out-going mail; file program materials; prepare purchase orders, vouchers and maintain financial records; supervise CWS student as needed; answer telephone requests for information and direct student inquiries appropriately. Full-time until May 26.

**Requirements:** High School diploma or equivalent. Associate's or equivalent preferred; 1-2 years experience. Bilingual in Spanish/English preferred. Knowledge of university essential. Experience of Macintosh computer preferred. Medium typing. Send cover letter and resume to Karen Raponi.

### Office Assistant (S6301)

#### Natural Resources

Provide secretarial support for Natural Resources Extension staff. Answer phones, photocopy, run campus errands, process mail, handle public requests, wordprocessing, type forms, file, receive office visitors. Monday-Thursday 2-5 p.m. Friday 8-5 p.m.

**Requirements:** High School diploma or equivalent; coursework in secretarial science; proficient in IBM-PC and Wordperfect. Must have excellent telephone technique; ability to prioritize assignments; work in complex active environment. Must be able to work independently. Send resume and cover letter to Karen Raponi.

### Sales Assistant (S6107)

#### Cornell Plantations

General sales duties at Cornell Plantations Garden Gift Shop. Open, close, and oversee Headquarters, register sales, answer phones, water plants, answer basic plant questions. Occasional nights during tours, and weekday coverage for vacations. Alternating weekends and holidays. Saturday, 10:00-5:30 p.m. Sunday, 11:00-5:30 p.m. April 15-December 24.

**Requirements:** High School diploma or equivalent. Previous sales experience required. Knowledge of plants helpful. Good interpersonal skills. Enjoy dealing with people. Send cover letter and resume to Karen Raponi.

### Office Assistant (S6104)

#### Summer Session-Endowed

Provide clerical, logistical, and research support to the director, program coordinator, and administrative aide. Filing, scheduling appointments, screen phone call, run errands. Other duties as assigned. Until 8/89.

**Requirements:** High School diploma or equivalent. Business school desirable. Minimum one year office experience. Word processing experience (IBM PC, WordPerfect, and Macintosh). Excellent organizational skills. Send cover letter and resume to Karen Raponi.

### 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 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.

### Custodian, SO02 (G6301, G6302, G6303)

#### Buildings Care-Endowed

#### 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 and climb an 8 foot ladder. Basic reading and writing skills.

### Animal Attendant, SO04 (B6301)

#### Avian and Aquatic Animal Medicine-Statutory

#### Hiring Rate: \$6.25

Daily care of experimental animal groups (birds, fish) and facilities. Prepare units, care for and maintain experimental animals, clean and disinfect units, collect blood samples, test equipment, keep records and associated tasks as assigned. Monday-Friday, 7:30-4, occasional weekends.

**Requirements:** High School diploma or equivalent. Experience in lab animal care desired; poultry experience preferred. Ability to perform blood sample collection and artificial insemination of chickens. Record keeping skills required. Must be able to lift 100 pounds. NYS driver's license. Send letter and resume to Staffing Services, 160 Day Hall.

## 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.

### Animal Attendant (B6201)

#### Clinical Sciences/NYSCVM-Statutory

Assist with handling of horses in the research herd. Duties include feeding, cleaning stalls, grooming and trucking of horses. Also, general farm maintenance work. Either 25 hours per week or 39 hours per week. 5 months.

**Requirements:** High School diploma or equivalent. Experience in handling horses of all ages and sizes (stallions). Experience with farm equipment such as tractor, truck, etc. Send application materials to Staffing Services, 160 Day Hall.

### Casual Animal Attendant (B6102)

#### Veterinary Microbiology-Baker Institute-Statutory

Provide appropriate care of horses on weekends and holidays. Feed/water, clean and disinfect facility and maintain records. Weekends and holidays, 10 hours.

**Requirements:** High School diploma or equivalent. Experience with horses or other large animals is necessary. Send ltr & resume to Staffing Services, 160 Day Hall.

## Academic

### Bibliography, Western European Social Sciences

#### University Library

Half-time position in Coll Dev Dept. Responsibilities: plan, develop and manage collections on W European Social Science; select from all relevant sources; works closely with faculty to establish coll. priorities; provides advanced ref. and instruction.

**Requirements:** MLS or equivalent. Reading knowledge of at least 2 modern continental European languages; willingness to learn others as needed. Good interpersonal skills. Send applications, cover letter and list of 3 references by May 15 to Ann Dyckman, Director Personnel, 201 Olin Library, Ithaca, NY 14853.

## Commencement Day Compensatory Policy

All employees - both nonexempt and exempt - who volunteer to work during the university's commencement ceremony on Sunday, May 28 will be granted compensatory time off equivalent to their standard work day.

Nonexempt employees who are required to work on commencement day will be paid at their regular rate of pay for the hours worked and will be eligible for overtime premium pay for the hours worked in excess of 40 hours per standard workweek.

Exempt employees who are required to work on commencement day will be granted compensatory time off equivalent to time worked.

Comp time off resulting from work on commencement day must be used by the end of this calendar year - December 31, 1989. Nonexempt employees: When using the comp time off, mark on your time card "Compensatory time off, commencement ceremonies" on the day it is used.

## TIAA/CREF: Nationwide Pension System

TIAA (Teachers Insurance and Annuity Association) and its companion organization CREF (College Retirement Equities Fund) provide a nationwide pension system for employees of some 4,200 United States colleges, universities, independent schools and related nonprofit educational organizations. There are now 985,000 participants accumulating future retirement annuity benefits in the \$70 billion TIAA-CREF pension system.

TIAA, with \$38.6 billion in assets at year-end 1988, invests primarily in direct loans to business and industry, commercial and industrial mortgages, publicly traded bonds and income-producing real estate.

Different interest rates are credited to different segments of an individual's total accumulation to reflect TIAA's financial experience.

CREF, the variable annuity component of the TIAA/CREF pension system invested in some 2,500 U.S. and foreign companies which amounted to \$30.8 billion at year-end 1988. This figure is up from \$27.5 billion at year-end 1987, reflecting investment performance and premium income. Nearly 90% of the CREF stock portfolio is invested in stocks of U.S. corporations; the remaining portion is invested in the stocks of 22 foreign countries.

CREF's average annual compound rate of total return for the five years ending December 31, 1988 was 15.88%, compared to 15.23% for the S&P Stock Index, a widely used measure of stock market performance.

In dollar terms, \$100 invested at the start of 1988 in the CREF Stock Account grew to \$117.46 by the end of the year. Similarly, \$100 invested ten years ago grew to \$460.19 by the end of 1988 - reflecting an increase of 360.19%.



## Disability Notebook

Today's column was written by David Farmer, a research equipment technician in the Civil Engineering Department. He is also chairman of the local affiliate of the New York State Head Injury Association.

The statistics are startling: "One out of every 80 babies born today is expected to die of traumatic brain injury before the age of 25"; "Stroke is the third leading cause of death in the U.S." There are vehicular accidents, sports and work-related accidents, assaults, and other causes of traumatic brain injury. Yet most head-injury victims today survive, thanks to both improved emergency treatment and to advances in hospital medical procedures.

Serious brain injuries result in coma, a period of unconsciousness which might be only momentary but which can extend indefinitely, even to death. If consciousness is regained, it is a gradual process—not a dramatic recovery—the rate of which is somewhat related to the length of coma. It is at this point that some preliminary assessment of damage can be made, but verbal responses from the victim are an unreliable source of information.

Depending on which region of the brain was injured, one or more of the five senses may be affected; problems may be exhibited at a higher level, such as perception or analysis of sensory information, these in addition to any physical injuries that may have occurred.

## Policies *Continued from page 1*

OHR sections provide support through Compensation which handles budget lines and classification of the two jobs and Staffing which assists with job posting. If you are concerned about the feasibility of a job share you might want to contact Human Resources to help you consider all aspects of such an arrangement before you approach your supervisor.

### Flextime

A modification in the standard workday schedule which does not alter the total number of hours an employee works in a given workweek is called flextime. Flextime, like the other alternative work schedules discussed above is a decision made at the department level, not by OHR.

Some examples of how flextime may help parents include:

- Instead of working the standard daily schedule from 8:00am to 4:30pm:
- Work from 8:30am to 5:00pm if your daycare arrangements don't begin before 8:00am. The same number of hours are worked in the day.
- Work from 7:30am to 5:00pm Monday through Thursday, leaving only 3.8 hours to work on Friday. This would allow a parent to spend almost the whole day on Friday with the child or to plan for appointments. With flextime the same number of hours are worked in the week although the number of hours worked per day changes.

The Office of Human Resources is concerned about compliance with various labor laws when a department approves a flextime schedule. For example, legal and policy considerations exist for nonexempt employees such as accurate timecards and appropriate meal breaks.

Considerations for exempt employees - since there are no timecards - include balancing the element of fairness as well as getting the job done. If you are a supervisor and considering flextime for yourself, your flextime hours will need to coincide to a large degree with those you supervise.

Other aspects of flextime to think about: Do phones need to be covered at certain times? Are there visitors to greet? Do you have clients who expect you to have standard office hours? What are your supervisor's hours? For how long might you need a flex schedule?

Security issues: Is the building open early or late and, if not, could a key be issued? Transportation considerations: Will you need a parking permit? Or a different parking permit? Parking in midday often makes flex time difficult. Will you now need to take a bus? Are you in a carpool and will that be affected?

How to standardize a flexible schedule: Any agreed upon schedule should be put in writing by your supervisor for clarification. This is for the protection of both you and your supervisor which should result in better office efficiency, better communication and no timecard errors. If you have any questions regarding the feasibility of an alternative work schedule, please contact Employee Relations, 5-7206.

# Traumatic Brain Injury and Resultant Disabilities

From the perspective of the injured person, the following analogy may be appropriate. If you were given a complex jigsaw puzzle to solve without the aid of a finished picture for reference, your progress would at first be slow. You would not know if the picture was familiar or if some of the pieces were missing. As separate regions of the puzzle were reassembled, it would not at first be obvious how they were related one to another. Sometimes finding a single key piece might suddenly reveal a larger pattern.

A similar process seems to unfold for a recovering head-injured person. He or she may well have retained a large portion of prior knowledge and skills but for some reason cannot access them until something suddenly triggers the mechanism of understanding. But there may be pieces of the mental puzzle which are never found, or the re-learning process may be too slow to suit this rapidly changing world. The head-injured person may alternatively be capable of learning to compensate by using another approach or by learning new skills, that is, by growing in a new direction.

Following are common misconceptions and prejudices to be faced: the head-injured person is not necessarily less intelligent than before; emotional disturbances may or may not be present. These problems can, however, be compounded by a negative self-image or by any erosive attitudes surrounding the recovering person. Newly awakened head-injured persons tend to be very trusting, very candid, and thus very fragile. Because it

takes time and experience to resolve conflicting information provided by the five senses, the head-injured person may be slow to respond or, if rushed, may give inappropriate responses. Do not assume that the person does not understand you, even if he/she makes no response; the problem may be one of verbalization, not comprehension.

***Like other persons with disabilities, most head-injured persons would like nothing better than to have their disability forgotten—to be one of the crew with their peers—and to excel in some area on their own merit, though this may require an effort unimaginable to others.***

The head-injured person should be encouraged in every way to find and roll back the frontiers of his/her disabilities and to do so as soon after the injury as is feasible; the learning curve will probably peak within a year of regaining consciousness, though the potential for learning will still continue to exist beyond that point. A basic principle of the re-learning process is to begin with a single familiar, repetitive task and allow the person to master it before going on to a slightly more complex

operation. It is better to build confidence on this established base if possible, than to skip to something unrelated. The twin challenges of the head-injured person are boredom and frustration; thus a middle ground must be sought. To successfully accomplish a new task, intense concentration may be needed.

In the workplace, some modifications may be helpful, or there may be adaptive devices which will help to compensate. An increased sensitivity to noise, for example, might be compensated for by a change of location, installation of sound barriers, or by ear protection. The most important factor, however, is an atmosphere of mutual understanding among the head-injured person, his/her supervisor, and other employees. A successful job placement should be viewed as a victory for all; an unsuccessful one should result in serious self-examination of all concerned. Like other persons with disabilities, most head-injured persons would like nothing better than to have their disability forgotten—to be one of the crew with their peers—and to excel in some area on their own merit, though this may require an effort unimaginable to others.

One source of inspiration, understanding, and information can be a support group. There is an affiliate of the New York State Head Injury Association in this area. For further information, call the Finger Lakes Independent Center, 272-2433.

## Hours of Work

*Continued from page 1*

week. At Cornell after a nonexempt employee has been PAID for 40 hours during a standard workweek s/he is eligible for pay at one and one half times the employee's regular hourly rate of pay. For clarification, all time PAID which includes, but is not limited to vacation, sick hours, personal hours and health care hours are used in calculation of overtime pay. Supervisors must give prior approval for all overtime work. Policy #214

**Can a nonexempt employee work overtime when it is recognized by the employee that there is a need to get the work done?**

Any alteration to the work schedule, including overtime, needs to be approved in advance by the supervisor. If an employee feels that overtime is needed to get the work done, the employee should speak to the supervisor as soon as possible and prior to performing the work. Employees are not to work any overtime without permission of the supervisor, and supervisors are not to permit employees to work without recording the time worked on the timecard.

**What is the policy for meal periods?**

When a nonexempt employee works more than four hours which includes the period of 11:00am to 2:00pm, the employee must take at least 30 minutes for the meal period. New York State law requires that nonexempt employees take a meal period, therefore, employees are not allowed to waive this time and supervisors are obligated to grant the time off. Policy #212

**Is it possible to have employees work flextime in my department?**

Upon approval of the department head, supervisors may coordinate work schedules to allow employees to arrange their own daily arrival and departure time, rest break and meal period. The feasibility of implementing flextime within a department should be carefully considered and should conform to all overtime, record keeping and meal period regulations. Policy #212

**What is the university's policy on compensatory time off?**

Unpaid compensatory time off for nonexempt employees may be authorized in lieu of overtime pay only if it can be taken within the same workweek, and not carried into the next workweek(s). The supervisor and employee must agree when time off will be used. If comp time cannot be taken in the week in which additional hours were worked, then the employee must be paid for all time worked (paid) in the workweek. Policy #214

**What happens when an employee is asked to work a day s/he is not normally scheduled to work?**

The supervisor should provide the employee with as much advance notice as possible of a change in the work schedule. Then the supervisor and employee should discuss any other arrangements such as whether overtime will be paid or compensatory time off will be taken within the same work week.

Additional information about hours of work, overtime and timecards can be found in the Personnel Manual under "Administering Wages and Salaries" Policies #211-217. Feel free to call the Employee Relations section of the Office of Human Resources, 5-7206 with matters relating to hours of work, and employee/supervisory concerns.

## Holiday Schedule for 1989

The schedule of the official university holidays for 1989:

Holiday	Day(s) of Observance
Memorial Day	Monday, May 29, 1989
Independence Day	Tuesday, July 4, 1989
Labor Day	Monday, Sept. 4, 1989
Thanksgiving	Thursday, Nov. 23, 1989 Friday, Nov. 24, 1989
Winter Holiday Period	Monday, Dec. 25, 1989 Tuesday, Dec. 26, 1989 Wednesday, Dec. 27, 1989 Thursday, Dec. 28, 1989 Friday, Dec. 29, 1989 Monday, Jan. 1, 1990

For the past few years, nonacademic units which provide services to the general public, students, faculty and/or other staff have been required to remain open on workdays immediately preceding and following a holiday period. If units contemplate closing on Monday, July 3, 1989, they must first make arrangements to provide services as outlined and must have prior approval of the appropriate dean or vice president.

In keeping with university personnel policy, employees who do not work on Monday, July 3, must take vacation or personal hours, or leave without pay. Departments are not authorized to pay employees additional holiday pay since Monday, July 3, is not a paid holiday.

If you have questions concerning this matter, please contact Employee Relations at 5-7206.

## Cornell Employment News

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