

Cornell CHRONICLE

Volume 20 Number 33 May 18, 1989

	3 Stith's farewell concert
	6 Annual birding marathon
	7 Spine- chilling thrillers



Jill Peltzman

VISITING PROFESSOR — Touring the College of Veterinary Medicine last week with his wife, Lady Chilel Jawara, and Associate Dean S. Gordon Campbell, Gambian President Alhaji Sir Dawda Kairaba Jawara observes the anat-

omy studies of veterinary student John Angelos. The veterinarian and leader of his West African nation since 1965 was at Cornell as the first Poppensiek Visiting Professor in International Veterinary Medicine.

Budget pact restores full \$28 million

In the latest lurch of the budget roller-coaster that Cornell's state-supported units have been riding since January, things are looking up again.

Under an agreement announced on May 15 between Gov. Mario Cuomo and the State University of New York (SUNY), funding has been identified to restore the full \$28 million marked for cuts when the governor vetoed a proposed \$200 tuition increase for SUNY.

"About three-quarters of the funds that make this agreement possible require action by the state Legislature," said Nathan Fawcett, director of Statutory College Affairs.

"If the Legislature does endorse the plan, Cornell should finish the remaining 10 months or so of the state fiscal year at about the same level of strength as in the year just completed. Considering the state's fiscal problems, that is very satisfying," he said.

The latest agreement makes the state-supported portion of Cornell's budget virtually identical to that approved by the Legislature on April 19, part of which was vetoed by Cuomo on May 2, largely because it called for a \$200 SUNY tuition increase.

The April 19 plan allotted Cornell's four state-supported units about \$112.9 million, which is \$7.4 million above the 1988-89 total but \$1.4 million below a budget request that included virtually no new programs.

Cornell still enters the budget year with a \$500,000 shortfall to cover projected utility costs at the College of Agriculture and Life Sciences, College of Human Ecology, College of Veterinary Medicine and School of Industrial and Labor Relations; and it must adjust to the permanent base-budget reduction of \$700,000 that resulted in the elimination of 43 positions in 1988-89, Fawcett said.

"We will have to maintain the tight discipline that we have become used to," Provost Robert Barker said. "But this resolution would allow us to sustain the quality of our academic programs."

Continued on page 8

Theory Center awarded \$79 million grant

A supercomputer capable of 32 billion calculations per second will be among the advanced facilities to be aided by a six-year, \$79 million grant to Cornell's Theory Center.

The grant was announced on May 16 by the National Science Foundation in Washington, D.C.

The computer from Supercomputer Systems Inc. (SSI), with 32 processors operating in parallel — as well as advanced supercomputers from International Business Machines Corp. — are planned for 1991-1995

as a series of upgraded machines for the center.

Under the new NSF grant, the center's supercomputers will be used by thousands of scientists nationwide to understand phenomena ranging from the study of unusual heartbeat rhythms to the economics of the international arms race. The machines will help researchers develop materials for advanced solar cells, search for oil and minerals, treat cancer, understand the functioning of the brain, fight diseases such as AIDS and probe the fundamental nature of the

atom.

The new grant represents funding for fiscal year 1990, plus commitment of NSF operating support for 1991-1995 for the Cornell center's new five-year plan.

The NSF also announced grant renewals for three of the other five national supercomputer centers — at the University of Illinois at Champaign-Urbana, the University of California at San Diego and the University of Pittsburgh/Carnegie-Mellon University.

Continued on page 4

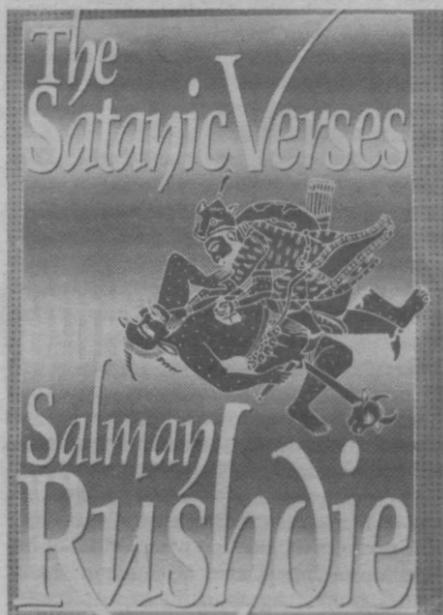
FCR backs Rushdie; urges support from other campuses

The Faculty Council of Representatives, in one of the few actions of its kind nationally, voted unanimously on May 10 to affirm the sanctity of free expression in the wake of the Salman Rushdie affair.

A resolution introduced by Professor Vernon Briggs of the School of Industrial and Labor Relations said faculty members "are part of an eternal struggle to teach and write free words" but usually rely on individual supporters when freedom of expression is threatened. "But on occasion, we confront such outrageous acts that we have no choice but to act as a corporate body," the resolution said.

In introducing his resolution, Briggs said faculties nationwide had been "strangely silent" while others spoke out against Iranian

Continued on page 8



Jill Peltzman

Salman Rushdie's "Satanic Verses."

FCR asks trustees to reopen debate on divestment policy

The Faculty Council of Representatives voted 52 to 5 at its last meeting of the academic year on May 10 to have President Frank H.T. Rhodes and the dean of the faculty, Walter R. Lynn, "take the divestment question back before the Board of Trustees for the matter to be reopened."

The resolution was introduced by Professor Locksley Edmondson of Africana studies and Professor Donald J. Barr of human services studies.

Rhodes and Lynn plan to report on the faculty resolution at the trustees' meeting on Friday, May 26, and Saturday, May 27. The board, which has extensively reviewed its South Africa investment policy twice in the past four years, will hear a report on the FCR resolution from its Executive Committee and decide if, and how, the divestment question should be reconsidered.

In a letter to board Chairman Austin H. Kiplinger and Executive Committee Chairman Nelson Schaenen Jr. concerning the resolution, Rhodes said it is "appropriate for the board to give this request its prompt and careful attention. I am pleased that Chairman Kiplinger has asked that the Executive Committee of the board review the FCR's action so that the full board can have the benefit of that review when this matter is discussed at our meeting later this month."

The FCR also passed resolutions to establish an affirmative action committee and to suggest ways to better inform the faculty so it can participate more effectively in long-range budget planning.

The resolution on divestment came a little more than three months after the trustees, following months of review by two

Continued on page 8

Briefs

■ **Wildflower Day:** Annual Wildflower Day activities will take place on Sunday, May 21, between 1 and 4 p.m. All activities are free and are scheduled for the Mundy Wildflower Garden in the Cornell Plantations, at the garden's Caldwell Road entrance near Fall Creek. The day will include displays, guided tours, a puppet show and a plant sale. On the following day, Monday, May 22, the Cornell Plantations Wildflower Art Show will open at the Pyramid Mall and will include art work created by school children in the Ithaca School District and the surrounding area. The show will run through May 29.

■ **Lunchtime bytes:** Larry Chace and Tom Dimock of Cornell Information Technologies will demonstrate the computer hardware and software they have designed and built to play a pipe organ, at the next Lunchtime Bytes Seminar on Thursday, May 25, at 12:20 p.m. in Room 100 of Caldwell Hall.

■ **Recipe modification:** The whys and hows of recipe and menu modification, including such things as lowering cholesterol content, will be the subject of a special program scheduled for 7:30 p.m. on Tuesday, May 23, at the Cornell Cooperative Extension Education Center of Tompkins County at 615 Willow Ave. in downtown Ithaca. A small fee will be charged. For more information and to register, call 272-2292.

■ **Wet basements:** A "moisture remedies" workshop for learning to identify and remedy moisture, musty smells and mildew in basements, attics, porches and backyards will be given by Cornell Extension Housing Specialist Joe Laquatra at the Cornell Cooperative Extension Education Center of Tompkins County, 615 Willow Ave., on Wednesday, May 24, from 7:30 to 9:30 p.m. To pre-register, call 272-2292. A \$2 fee will be collected for program handouts.

■ **Meals with Morley:** The final lunch this semester for employees to meet with Senior Vice President James E. Morley Jr. will be at noon on Monday, June 12, at the Statler Hotel. Those interested may call the Office of Human Resources at 255-3621.

■ **Summer permits:** A limited number of summer parking permits will go on sale starting Wednesday, May 31, at the Traffic Bureau, 116 Maple Ave. Office hours are 7:45 a.m. to 4 p.m.

■ **Burial service:** A burial service for Edward P. Morris, professor of Romance studies, will be conducted at 10 a.m. on Saturday, May 20, in Pleasant Grove Cemetery, Cayuga Heights. Morris, a member of the Cornell faculty since 1961, died Jan. 7 at Strong Memorial Hospital in Rochester. He was 64.

Cornell Chronicle

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

Published 40 times a year, Cornell Chronicle is distributed free of charge to Cornell University faculty, students and staff by the University News Service. Mail subscriptions, \$25 per year; two-year subscriptions are \$45. Make checks payable to Cornell Chronicle and send to Village Green, 840 Hanshaw Road, Ithaca, N.Y. 14850. Telephone (607) 255-4206. Second-Class Postage Rates paid at Ithaca, N.Y.

POSTMASTER: Send address changes to the Cornell Chronicle (ISSN 0747-4628), Cornell University, 840 Hanshaw Road, Ithaca, N.Y. 14850.

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.

Professor, student to speak at Law School convocation

The Cornell Law School's Class of 1989 will hold its convocation on Saturday, May 20, beginning at 2 p.m. in Bailey Hall.

More than 1,000 parents and friends of the 196 graduating students are expected to attend the convocation. The students will receive their degrees at the university's commencement ceremony on Sunday, May 28.

Dean Russell K. Osgood will preside over the convocation, and Professor Faust F. Rossi and graduating law student Michael R. Clarke will address the graduates. They were selected as speakers by the graduating class.

This is the first year that a student will join a member of the faculty to speak at the convocation ceremony.

Rossi, the Samuel S. Leibowitz Professor of Trial Techniques, teaches courses in civil procedure and trial advocacy. He received a bachelor's degree from the University of Toronto in 1953 and his law degree from Cornell in 1960.

Clarke, a 1983 graduate of Brown University, was treasurer of the Black Law Students Association and the class representative on the Cornell Law Students Association Board.

Trustees will set tuition rate at May 27 meeting in Ithaca

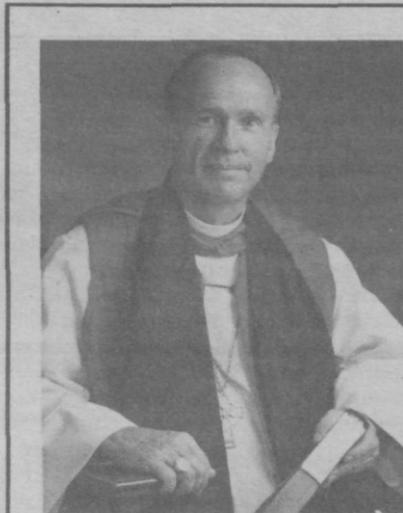
Cornell's trustees will set tuition rates for the private and state-supported units, consider financial plans for the coming academic year and vote on plans for an underground library between Goldwin Smith and Stimson halls when they meet in open session at 11 a.m. Saturday, May 27, in the amphitheater of the Statler Hotel.

Among other items to be considered by the trustees are election of the deans of the Graduate School and Johnson Graduate School of Management, and the election of new members of the board.

Trustees also will hear reports on several topics, including the status of women and minorities at Cornell, graduate research and the Herbert F. Johnson Museum of Art.

Dean of the Faculty Walter R. Lynn also will address the trustees.

Trustee committees will hold the follow-



BACCALAUREATE SPEAKER — The Right Reverend Frederick Houk Borsch, Bishop of the Episcopal Diocese of Los Angeles, will give the Baccalaureate Service sermon on Commencement Day, Sunday, May 28, at 8:30 a.m. in Bailey Hall. He is the author of 11 books including "Power in Weakness" and "The Son of Man in Myth and History." The service honors graduating students and retiring faculty.

ing meetings:

- Land Grant and Statutory Affairs Committee, Friday, May 26, 4 p.m., Biotechnology Center conference room.

- Academic Affairs Committee, Friday, May 26, 6 p.m., Rowe Room, Statler Hotel.

- Executive Committee, open session, Saturday, May 27, 9 a.m., Statler Hotel Yale-Princeton Room.

Trustees also will take part in the university's 121st commencement ceremony, which is scheduled for Sunday, May 28, 11 a.m. on Schoellkopf Field.

A limited number of tickets for the open sessions of the Executive Committee and the Board of Trustees will be available to the public beginning at 9 a.m. on Wednesday, May 24, at the Information and Referral Center in Day Hall. Tickets are not needed for the other open meetings.

Please recycle this paper . . .

along with other newsprint, computer print-out, colored and white paper.

State court upholds Cornell's ban on 'Fiji' fraternity

The New York State Supreme Court has upheld Cornell's 1987 decision banning Phi Gamma Delta fraternity, commonly known as Fiji, from campus until 1991.

Cornell's dean of students, David Drinkwater, on the unanimous recommendation of the Greek Judicial Board, banned the fraternity for four years following an investigation of charges by two Brown University female students that they were sexually abused by two Fiji members at the 1987 Valentine's Day formal at the fraternity house.

The judicial board is comprised of faculty, students and alumni. Drinkwater has since left Cornell.

In a written decision dated April 7, Supreme Court Judge William N. Ellison, presiding in Tompkins County, rejected a petition filed by members of Fiji claiming that the fraternity's case should have been tried under the university's Campus Code of Conduct.

He said the Greek Judicial Board, which had heard the case and had recommended the banning, was the "appropriate forum."

Ellison also rejected a proposal that would have led to reinstatement of the fraternity on campus this spring.

Obituary

Robert E. Osborn

Professor Emeritus of Electrical Engineering Robert E. Osborn, a member of the Cornell faculty from 1945 until his retirement in 1976, died April 14 at Tompkins Community Hospital. He was 78.

During his career, Osborn was involved in the development of the Bell X-1 Rocket, the first rocket to break the sound barrier, in the late 1940s.

During the late 1960s and early 1970s, Osborn worked on the design and construction of control systems for an autonomously roving vehicle for exploring the surface of Mars.

A native of Lafayette, Ind., Osborn received a bachelor of science degree in electrical engineering from Purdue University in 1933.

He taught at the Indiana Institute of Technology, Purdue and at the now defunct Cornell-operated aeronautical laboratory in the Buffalo area before coming to Ithaca.

He was a senior life member of the Institute of Electrical and Electronic Engineers.

Survivors include his wife, Doris, of Ithaca; a son, John David; a daughter, Judith Ann, and several grandchildren.

Burial was in Akron Cemetery in Akron, Ind.

Notables

Donald P. Greenberg, the Jacob Gould Schurman Professor of Computer Graphics, is the 1989 recipient of the NCGA Academic Award presented by the National Computer Graphics Association at its annual conference and exposition in Philadelphia in April. The only one of five annual NCGA awards presented to an academic, the award "recognizes a member of the academic community who has made outstanding contributions to the development and/or promotion of computer graphics." Greenberg was cited for his contributions as a teacher and researcher in the field since 1966 and his work as director of Cornell's Program of Computer Graphics, which specializes in realistic image synthesis and scientific visualization. Greenberg's most recent published article, "Light Reflection Models for Computer Graphics," appeared in the April 14 issue of Science.

Professor of Food Science Joe M. Regenstein is the 1988 recipient of the Earl P. McFee Award presented by the Atlantic Fisheries Technology Conference (AFTC) for his contributions to the fishing industry. His research has focused on meat and fish, with an emphasis on meat protein, the shelf-life extension of fresh and frozen fish, product development with underutilized fish and the use of byproducts from poultry and fish processing. The annual McFee Award is the only one presented by the AFTC and is believed to be the only award in the United States and Canada for food technologists specializing in fisheries.

Associate Professor of Classics Phillip Thomas Mitsis has been awarded a George A. and Eliza Gardner Howard Foundation Fellowship worth \$18,000 to cover his research during the 1989-90 academic year on the subject of Stoic ethical theory. He is one of seven scholars chosen for the annual fellowships from among 129 persons nominated by the presidents and directors of colleges, universities and cultural institutions nationwide. This year, the fellowships, which are administered by Brown University, are in the fields of classical and archaeological studies, the history of science, philosophy and religious studies. They were established "to aid the personal development of promising individuals at the crucial middle stages of their careers."

Professor Yervant Terzian, chairman of the Department of Astronomy, received an honorary doctor of science degree at the 160th Commencement of the Indiana University, Bloomington, on May 6.

The book "Fasting Girls: the Emergence of Anorexia Nervosa" by Joan Jacobs Brumberg, associate professor of women's studies and of human development and family studies, has won the 1988 Berkshire Book Prize. The Berkshire Conference of Women Historians selected the work as the best book by a woman historian during 1988. The award includes \$500 in cash.

Lauriston Sharp, the Goldwin Smith Professor Emeritus of Anthropology and Asian Studies, was presented the Bronislaw Malinowski Award of the Society for Applied Anthropology at a plenary session of the society and the American Ethnological Society in Santa Fe, N.M., on April 7. Sharp, an authority on the anthropology of the Far Eastern and Pacific peoples and a pioneer in applied anthropology, taught at Cornell from 1936 until his retirement in 1973. He was cited for his seminal work in organizing and directing "from the late 1940s the Cornell program of instruction, field training and research on human problems stemming from attempts to transfer western technology and science to non-western communities."

The Cornell chapter of the Public Relations Student Society of America won first place from among 25 finalists in a national public relations competition sponsored by The NutraSweet Company. The is the chapter's third national-level win or placement in 1988-89. Cornell PRSSA won \$2,000 for its proposal and execution of an eight-week campaign. A five-member team will travel to Chicago in late May to present their prizewinning program to company management. The presentation team will consist of the three co-directors, Karin Schwartz, Arts '90, Stephanie Bloom, HuEc '89 and Melanie Bloom, ALS '91, and two others.

Panel ridicules, disparages claims made for cold fusion

Chemistry Professor Francis J. DiSalvo played a portion of the pop song "The Neutron Dance" and sociologist Thomas F. Gieryn awarded "three sociological yawns" to the boasts and barbs surrounding cold fusion during a campus discussion on May 15.

DiSalvo, Gieryn and four others discussed the scientific and sociological significance of the March announcement by chemists B. Stanley Pons and Martin Fleischmann that they had achieved nuclear fusion at room temperature at the University of Utah using, as Newsweek put it, "little more than water, wire and electricity. It was as if someone had said he'd flown to Mars in a prop plane."

Sheila Jasanoff, director of the Science, Technology and Society Program, the event's co-sponsor, said the fury resulting from the chemists' claim could be a good thing for science because it demonstrates scientists' emphasis on open and

critical commentary and a quick debunking of false starts, or it could be a bad thing for science by showing that results can escape from the laboratory without being confirmed by peer review.

The 400 people who crowded into 700 Clark Hall for the discussion heard Nobel laureate Hans A. Bethe question the two chemists' claim by citing replication experiments that found "exactly two neutrons in 10 hours of experimentation."

DiSalvo criticized Pons and Fleischmann for providing insufficient information about their experiment and for using an open system to measure heat flow.

"As with most things in science, much of this flap was foreseen by musicians," DiSalvo said, playing a portion of a song recorded by The Pointer Sisters: "I'm just burning, doing the neutron dance. I know there's a pot of gold for me, all I got to do is just believe."

"The people I know who are doing this

work say they see nothing here," DiSalvo said. "It's very unlikely that this has anything to do with fusion."

Gieryn, a visiting associate professor of sociology and a member of the STS Program, said the fusion story deserved "three sociological yawns" because three of its aspects are typical of scientific research:

- Pons and Fleischmann were not alone, but were competing with other research teams. The reward structure of science dictates that "hot problems" will be pursued by many scientists and, because of instantaneous communication today, those scientists all are working from the same knowledge base.

- Pons and Fleischmann did not make a scientific discovery; it is up to the scientific community to determine if their work is a discovery. So far reaction ranges from "inconceivable" and "fraud" to "great stuff" and "no doubt," Gieryn

said.

- Attempts at replication are not conclusive and do not end the controversy. The two chemists and their detractors always will debate what constitutes a competent replication attempt.

Bruce V. Lewenstein, an assistant professor of communications and a member of the Program in the History and Philosophy of Science and Technology, said a preliminary study he did with his graduate students found that 35 percent of the headlines of 80 newspaper articles on cold fusion emphasized a scientific breakthrough and 20 percent emphasized the skepticism about the two chemists' announcement.

"What is the resulting image of science?" he asked. "One image you get is scientists don't know what they're doing. If we want science to be an authoritative presence in society, then we don't want to present everyday uncertainty."

—Mark Eyerly

Stith to lead Cornell bands in Carnegie Hall concert

In his final performance as director of bands, Marice Stith will lead Cornell's concert and marching bands in a benefit program at Carnegie Hall in New York City on Wednesday, May 24.

Stith, who will retire from Cornell June 30 after 23 years as director of bands, will be fulfilling a lifelong dream to perform at the world-renowned, 2,804-seat concert hall. Proceeds from the concert, which was scheduled by Cornell, will go to a fund for the Big Red Marching Band.

Stith will be ending a 41-year career that included serving as a supervisor of music at several secondary schools and as director of bands at Syracuse University before joining the Cornell music faculty.

He was born in Johnstown, Ohio, where he graduated from high school in 1944. After serving in the U.S. Army, he earned a bachelor's degree in music from Capital University in Columbus, Ohio, in 1950, and he earned a master of arts degree in 1952 from Ohio State University. He also did graduate work at Syracuse University and the Eastman School of Music.

Stith said he "hopes the Carnegie Hall concert will be a wonderful night to remem-

ber for all Cornell band members, alumni and friends. For me, it will culminate 23 truly delightful years of teaching and conducting at Cornell, for which I am deeply grateful."

The Carnegie Hall concert will be in two parts. In the first half, the 65-member Cornell Concert Band will perform a variety of works, including military marches, overtures, suites and Broadway show pieces by Holst, Bernstein, Sousa and others.

After intermission, the Concert Band will be joined by Cornell band alumni, members of the Big Red Marching and Symphonic bands in an en-masse performance of "Seventy-six Trombones," "Stars and Stripes Forever," "Colonel Bogey March" and a medley of Cornell songs, including the alma mater and "Evening Song."

General admission tickets are \$15; there also will be a special donors' seating area for which tickets are \$50.

Tickets are available at the Carnegie Hall Box Office at 881 Seventh Ave., New York, N.Y. 10019, or by calling the box office at (212) 247-7800.

—Martin B. Stiles



Marice Stith, director of the Cornell bands, will give a farewell benefit concert at Carnegie Hall in New York City on Wednesday, May 24.

Professor will teach Indian youths about starting a business

Finance Professor Robert M. Chase who has been teaching adult Indians how to operate their own businesses will show tribal youngsters how they too can become entrepreneurs.

Starting in late June, Chase will conduct two classes for a total of about 100 members of the Lummi tribe in Bellingham, Wash., who are between the ages of 16 and 22. They "are young enough to start profitable careers and put free enterprise into Indian reservations," Chase said.

His program will work along the lines of Junior Achievement Programs conducted in high schools. "The idea behind Junior Achievement is to encourage youngsters to

start a small neighborhood business as a practical way to develop entrepreneurship," said Chase, who teaches hotel and restaurant management in the School of Hotel Administration.

Living on a peninsular coastal reservation near Bellingham, Wash., the 3,500 Lummi Indians, most of them fishermen, already have established a fish cooperative. Chase hopes to encourage new business ideas among the youngsters.

"They might open a popcorn stand or sell fireworks or even open an automobile agency," he said.

Chase is concerned that the 786,000 Indians who live on reservations in the United

States depend too much on the U.S. government's Bureau of Indian Affairs and outside businesses to exploit economic opportunities on Indian land.

"Indians should make their own decisions on what they need," Chase said. "They've been living under the Bureau so long that they don't realize that they can do things for themselves."

"They can grow if they know about some of our Anglo tools."

For several years, Chase has conducted entrepreneurial classes in Arizona and Washington for tribal administrators and other native Americans in their 30s and 40s.

Chase calls his teaching methods "dis-

covery learning," encouraging his students to develop their own entrepreneurial projects. He uses a computer exercise in which students are divided into management teams to compete in the same market.

The computer game, designed by Chase for his Cornell classes, has been adopted as a training aid by Hilton International, InterContinental Hotels, Holiday Inn, Westin Hotels and McDonalds.

His work on reservations is sponsored by the Indian Management Association that was founded by nine native Americans who had succeeded in their own entrepreneurial projects.

—Albert E. Kaff

Congress urged to increase funds for environmental research

Congress should boost its support for research to tackle global environmental and ecological issues and problems, which are "too complex and poorly understood for 'quick fix' science," a leading environmental biologist was scheduled to tell a Senate hearing today.

Leonard H. Weinstein of the Boyce Thompson Institute for Plant Research, who also serves as director of Cornell's Ecosystems Research Center, said that scientists are racing against time to develop strategies to cope with serious environmental problems — global warming, increased incidence of exposure to harmful ultraviolet light, acid precipitation, toxic waste and marine pollution, to name just a few.

In testimony before the Veterans Administration, Housing and Urban Development and Independent Agencies Appropria-

tions Subcommittee of the Senate Committee on Appropriations, Weinstein was expected to explain that ground-level ozone derived primarily from fuel combustion destroys crop life each year at a rate of \$4 billion to \$5 billion in economic losses.

Weinstein's testimony was co-authored by Barbara L. Bedford, associate director of the Ecosystems Research Center. In their testimony, the scientists will represent the National Association of State Universities and Land Grant Colleges and Cornell.

Weinstein is a plant physiologist and program director of environmental biology at BTI.

In a prepared statement for delivery at the Senate hearing, Weinstein and Bedford asserted that the current funding level for the Environmental Protection Agency's Centers of Excellence program is inade-

quate. The EPA created eight Centers of Excellence in the nation in 1979, including Cornell's Ecosystems Research Center. The centers were established to provide research and training with emphasis on long-term environmental problems and forecasting environmental problems.

Weinstein said that the amount of funds available for EPA's Center of Excellence program has steadily eroded from a peak in 1981.

"EPA's original intention was to fund each center at \$1 million annually," he noted. "But . . . funding was immediately cut in half. Thus, the interest of the hierarchy within the EPA waned before the program could start."

Over the intervening years, funding has remained essentially constant. Cornell's Ecosystems Research Center will receive

\$540,000 for the 1989 fiscal year. However, the amount would have had to be raised by 42 percent, to \$767,000 just to take into account inflation since 1980, Weinstein said.

"It is fanciful to believe that a core group of scientists able to catalyze research on problems that are international, if not global, can be supported on \$540,000."

"Many in government feel that industry will assume the support for much of this long-term basic research, and some industries and industrial consortia, among others, have a history of supporting open research based on quality," Weinstein said. "But the hope that the bulk of funds for long-term research and training will be assumed by industry is 'such stuff as dreams are made of.'"

—Yong H. Kim

Kalos cites computing feats in congressional testimony

From improved understanding of elementary nuclear particles to better automobile tires, the national supercomputer centers have had an important impact on this country, Cornell Theory Center Director-designate Malvin H. Kalos told a congressional subcommittee on May 4.

Kalos delivered testimony on behalf of the five National Science Foundation-sponsored centers before the Subcommittee on Veterans Administration, Housing and Urban Development and Independent Agencies of the House Committee on Appropriations. The subcommittee oversees the NSF budget. Kalos, currently head of the Ultra-computer Laboratory at New York University, will assume the directorship of the Theory Center in June.

The five national supercomputer centers are the Cornell National Supercomputing Facility, the John von Neumann National Supercomputer Center in Princeton, N.J., the National Center for Supercomputing Applications at the University of Illinois, the Pittsburgh Supercomputing Center and the San Diego Supercomputer Center.

The national supercomputer center program "has been an enormous success and has revealed a great pent-up demand for supercomputer resources," Kalos told the subcommittee. The centers "are now an integral and important part of the national research enterprise," he said.

Kalos said the centers have aided basic research advances in fields such as elementary particles, astrophysics, electronic structure and materials research — including theories of the new high-temperature super-

conductors.

The centers "have increased the demand for American supercomputers, both directly as the centers have acquired state-of-the-art supercomputers and as they have encouraged other American universities and, even more important, American companies to acquire such machines," he said.

Research partnerships between the centers and private industry have led to "significant advances in productivity," Kalos told the subcommittee.

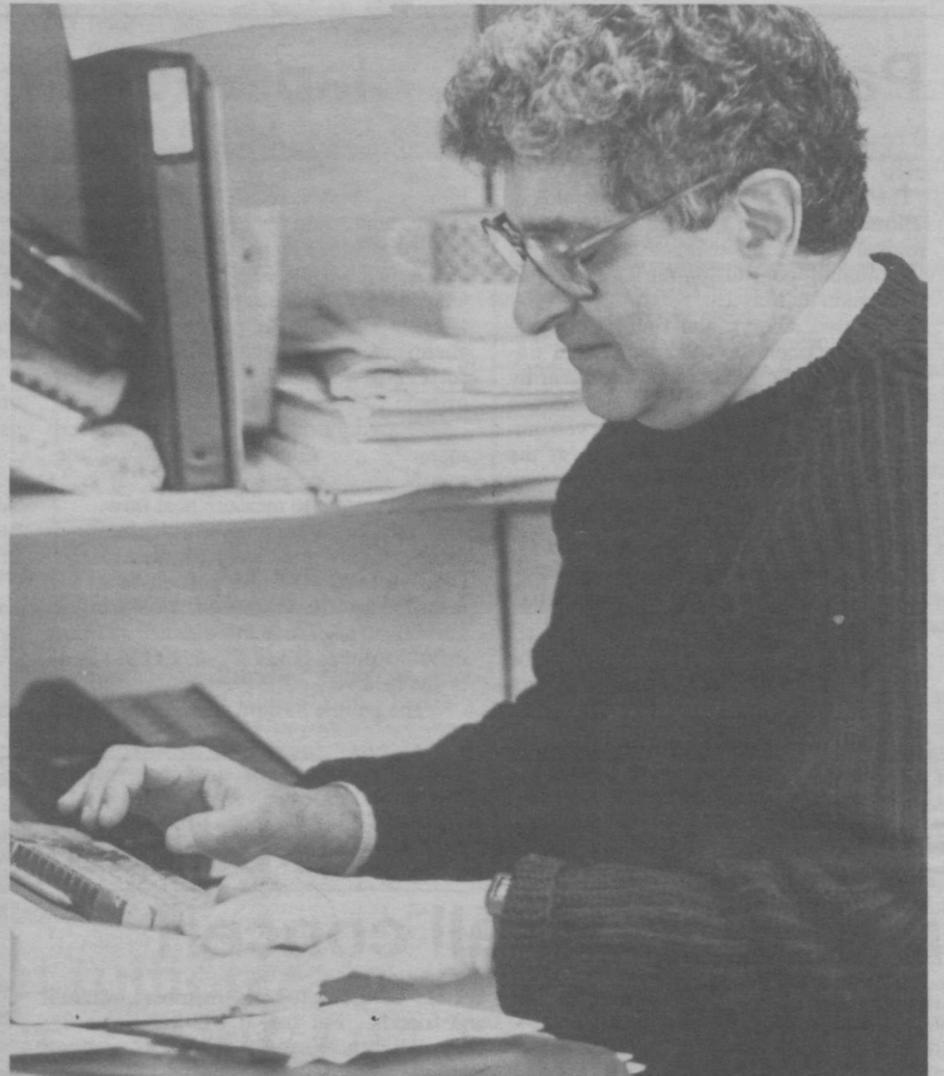
"Alcoa has used the facilities of the Pittsburgh Center to improve the design of aluminum beverage cans. The cooperation of Corning Glass and Xerox with Cornell have led to improvements in glass manufacturing and office products, respectively," he continued.

Kalos also cited partnerships between the Illinois center and Eli Lilly & Co. to design new drugs, and cooperation between the San Diego center and GenCorp Inc. to design improved automobile tires.

In his testimony, Kalos also listed the centers' studies of global climate, acid rain, epidemics and earthquakes as vital to ensuring or restoring the nation's quality of life. The centers also have improved science education and have "created a new generation of people trained in computer technology for industry and other universities to draw on," he said.

"The challenge is greater than any of us thought," he said. "The center program has done well, but we can and must do better in the future."

—Dennis Meredith



Janet Charles

Malvin Kalos, director-designate of the Theory Center.

Theory Center *continued from page 1*

"This grant from the National Science Foundation recognizes the critical importance of the national computing centers as seed crystals to stimulate the application of advanced supercomputing," said the Theory Center's acting director, David Caughey.

"This grant also marks the continuation of the extraordinarily productive partnership among NSF, Cornell, corporations such as IBM and the state of New York," Caughey said. "Each of these partners has clearly understood the powerful role supercomputing plays in our economy and in the advancement of science."

Gov. Mario M. Cuomo called the NSF grant "evidence of New York State's position as a national leader in advanced technology."

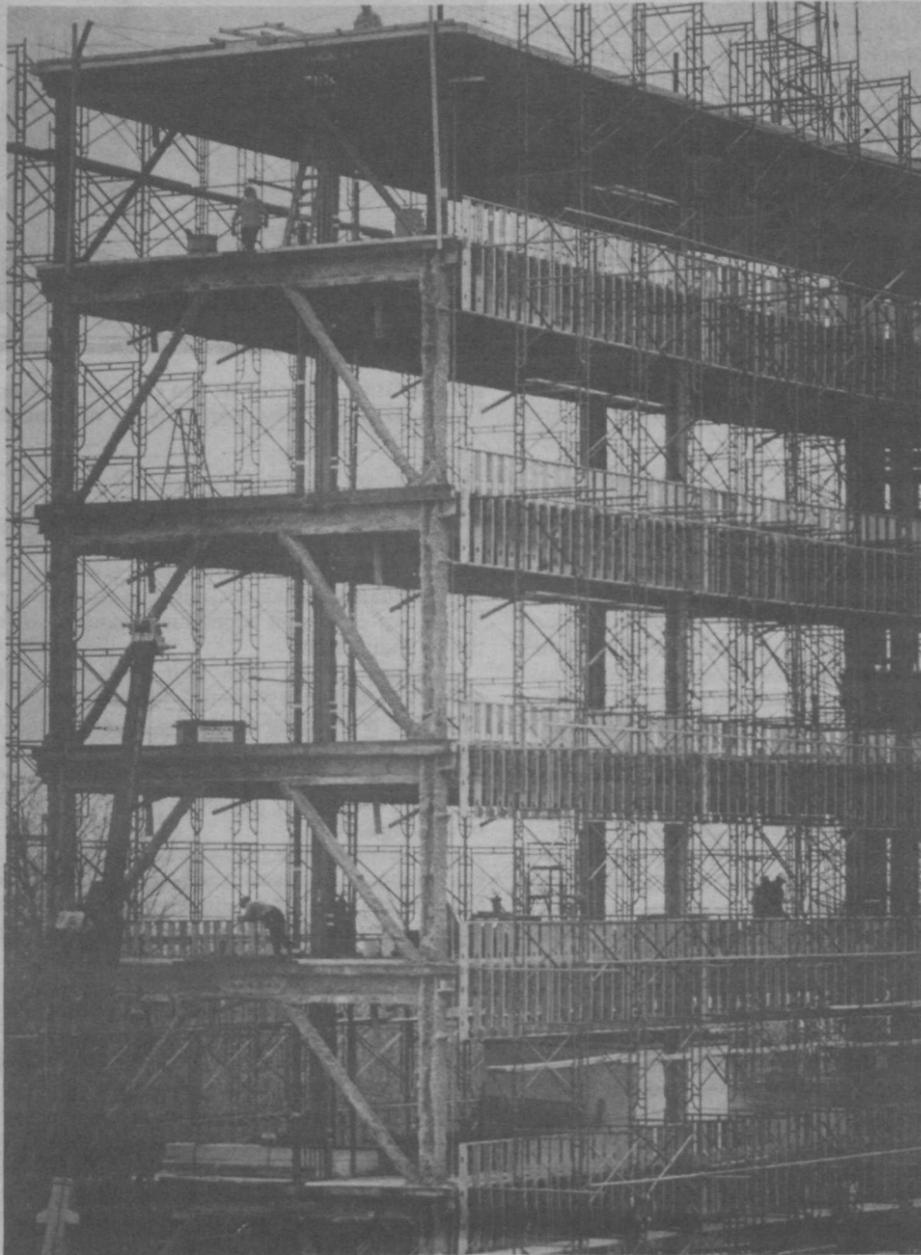
The state of New York currently provides operating funds of \$800,000 per year for the Theory Center, as well as grants and loans totalling \$10 million toward the new \$30 million building to house the Theory Center and faculty in Cornell's College of Engineering. IBM has contributed \$47.6 million in funding and equipment during the Theory Center's first five years of operation.

Since the Theory Center began in 1985, through fiscal year 1990, corporations including IBM have provided 47 percent of the total cost of operating the center, NSF has provided 37 percent, Cornell 8 percent and New York state 4 percent.

"The national supercomputer centers have become an integral part of this nation's research and engineering enterprise," said New York University physicist Malvin Kalos, who will assume directorship of the Theory Center in June. "They have had a profound influence on society, yielding important basic discoveries, increasing American competitiveness, stimulating demand for American supercomputers, challenging companies to invent new machines and improving technological education."

Larry Lee, director of the Cornell National Supercomputing Facility, said, "Our goal is to allow researchers to use supercomputers to address problems a thousand times larger and more complex over the next decade. To do this, we will need rapid advances in parallel-processing hardware and software, mass data storage, computer graphics and computer networks. We will also need a continuation and expansion of effective programs to train and support scientists and engineers in supercomputing and to further develop and maintain industry research partnerships."

"The Theory Center program that NSF has funded is a balanced approach to achieving these ambitious goals," Lee said. The CNSF is the unit of the Theory Center



Jill Peltzman

The new home of the Theory Center, including the Cornell National Supercomputing Facility, rises on Campus Road next to Grumman Hall.

responsible for providing supercomputing services to users throughout the country.

The Theory Center, formally named the Center for Theory and Simulation in Science and Engineering, now provides supercomputing to more than 2,000 researchers working on approximately 500 research projects. The center concentrates on advancing the use of parallel processing for research applications. Parallel processing is

the technique of dividing complex problems into parts, with each part being solved simultaneously.

The center currently has two six-processor IBM 3090-600E supercomputers, each capable of peak speeds of 700 million floating point operations per second. Cornell and IBM researchers are working to couple the two machines via a high-speed link into a clustered pair. This clustering will allow

scientific programs to be executed in parallel using all 12 processors.

In 1989, Theory Center researchers plan to replace the 600E machines with faster IBM 3090-600S machines in a clustered pair, producing a 40 percent increase in performance. Center scientists plan further upgrades throughout the early 1990s, culminating with the SSI 32-processor supercomputer in 1994. SSI, based in Eau Claire, Wisc., is developing an advanced multi-processor supercomputer in partnership with IBM, under the direction of supercomputing pioneer Steve Chen.

Besides advancing hardware and software used for parallel supercomputing, the Theory Center's five-year plan for fiscal 1991-1995 includes:

- The implementation of the UNIX operating system across all CNSF computer systems.
- The development of mass data storage systems capable of efficiently storing and retrieving terabits of information. A terabit is one trillion bits, approximately the equivalent of 1,000 Encyclopaedia Britannicas. Such masses of data are generated by satellites used in climate modelling or ecological research, seismic studies of the Earth's depths and research on the fundamental structure of chemical compounds.
- The development of interactive computer graphics systems by the Cornell Program of Computer Graphics that would allow researchers to visualize the results of their supercomputer calculations as they are being carried out.
- Improved high-speed computer networks that can transmit 45 million bits of information per second to give computer users around the country full access to the Theory Center's supercomputers.
- The continued development of conferences, workshops and training programs to help academic, corporate and government researchers and students learn to use supercomputers effectively.
- Expansion of the center's joint studies on parallel computing, work stations, computer graphics and mass storage with IBM and other computer vendors.
- Expansion of the center's Corporate Research Institute, which now includes 13 corporations that collaborate on research using the center. Among them are IBM, Floating Point Systems, Corning Glass Works, Xerox Corp., General Electric Co., Ford Motor Co., the David Sarnoff Research Center (SRI), Philip Morris USA and GenCorp Inc.

Completion of the Theory Center building, now scheduled for occupancy in March 1990.

—Dennis Meredith

CALENDAR

All items for the calendar should be submitted (typewritten, double spaced) by campus mail, U.S. mail or in person to Chronicle Calendar, Cornell News Service, Village Green, 840 Hanshaw Road, Ithaca, NY 14850.

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

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

chess player and book collector, through July 15, Monday through Friday, 9 a.m. to 5 p.m.

Tjaden Gallery

B.F.A. exhibition of work by Eddy Wang, Tom Williams, Sara Campitelli and Mabel Chan through May 19; B.F.A. Exhibition of work by Heather McElroy, Margaret Egan, Kim Silvia, Kate Devane and Laird Etting May 21 through May 27. The gallery is in Tjaden Hall.

FILMS

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, 5/18

"Ninotchka" (1939), directed by Ernst Lubitsch, with Greta Garbo, Bela Lugosi and Melvyn Douglas, 7 p.m., Uris.*

"Young Guns" (1988), directed by Chris Cain, with Emilio Estevez, Kiefer Sutherland and Charlie Sheen, 9:40 p.m., Uris.*

Friday, 5/19

"Torch Song Trilogy" (1988), directed by Paul Bogart, with Harvey Fierstein, Matthew Broderick and Anne Bancroft, 7:15 p.m., Uris.*

"Blade Runner" (1982), directed by Ridley Scott, with Harrison Ford, Rutger Hauer and Sean Young, 10 p.m., Uris.*

Saturday, 5/20

"Torch Song Trilogy," 7:15 p.m., Uris.*
"Blade Runner," 10 p.m., Uris.*

Sunday, 5/21

"The Sweet Smell of Success" (1957), directed by Alexander Mackerdrick, with Burt Lancaster and Tony Curtis, 8 p.m., Uris.*

Monday, 5/22

"Wall Street" (1987), directed by Oliver Stone, with Michael Douglas, Charlie Sheen and Daryl Hannah, 8 p.m., Uris.*

Tuesday, 5/23

"Something Wild" (1986), directed by Jonathan Demme, with Jeff Daniels, Melanie Griffiths and Ray Liotta, 8 p.m., Uris.*

Wednesday, 5/24

"Lost in America" (1985), directed by Albert Brooks, with Albert Brooks and Julie Hagerty, 8 p.m., Uris.*

Thursday, 5/25

"The Secret of My Success" (1987), directed by Herbert Ross, with Michael J. Fox, Helen Slater and Richard Jordan, 8 p.m., Uris.*

MUSIC

Department of Music

Marice Stith's final concert with the Cornell Concert Bands, May 24 at 8 p.m. in Carnegie Hall, New York City. Bus transportation will be provided. Call 255-3816.

The Cornell Chorus and the Glee Club will perform in concert May 27 at 8:15 p.m. in Bailey Hall. Featured will be works by Maximilian Albrecht, Leonard Bernstein, Robert Schumann and Elliott Carter. The Chorus will premiere pieces by Yehudi Wyner. Tickets are available at the Lincoln Hall Ticket Office and the Sage Chapel Basement for \$4 or at the door for \$5. For information, call 255-3396 or 255-2324.

Bound for Glory

Records from the studio, May 21. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

RELIGION

Sage Chapel

There will be no service at Sage Chapel May 21.

Catholic

Mass: Saturday, May 20, 5 p.m., Sunday, May 21, 10 a.m. only, Anabel Taylor Auditorium.

Daily Masses to be announced on a weekly basis.

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 (until May 26).

Conservative/Egalitarian Services: Friday 6 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room. (Starting June 2, services on Friday will be at 8 p.m.)

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

Korean Church

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

Muslim

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

Protestant

Protestant Cooperative Ministry: Bible Study will begin 10 a.m., G-7, Anabel Taylor Hall. Worship every Sunday, 11:00 a.m., Anabel Taylor Chapel.

Baptist Campus Ministry (SBC): Every Saturday, 7 p.m., in the Forum, Anabel Taylor Hall.

Zen Buddhism

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

SEMINARS

Applied Mathematics

"Domain Decomposition Methods for Unsteady Convection Diffusion Problems," Yuri Kusnetsov, Academy of Sciences, USSR, May 19, 4 p.m., 322 Sage Hall.

Chemistry

Title to be announced, James L. Skinner, Columbia University, May 23, 4:40 p.m., 119 Baker. Special Seminar

Cornell Information Technologies Lunchtime Bytes Series

"Music Soothes the Savage Computer," Larry Chace and Tom Dimock, Cornell Information Technologies, May 25, 12:20 p.m., 100 Caldwell Hall.

Epidemiology

"The Application of LISREL to Bio-Medical Studies," Yinsheng Qu, Tianjin Medical College, Tianjin, China, May 22, 12:20 p.m., 200 Savage Hall.

Microbiology

"Expression and Regulation of HIV Structural Protein Genes," David Rekosch, biochemistry, SUNY, Buffalo, May 22, 12:15 p.m., G-3 Vet Research Tower.

"Molecular Genetic Analyses of Marine Bacteria," Douglas Bartlett, The Agouree Institute, La Jolla, Calif., May 22, 4:30 p.m., 105 Riley Robb.

"Microorganisms On and Within Rocks and Their Contribution Toward Weathering," Peter Hirsch, Institut fur Allgemeine Mikrobiologie, Kiel, West Germany, May 23, 4:30 p.m., 124 Stocking Hall.

"Crown Gall Tumor Formation: Early Steps in the Interaction of *Agrobacterium* with the Host Plant," Eugene Nester, microbiology, University of Washington, Seattle, 4:30 p.m., May 25, 124 Stocking Hall.

Neurobiology & Behavior

"Modulation of Motor Patterns and Their Interactions by the Peptide Hormone RPCH," Patsy Dickinson, biology, Bowdoin College, May 19, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Society for the Humanities

"Culture and Revolution," a day-long conference, May 20, A.D. White House, 27 East Avenue. "The Revolutionary Theory of Popular Sovereignty," Joseph Tempesta, history, Ithaca College, 10 a.m.; "A Ritual of Consecration: Benjamin West's 'Death of Wolfe'," Rosemary Welsh, art and art history, Wells College, 10:45 a.m.; "Revolution, Negritude, and the 'Metissage' in Cesaire's 'Le Verbe Marrone,'" Jonathan Monroe, comparative literature, Cornell, 11:45 a.m.; "Post-Revolutionary Consolidations and Upheavals in 'The Last of the Mohicans,'" Susan Wolstenholme, English, Wells College, 1:30 p.m.; "Counter-Revolution: The Nostalgic Search for a Lost Past in Balzac's 'Le Lys dans la Vallée,'" Brigitte Mahuzier, modern languages, Ithaca College, 2:15 p.m.; "Central American Revolutions and U.S. Culture," Harvey Firside, politics, Ithaca College, 3:15 p.m.

Veterinary Pathology

"Recent Advances in Experimental Vascular Pathology," Guido Majno, pathology, University of Massachusetts Medical School, Worcester, Mass., May 19, 2 p.m., Room G-3, Vet Research Tower.

SPORTS

Thursday, 5/18-Sunday, 5/21

Men's Track, IC4A at Villanova

Sunday, 5/21

Women's Crew, EARC at Lake Waramaug

MISC.

Cornell Plantations

Wildflower Day will be held May 21, 1 to 4 p.m. Activities will center around the garden's Caldwell Road entrance new Fall Creek with guided tours, displays featuring habitat conservation, puppet shows, and a plant sale.

4-H Foundation

The New York State 4-H Foundation will hold a golf outing June 19 beginning at 7:30 a.m. There will be prizes, awards, food and fun. Registration is \$75 prior to May 15, \$35 of which is tax deductible; \$85 after May 15, \$45 of which is tax deductible. Send to 109 East Roberts Hall, att: golf registrar.

Fuertes Observatory

Fuertes Observatory, situated on the hill behind Helen Newman Hall, will be open to the public every clear Friday night from 8 p.m. or dark until midnight. Call 255-3557 for information.

Macintosh Users' Group

MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meet on the first Thursday and second Wednesday of each month. Meetings are free and beginners are welcome. For more information, call Andrew Merkle, 277-2239.

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.

DANCE

Cornell International Folkdancers

Instruction and requests, May 21 from 7:30 to 10:30 p.m. in Martha Van Rensselaer Auditorium. For more information call Wies van Leuken: 257-3156.

EXHIBITS

Johnson Art Museum

The Herbert F. Johnson Museum of Art, on the corner of University and Central avenues, is open Tuesday through Sunday from 10 a.m. to 5 p.m. Admission is free. Telephone: 255-6464.

"Variations on a Theme: Music in Art," an exhibition of artwork that deals either directly or indirectly with music, coordinated by the 1988-1989 student intern staff, through June 4.

"Professional Visions: Photographs from the Archives of the American Society of Magazine Photographers," an exhibition of about 100 photographs that explore photography's development in the commercial art world, through July 9.

"Gordon Matta-Clark: A Retrospective," an exhibition examining the work of the late multimedia artist Gordon Matta-Clark, a 1968 graduate of Cornell best known for projects in which he cut through existing buildings to create sculptural works of art, through June 4.

"A Pastoral Legacy: Paintings and Drawings by the American Artists Ridgway Knight and Aston Knight," the first exhibition in modern times of the Knights, an American expatriate and his son, featuring about 50 paintings and drawings, through June 18.

"American Art to 1945," an exhibition of 19th-century landscapes and cityscapes and 20th-century paintings and sculpture, most of them from the museum's collection, through the end of May.

"Alison Bishop," an exhibition featuring the work of a well-known Ithaca artist, Alison Mason Kingsbury Bishop, who died last year at the age of 90 and was a landscape and mural painter, from May 26 through July 23. The widow of Professor Morris Bishop '14, she helped to paint the murals in the lobby of Willard Straight Hall.

Center for Jewish Living Art Gallery

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

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,

Ornithology Lab earns \$26,000 in birding marathon

The education and research programs of the Laboratory of Ornithology are more than \$26,000 richer because the Laboratory Sapsuckers, Cornell's entry in the Biggest Day, a 24-hour bird identification marathon, found 173 different species in New Jersey last Saturday.

Supporters of the Cornell team, which has yet to win the birding marathon, pledged nickels, dimes and quarters for each species. The New Jersey-based Chapman Bird Club topped 31 other teams to identify 201 species. An estimated \$200,000 was raised for conservation purposes.

The total of funds raised for the Cornell laboratory could be higher when local birders, who were encouraged to compete in their own marathon called the Big Bird-Watch, complete their reports in the next two weeks, according to Rick Bonney, captain of the Laboratory Sapsuckers.

That same weekend, teams from the laboratory and the Cayuga Bird Club found a total of about 150 different species in 24 hours in the area around Cayuga Lake.

In the past, the Sapsuckers were delayed in their pursuit by flat tires and traffic jams. This year they nearly ran out of gas Saturday night and sought help at a fire station. "We were saved," Bonney said, "by a fireman who came out holding a bottle of gasoline — and a cigarette."

While covering 490 miles around the Garden State, the Sapsuckers' biggest disappointment was failing to find the relatively common Eastern bluebird "no matter how hard we looked," Bonney said.

Their biggest near-disappointment was the screech owl: First their owl impressions attracted a suspicious policeman in northern New Jersey. The officer apologized when the birders explained their mission, but four hours of owl calls in the dark and cold of night failed to turn up a single screech owl. Then — with 38 minutes remaining before the marathon's end — a screech owl flew in front of the Sapsuckers' headlights.

It was bird number 173, the most the Sapsuckers have identified in six years of marathons.

—Roger Segelken



BLOOMING YELLOW DAFFODILS — Cornell Plantations staffers prepare the ground for a new garden off Judd Falls Road. Hillside Garden, a gift of alumnus William "Whitey" Mullestein, Class of '32, and his wife Louise, will be planted with shrubs and large perennials for foliage. Designed by Rick Bogusch, Plantations' landscape designer, and Mary Hirshfeld, curator of the botanical gar-

den, the new garden will include a couple of benches, a winding path across the bank and stone stairways into the Young Garden and the North Walk. It was planned to complement the nearby Robison York State herb garden. Construction began last summer and planting began a month ago, but it has been delayed because of the weather.

Jill Peltzman

Commentary

Hyped Science: Researchers Are Hurting Their Own Cause

By Dorothy Nelkin

Reprinted from the Opinion page of *The Scientist*, May 15, 1989.

Once upon a time, scientists assumed that a record of solid accomplishment was sufficient to maintain research support. They were not really interested in public visibility; on the contrary, they feared it would encourage outsiders to interfere in the research process. Even when research had obvious applications, scientists in most fields were careful to direct their initial findings toward their professional colleagues. Once supported by peer review, they then would go public through the press. Major journals, such as "Science" and the "New England Journal of Medicine," have reinforced these norms by refusing to publish papers if their authors first report the findings to the media.

Things have changed. No better example exists than the recent claim by University of Utah scientists that they had triggered hydrogen fusion in a simple electrolytic cell, obtaining a substantial amount of energy. For decades, scientists have tried to achieve controlled hydrogen fusion. The Utah "breakthrough," using unconventional techniques, could yield a cheap and limitless source of energy that would — in the words of a "New York Times" reporter — "revolutionize the way the world meets its power needs." Or it could simply be one more example of the over-optimistic reporting of premature results. It may be a Nobel Prize discovery. Or it may be just a fluke. Ultimately, other scientists, who are busy trying to replicate the experiment, will determine the validity of the claims.

But the Utah researchers did not directly submit their results to their scientific col-

leagues for peer review. They went, instead, to the press. In doing so, they elicited outrage from their scientific colleagues, who characterized their means of disclosure "appalling," "outrageous," "deplorable," and "a flagrant violation of scientific norms." Even a University of Utah spokesman said the disclosure was "irregular," forced by inadvertent rumors and leaks.

Yet, this is not by any means the only example of media hype generated by the scientific community. Much of this hype comes from medical scientists. The press has been full of premature announcements of cures for Alzheimers, cancer, arthritis, and even AIDS. And recall the extraordinary promotion of the research on the artificial heart, also by the University of Utah. The Utah public relations department hosted reporters for 112 days — until Barney Clark died. They promoted the experiment as a "dazzling technical achievement," the "blazing of a new path." Salt Lake City was to become Bionics Valley, the home of high-tech industry. Then the research, and the hype, continued at Humana Hospital in Louisville, Ky. — until, of course, the real difficulties of this venture became only too obvious.

Cheap sources of energy have long generated media hype. In the early days of nuclear power, the infant nuclear industry promised energy "too cheap to meter." Reporting the industry's promises, one journalist given to hyperbole predicted that "No baseball games will be called off on account of rain in an era of atomic energy. No airplane will by-pass an airport because of fog. No city will experience a winter traffic jam because of snow." And then, more recently, important scientific advances in superconductivity led to reports of "stunning possibilities" of new and efficient power sys-

tems.

Just as high-tech medicine was hailed as the key to creating a "bionic valley," so advances in biotechnology in the early 1980s were seen as heralding the creation of biotech valleys, as venture capital industries would bring prosperity to local economies. Perhaps the master of promotion was NASA (before the Challenger accident); the space shuttle was to bring "a new epoch for the space age." And several journalists were led to predict that soon "everyman will be in space."

Much of this science and technology hype has come from industries or agencies, eager to promote their products or programs. But scientists and their institutions are increasingly playing a similar game. Journalists are wary about science PR; as one put it: "They're all grinding the same axe, from breakthrough university to wonder pharmaceuticals to the National Institute of Nearly Cured Disease." But the fact that journalists suspect manipulation by overeager scientists does not diminish the researchers' influence, for sensitivity to manipulation is dulled by the prevailing faith in science as the ultimate, authoritative source of objective information, and the fervent conviction among many science writers that science will create a better world.

Thus, scientific hype will easily make the press. But there are important costs. Exaggerated promises lead to unrealistic expectations and then to disillusionment when promises fail. This is what leads to such polarized reporting. Science is reported in the press in terms of promising applications or perilous effects; it offers triumphant progress or tragic results, dramatic breakthroughs or alarming risks. When discoveries are reported with enthusiastic optimism, failures become all the more devas-

tating. Recall the sense of public betrayal that followed the Challenger explosion and the accident at Three Mile Island.

Immediately following the Utah announcement of the fusion experiment, hundreds of companies contacted the university; the Utah governor's office announced a "bonanza" for the state and asked the legislature for a \$5 million appropriation; and a state senator proposed that citizens buy a stake in the research by pledging part of their taxes. Expectations were surely raised. The results are yet to come.

Scientists routinely blame the media for public concerns about science. They lament about what they see as the poor quality of science journalism, its polarized reporting and its focus on dramatic results. Yet the outraged response to the Utah incident seems a bit hypocritical, since scientists, as a major source of information for the press, frequently contribute to the hype and to the naive view of science as a quick and easy fix for important public problems. Overzealous researchers frequently call press conferences seeking media coverage of "hot" research because this is a way to establish their priority and to attract public and, therefore, congressional and industrial attention (and support). But should their promises fail, they invite disillusionment and encourage cynicism about their costly enterprise. And, perhaps more important, they threaten the credibility of science as a neutral, disinterested, self-regulating, and, therefore, trusted source of public knowledge.

Sociology Professor Dorothy Nelkin, author of "Selling Science: How the Press Covers Science and Technology," is currently a visiting professor at New York University.

Alumna finds her calling writing 'psychological thrillers'

What is a nice woman like Judith Kelman doing looking for the perfect name in the obituaries, studying handwriting analysis techniques and killing off the bad guy at the end?

Writing, that's what. And making "a more than comfortable living" at it, to boot.

"It's incredible to get paid for flexing your imagination," said Kelman, Class of '67, whose imagination has created characters such as a multiple-personality murderer who triples as an innkeeper, professor and trustee at Cromwell University in upstate New York, an overweight handwriting expert and a woman who disguises herself as her son before terrorizing the neighbors.

Her imagination lives in the novels "Prime Evil," "Where Shadows Fall," "While Angles Sleep" and the forthcoming "Hush Little Darlings," all published in paperback by Berkley Books of New York. They are what the trade calls "psychological thrillers."

"Goody crept through the opening behind her," Kelman writes in "Prime Evil." "When he flipped on the light, she was faced with a sight too hideous to absorb. The walls were covered with grossly enlarged photographs of corpses, dead women and small children with tortured grimaces and wide, empty eyes. . . . A lovely young woman, her hair a spill of flaxen silk, held a delicate hand to the remains of her forehead, crushed and bloodied by a murderous fit of evil."

Where does she get her inspiration? "You're looking at me like my father looks at me when he says, 'I know you had a normal childhood. I was there,'" said the 43-year-old mother of two teen-age boys, the holder of two master's degrees and the author of advice columns such as "Being a Real Friend" and "Could Your Child do Better in School?"

"I just like scaring myself," she said. "It's fun."

"At some level, I'd like to be published by Knopf and win a Pulitzer Prize, but I found I was better suited to this style," she added.

Kelman, a believer in the power of serendipity, began her writing career in the summer of 1981 because "there was something missing in my life: a career that was an absorbing passion. I envied people who worked at something that consumed them."

Her husband, Ed — a fellow Cornell graduate and entertainment lawyer whose current clients include a member of



Judith Kelman

the rock group Bon Jovi and the World Wrestling Federation — pleaded with her half-seriously not to give up the day job, Kelman recalled. But she enjoyed her summer of

writing so much that she did not return to her job as a speech therapist in the Greenwich, Conn., schools that fall.

A novel she wrote that summer is deservedly buried in a trunk, and she earned only \$874 in her first year as a writer, Kelman said. But she eventually was able to sell essays to The New York Times and several magazines, including Glamour, Redbook and Seventeen, on a continual basis, as well as seeing her four novels published.

Her first magazine sale was to Working Mother magazine; when they called her, Kelman at first thought they were trying to sell her a subscription.

It's a safe bet that no one who knew Kelman — then Judith Edelstein — as a Cornell undergraduate would have predicted that she would become a successful writer. Kelman entered Cornell not knowing what she wanted to do with her life but convinced by her brother, who studied law here, that it was "a place where you can find anything."

"Cornell is a place to try lots of roles and personalities," Kelman said. "You're not constrained by the size, the expectations or the university's personality. Cornell doesn't have a dominant personality of its own; it's a compilation."

Kelman studied child development in what was then the School of Home Economics and now is the College of Human Ecology, and spent one semester teaching in a Harlem middle school before earning a master's degree in educational psychology from New York University. She taught retarded children for 10 years and, after earning a second master's degree, this one in communication disorders from Southern Connecticut State College, she spent five years as a speech therapist.

"What you study shouldn't preclude you from finding what you really want to do," Kelman said. Her older son, Matt, 17, will enter Cornell as a freshman government major this fall with plans to become a lawyer, but "I hope he opens himself to other possibilities, too," Kelman said. Her second son, Joshua, is 14.

"I was especially happy at Cornell, even though the sky was always grey," she added. "There was the challenge of meeting exciting, quirky people who were struggling to find their place in the universe. But you're not grown up at the end. I'm not sure I'm there yet; I still surprise myself."

—Mark Eyerly

Cornell labor research discussed in Washington

Research at Cornell on why labor shortages will help the United States and what corporations can do to enhance motivation of American high school students is being presented this week to a group of about 23 corporate executives and U.S. senators and congressmen in Washington, D.C.

The research is being discussed at briefing sessions from Wednesday, May 17, to Friday, May 19 arranged by the School of Industrial and Labor Relations.

Robert T. Jones, assistant secretary of labor for employment and training, was scheduled to give the keynote address at a dinner beginning at 7:30 p.m. on May 17.

Jones is the only top official in the Department of Labor to be held over from the Reagan administration.

"Labor shortages should be viewed as a positive development and not necessarily as a negative development," said Vernon M. Briggs Jr., one of the participating professors. "This is because labor shortages are a normal feature of full employment."

"Labor shortages encourage the development of human resources through quality training, good education, pursuit of equal employment opportunities and reforms in our immigration policies to provide the type of workers we need," Briggs asserted.

Another faculty speaker, John Bishop, was to discuss his findings into reasons why American high school students score below students in Asia and Europe.

"For American students who do not plan to go on to college, there are no rewards for learning," Bishop said.

"Research shows that students who make higher scores in academic subjects receive lower starting wages."

"Even though knowledge of math, science and English is strongly related to job performance in most jobs, recent high school graduates do not receive higher wages for that knowledge," Bishop said.

"An added problem is that in high school there is peer pressure against studying when students are graded on a curve," he added.

Other Cornell speakers scheduled to give addresses are:

- Professor Harry Katz on "Innovative Corporate Retraining Programs and Strategies."

- Associate Professor Phyllis Moen on "Facing the Shortage of Engineers and Scientists Realistically: Why 'Mommy Track' Won't Work."

Moen is on leave from the Department of Human Development and Family Studies to the National Science Foundation.

—Albert E. Kaff

Cost-reduction ideas saving as much as \$500,000 a year

Cornell has awarded a total of \$1,500 in cash prizes to nine of its departments for cost-saving ideas that are saving the university as much as \$500,000 a year.

Additionally, four of the nine suggestions have been entered in the 14th annual Cost Reduction Incentive Awards Program sponsored jointly by the National Association of College and University Business Officers (NACUBO) and the United States Steel Foundation.

NACUBO will announce 35 prize winners in July who will receive cash awards ranging from \$100 to \$7,500.

The nine winners on campus this year were selected from 24 entries in the university's annual Cost Reduction Incentive Award competition, according to Allan A. Lentini, assistant to Senior Vice President James E. Morley Jr.

"In addition to the obvious monetary savings to the university, the cost-savings competition has given public recognition for more than a decade to the all-too-often unsung contributions of employees and their departments," Lentini said.

The four entries forwarded to NACUBO and their on-campus cash prize are:

- A campuswide paper recycling program developed by the Care of Buildings Department, which could result in an annual savings of \$105,000 to \$365,500, received a \$500 prize.

- A plan developed by the Department of Telecommunications to purchase equipment from licensed retailers instead of buying from the equipment manufacturers, which could result in savings of more than \$36,000 a year, received a \$300 cash prize.

- A system for controlling the excessive use of soap with a "soap-user card" for 10 free bars a year introduced by the Department of Athletics, which means an annual savings of about \$9,000, received a \$100 cash prize.

- A scrap metal recovery plan developed by Maintenance and Service Operations, which promises annual earnings of more than \$40,000 for the sale of metals, mainly sheet metal and pipe from shops on campus that used to be thrown away, received a \$100 cash prize.

The five other \$100 winners are:

- The Athletic Department for new cost-saving approaches to team travel, including making all travel arrangements through the department's business office rather than having each coach making the arrangements.

- Electronic Composition Services and Publications Services for installation of a new image processor at Composition Services.

- Facilities Engineering for a microfilm-management system.

- Facilities Engineering for an in-house sign-production program.

- Engineering and Facilities for refinements to the draft fan to the heating plant boilers.

The annual campus cost-savings competition is coordinated by the Office of the Senior Vice President with the NACUBO competition. A notification with the rules and an application form is sent before the end of the calendar to each department on campus.

—Martin B. Stiles

Labor economist to study impact of South America's debts on its poor

A Cornell labor economist this summer will start one of the first detailed studies into what South America's huge national debts and economic recession have done to that continent's poor people.

"We really do not have firm data on whether the poor of Latin America have been hurt by the macro-economic problems that face their nations or not," said Gary S. Fields, a professor of labor economics in the School of Industrial and Labor Relations.

From the World Bank and other interna-

tional sources in Washington and elsewhere, Fields will collect all available data on household income and spending to determine the impact of national economic problems on low-income families.

He received a \$20,000 Howard Heinz Endowment Research Grant to fund his research into the issue, "Poverty and Inequality in Latin America." Fields hopes to complete his research by the end of summer 1990.

—Albert E. Kaff

Chronicle summer schedule

The Cornell Chronicle's summer schedule with deadlines for submitting items to the Calendar and other sections is as follows:

Publication date	Deadline for submissions
May 25	Today
June 8	May 29
June 22	June 12
July 13	July 3
July 27	July 1
Aug. 10	July 31
Aug. 31	Aug. 21

Networking will publish again on June 22 and then recess for the summer.

Graduate Bulletin



Degree deadline: Deadlines for completing all requirements for degrees from the Graduate School are May 19 for May degrees and Aug. 25 for August degrees.

Summer registration: Graduate students may submit Summer Graduate Registration forms at the Graduate School information desk, Sage Graduate Center. Students must register if they are 1) receiving financial aid during the summer, such as summer assistantships or fellowships; 2) wish to use campus facilities during the summer; 3) are off campus but require credit for summer study. Registration must be done in person at the Graduate School. ID required. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Tuition must be paid for summer courses.

Graduate faculty meeting: Friday, May 26, 4 p.m., General Committee Room, Sage Graduate Center. This meeting is solely for the purpose of voting on May degrees.

MSI names associate director

Mathematics Professor Lars B. Wahlbin has been appointed associate director of research for the Mathematical Sciences Institute, Director Anil Nerode has announced.

The appointment, which is effective July 1, establishes a new position at a time when MSI is reorganizing at the recommendation of an advisory review committee.

Wahlbin will assist and advise the director of MSI on research aspects of the institute, monitor the progress of funded projects and represent the director at meetings and on visits to Army installations.

Wahlbin, whose professional specialty is numerical analysis of partial differential

equations, received his Ph.D. from the University of Goteborg, Sweden, in 1971 and became a Cornell professor in 1983. He also is the associate editor of *Mathematics of Computation*.

Wahlbin was acting director of the Center for Applied Mathematics from 1984 to 1985 and helped develop the proposal to bring MSI from the University of Wisconsin at Madison to the Cornell campus. With the formal establishment of MSI here, he served as the coordinator of the Numerical Analysis and Computing program from 1985 to 1987 and has been named co-director of that program for the academic year 1989-90.

Barton Blotter: Silver chalice, other items stolen

A silver ceremonial chalice valued at \$300, which belongs to Catholic Chaplain Michael Mahler, was stolen from Anabel Taylor Hall sometime May 9 or 10, according to the morning reports of the Department of Public Safety for May 8 through 14.

The theft was among 20 reported on campus, with losses in cash and valuables set at \$3,512.

Other thefts included a \$285 VCR stolen from Bradfield Hall, a cassette player, speakers and cassettes valued at \$310 taken from 107 Edgemoor Lane, 385 coffee mugs worth \$192 stolen from Risley Hall and a \$700 camera taken from Plant Science Building.

Three persons were referred to the judicial administrator, one for possession of marijuana and two for criminal mischief. A student was arrested and referred to city of Ithaca authorities for possession of a drivers license with a forged date of birth.

Computerized copies of the most current daily report may be called up on CUINFO under the title SAFETY.

CUINFO terminals are located in the main lobbies of Day Hall, Gannett Clinic, Willard Straight Hall main desk, Sage Hall (Graduate Student Lounge) and the Uris, Olin, Mann, ILR, law, engineering, physical sciences and JGSM libraries.

Appointments

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

Peter J. Gierasch, professor of astronomy, was appointed director of the Center for Radiophysics and Space Research, College of Arts and Sciences, effective July 1, 1989, through June 30, 1994.

Richard N. Lebow, professor of government, was reappointed director of the Peace Studies Program in the Center for International Studies, College of Arts and Sciences,

retroactively from Jan 1, 1989, through June 30, 1989.

Lawrence Scheinman, professor of government, was appointed acting director of the Peace Studies Program in the Center for International Studies, from July 1, 1989, through June 30, 1990.

Winthrop Wetherbee, professor of English, was reappointed director of the Medieval Studies Program, College of Arts and Sciences, from July 1, 1989, through June 30, 1992.

Divestment *continued from page 1*

committees, decided to continue Cornell's selective-divestment policy concerning companies doing business in South Africa. That review included extensive participation by members of all campus constituencies, including Faculty and Staff Against Apartheid.

In asking Lynn and Rhodes to bring the matter back to the board, the resolution said that "continued investment in companies doing business in South Africa is further undermining the possibility of improving race relations on campus and is exacerbating relations between the administration and concerned campus constituencies."

Edmondson said at the meeting that one reason for the resolution was the very fact that Rhodes has launched a campus initiative for bringing people of all races into more frequent and less superficial contact. Because Rhodes supported the trustees' vote to continue the present policy, "the credibility of the administration is at stake," Edmondson said.

In analyzing the FCR vote afterward, Lynn said "divisiveness on campus" has become the dominant focus of pro-divestment argument. "No one is saying any more that divestment by Cornell is going to change South Africa; the financial markets of the world are too complicated," he continued. "What the FCR vote does reflect is the view that retaining our current [selective-divestment] policy doesn't give us much and harms us a lot by continuing the divisive-

ness."

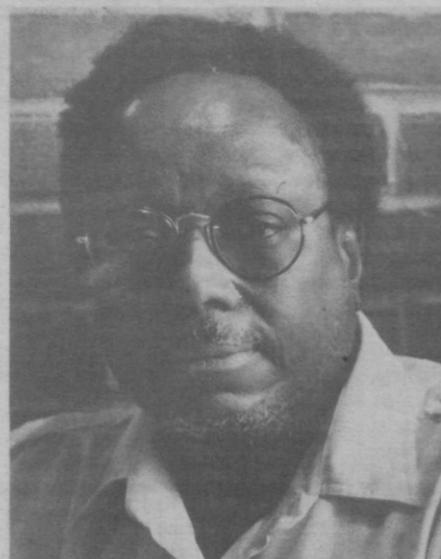
Of investments valued at about \$1 billion, about 4 percent is in companies doing some business in South Africa. That share was about 18 percent three years ago, before the trustees adopted the current policy allowing investment only in companies with independently verified programs aimed at ending apartheid and improving the social, economic and political status of the non-white majority in South Africa.

While several faculty members, including Edmondson, spoke at various meetings of trustee committee when the investment policy was under review last fall and winter, the FCR itself did not take a position prior to the trustees' action.

In May 1985, the faculty voted 323 to 72 for a resolution favoring full divestment "in as expeditious a manner as possible." A follow-up mailed ballot to the full faculty found 651 votes supporting that FCR resolution and 516 opposed.

Last Jan. 27, when the trustees voted 23 to 11 to retain the current selective-divestment policy, most speakers for the majority cited two points made in the Investment Committee report that recommended retaining the policy:

- The end of apartheid is assured neither by withdrawal of all American business nor by a continued American presence; however, the progressive companies in which Cornell's policy allows investment at least do moral and economic good within the



Claude Levett

Locksley Edmondson

limited spheres of their operation.

- Further restriction of investing freedom could have an adverse effect in the future on Cornell's endowment, which — at only one-seventh the per-student value of Princeton's — is critically important to achievement of Cornell's entire academic mission.

While Rhodes gave an extensive report at the Jan. 27 trustees' meeting on the pas-

sionate total-divestment sentiment expressed by some students and faculty members, several trustees said at the time they would vote for retention even though they knew that vote would be unpopular with some on campus.

Edmondson and others at the FCR meeting said the basis for their views, besides moral repugnance at apartheid, was the embarrassment Cornell's policy causes Cornell scholars in southern Africa and the obstacle it raises to improved race relations on campus.

In another matter, the FCR voted unanimously to have its Nominations and Elections Committee to act "as soon as possible" to staff a new Affirmative Action Committee, which was approved a year ago along with establishment of similar committees in all the colleges.

"The FCR should have done this some time ago," Lynn said, noting that the college committees, which are to report to the FCR's, were already established.

On financial planning, the FCR unanimously endorsed a resolution of the Financial Policies Committee, which was presented by Committee Chairman Alan McAdams, an associate professor at the Johnson Graduate School of Management. The resolution called for closer liaison between the committee and the central administration on both annual and three-year budget planning.

—Sam Segal

Budget *continued from page 1*

The roller coaster began in January, when Cuomo proposed an executive budget allotting Cornell its \$112.9 million but at the same time cutting at least \$4 million through a \$47 million cut to the SUNY system.

The April 19 agreement restored virtually all the cuts to SUNY, including \$28 million that was to come from higher SUNY tuition. Cuomo's veto, of the SUNY tuition increase only, would have left Cornell somewhere between the high and low points of earlier budget proposals.

Tuition for the state-supported units is set by Cornell's trustees, although a portion of the units' budgets is funded by the state through SUNY. On Saturday, May 27, the trustees will act on a proposal to raise undergraduate tuition for state residents by 7.1 percent, from \$5,200 to \$5,570.

Soon after Cuomo's veto, his staff and SUNY officials, including Chancellor Bruce Johnstone, began the discussions that led to the agreement announced May 15, which restored SUNY's \$28 million.

The funds would come from three sources:

- In what Cuomo called "management actions," \$12.9 million is to be added to SUNY income through use of one-time re-

serve funds, increased collection of some fees — including parking fees at campuses where they are not now charged — and efficiencies in such areas as building use and health-care services.

- Another \$10 million will be made available by transferring hard-dollar, cash financing of some capital projects to bonded financing and applying the freed cash to SUNY.

- And \$7 million will be transferred from the Higher Education Services Corp., which would have used that amount to pay increased student financial aid for meeting the proposed tuition increase.

Neither Cuomo's veto nor the latest budget plan upsets other details of the April 19 legislative budget.

For Cornell, some of the bright spots there were \$610,000 for library automation, equipment and new-building openings; \$300,000 for a labor studies program in the School of Industrial and Labor Relations; and the approval, among other state agency contracts, of nearly \$5 million in continuing Department of Agriculture and Markets contracts, where Cornell provides research, extension education and services for the state.

—Sam Segal

Rushdie *continued from page 1*

threats to Rushdie, author of "The Satanic Verses." In Washington, the American Association of University Professors said it knew of only one other faculty vote on the issue — at Wayne State University in Detroit.

The approved resolution said "the Faculty Council of Representatives of Cornell University denounces the Iranian government's death threats against Salman Rushdie and calls upon other American universities to join us in this protest on behalf of free written expression everywhere."

The FCR, whose 93 elected members represent some 1,600 Cornell faculty members, also voted unanimously for a resolution affirming "the rights of faculty in matters related to the choice and pursuit of research" and calling on the provost, "in consultation with the faculty, [to] establish procedures that will assure support for faculty who are threatened."

Research Policies Committee Chairman Alan Dobson, a professor at the College of Veterinary Medicine, reported that Provost Robert Barker had endorsed the resolution, which came from the committee.

Although the committee met with the dean of the Cornell Medical College, G. Thomas Shires, concerning the case of a

Cornell Medical College professor who turned down a federal grant for barbiturate-addiction research using cats, its review was informal, it made no judgment on the case and it did not refer to it in the resolution.

Some animal-rights activists and several scientific organizations saw the grant rejection as university capitulation to pressure from animal-rights groups. But others close to the case, including Cornell President Frank H.T. Rhodes, pointed out that the rejection reflected neither a violation of the researcher's academic freedom nor a prohibition against using animals in research that accords with university and federal regulatory requirements. Rhodes reaffirmed in a letter to *Science* magazine that the university "will continue to defend the rights of its faculty to use animals in research when work of scientific merit and medical importance cannot be achieved through other means."

The approved resolution, besides calling for reassurance of freedom through consultation between the provost and faculty bodies, also called on "individual faculty members to speak out on behalf of faculty freedom and initiative in research" in cases where that freedom may be threatened.

—Sam Segal

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 19

Thursday, May 18, 1989

Charles Harrington Presented Dedicated Service Award

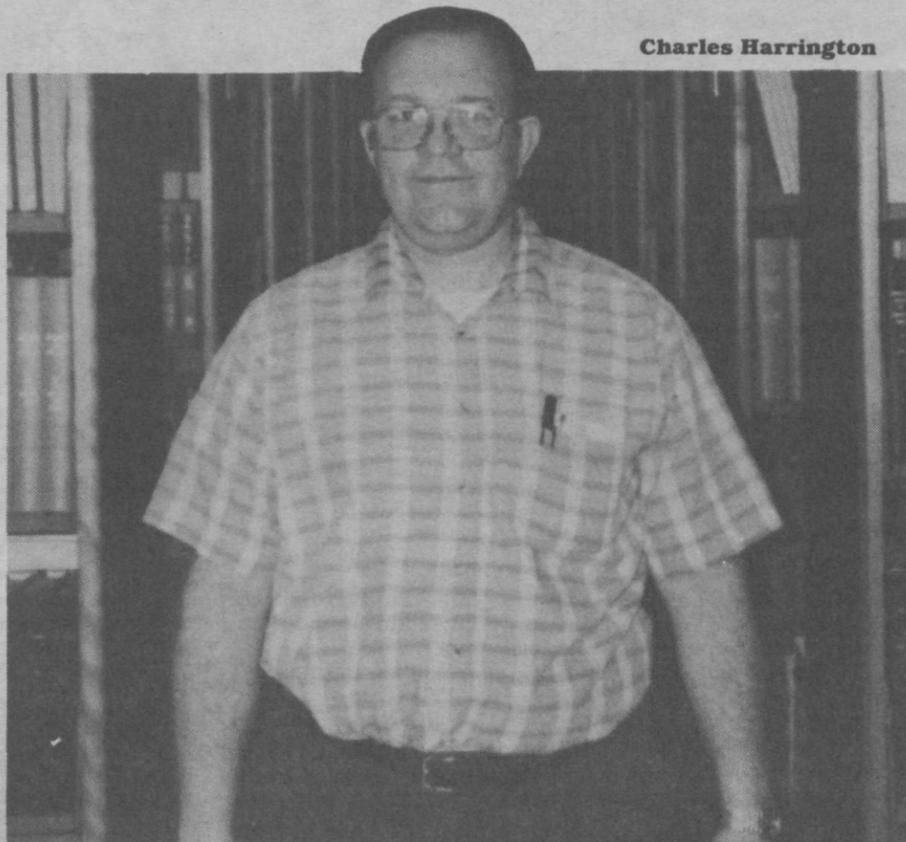
Class of 1991 Vet Students Nominate
'Their Treasured Friend' for Award

Over the last two years of our study here at the School of Veterinary Medicine, it has always been apparent (and greatly appreciated) to us and all of our colleagues that your janitorial staff must truly take great pride in their work because the job that they do is always top-notch. The Class of 1991 School of Veterinary Medicine wishes to highlight and make known our recognition of one of the members of the custodial staff, Mr. Charles Harrington, and, to recommend him for the Dedicated Service Award.

In the course of performing routine responsibilities at his cleaning station, we feel that Mr. Harrington's professional abilities are second to none and will not mention them further; what we feel are "above and beyond" the duties of routine cleaning and maintenance will be noted only.

The great pride and obvious love that Mr. Harrington has for his work becomes clear the second one steps off the main stairway from Schurman Hall's lobby to the second floor and Flower Library. The hallways and passages leading in all directions, we understand, are the envy of the entire university; the floors and walls, besides being spotlessly clean, shine with a brilliance that is only possible to achieve by hard work, constant attention to detail and a competence that can only come from years of experience. Even the carpet floor runners are still like new due to his persistent -- he literally hand scrubs spots out -- attention and guardianship.

The real task at which Mr. Harrington excels at, however, is his care and devotion to the upkeep and maintenance of our Flower Library. The job requires a herculean effort and could probably keep an employee of lesser abilities than him, busy full-time. The floors, although care-worn from years of use, are again, always



Charles Harrington

bright and spotless. The stacks, furniture, and carpets are kept meticulously cleaned and neatly arranged making our Flower Library -- the gem of the university's library system.

Besides his professional abilities, what makes Mr. Harrington special to us is his genuinely kind, considerate, caring and jovial personality. He has taken the effort to know at least half of us by our names and always greets everyone with a pleasant "Hello."

His enthusiasm for the new recycling program demonstrates not only a great concern for the economic value it can provide, but also for the future benefits for us and our children. Also, he is one of those rare public servants who can go about his daily tasks without disturbing our important studies. Finally, when complimented on the wonderful job he always does, the only humble comment he's been known to make is "Thanks, just doin' my job."

In conclusion, we feel that Mr. Harrington's abilities are second to none at this fine university and would like to see him recognized as a Dedicated Service Award recipient.

Editor's Note: The above article was prepared by Richard Orzeck and Kimberly Stanz, both members of the School of Veterinary Medicine Class of 1991. The petition was signed by 60 other members of the Class of 1991. Quite a special tribute!

Dear Networking:

We, the undersigned members of the Class of 1991 of the School of Veterinary Medicine, in recognition of the fore mentioned attributes, would like to, as a token of our appreciation, nominate Mr. Charles Harrington -- our treasured janitor and friend -- for Cornell University Employee Distinguished Service award of the month. Thank you.

Leadership Leads

By George Peter

On April 30, 1989, the nation celebrated the 200th anniversary of the inauguration of George Washington as first president of the United States. It is a good time to reflect on the qualities which George Washington possessed.

Richard Brookhiser, TIME, Feb. 20, '89, tells us that all of "Washington's contemporaries acknowledged his poise, his integrity, his resolve, his reserve. Their estimate of the importance of Washington's character to the success of the Revolution and the new nation was great. Washington had a quasi-divine status in his lifetime."

Yet in the past 40 years or so, his reputation has sunk. Brookhiser suggests that the change is a result of "shortsightedness to which historians are not immune. Washington suffers, more seriously, from the intellectualizing and verbalizing of American life. Perhaps because Ameri-

cans are better educated -- or at least, spend more time in school -- we believe only what we read in the papers, or in the great books."

Brookhiser continues: "Lincoln was the greatest stylist to occupy the White House. Of the Founding Fathers, Jefferson, Madison and Hamilton all helped write political classics. Washington can make no such claim. His most famous pronouncement, the farewell address, was written with Hamilton's assistance, his magnum opus was his life, and HOW CAN YOU PUT A LIFE ON A READING LIST?"

"Ideas are important. But they were not enough. Jefferson, Madison and Hamilton were erratic leaders, for all their brilliance, and they were far from the worst that the young country produced. B. Arnold and Aaron Burr were also patriots.

"Washington possessed, to an unpa-

ralled degree, three qualities American needed to succeed, in addition to sound political theory: The desire to serve its ideals, the ability to inspire others to serve them and an absolute unwillingness to be led astray by personal gain or ideological distractions.

"Every subsequent revolution has fallen short of his standards. The few liberators who were honest, even saintly, left chaos in their wake. Most have been rascals or monsters and forerunners of worse tyrants yet. The character issue of the late 18th century was the question of whether a large-scale republic in the modern world could summon enough civic virtue to exist. George Washington more than any other American, guaranteed that the answer would be yes."

The message for all leaders today, in every endeavor, is to recognize these vital qualities and to emulate those who have possessed them.



Tomorrow is National Health and Fitness Day Join the Fun Run—Walk Around Beebe Lake

Join in the fun this Friday, May 19 and participate in National Employee Health and Fitness Day.

All employees are welcome to join the fun run—walk sponsored by several local businesses. How? When you sign up to either run or walk around Beebe Lake your predict how long it will take.

Those who guess their time most accurately will receive a prize:
Cullen's Sporting Goods - one pair of

men's or women's running shoes
Campus Store - \$25.00 gift certificate
Sarah Fern NYS Licensed Massage
Therapist - 1 free body massage gift certificate

All participants will receive a blue ribbon for their effort. There is no charge. So come on out at 4:30pm sign up and end the week on a healthy note.

The Bear Who Cares!



Cornell After Hours

By William Herman

Mention singing, especially acapella singing, and Sherry Greene's eyes light up. As director of the "Sweet Adelines," Cortland County Chorus, Sherry has developed an "ear" for music. Sherry has been singing for about six years.

Having had some extra time and wanting to sing with a group, Sherry went to a meeting and was hooked. She enjoys the performing as well as the choreography. "I'm basically an entertainer," says Sherry.

Sherry became director nearly two years ago when the then director quit. When the group was unable to find a new director right away, Sherry "volunteered" and has been in that position ever since.

"What is Sweet Adelines?" you ask. It's a group of women who sing 4-part harmony in a chorus setting-acapella. They also share a penchant for having fun!

The parent organization is international in scope with over 30,000 members world-wide. The region to which the Cortland County Chorus belongs covers most of New York State, except New York City, part of Canada and Pennsylvania.

Forty-five choruses comprise the region. Each spring, about eighteen of these choruses compete; the winner goes on to international competition in the fall. The local group is made up of women from both Cortland and Tompkins counties.

Sherry's Cornell affiliation is that of administrative assistant to the Chair of the Department of Astronomy in the Space Sciences Building. Some of her duties include class registration for the department, making travel arrangements, setting up public talks, and general support of the department. Prior to 1987, you could have found Sherry working in Psychological Services at Gannett Clinic.

Sherry lives near McLean with her husband, Bill. They have draft horses which they show in parades and most county fairs in the area. Depending on the season, they also give hay or sleigh rides. They are members of the Cortland County Draft Horse Club. Sherry has also competed in singles driving competition held annually at Lorenzo, a state park in Casenovia, where she has won both first and second places.

Sherry says, "Many of your Cornell



coworkers are already members, so if any of the ladies out there are interested in having fun with singing, please contact me at 510 Space Sciences Building, or call me at 5-6920.

If there is someone you work with or know at Cornell that has an interesting

hobby, or part-time occupation, you are invited to submit their name to me. Contact me at:

William Herman
C.U. Transit
800 Dryden Rd.
5-3782 and leave a message

Employer Spotlight - Phillip Grover

By Kathleen O'Brien

About the time we are thinking about climbing into our beds to get our nightly ration of Zzzz's, there are some employees at Cornell just arriving to start their working day (night).

Phillip Grover is one such employee. Phillip is a member of the work-at-night club here at Cornell. His custodial duties start at approximately 11:00pm and end at approximately 7:30am.

Phillip performs his mopping, dusting, window washing, garbage collection, etc. in the peaceful quiet of the uninhabited main floor of Mann Library. He does admit, though, that if you stand outside the library, toe-tapping music from PIX106 just might be heard.

In Phillip's 24 years at Cornell (5 at this present job), working nights, in his opinion, is better than working days. As he says, "I love working nights."

It's quiet, no students, no one bothering me so that I get my job done faster and better than if I were on the day shift." Phillip says he doesn't have to worry about making appointments for the doctor, no having to rush to get to businesses that close at 5:00pm and shopping is a breeze.

Phillip usually doesn't bring in an elaborate lunch (dinner), but does have refrigerator space in the custodial room in Mann Library's basement. In fact, a group of employees all chipped in and purchased a microwave oven for everyone's use.

Phillip even has some advice for Cornell. "Cornell would be further ahead if everyone were put on nights," he says. "With no one around, jobs would get done faster and better."

Commitment and job satisfaction --this Cornell is one of your employees!

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



Phillip Groves

Wellness Tip: Eating Oat-based Foods Reduces Cholesterol

Eating oat-based foods is believed to significantly reduce cholesterol levels and reduce the risk of developing heart disease. Reducing cholesterol levels is important because it is reported that each one percent drop in blood cholesterol levels reduces the risk of developing coronary disease by two percent.

Oats are an excellent source of soluble fiber providing high-quality protein and a better balance of nutrition than many other grains. It is recommended that two

to three ounces of oats should be included in the daily diet as an occasional bowl of oatmeal won't be enough to make a difference.

If past eating habits have been low in fiber, it is best to add fiber gradually, working up to the desired amount and drink plenty of fluids. Too much fiber quickly added to the diet can lead to painful stomach or intestinal problems. SOURCES: Aimplus; Science News; Medical World News.



Last Call for Commencement Volunteers

As a Cornell employee, you are invited to volunteer to usher at the Cornell Commencement ceremony on Sunday, May 28 and contribute to this very special day for over 5,000 graduates and 30,000 guests to the campus.

Here are comments from some of your colleagues who have volunteered in the past:

"You're missing an experience if you don't volunteer for commencement. I'm proud to be part of it."

"It's a very moving time for everyone involved. A very special day."

"Cornell means a lot to me and I like to be part of this tradition."

"I enjoy seeing a part of Cornell most people don't see and especially enjoy seeing the proud parents and happy kids."

"I feel good about helping make the

day a good one for the students."

Volunteer ushers are asked to check in between 8:00 and 8:45am on commencement day and assist until the crowd has dispersed, usually by 1:00pm. Volunteers are provided with doughnuts, bagels, coffee, juice and soft drinks that day.

All employees who volunteer will be granted compensatory time off equivalent to their standard workday and are also thanked personally by President Rhodes at a reception at his home. A commemorative commencement mug is also given to each volunteer.

If you have thought about sending in your coupon to volunteer to usher for the 1989 Commencement and haven't, now is the time to do so. Return the coupon here to the Commencement Office, B-25 Day Hall or call 5-9541. Don't miss out on a very special day.

Commencement

Name _____

Campus _____

Department _____

Campus Address _____

Supervisor _____

Supervisor Phone _____

Another Phone _____

Campus Telephone _____

Campus Address _____

Return coupon to _____

Statutory Retreat to be Held June 6

By Linda Young

A statutory retreat will be held at La Tourelle on Tuesday, June 6. It will be targeted at two groups: the department managers from the statutory academic units who are responsible for finance, personnel and facilities and the management group from the colleges and the Statutory Finance and Business Services (SFBS) with whom department managers must regularly interact. The retreat will be cosponsored by the four statutory colleges, SFBS, and the university's statutory academic administrative managers in conjunction with the MAP Committee.

Three speakers will address the entire group of administrators. The keynote address will be given by Malden Nesheim, vice president for Planning and Budget, during the general session in the morning. Jay Morley, senior vice president, will make brief comments to the entire group immediately following lunch. John Hartnett, director of the SFBS, will make the final address during the closing general session. A number of university administrators throughout campus, including Senior Vice President Morley, will present seminars on a variety of interesting topics.

The objective of the retreat is to improve communication and foster more collaborative working relationships among administrators in the statutory departments, colleges, and the SFBS office. The theme is "Working Together to Solve Common Problems." Specific goals include:

1. establish better working relationships among administrators from the departments, SFBS and colleges;
2. develop concrete proposals for improving seven key problem areas;
3. provide some opportunities for training and;
4. foster networking among partici-



Map Committee

Jeff Curtis, MAP Chair and Chair of the Retreat Planning Committee, reports, "I am extremely impressed with the level of

enthusiasm and support expressed by university and college administrators for the retreat. The MAP Committee is excited about working together with the col-

leges and the SFBS to present this important event to statutory managers. We look forward to an informative and productive day."

Cornell Recreation Club Upcoming Events: Hershey Park, Toronto, Las Vegas-San Francisco

Here's a look back on some of the events and trips that CRC sponsored recently:

ATLANTIC CITY

What could possibly add more excitement to the casinos of Atlantic City? A winter storm adding approximately 7 inches of snow along the Boardwalk! A group of 39 left Cornell at 6:00 am on February 25. They had their first chance to gamble on the bus -- playing card bingo. A few in our group won even more than they budgeted to lose! A good time was had by all -- and a safe arrival back to Ithaca.

CARIBBEAN CRUISE

A wedding, two big winners at horse-racing, and an ice storm all added to the excitement of our Caribbean cruise. Fifty-

nine people sailed on the huge Norway for a seven-day cruise to three islands, while fourteen took advantage of a ten-day package on the Westward. Excellent food, terrific entertainment, and good company!

EUCHRE TOURNAMENT

Barbara Lukas and Kitty Levis were the winning team at this tournament. We had donuts, coffee, lunch and door prizes. A great way to spend a winter day. Sorry, but my life was threatened if I told you which team came in last, so I won't divulge this secret!!

WILLIAMSBURG

Another great trip with Donna Vose! Williamsburg was lovely with all of the spring flowers in bloom. The group enjoyed a beautiful sunny day at Williams-

burg. Don your raingear! Our day at Busch Gardens was wet -- but fun! A little rain did not stop this hearty group from riding the "Big Bad Wolf" and the "Loch Ness Monster." The seafood buffet at Captain Georges was wonderful. Everyone looked a little heavier the next day! Our final stop was at the Potomac Outlet Mall in Virginia. Bargains galore for everyone!

Stop missing the fun! Join the Cornell Recreation Club now. Call Janet Beebe at 255-7565 for your membership application today.

Here's a look at our upcoming trips and events: Vernon Downs, Annual June Picnic, Yankee Baseball, Hershey Park, Toronto, Las Vegas-San Francisco and Hawaii. Hope to see you on one of these trips soon!

Volunteer Ushers

Volunteer Coupon I would like to volunteer to be a commencement usher.

Phone _____

Address _____

Name _____

Campus Address _____

Available volunteer is: _____

Phone _____

Address _____

Return to Commencement Office, B-25 Day Hall or call 5-9541 to volunteer.



Gourmet Corner

Judy McPherson, editor

You haven't tried this one? DON'T MISS IT! Your gourmet editor received this recipe from Pat Janhonen (via a recipe tree) who got it from Carolyn Merrick, both administrative aides, Veterinary Medical Teaching Hospital. Anyone who has tasted OREO COOKIE CAKE knows it's well worth the time it takes to put it together... The sweet tooth chocolate lover will not be disappointed with this one! Thanks Pat and Carolyn for sharing.

Oreo Cookie Cake

Ingredients

32 Oreo cookies (most of the bag)
1 large container Cool Whip
1 small box instant vanilla pudding
1 small box instant chocolate pudding

1 cup powdered (10x) sugar
3 cups milk
1 package cream cheese (8 oz.)

Directions
This cake-pie is made in layers. It takes about 30-40 minutes to prepare and can be eaten about 2 hours later.

Layer 1:

Mix and pat into a 13 x 9 pan - 32 crushed Oreo cookies - save 1-2 cup for later - 1 stick melted butter-margarine - put in refrigerator while making the next layer.

Layer 2:

Beat together and spread on layer 1 - cream cheese, 1-2 container Cool Whip, 1 cup powdered sugar - put in refrigerator while making the next layer.

Layer 3:

Beat together and spread on layer 2 - 1 small box instant chocolate pudding, 1 small box instant vanilla pudding, 3 cups milk - put in refrigerator while making the last layer.

Layer 4:

Spread 1-2 container Cool Whip on top of layer 3 and sprinkle with the 1-2 - 1-4 cup cookie crumbs that you saved - Refrigerate and enjoy in about 2 hours.

A "quicky," and one of your editor's favorites. Make ahead one night and pop in the oven with potatoes and garlic bread (squash filled with peas and mint or dill if the mood fits you) upon your return home from work the next day, add a

tossed salad and eat within one hour!

Cheese Stuffed Meat Loaf

1-2 lb. unsliced mozzarella cheese (low fat)

2lbs. lean ground beef.
2 eggs (or egg substitute)
1-2 cup pkgd. seasoned bread crumbs (I use fine Pepperidge Farm herb stuffing...yum!)

1 cup tomato juice
1-2 tsp. salt
1 tsp. oregano
Few grains lemon pepper
2 small onions, minced
8 paper-thin slices boiled ham

May use ground round, sirloin or turkey to reduce cholesterol content (keep cooking time to 1 hr. for moistness). Thin layer ketchup atop is also optional.

Preheat oven to 325 degrees. Grate cheese; set aside, combine beef, eggs, bread crumbs, tomato juice, salt, oregano and pepper. Saute onions in a little vegetable oil until golden brown; add to meat mixture; mix well. Turn out on sheet of aluminum foil; flatten into an oblong about 1" thick. Place ham slices on top keeping them about 1" from edge. Sprinkle grated cheese on ham. Use foil to fold meat mixture over ham and cheese, pinch all edges together. Turn loaf from foil into a greased loaf pan. Pat with fingers to fill in corners of pan and shape loaf. Bake 1 hour or slightly longer if you like meat well done. Pour grease off, allow to stand 10-15 minutes before serving. Enjoy!

If you read this column, wouldn't you like to share? Please send your favorite recipe to GOURMET CORNER, G-204 VMTH-Vet College.

Unclassified Ads

1. Please send all unclassified ads through Campus Mall ONLY to Networking Unclassifieds, Humphreys Service Building, (hand delivered ads will be omitted) - no phone calls please.

2. For our information your name and campus phone number MUST be submitted with ads, otherwise your ad will be omitted.

3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.

4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the Networking staff.

5. Unclassified ads are for nonbusiness purposes only.

6. The deadline for the June 1 issue is May 22.

7. If an error appears in your ad, please resubmit the ad to be published in next available Networking.

8. Please submit an ad for each issue that the ad should appear in.

For Sale

1987 Pontiac Grand Am, 29k miles, automatic trans, cruise, air, power windows-seat, mags, sporty model, dark grey color, like new cond. must sell. \$10,500. 5-2138 or eves after 6pm 607-594-3876.

1986 Chrysler Laser, 54k miles, 4 cyl, 5 spd, black, louvers, front nose cover, AM-FM stereo, new Invetta tires, tilt steering, front wheel drive, exc cond. \$5,000 OBO. Maria 5-4549.

1984 Subaru Brat, must sell, 4 wheel drive, 70k miles, T-tops, sound system, black, great shape, \$3,350 OBO. 5-1536 days or 898-3516 nights.

1979 Dodge Aspen, slant 6, standard trans, runs good, body fair, 130k miles, asking \$600 OBO. Jane 5-9078 days or 315-496-2117 after 5:30pm.

512k "fat" Mac, 1 internal, 1 external disk drive (both need adjustments), Imagewriter I (ready light won't stay on), \$100. 5-9087.

Apple IIC computer with printer, \$400, exc cond; cycle bar for simplicity lawn tractor, \$150, 272-7657 after 5:30pm.

Computer game: "Where in the World is Carmen, Sandiego?" for IBM-PC, including original disk, user's guide, World Almanac, \$22 (list \$40), 5-7086 days or 257-0937 eves.

Chain link fence in exc cond, 130 ft with posts, caps, top rail and all hardware, 5 ft in height, \$200, Charlie 5-7535. Casioewriter CW-16 personal elec typewriter, never used, family received a computer for x-mas, retails, \$139.95, will sell for \$80, Nadine 253-3302.

Two trundle bds, \$45 and \$35 each; lrg yellow chest of drawers, \$50, Hilary 5-6839 or 277-0446 eves.

House near T-burg on 1.5 acres with 4 bdrms, living room, family room, dining room, kitchen, utility room and bath, fireplace, lrg garage, 5-3136 or 387-9551.

16.2 hand TB gelding, sound, \$500; 12 ft wide sliding glass door, \$400; elec stove with built in griddle \$25; 40 ft hay-brain elevator, \$150; king size waterbed with bookcase headboard, full flotation mattress, \$200. 564-7988 leave message.

Labradors, AKC, yellow or black males, 13 wks, shots, wormed, \$200, 5-4480 7:30-3:30 or 546-8312 after 5pm.

Wanted

Washer and small chest freezer in good working cond. 659-5009 eves.

Tips from Cornell Cooperative Extension

Economy Size Packages

In the grocery store, large packages of the same item cost more per unit than smaller packages 34 percent of the time. The larger size is not always the "economy" size.

New Sugar Substitute

Move over aspartame and saccharin. A new sugar substitute has been approved by the Food and Drug Administration. It is acesulfame potassium, also called acesulfame K.

The FDA's approval allows acesulfame K to be used in chewing gum, dry mixes for beverages, instant coffee, instant tea, gelatins, puddings, and nondairy creamers, and as a sugar substitute in

packets or tablets for direct use by consumers. It will be marketed in the United States under the brand name Sunette.

Acesulfame K is about 200 times sweeter than sucrose, making it comparable to aspartame in sweetening power. Unlike aspartame, it is not metabolized and therefore has no calories.

Acesulfame K is stable at normal temperatures and acidity and, unlike aspartame, does not break down with cooking. In more acid solutions (such as soft drinks) and at elevated storage temperatures there is only slight decomposition.

Update Old Recipes

Are you still using the same old recipes heavy on fat, sugar, and salt? Learn to

prepare your family favorites in new, more healthful ways.

Try reducing fat by one-fourth to one-third in baked products. In casseroles and main dishes, cut back or even eliminate added fat.

Use reduced-calorie sour cream or mayonnaise, or use low-fat yogurt in sauces, dips, and salad dressings.

Try reducing sugar by one-quarter to one-third in baked goods and desserts. Increase the amount of cinnamon or vanilla in a recipe to enhance the impression of sweetness.

Salt may be omitted or reduced in most recipes. Reduce salt gradually until you get used to the new flavor. For example, if a recipe calls for 1 teaspoon of salt, use one half teaspoon.

For more information on how to modify recipes, obtain the fact sheet "Revitalize Your Recipes for Better Health" from your Cornell Cooperative Extension office.

Dryden Footlighters Present 'The Time of Your Life'

William Saroyan's Pulitzer Prize-Winning Comedy!
One weekend only!
Four performances!
Dryden High School Auditorium

Thursday .. Friday .. Saturday
May 18, 19, 20
8pm
Sunday matinee
May 21, 2pm

Credit Repair Companies Offer a Dubious Service

by Jeanne Mackin

The claims sound like a dream come true: they can fix bad credit, erase bankruptcy from your credit record and guarantee you a credit card. So-called "credit repair companies"--privately owned, for-profit companies--often promise all that and more.

The fact is, those promises are dreams...rather, nightmares, if you become one of the duped consumers who end up paying \$500 or more for services they can perform themselves, for free, or that can't be accomplished at all.

"These companies have no more 'influence' than the consumer," warns Josephine Swanson, consumer educator with Cornell Cooperative Extension. "They can't do any more than the consumer can do. Many of the companies just have not been delivering on their claims."

Consumers burdened with a bad credit history all have the same recourse: they can first check their credit records to make sure the information is correct. If the information is correct and a lender judges that their credit history is bad, they can try another lender or they may have to wait it out. Information stays in a credit file for seven years (10 for bankruptcy) and after that is taken out so the consumer can start again with a clean slate.

"There are very specific steps consumers can take to make sure their credit history is as good as it can be...without paying for an outside company to help," Swanson says.

If, for instance, you have recently applied for credit and been turned down, communicate directly with the lender who refused you credit. Ask where they got your credit record. They may have wrong information about you. Or, if you have moved often, they may have no information at all, which would also cause them to turn down your application.

If it seems you are being turned down because of something that happened a long time ago, or may now have hap-

pened at all, check the credit file yourself. In fact, some experts recommend doing this periodically whether there is trouble or not. The credit bureau or reporting agency may charge a small fee for this service. You are entitled to a free disclosure of your report if you have been denied credit in the past 30 days because of information provided by the bureau.

If your credit report contains inaccurate, incomplete or obsolete data, you have the right to ask that the data be removed or corrected. If you and the credit bureau disagree on any item in the file, you have the right to include a written version of the dispute in your file, and also request that the credit bureau send copies of that statement to anyone who has received a report containing the disputed item during the past six months.

Keep your credit record as strong as possible by taking care of problems as soon as they occur. If, for instance, you were billed for something you didn't buy, don't ignore the bill. Get in touch with the biller immediately and clear up the problem. An illness or job loss may make it impossible for you to pay all your bills on time. Get in touch with your creditors at once and try to work out a modified payment plan.

If you have been refused credit because you have a bad credit history, and the information you have in your file is correct, don't make a bad situation worse by throwing away good money. No credit repair clinic can erase accurate, even if negative, information from your credit file.

"Ads you see for credit repair clinics are just that--ads. They are 'selling' something you may not need or want," Swanson says. "And even if the company promises to refund your money if it can't improve your credit record, don't count on getting a refund."

Resource: Josephine Swanson, Department of Consumer Economics and Housing, New York State College of Human Ecology, Cornell

Final Meal with Morley for This Semester Scheduled for June 12

The final lunch scheduled this semester for employees to meet with Senior Vice President James E. Morley is set for June 12 at the Statler at 12:00 noon. Interested employees may reserve a place by calling the Office of Human Resources at 5-3621.

Quotable Quotes

But, it is urged, the use of the masculine pronouns he, his, and him, in all the constitutions and laws, is proof that only men were meant to be included in their provisions. If you insist on this version of the letter of the law, we shall insist that you be consistent, and accept the other horn of the dilemma, which would compel you to exempt women from taxation for the support of the government and from penalties for the violation of laws.

Susan B. Anthony, "Address to the Citizens of New York State," 1873, History of Woman Suffrage, II, 1882

If a woman is swept off a ship into the water, the cry is "Man overboard!" If she is killed by a hit-and-run driver, the charge is "Manslaughter." But if she arrives at a threshold marked "Men Only" she knows the admonition is not intended to bar animals or plants or inanimate objects. It is meant for her.

Alma Graham, "How to Make Trouble: The Making of a Nonsexist Dictionary," Ms., December 1973

Editorial Board

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

Editor-in-Chief
Judy Vandermark

Human Resource Liaison
Laurie Roberts

Production
Cheryl Seland

CORNELL EMPLOYMENT NEWS

May 18, 1989

Including Job Opportunities

Volume 1, Number 19

Staffing Offers Temporary Employment Service

Karen Raponi, coordinator of Staffing Services' new temporary employment service, is responsible for providing qualified temporary workers to departments, paying close attention to matching department requirements with the temporary worker's qualifications.



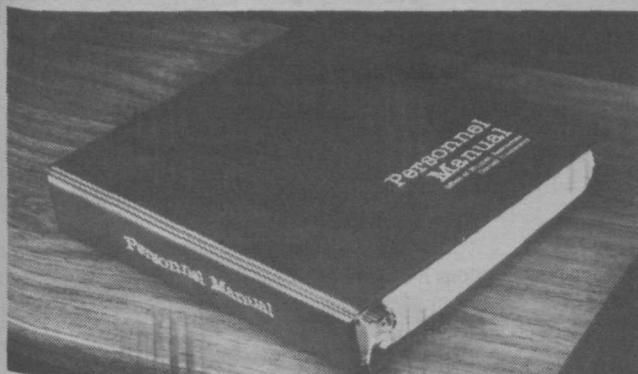
Karen Raponi

If your department is in need of a temporary employee, Karen will help identify a qualified person from a pool of workers with various backgrounds. The temp pool includes employees with experience such as receptionist, office assistant, secretary, administrative aide, data entry operator, accounts assistant, sales assistant, dish machine operator, food-service worker, cashier, accounts assistant, deli worker, custodian, material handler, etc.

Call any time your department is in need of a temporary worker to cover work assignments such as employee vacations, peak periods, or special projects. A one-week advance notice is helpful and Karen will follow up with a phone call to make sure the department is satisfied with the temp worker. Call Karen at East Hill Plaza at 5-2192.

Is a Personnel Manual Available for You to Use?

Departments Should Place Manuals in A Convenient Place for Employee Use



What is the Personnel Manual?

The Personnel Manual represents Cornell's guidelines to ensure that the university's personnel policies and procedures are administered in a fair, equitable and consistent manner. The Personnel Manual is one way in which the university communicates to employees.

Where can I find a manual?

There is a manual located in your department and if you have a work-related question, you are encouraged to talk to your supervisor or look in the Personnel Manual for the answer.

There are over 650 manuals located across campus in all departments, in the reference sections of the libraries, and at the Information and Referral Center and the Office of Human Resources, both located in Day Hall.

What does the manual look like?

The manual is a large three-ring binder with brown cover. It is easy to use; the contents are divided into eight sections with a table of contents and index to help you find the topic or policy you want to know about.

Are all employees covered by the policies in this manual?

No. The contents of the Personnel Manual do not apply to employees in collective bargaining units, academic employees, temporary or casual employees, or employees in the Medical College or Graduate School of Medical Science except where stated otherwise.

What is the format of the manual?

The manual is arranged in sections which follow the sequence of worklife events from initial appointment through termination.

Continued on page 4

Ordinary People

by William Thompson, director, Office of Equal Opportunity

Twice a year, the Ivy League affirmative action and equal opportunity officers get together to discuss issues common to each of the campuses and try to come up with workable strategies to resolve some of the continuing nagging problems. This spring's conference devoted a significant amount of time discussing sexual and racial harassment issues.

More Victims are Coming Forward

Sexual harassment is a serious problem on each of the Ivy League campuses, not because women are becoming more militant or more *touchy*, but because more and more victims are coming forward to complain about abusive behavior by persons who perceive themselves to be the superior in a relationship. The rise in racial harassment complaints is, not surprisingly, attributed to the same source: increased complaints by victims about persons believing themselves to be superior.

Alleged Perpetrators are Ordinary People

We know, however, that these alleged perpetrators are ordinary people. Many are family-oriented, church-going, voting citizens. Many others, at first glance, could be described as the kind of persons you'd want to get to know better—bright, studious, regular people. Yet, these dehumanizers and spoilers of everyone's tranquility are able to persist in the university community precisely because they are, on the surface, like everyone else.

Both the racist and the sexist are of populations which cut across job group and salary lines. They can be found among the nonexempt and the exempt groups. They are among the

faculty and non-faculty. So much like the rest of us are these people that, when they are caught with an unwanted hand on a thigh or are accused of racist behavior, we become frozen in place; unwilling, I think, to discern the difference between what they are and who we are. Reflexively, we circle the wagons, because we sense that a charge against one is a charge against all.

We are All Responsible for a More Humane Society

Racial and sexual harassment activities are on the rise on college campuses across the country—Cornell is not an exception. The best deterrent is vigilance. As members of the university community, we are all responsible for positively contributing to a more humane society. Administrators, deans, and supervisors are responsible and *accountable* to federal and state laws, as well as university policies, for maintaining a bias-free community.

Next Fall Many Will Be Asked to Join Groups

Cornell's policies and programs dealing with the prevention of sexual and racial harassment in the workplace are among the most innovative in operation on college campuses nationally. We know improvements are needed. We in the Office of Equal Opportunity invite ideas about how we can do better. In the coming weeks and early next fall, many of you will be asked to join small groups at various locations around campus to discuss strategies to improve the campus climate with regard to race and gender relations. Do get involved in these discussions and provide constructive advice on ways to solve these serious problems.

Human Relations Posters Available

Human relations posters such as the ones shown here are available from: Human Policy Press, P.O. Box 127, University Station, Syracuse NY 13210, (315) 443-3851.



**STICKS & STONES
CAN BREAK MY BONES
BUT NAMES WILL REALLY HURT ME**

Endowed Health Care Participants to Receive New Cards

All faculty and staff covered under the Endowed Health Care Program will be receiving two new identification cards by mail. Aetna has upgraded their telephone system and changed the toll-free numbers. As of June 1 all calls can be made through one toll-free number: 1-800-331-2595.

It is very important that you destroy all old cards so that there is no question which toll-free number you should call in the event of hospitalization. The "old" toll-free numbers will carry a recorded message until July 1 at which time they will be disconnected.

Keep your new health care card with you at all times. Additional cards for dependents are available upon request from Employee Benefits, 5-3936.



The cost for "Label jars not people" is \$3.50 and "Sticks and stones can break my bones but names will really hurt me" is \$5.00. The postage and handling are 10% of the order or \$1.50, whichever is greater. No phone orders. Orders under \$15.00 must be prepaid. A catalog of posters can be requested by calling the telephone number given above.

Human Relations posters used with permission.

Avoid Withholding Tax Problems

By now most of us have filed our 1988 tax returns. Excessive refunds or amounts due with the return may indicate that withholding tax changes need to be made. Other individual circumstances that may effect your tax picture may include the birth of a child, purchase of a house and any other changes to itemized deductions.

Withholding from employee paychecks is based on the number of allowances submitted to Payroll on an employee's Withholding Allowance Certificate form W-4. If a different number of allowances is required for New York State, then an IT2104 form must be completed and sent to the Payroll Office. There are worksheets to assist completing these forms. It is the employee's responsibility to ensure the proper amounts are being withheld.

Both the federal W-4 and the New York State IT-2104 forms and their associated worksheets are available in the Payroll Office in B-7 Day Hall.

JOB OPPORTUNITIES

May 18, 1989

Volume 1, Number 16

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 & job number. Employees should include an Employee Transfer Application.

Vice President for Finance and Treasurer (PA6711)

Vice President for Finance and Treasurer-Endowed
Serve as principal financial officer of university providing leadership to assure effective policies and programs in financial operations and financial information and control, asset and liability management and development of capital and financial plans. Responsible for Treasurer and Trust Operations, Controller, Budget Management, Internal Audit Investments, Risk Management & Insurance and Real Estate.
Requirements: Broad-based experience as a senior executive with proven managerial knowledge and competence in diverse areas of financial management within a research university or related environment. Must demonstrate executive accomplishments in complex and highly decentralized environment. Strong leadership and communications skills essential plus ability to work with diverse population. Send cover letter and resume to James E. Morley, Jr., Senior Vice President, Cornell University, 317 Day Hall by July 1.

Assistant Director (PA6706) HRII

Office of Equal Opportunity-Endowed
Develop programs and techniques which address current affirmative action/equal opportunity issues. Prepare long range strategies to enhance the university's affirmative action/equal opportunity efforts. Assist the Director in all phases of the university's affirmative action process. Coordinate office operations as well as activities related to the Age Discrimination in Employment Act.
Requirements: Bachelor's or equivalent; Master's or equivalent preferred. Significant experience with affirmative action/equal opportunity guidelines and regulations, or human resources management with AA/EO emphasis. Ability to analyze statistical data. Effective written and oral communication skills. Experience in computer applications, training, and fiscal management highly desirable. Strong interpersonal, management and supervisory skills. Demonstrated competency in working under pressure. Women and minority candidates are strongly encouraged to apply. Send cover letter & resume to Search Committee: Asst. Director, OEO by June 9.

Investment Administrator (PA6708) HRII

Investment Office-Endowed
Provide a wide range of reports and analysis; computer applications for portfolio report and analysis; security screening; generate performance figures for investment pools; liaison between investment office and investment accounting; supervise technological change related to computers.
Requirements: Bachelor's or equivalent. MBA or equivalent helpful. 3-5 years experience. Good working knowledge of investments, computers and accounting is necessary. Send cover letter and resume to Cynthia Smithbower by May 26.

Associate Director, Corporate Development and Foundation Relations (PA6701) HRII

University Development-Endowed
Responsible for the development and stewardship of the university's relationship with private foundations and corporations. Particular attention to major institutional proposals.
Requirements: Bachelor's or equivalent; advanced degree or equivalent preferred. 3-5 years development experience in higher education. Knowledge of private foundations, and an understanding of the shared objective of private foundations, corporations and higher education. Excellent organization, communication and interpersonal skills. Send cover letter and resume to Cynthia Smithbower by May 31.

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 or equivalent in biology or physical science and 3-5 years related lab experience strongly preferred. Send cover letter and resume to Bill Webster.

Assistant Director (PA6804) Level 40

CIT/Information Resources-Endowed
Assist the Director in directing professional staff in the design and development of programs, the maintenance and enhancement of existing systems and the design, development, and implementation of major new systems. Assist in administration and operation of staff, budget and equipment.
Requirements: Bachelor's or equivalent with computer and/or business related courses. Master's or equivalent desirable. Considerable experience in computer operations and/or applications or operating system development. Considerable administrative and supervisory experience necessary. Send cover letter and resume to Cynthia Smithbower by June 2.

Area Manager I (PT6809) Level 35

Cornell Institute for Social and Economic Research-Endowed
Support computing activities of social scientists for research utilizing an IBM 4381 mainframe (fully integrated with university mainframes and Supercomputer Facility) and networked PC's (under DOS). Supervise the CISER computing team (staff of 3); provide leadership in developing new computing capabilities; work with faculty and staff of CIT to design and implement policies and procedures for allocating resources among users.
Requirements: Bachelor's or equivalent in social science, computer science or statistics; Master's or equivalent preferred. 2-3 years experience with social science research, use of IBM mainframe, IBM PC's (Mac's desirable) and LAN's. Excellent communication skills. Send cover letter and resume to Bill Webster.

Senior Systems Programmer/Analyst (PT6715) Level 35

CIT/Research and Analysis-Endowed
Provide leadership in migrating third party software from VM/XA to UNIX. Provide vendors technical direction and assistance for UNIX installations. Assess performance and scope of vendor supplied software in an AIX/UNIX environment.
Requirements: Bachelor's or equivalent with computer related courses required. 3-5 years programming and machine architecture. Sound knowledge of operating systems (e.g., VM/XA, UNIX, and IBM mainframes). Experience with ASSEMBLER, FORTRAN or similar languages. Send cover letter and resume to Bill Webster.

Information Systems Manager (PT6607) Level 35

Stalter Hotel-Endowed
Supervise and administer all phases of computer operations including planning, installation, training applications analysis and maintenance. Coordinate all computer systems applications throughout the hotel. Work closely with other members of the management team so that full potential and benefits of each automated system is realized. May include some nights and weekends.

Requirements: Bachelor's or equivalent required; degree in Hotel Administration, Business Administration, Management Information Systems preferred. Minimum 3-5 years related experience. Specific interest in systems area with practical experience in at least 2 areas of hotel operations or controllership. Excellent oral and written communications skills. Send cover letter and resume to Bill Webster.

Applications Programmer III (PT6803) Level 34 HRII

Mann Library-Statutory
Undertake the design and development of computer systems for provision of access to scholarly information; process and maintain computer files on mainframe and microcomputer; provide consulting support to library staff and college researchers on computerized access to data files. Until 12/24/90, continuation contingent upon funding.

Requirements: Bachelor's or equivalent; formal course work in computer science or information science preferred. Background in agriculture or life sciences desired. 3-5 years programming experience in several general purpose languages (C, Pascal, and PL/1) particularly desirable. Programming experience on mainframe or minicomputer environment required; experience in microcomputer programming desirable. Experience with database management systems desired. Send cover letter and resume to Bill Webster.

Technical Consultant II (PT6802) Level 33

Biotechnology Program-Endowed
Under general supervision provide technical support to users and system maintenance of Hewlett Packard molecular graphics workstations and Microvax computers for on going research projects using the facilities. Consultant to faculty, staff and students.

Requirements: Bachelor's or equivalent in computing or biological sciences required. Minimum 2 years experience in science computing. Strong interpersonal, communication and organizational skills. Send cover letter and resume to Bill Webster.

Applications Programmer/Analyst II (PT5133) Level 33 HRI

Finance and Business Office-Statutory
Develop, install, maintain, document, and modify administrative systems software. Under general supervision, provide administrative system's applications programming/analysis support for various areas. Assist in insuring efficient and effective use of computer resources.

Requirements: Bachelor's with computer-related courses or the equivalent combination of experience is required. Knowledge of Cornell mainframes, JCL, MVS, CMS, COBOL, Natural and ADABAS. Knowledge of IBM System 36 and its functions. 2-3 years experience with machine architecture, programming languages, production procedures and system utility programs desirable. Send cover letter and resume to Bill Webster.

Applications Programmer/Analyst (PT6712, PT6713) Level 33

Financial Systems Development-Endowed
Design, develop, modify and document straightforward applications software in support of a major administrative systems.
Requirements: Bachelor's or equivalent with computer related courses required. 2-3 years related experience with at least two of the following languages: PL/1, Natural, COBOL, or Mark IV. Knowledge of applications for interactive and batch administrative systems, database management systems, machine architecture, system utility programs and VM/CMS. Send cover letter and resume to Bill Webster.

Systems Programmer/Analyst II (PT6711) Level 33

CIT/Systems-Endowed
Design, implement, install, document and maintain systems and networking software or significant subsystems in IBM Unix and/or VM systems.
Requirements: Bachelor's or equivalent with related computer courses required. 2-3 years experience with Unix and/or VM operating systems, or networking software and significant subsystems. Knowledge of hardware concepts as they relate to software issues. Knowledge of C and/or IBM 370 assembler language essential. Send cover letter and resume to Bill Webster.

Research Support Specialist I (PT6806) HRII

Veterinary Pathology-Statutory
Provide investigative assistance and technological support to the Flow Cytometry Labs. Plan and execute research experiments related to the effects of oncogenes and chromosomal aberrations in cell differentiation. Supervise staff and/or participate in performing tasks related to cell culture, protein and nucleic acid analysis and flow cytometry; measure protein and RNA synthetic rates by radio labeled precursors. Assist in the analysis of data and in preparing results for publication.

Requirements: Bachelor's or equivalent in relevant biological or physical science; Master's preferred. 2-3 years related laboratory experience required (techniques related to flow cytometry and tissue culture). Send cover letter and resume to Bill Webster.

Assistant Director, Minority Programs (PA6801) HRII

Engineering Minority Programs (Dean's Office)-Endowed
Under general direction, assist in the planning, development, and implementation of a wide range of advising, counseling, and support programs for engineering minority students. Assist with supervision of office support staff and student workers.
Requirements: Bachelor's or equivalent experience. 1-2 years of student counseling/academic advising plus supervisory and organizational experience preferred. Must be computer literate and have demonstrated written and verbal communication skills. Public presentation skills and strong interpersonal skills essential. Send cover letter and resume to Cynthia Smithbower by June 2.

Commencement Coordinator (PA6603) HRII

President's Office-Endowed
Under general direction, assist in the planning, coordination and implementation of the university's commencement exercises. Work independently with moderate level of confidentiality. Full-time, January 1-May 31, Part-time, June 1-December 31.

Requirements: Bachelor's or equivalent experience. Knowledge of Cornell organizational structure and ability to work effectively with all levels of administration, faculty and staff essential. Demonstrated ability to work with volunteers. Demonstrated organizational, verbal, and written skills. Word processing skills essential. Familiarity with Macintosh desirable. Send cover letter and resume to Search Committee, Commencement Coordinator by May 26.

Research Support Specialist I (PT0204) HRII

Neurobiology and Behavior-Endowed
Assist in electrophysiological studies of sensory processing in auditory nervous system and in behavioral studies of animal sound communication. Duties include: surgical preparation of small vertebrates (frogs, toads, lizards), fabrication of microelectrodes, recording and analysis of neuroelectric data.

Requirements: Bachelor's or equivalent experience in neurobiology, physiology or bioengineering or related experience. Master's preferred. Familiarity with electronic instruments and computer analysis of electro physiological data plus histological equipment preferred. Send cover letter and resume to Bill Webster.

Staff Writer I (PC6812) HRII

Athletics-Endowed
Under the direction of the Sports Information Director, prepare releases for media outlets; write features on Cornell athletes and

coaches; compile and maintain statistical and historical data; report results of competition; write and edit press guides, brochures and programs; supervise the press box; set up photo sessions for teams and edit the Big Red Report newsletter; edit coaches newsletters; supervise student employees as assigned; assist with Hotline.

Requirements: Bachelor's or equivalent in communications or journalism, some business courses desirable. Minimum 2 years public relations experience desirable. Proven writing and editing skills necessary. Send cover letter, resume and writing sample to David Wohlhueter, P.O. Box 729, Ithaca, NY 14851.

Research Support Specialist I (PT6717) HRII

Animal Science-Statutory
Supervise and coordinate laboratory operation in a nutritional biochemistry program. Duties include developing analytical methods, experimental designs, data analyses, and data presentation as well as maintaining records and monitoring radioisotopes, animal care and laboratory staff.

Requirements: Bachelor's or equivalent required. Master's or equivalent preferred. Training in related aspects of animal science, nutrition, biochemistry and physiology. 1-2 years previous experience. Analytical techniques including RIA, chemical analyses, enzyme analyses and use of radioisotopes. Experience with laboratory and farm animals. Good organizational and interpersonal skills essential. Send cover letter and resume to Bill Webster.

Assistant to the Director (PA6705) HRII

John S. Knight Writing Program-Endowed
With the guidance of the Director, coordinate logistical operations of the Program; prepare budgets, manage accounts, schedule and advertise writing seminars, handle public relations and desktop publishing. The Program, one of the university's largest teaching units, teaches approximately 360 seminars each year.

Requirements: Bachelor's or equivalent experience. Accounting coursework, or 1 year experience with budgets. Excellent writing and editing skills, experience with high school or college students. Preferred: negotiating and planning background, familiarity with Macintosh computers, office experience, publication skills. 2-3 years student services experience. Send cover letter and resume to Cynthia Smithbower by May 22.

Director, MPS Program (PA6709) HRII

Graduate Studies/School of Hotel Administration-Endowed
Responsible for publicizing and marketing the Master of Professional Studies Program to the hospitality industry, recruiting applicants, administering the selection of approximately 35-40 new students each year, guiding students toward successful completion of degree requirements, maintaining student records, and advising and counseling students on career options.

Requirements: Master's or equivalent of Professional Studies degree in Hotel Administration highly desirable. 3 years of hospitality industry work experience preferred. Excellent communication and interpersonal skills. Supervisory experience helpful. Send cover letter and resume to Cynthia Smithbower by May 26.

Research Support Aide (PC6516) HRII

Chemistry-Endowed
Coordinate and monitor progress of manuscripts through editorial process for internationally-known technical journal; prepare annual author search survey for journal; submit production and financial reports to American Chemical Society; organize collection and supervise data entry of mass spectral data.

Requirements: Bachelor's or equivalent in chemistry; Master's or 2 years related experience desirable. Familiarity with modern chemistry and science library; editorial experience helpful. Ability to learn the mass spectrometry of organic compounds and understand the organic structural data. Familiarity with scientific computing and word processing. French/German helpful. Send cover letter and resume to Esther Smith.

Coordinator

CUSLAR
The Committee on United States-Latin American Relations, a local education and solidarity group is seeking a coordinator.
Requirements: Must have knowledge of Latin America and a clear understanding of U.S. policy. Must possess writing and speaking skills in Spanish and English. Fundraising and administrative skills essential. For application call (607) 255-7293.

Assistant Nursery School Teacher

University Cooperative Nursery School
Responsible for planning, with head teacher, communicating with parents and student workers in classroom. Group of 183-5 year olds, from International community. Able to plan developmentally appropriate curriculum. Monday-Friday, 8:30-2:00 (approximately).
Requirements: Child development courses preferred. Early childhood experience essential. Send cover letter and resume to Kate Halliday DeVogdt, Box 18, Robert Purcell Union.

Librarian, Alternatives Library

Center for Religion, Ethics and Social Policy
Full responsibility for diverse 5000+ volume collection; includes oversight of ordering, cataloging, circulation, networking and publicity, hiring and supervision of work-study students and volunteers, monitoring budget. Will work both independently and in collaboration with Director and other staff.
Requirements: Library science degree or library work experience required; IBM system computer facility essential; must be well organized with good communication, supervisory, and interpersonal skills. Interest in library subject areas desirable. Position begins August 16. Full description in Alternatives Library, 122 Anabel Taylor Hall (255-6486). Send cover letter, resume and 3 references c/o Search Committee, Alternatives Library.

Professional Part-time

Research Support Specialist III (PT6804) HRII

Mechanical and Aerospace Engineering-Endowed
Develop and maintain computer simulation programs associated with the Deformation Process Program. Maintain internally written finite element programs for simulating metal forming operations; enhance program capabilities in terms of generality of boundary condition, interfaces to pre- and post-processing and data structures. Monday-Friday, approximately 4 hours per day.
Requirements: Master's or equivalent in Engineering or scientific field required. Proficiency with UNIX and Fortran. Experience with finite element methods. Send cover letter and resume to Bill Webster.

Teaching Support Specialist I (PA6805) HRII

HDFS-Statutory
A member of the teaching team which provides a daily three-hour program for approximately 20 pre-school children in the department's demonstration school. This is a 9 month position, until 6/30/90. 10:30 a.m.-5:00 p.m.; 30 hours per week.
Requirements: Bachelor's in child development, early childhood education or related field. 1-2 years related experience. Ability to relate with young children individually and in groups; to supervise a group of children independently; plan curriculum; observe and assess children's development. Send cover letter and resume to Cynthia Smithbower by June 2.

Technical Consultant I (PT6808) Level 32

CISER-Endowed
Handle walk-in computing consulting for CISER members and provide internal computing support for CISER staff; teach computing skills via preparation of printed documentation; organize special educational activities for users. 20 hours per week until 10/4/89.
Requirements: Bachelor's or equivalent in computer science or social science. Experience with microcomputers, mainframe data tape and file management. Social science experience with Cornell's IBM mainframe, CMS, SAS/SPSS, JCL, MVS. Send cover letter and resume to Bill Webster.

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.

Technical Assistant, GR17 (T6603)

Ornithology-Endowed
Minimum Biweekly Salary: \$467.98
Operate real-time cassette duplication facility at the Library of Natural Sounds. Duties include all aspects of cassette duplication and tape copy work.
Requirements: High School diploma or equivalent required. Associate's or equivalent in electronics desirable. 1 year equivalent experience desired. Must have working knowledge of audio and related equipment; studio skills highly desirable. Mechanical aptitude helpful. Must be able to work independently yet communicate well with staff and outside suppliers. Send cover letter and resume to Bill Webster.

Animal Technician, GR18 (T6805)

Physiology-Statutory
Minimum Biweekly Salary: \$487.50
Assist with a sheep breeding program under the supervision of a Veterinarian and Farm Manager. Administer vaccinations and antibiotics; diagnose health problems; insert and remove progesterone sponges; check pregnancy using an ultrasound machine; keep accurate health and pregnancy records. Responsible for feeding and maintenance of pens and cages.
Requirements: High School diploma required; Associate's strongly preferred. Experience with experimental health care breeding programs, record keeping, administering vaccinations and antibiotics. 6-12 months experience with sheep management. Able to lift 80 pounds. Pre-employment physical required. Send cover letter and resume to Bill Webster by May 26.

Technician, GR18 (T6604)

Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$487.50
Provide general technical support in areas of tissue culture, electron microscopy and biochemistry in the Connective Tissue Research Laboratory. Continuation contingent upon funding.
Requirements: Associate's or equivalent required; Bachelor's in biological sciences preferred. 1 year experience in tissue culture and general laboratory procedures in connective tissue research desirable. Send cover letter and resume to Bill Webster.

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: Associate's or equivalent in biology, chemistry or biochemistry. Bachelor's preferred. One year experience in a biology or biochemistry laboratory. Additional experience highly desirable.

Technician, GR18 (T4527)

Food Science-Statutory
Minimum Biweekly Salary: \$487.50
Conduct research on physical and functional properties of proteins on foods: surface active properties, foaming, gelation, protein separation and purification, etc.
Requirements: Associate's or equivalent in science and experience in lab research. Minimum 1 year related experience. Knowledge of protein chemistry, separation and analyses, some experience with physical properties, measurements and functional properties, spectrophotometric analysis, chromatography, electrophoresis desirable.

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: Minimum 2 years College coursework in biology or physical science. Minimum 1 year related experience.

Technician, GR19 (T6801)

Plant Pathology-Statutory
Minimum Biweekly Salary: \$510.90
Study factors involved in disease development of the bacterial ring rot disease of potatoes. Establish and maintain field plot; collect samples and environmental data; perform ELISA and other assays appropriate to establish bacterial populations in plants. Analyze environmental and disease developmental data.
Requirements: Associate's or equivalent required; Bachelor's preferred. 1 year laboratory and field experience, particularly with potatoes, desirable. Basic microbiology and biochemistry courses.

Animal Health Technician, GR20 (T6705)

Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$534.30
Assist with emergency and surgical procedures. Responsible for medical treatments; manufacture, compound, dispense and administer prescriptions. Evenings and weekends.
Requirements: Associate's in animal health technology required, NYS licensure (or eligibility) required. 2 years experience as A.H.T. and experience working with large animals preferred.

Technician, GR20 (T6716)

Clinical Sciences-Statutory
Minimum Biweekly Salary: \$534.30
Provide technical support for researchers in immunological laboratory. Prepare tissue culture and bacteriological media, buffers and other precisely formulated reagents. Obtain milk and blood samples from cows and/or common laboratory animals.
Requirements: Bachelor's or equivalent in biology; experience in microbiological techniques preferred. 1 year experience handling laboratory animals and knowledge of laboratory procedures.

Technician, GR20 (T6702)
Veterinary Microbiology-Statutory
Minimum Biweekly Salary: \$534.30
Perform a variety of tests and functions appropriate to the study of viruses and bacteria that infect dogs. Prepare and maintain cell cultures, viruses, monoclonal antibodies and bacterial reagents. Conduct a variety of virologic, immunologic (serologic) and bacteriologic assays. Assist with necropsy.
Requirements: Bachelor's or equivalent in microbiology or biological science. 2 years experience in medical or veterinary microbiology/virology lab. Familiarity with cell culture, viral assays, animal care and breeding, serological assays and electrophoresis.

Technician, GR20 (T6701)
Vet Microbiology, Immunology & Parasitology-Statutory
Minimum Biweekly Salary: \$534.30
Technician for a parasitology research laboratory. Assist in the sample collection, processing, analysis and recording of data from laboratory studies of several animal parasitic diseases.
Requirements: Bachelor's or equivalent in biological related field. Minimum 2 years laboratory experience.

Technician, GR21 (T3215)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$557.70
Assist in research projects including semen extender evaluation, liposome and sludge evaluation.
Requirements: Bachelor's or equivalent with emphasis on microbiology or biochemistry required. Minimum 2-3 years experience desirable.

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 or equivalent in biochemistry or genetics or molecular biology. Minimum 2-3 years related lab experience. Biochemical analysis, DNA techniques.

Technician, GR21 (T6403)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$557.70
Perform a variety of serological tests including serum neutralization, agar gel immunodiffusion, complement fixation, and hemagglutination inhibition. Perform virus isolation and fluorescent antibody procedures on clinical specimens. Prepare buffers, media and other reagents.
Requirements: Bachelor's or equivalent in microbiology, biology or related field required. 2-3 years work or course experience in virology and tissue culture desired.

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 or equivalent 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. Perform lab analyses, maintain time schedules, input data into computers and assist in writing technical programs.
Requirements: Bachelor's or equivalent 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.

Accelerator Technician, GR22 (T5913)
Lab of Nuclear Studies-Endowed
Minimum Biweekly Salary: \$581.09
Using standard machine tools and measuring instruments, construct, assemble and maintain components and equipment of a large accelerator system. Fabricate or modify mechanical devices; trouble shoot difficulties in equipment operation. Work with accelerator vacuum systems, including detection and repair of leaks. Assume responsibility for specific projects; provide creative assistance to accelerator scientists.
Requirements: High School diploma plus completion of 2 years formal training in a mechanical field, or 3-5 years satisfactory performance as a GR20 Accelerator Technician. Able to set up and operate machine tools from mechanical and electrical drawings. Experience with vacuum systems preferred.

Electronics Technician, GR24 (T6708)
Modern Languages and Linguistics-Endowed
Minimum Biweekly Salary: \$639.59
Install and maintain audio, video, computer and other electronic hardware in language and phonetics laboratories. Assist in audio recording/editing functions and do light maintenance on various departmental electro-mechanical hardware.
Requirements: Bachelor's or equivalent in electrical engineering, recording engineering or applicable field. Familiarity with SUN, IBM, PC, MAC II hardware; serial and parallel data transmission; networking; signal conditioning, including filtering, amplifying and A/D-D/A hardware and graphics hardware. Must have knowledge of computer programs to be able to interact with users and equipment. Thorough understanding of electronic circuitry.

CHESS Operator, GR24 (T6405)
CHESS-Endowed
Minimum Biweekly Salary: \$639.59
Interact with user groups on technical and scientific problems. Implement safety codes. Responsible for covering CHESS system malfunctions and software problems associated with instrument control. May assist in experimental programs. Some evening and weekend hours required.
Requirements: Bachelor's or equivalent in technical field such as engineering or physics. Experience not needed. Good mechanical and lab skills. Programming experience preferred.

Technical Part-time

Technical Assistant, GR16 (T6401)
Biochemistry, Molecular and Cell Biology-Statutory
Minimum full-time equivalent: \$448.50
Sort and store clean glassware; wash, dry and sort pipettes. Prepare media and sterile supplies; work with acids silicating solution and organic solvents. Perform general record keeping, photocopying and assorted errands. Mornings, Monday-Friday, 20 hrs per week.
Requirements: High School diploma or equivalent required. Associate's or equivalent desired. Some laboratory experience essential. Willing to work near radioactive materials.

Technical Temporary

Lab Coordinator, GR22 (T6707)
Section of Plant Biology-Endowed
Minimum Biweekly Salary: \$581.09
Set up and coordinate laboratories for students in introductory biology. Duties related to the 2 week lab cycle include: order, inventory and maintain supplies and equipment; keep record of budget; pretest and evaluate lab experiments; prepare demo materials for lecture; prepare TA's before lab; monitor their progress and discuss lab results; set-up 3 lab rooms; check reagents and organisms before labs begin, prepare solutions, demonstrate some lab materials and results to TA's; distribute animals, plants, materials daily to labs; clean and store materials at end of each lab; care for plants and animals used in lab; keep prep room and labs in order, run dishwasher; prepare and maintain posters for instruction; proctor some exams and quizzes. Until 6/13/90.

Requirements: Bachelor's or equivalent required. Practical lab experience including chemical and microbiological techniques. Minimum 2 years practical experience running or working independently in a research or teaching lab. Demonstrated ability to work in cooperation with other staff. NYS driver's license required.

Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Microm), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.
Submit a signed employment application and resume. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office.

Circulation/Reserve Assistant, GR17 (C6818)
Circulation-Endowed
Minimum Biweekly Salary: \$467.98
Responsible for shelving books, guarding the Security desks, paging for Interlibrary Loan request, and working the Circulation/Reserve desks.
Requirements: High School diploma or equivalent. Ability to work effectively with a variety of people in a public service setting. Able to list and shift books. Strong organizational, interpersonal and communication skills.

Senior Stacks Assistant, GR18 (C6819)
Access Services-Endowed
Minimum Biweekly Salary: \$487.50
Assists the Annex Library Supervisor in managing the book, periodical and archival collections at the Annex Library and in providing public services. Oversees the operation of the Annex Library in Supervisor's absence. 12 month term appointment.
Requirements: Associate's or some college background and/or experience with academic libraries. Minimum 1 year related experience. Ability to work well with a variety of people in a public service setting and to lift over 50 pounds. Organizational and interpersonal skills. Attention to detail.

Office Assistant, GR18 (C6720)
Information Technologies-Endowed
Minimum Biweekly Salary: \$487.50
Assist the Administrative Aide in duties related to all aspects of the Office of Information Technologies. Provide receptionist support, report preparation; scheduling; purchasing and maintenance of office supplies.
Requirements: High School diploma or equivalent. 1-2 years related office experience. Knowledge of word processing and electronic mailing. High level of confidentiality essential. Good interpersonal, organizational & communication skills. Med. typing.

Secretary, GR18 (C6813)
Education-Statutory
Minimum Biweekly Salary: \$487.50
Provide support for the N.Y. Agriculture in the classroom program including office management duties and secretarial support. Type and input letters, newsletters, lists, publications; procure published materials for notebooks, purchase materials; supervise assembling and shipment of materials for distribution; make arrangements for conferences, meetings, workshops, training sessions. Until 9/30/89 contingent on funding.
Requirements: High School diploma or equivalent. Associate's, degree desirable. Minimum 1-2 years related office experience. Accurate typing skills. Proficient on microcomputer (Macintosh Plus and Apple IIe as well as other office equipment). Shorthand helpful. Medium typing.

Secretary, GR18 (C6808)
Agronomy-Statutory
Minimum Biweekly Salary: \$487.50
Provide secretarial support for 4 faculty and several other professional staff. Type on IBM Personal System 2; receptionist duties; handle mail, filing; schedule meeting. Other duties as assigned.
Requirements: High School diploma or equivalent. Secretarial school preferred. Must be excellent typist (word processor operator), be well organized and work with several people effectively. Must be willing to learn and accept new responsibilities as needed. Experience with IBM PC using WordPerfect desirable. Heavy typing.

Secretary, GR18 (C6713)
Human Service Studies-Statutory
Minimum Biweekly Salary: \$487.50
Provide receptionist/secretarial support for a large department working for 4-6 faculty. Type classwork, reports, manuscripts, correspondence and vouchers; answer telephone; distribute mail; arrange travel; library reserve lists; conferences and meetings; order texts; make copies; keep faculty files and calendars. Other duties as assigned.
Requirements: High School diploma or equivalent. Business or secretarial school desirable. Minimum 1 year experience. Previous secretarial experience (academic setting preferred). Macintosh and IBM PC experience essential. Knowledge of Microsoft Word and Wordperfect. Good interpersonal, organizational, machine and manual transcription skills. Able to work under pressure. Heavy typing.

Office Assistant, GR18 (C6718)
Office of Records and Scheduling, Arts & Sciences-Endowed
Minimum Biweekly Salary: \$487.50
Provide clerical support to the Office of Records and Scheduling. Answer student, faculty and staff questions; help maintain academic records on computer systems; other duties as assigned.
Requirements: High School diploma or equivalent. 1 year experience. Word processing and computer terminal (IBM PC and AT&T) experience desirable. Exceptional organization, interpersonal and communication (written/oral) skills. Able to set priorities and work in a complex, active environment. Medium typing.

Senior Records Assistant, GR18 (C6716)
Catalog Management-Endowed
Minimum Biweekly Salary: \$487.50
Responsible for location and retrieval of in-process material in cataloging department backlogs; processing of added copies and added locations; preliminary processing of Cornell dissertations; pre-catalog searching; provides administrative and secretarial support to the cataloging and catalog management departments.
Requirements: Associate's or equivalent, 2 years of college coursework or equivalent experience. Attention to detail. Minimum 1 year previous library technical services experience desirable. Some experience with personal computer & Wordperfect desirable. Strong organizational, communication & interpersonal skills. Light typing.

Secretary, GR18 (C6721)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$487.50
Provide secretarial support for faculty in Biometrics unit. Type technical manuscripts, course materials, and correspondence. Answer telephones; handle mail; photocopy; process orders for publications.
Requirements: High School diploma or equivalent. Associate's or equivalent desirable. Minimum 1-2 years related office experience. Familiarity with word processing, preferably on IBM PC or Macs. Technical typing desirable, thorough on the job training will be provided. Good interpersonal and organizational skills. Medium typing, accuracy important.

Accounts Assistant, GR18 (C6709)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$487.50
Assist administrative supervisor with general bookkeeping. Complete deposit forms; enter orders on an IBM PC AT (automated order and billing system); general clerical duties as assigned.
Requirements: High School diploma or equivalent. Minimum 2 years related office experience. Knowledge of Lotus 123. General bookkeeping knowledge. Wordprocessing and adding machine skills. Good communications and organizational skills. Ability to follow directions and work independently. Medium typing.

Secretary, GR18 (C6715)
Law-Endowed
Minimum Biweekly Salary: \$487.50
Produce legal documents on IBM PC; provide secretarial/receptionist support for Legal Aid Clinic and its attorneys; answer telephone. Other duties as assigned.

Requirements: High School diploma or equivalent. Business/secretarial school preferred. Legal secretarial training helpful. 1 year related office experience. Strong interpersonal and communication skills. Knowledge of IBM PC essential. Knowledge of Wordperfect desired. Ability to work in a complex, active environment. Heavy typing.

Secretary, GR18 (C5307)
Hotel Administration-Endowed
Minimum Biweekly Salary: \$547.50
Provide data processing and clerical support to the director of alumni affairs and the administrative aide. Update alumni database; undertake special alumni coding projects; run reports; and assist with daily operation of Alumni Affairs office.
Requirements: High School diploma or equivalent. Minimum 1 year related experience. Knowledge of computers. Good interpersonal and communication (written and oral) skills. Accuracy and attention to detail. Ability to work independently, handle pressure, meet deadlines and maintain confidentiality. Medium typing.

Secretary, GR19 (C4107)
JGSM-Endowed
Minimum Biweekly Salary: \$510.90
Provide word processing and administrative support for faculty members using Mass 11 and Mac. Execute and complete all incoming work with emphasis on technical typing.
Requirements: Associate's or equivalent. Minimum 2 years secretarial/office experience. Familiar with word processing and Mac computers. Heavy typing.

Office Assistant, GR19 (C6806)
Hotel Administration-Endowed
Minimum Biweekly Salary: \$510.90
Under general supervision, provide secretarial, clerical and administrative support in the Registrar's Office. Assist in course pre-registration; handle counter work and telephones. Post practice credit on permanent records cards; coordinate distribution of petition minutes.
Requirements: Associate's or equivalent. Minimum 1-2 years office experience. Excellent interpersonal and communication skills. Data processing skills required. Word processing skills preferable. Heavy student contact. Light typing.

Accounts Assistant, GR19 (C6803)
CU Transit, Inc.-Endowed
Minimum Biweekly Salary: \$510.90
Serve as accounting clerk; perform a diversified assortment of clerical and receptionist duties; responsible for daily handling of cash from buses and parking meters. Monday-Friday, variable hours, 7 a.m.-3:30 p.m.; 11:30 a.m.-8:30 p.m.
Requirements: High School diploma or equivalent. Associate's or equivalent in accounting. Minimum 2 years business experience. Must be bondable. Experience with microcomputers (dBase III and Lotus 123) helpful. Medium typing.

Accounts Assistant, GR19 (C6712)
Restricted Fund Accounting-Statutory
Minimum Biweekly Salary: \$510.90
Responsible for daily gift deposits, public affairs gifts record coding, and statutory account reconciliations; extensive work on an IBM PC; coordination of all gift activity in the statutory colleges.
Requirements: Associate's in business, accounting or equivalent. Cornell accounting experience preferred. Computer experience necessary. Experience with Symphony and System 36 preferred. Good communication skills. Light typing.

Office Assistant, GR19 (C6717)
JGSM-Endowed
Minimum Biweekly Salary: \$510.90
Provide secretarial support to the Director of Business Operations and the School's Business Manager. Prepare student employment forms, payroll, etc.; maintenance of building/equipment inventories.
Requirements: Associate's in secretarial science. Minimum 1 years of general office experience preferred. Familiarity with Mass 11 and Macintosh. Must have at least 65 wpm typing speed. Heavy typing.

Administrative Aide, GR19 (C6703)
Civil and Environmental Engineering-Endowed
Minimum Biweekly Salary: \$510.90
Provide secretarial and administrative support for the Associate Director of Undergraduate Programs. Responsibilities include all aspects of the undergraduate degree program; perform technical word processing for assigned faculty.
Requirements: Associate's or equivalent. Minimum 2 years related secretarial experience. Demonstrated ability to take initiative and handle ongoing activities. Required independent judgment and decision making. Excellent organizational, interpersonal and communication (written/oral) skills essential. Must work well under pressure. Computer knowledge desirable (IBM compatible and Macintosh). Medium typing.

Administrative Aide, GR19 (C6707)
Human Service Studies-Statutory
Minimum Biweekly Salary: \$510.90
Provide administrative support to the Aids Project Director and staff. Work with Cooperative Extension and counties throughout New York State. Process purchase orders, vouchers, etc.; serve as program main office receptionist and information source; monitor program expenditures. Type correspondence. Until March 31, 1990, contingent on funding.
Requirements: High School diploma or equivalent. Associate's or equivalent in business desirable. Minimum 2-3 years office experience with considerable word processing experience (Microsoft word, macword, wordperfect, etc.). Ability to work in a highly active environment & set priorities. Excellent organizational, interpersonal and communication skills. Dependable, able to work under pressure with minimal supervision. Sensitive to deadlines. Med. typing.

Administrative Aide, GR19 (C6109)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$510.90
Working independently, under the general supervision of the Director of Career Planning and Placement, provide administrative and secretarial support to the Director of Career Planning and Placement Office. Responsible for overall production of the biweekly Hospitality Career Mart; assist students in securing summer jobs; assist in recruiting process; serve as circulation manager for the new "Cornell Hospitality News" publication.
Requirements: High School diploma or equivalent. Associate's preferred or equivalent with experience. Minimum 2 years office experience and an understanding of the hospitality industry very helpful. Strong organizational and interpersonal skills, communication (oral and written) skills. Word processing skills. Ability to work with frequent interruptions. Heavy typing.

Administrative Aide, GR20 (C6815)
Athletics-Endowed
Minimum Biweekly Salary: \$534.30
Under general direction provide administrative support for overall bowling establishment management and provide instruction to students. Explain and demonstrate principles, techniques and methods; prepare routine and custom reports; supervise and coordinate league activities; prepare bank deposits. Other duties as assigned.
Requirements: Associate's or equivalent. Knowledge of bowling skills. 2-3 years of successful work experience in public service business, preferably a bowling setting. Experience with cash handling, deposit, working with vendors, and supervision.

Accounts Assistant, GR20 (C6809)
Section of Physiology-Statutory
Minimum Biweekly Salary: \$534.30
Share responsibility for management and reconciliation of over 100 accounts (State, Endowed, College and Grant). Establish and maintain working relationship with 3 colleges (1 Endowed) Division of Biological Sciences; advise on University, State, and College financial policies; assist in back-up for personnel and payroll functions when necessary.
Requirements: Associate's or equivalent in accounting. Minimum 2-3 years Cornell State accounting preferred. Excellent organizational, interpersonal and communication skills.

Secretary, GR20 (C6006)
Law-Endowed
Minimum Biweekly Salary: \$534.30
Provide secretarial support to the Associate Dean/Dean of Students, Director of Administration and Finance and Building Coordinator. Responsible for inventory control. Serves as Telecommunications Coordinator for Law School.

Requirements: High School diploma or equivalent required. Associate's desirable. Minimum 2-3 years related office experience. Wordprocessing experience as well as experience with spreadsheet software. Strong communication (oral/written) skills. Able to work well under pressure and maintain a high level of confidentiality. Knowledge of WordPerfect and Lotus 123 helpful. Medium typing.

Personnel Assistant, GR20 (C6810)
Information Technologies-Endowed
Minimum Biweekly Salary: \$534.30
Under general supervision, provide clerical and administrative support to highly confidential employee data system including payroll, personnel, and accounting activities. Prepare and maintain computerized and personnel records; schedule and coordinate meetings and activities and provide other administrative support.
Requirements: Associate's or equivalent in business preferred. 2 years related Cornell experience in payroll/personnel and accounting functions preferred. Knowledge of microcomputers a plus. Good communication, interpersonal & organizational skills. Med. typing.

Secretary, GR20 (C6702)
Unions and Activities-Robert Purcell Union-Endowed
Minimum Biweekly Salary: \$534.30
Provide secretarial assistance for the Director, 2 Assistant Directors, student volunteers and employees. Duties include typing; administrative, reservationist, receptionist and operational responsibilities; extensive contact with students.
Requirements: Associate's or equivalent. Minimum 2 years secretarial experience essential. Shorthand preferred. Good communication skills (written and oral) essential. An ability to work in a dynamic atmosphere. Related word processing or IBM PC-XT experience preferred. Heavy typing.

Administrative Aide, GR20 (C6706)
Human Ecology Administration-Statutory
Minimum Biweekly Salary: \$534.30
Provide computer and administrative support to the Office of Alumni Affairs and Development and the Office of Corporate and Foundation Relations.
Requirements: Associate's or equivalent experience. Minimum 2-3 years related experience. Strong applied computer skills and considerable experience with micro-computers (IBM PC or compatible); mainframe and database experience required. Familiarity with Wordperfect, dBase desirable. Ability to work independently. Good organizational and communication (written/oral) skills. Some knowledge of accounting helpful. Medium typing.

Media Assistant, GR21 (C6805)
Summer Session-Endowed
Minimum Biweekly Salary: \$557.70
Under general supervision of the Division media manager, implement publicity and marketing projects for the Division. Use Apple Macintosh Pagemaker and Microsoft Word to create fliers, brochures, ads, forms and other printer material from first drafts to mechanicals. Monitor and record distribution. Handle other projects as assigned.
Requirements: Associate's or equivalent. Bachelor's or equivalent preferred. Minimum 2-3 years experience in media-related field. Excellent organizational skills and ability to work independently. Proven writing and editorial skills. Knowledge of graphic design. Ability to work under pressure and meet deadlines. Experience with Apple Macintosh and especially with Pagemaker and Filemaker Plus software helpful. Ability to lift 40 pounds. Valid NYS driver's license. Send cover letter, resume, 2 short writing samples and 2 graphic design samples to Esther Smith.

Personnel Assistant, GR21 (C6820)
Dean's Office-College of Engineering-Endowed
Minimum Biweekly Salary: \$557.70
Coordinate and review the processing of personnel related work for the college. Maintain databases of college personnel and produce summaries and reports. Administer the central college payroll system. Provide key support in the development of Salary Improvement Program.
Requirements: Associate's or equivalent combination of education/experience. Bachelor's preferred. At least 2-3 years experience with university personnel systems. Working knowledge of spreadsheet software.

Administrative Aide, GR21 (C6722)
Theory Center/CNSF-Endowed
Minimum Biweekly Salary: \$557.70
Perform wide variety of administrative & secretarial functions for the deputy director for Supercomputing Technologies (ST) & his staff.
Requirements: Associate's or equivalent combination of education and experience. Minimum 2-3 years related administrative secretarial experience. Experience with computers, including use of software applications and mainframes. Strong interpersonal, organizational, and communication skills. Demonstrated ability to take initiative and responsibility, work independently and coordinate many ongoing activities. Decision making. A high degree of confidentiality. A general understanding of the various technical aspects of the Supercomputer Facility. Medium typing.

Administrative Aide, GR21 (C6719)
Unions and Activities-CAC-Endowed
Minimum Biweekly Salary: \$557.70
Provide full secretarial support for Director of Student Activities. Assist in planning and implementation of various student-oriented programs; provide account clerk support for 13 operation/appropriated accounts; supervise 2 student office assistants.
Requirements: Associate's or equivalent. Minimum 2-3 years of secretarial experience. Good communication, organizational and interpersonal skills required. Cornell endowed accounting experience. Knowledge of IBM PC XT with working knowledge of Wordperfect software desired. Ability to work independently. Heavy typing.

Accounts Coordinator, GR22 (C6505)
Summer Session-Endowed
Minimum Biweekly Salary: \$581.09
Provide extensive accounting and payroll support to the Division and to the director of finance. Supervise all Summer and Extramural Study accounts including processing deposits, reviewing and reconciling accounts; reviewing special program and professional program budgets; appoint and process payroll for approximately 700 faculty, TA's and staff; provide and maintain deposit databases; supervise accounts assistant.
Requirements: Associate's in accounting or equivalent. Minimum 3-4 years experience. Excellent organizational, interpersonal, and communication skills required. Knowledge of Cornell accounting preferred. Experience with Lotus 123 required.

Accounts Assistant, GR22 (C6807)
Mathematics-Endowed
Minimum Biweekly Salary: \$581.09
Provide administrative, fiscal, and personnel management services for the Math department. Monitor account transactions and approve expenditures. Candidates should be able to complete the research grant cycle from preparation through final reporting.
Requirements: Associate's in accounting or business or equivalent combination of education and experience. Working knowledge of personal computers and software (spreadsheets and word processing). Minimum 3-5 years financial work preferably at Cornell. Grant and contract experience desirable. Effective communication (oral and written) skills.

Accounts Coordinator, GR22 (C6705)
Restricted Fund Accounting-Statutory
Minimum Biweekly Salary: \$581.09
Monitor financial activity of restricted accounts; prepare and submit billings to sponsors; monitor receivables; correspond with sponsors and Cornell community; support accounting system to auditors.
Requirements: Associate's in accounting. Bachelor's in accounting or equivalent experience and education. Minimum 3 years related accounting experience required. Knowledge of Symphony or Lotus 123 spreadsheet package. Strong accounting background required. Familiarity with university accounting system preferred. Excellent time management skills essential. Strong communication (oral/written) skills.

Office Professionals Off-Campus

Secretary, GR19 (C6814)
New York City Cooperative Extension-Statutory
Minimum Biweekly Salary: \$510.90
Serve as secretary/receptionist and assist in facilities coordination for New York City Cooperative Extension programs (EFNEP, 4H

Jobs *Continued from page 3*

Youth Development, Housing, Consumer Education, Urban Horticulture, Food/Nutrition/Health and SBEET at 15 East 26 Street.
Requirements: Associate's or equivalent. Minimum 2 years secretarial experience. Good communication skills. Knowledge of word processing programs. Strong keyboarding. Bilingual (English/Spanish) desirable. Medium typing.

Office Professionals Part-Time

LC Cataloger, GR20 (C6817)
Cataloging-CYS-CUL-Endowed
Minimum full-time equivalent: \$534.30
Creates bibliographic records for monographs, and authority records for headings, based on Library of Congress (LC) copy or other acceptable copy. 20 hours per week.
Requirements: Associate's required. Bachelor's preferred or equivalent experience. Minimum 1-2 years previous work experience in libraries, preferably in technical services. Strong organizational skills. Knowledge of at least 1 foreign language preferred. Light typing.

Senior Night Supervisor, GR20 (C6816)
Circulation-Engineering Library-CUL-Endowed
Minimum full-time equivalent: \$534.30
Under general direction of Administrative Supervisor, oversee evening circulation/reserve functions including responsibility for building security; supervisory responsibility for students; provide service to users at Circulation/Reserve desk; clerical, conservation and collection management duties. Other duties as assigned. Summer, Monday-Thursday 4-9 p.m.; Academic year to be announced, evenings.
Requirement: Minimum 2 years college coursework or some related experience preferably in a library or academic setting. Minimum 2 years related experience. Supervisory and public service experience. Excellent communications skills. Strong organizational and interpersonal skills. Ability to work under pressure and effectively handle stressful situations. Light typing.

Office Professionals Temporary

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

Circulation Assistant (S6810)
Mann Library
Assist the library staff with a project to barcode the Library collection. Duties include: shelf reading, applying barcodes to corresponding volumes, and problem solving. 19 hours per week.
Requirements: High School diploma or equivalent. Send cover letter and resume to Michele Draiss, 235 Olin Library, Cornell University, Ithaca, NY 14853.

Casual Office Receptionist (S6702)
Small Animal Clinic-Veterinary Medicine
Act as front desk receptionist. Data entry of medical records. Handle discharge of patients. Cashiering. Saturdays 8:00 am to 12:00 noon. Monday-Friday 4:00 p.m.-6:00 p.m. Hours flexible.

Cornell Catering (S6507)
Cornell Catering needs temporary part-time help for June 8-11. Flexible hours. There are openings for bartenders, wait staff, and truck drivers. Experience not necessary, will train. If interested please contact Karen Raponi at 255-2192.

Personnel Manual

Continued from page 1

1. The first section called "Employment" covers information which is especially helpful for new employees: registering for benefits, employment status categories, medical exams and ID cards. Other topics in this first section include: employee transfer, interviewing, and special employment circumstances.

2. The section called "Administering Wages and Salaries" looks at pay policy, pay ranges, initial appointments, Fair Labor Standards Act (FLSA), position classifications, descriptions, reclassifications, exempt and nonexempt, standard work-week, flextime, rest periods, meal breaks, time-cards, overtime, inconvenience pay, emergency call back, payroll deductions, promotions, downgrades, lateral transfers, salary adjustments, pay-checks.

3. "Providing Benefits" features credited service, benefits eligibility, Social Security, group life insurance, accidental death and dismemberment insurance, tax deferred plan, health care plans for endowed and statutory, select benefits, short-term and long-term disability, retirement plans, workers' compensation, unemployment insurance, Cornell children's tuition scholarship, benefit contracts and documents.

4. "Time Away from Work" covers leaves with pay such as vacation, holidays, sick leave, health care leave, funeral leave, jury duty, military training leave, voting time, release time from work, volunteer firefighters and emergency medical technicians leave.

This section also covers breaks-in-service and leaves without pay such as department leave of absence, university leave of absence, and military service leave.

5. "Encouraging Employee Growth" looks at job opportunities, performance appraisal, seminars and workshops, extramural program, employee degree program, tuition aid, and the Employee Assistance Program (EAP).

6. "Resolving Employee Concerns" features employee and labor relations, probationary period, discipline, and the employee complaint and grievance procedure.

Cornell Catering (S6707)
Cornell Catering needs temporary part-time help beginning May 22-August 31. Flexible hours. There are openings for delivery drivers and closet stewards. NYS drivers license required. If interested please contact Karen Raponi at 255-2192.

Conservation Technician (S6709)
Mann Library
Performs a variety of tasks relating to the microfiche/filming of brittle materials as part of the Cornell/NYS Library Coordinated Preservation Grant to preserve the published of New York's agriculture, environmental conservation, and rural economy. Duties include preparation of materials for re-formatting, preparing target series on a microcomputer, and quality control. Approximately 4 hours per day, Monday-Friday between the hours of 8 a.m.-5 p.m.
Requirements: Associate's or equivalent. Microcomputer and previous library experience desirable. Send cover letter and resume to Michele Draiss, 235 Olin Library.

Program Coordinator (S6505)
Department of Natural Resources
Assist the Program Director in carrying out the Cornell Natural Sciences Interns Program. This program is designed to give minority and/or disabled high school students the opportunity to conduct natural sciences research projects and to explore career options in the natural sciences. The Program Coordinator will assume primary responsibility for the career exploration activities. Will work with the Program Director and staff in the College of Agriculture and Life Sciences Office of Instruction to design a 2 week natural sciences career exploration program for 12 youth. Assist in designing the research portion of the program. During the six weeks the students are on campus, the Program Coordinator will work alongside the students as they conduct their research and career explorations. Assist the students in developing written reports and oral presentations about their research and career explorations.
Requirements: Bachelor's or equivalent. Demonstrated ability to work with minority and disabled youth. Experience working with youth in career exploration activities. Familiarity with scientific research, word processing, and spreadsheet computer software. Full-time, June 23-August 9, 1989. Will need to be available to work part-time during May & June designing the program. Send cover ltr & resume to Dr. Marianne Kransy, Program Director, Dept. of Natural Resources, Fernow Hall, Cornell University, Ithaca, NY 14853.

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 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 (G6701)
Unions and Activities-Robert Purcell Union-Endowed
Hiring Rate: \$5.75
Provide general custodial care of buildings and grounds in assigned area. Monday-Friday, 5:30 p.m.-2:00 a.m.
Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Able to follow instruction and work for extended periods without supervision.

7. "Operating Practices" explains conflicts of interest, job abandonment, health and safety, personnel files, inclement weather, visitors at the worksite, smoking, conflict of commitment, operating vehicles for university business, and campus rules of conduct.

8. "Separation" discusses layoffs, separating employees from the payroll & between terms recess.

In addition to the eight sections listed above there is an appendix which has samples of approximately 64 different forms, cards or applications which are used for various personnel actions. For example, a copy of the employee transfer application, group life beneficiary change card, time card, and waiver of health insurance are some of the samples in the appendix.

What should I do if I don't have access to a manual in my department?

Discuss this with your supervisor. There should be a manual in your work area. All Personnel Manuals are meant to be shared; no one individual owns a Personnel Manual. The information in the manual is knowledge which should be available to all. Both supervisors and employees are encouraged to familiarize themselves with the content and format of the manual.

What if I read the manual and still have questions?

You may address any questions concerning policies to your supervisor or to the unit indicated at the end of each policy.

Cornell Employment News

Published weekly except for one week each in January and November and two weeks in December by the Office of Equal Opportunity & the Office of Human Resources, Cornell University, 14853. Distributed free and available to staff and faculty at locations around the campus.

Mail service available US delivery third class mail at \$9.00 for 3 months; \$15.00 for 6 months; or \$24.00 for 12 months. Make checks payable to Cornell University. Mail to 160 Day Hall, Cornell University, Ithaca, New York 14853.

Editors: Laurie Roberts, Carolyn McPherson
Page Layout: Cheryl Seland
Photography: Susan Boedicker, Chris Smith, Media Services, Photo Services, Publications

Telephone: Human Resources (607) 255-3541
Office of Equal Opportunity (607) 255-3976



Bell Captain, SO03 (G6406)
Statler Hotel-Endowed
Hiring Rate: \$6.00
Assists concierge to rotate assignments for bell staff. Receives calls for delivery or service and instructs bell staff accordingly. Provides pick up delivery or service. Works closely with the sales staff during group reservations and conferences. Sunday-Thursday, 11 p.m.-7:30 a.m.
Requirements: High School diploma or equivalent. Good reading and writing skills. Valid driver's license. Minimum 1-2 years hotel related experience.

Printing Assistant, SO04 (B6802)
Addressing and Mailing-Endowed
Hiring Rate: \$6.25
Responsible for Cornell's Business Reply mail and permit. Act as lead person in Addressing and Mailing Services.
Requirements: High School diploma or equivalent. Some college preferred. 2 years related experience in mailroom setting. Knowledge of mailroom machinery, postal rules and regulations and Business Reply mail. Excellent math skills and familiarity with computers desired. Send application materials to Staffing Services, 160 Day Hall by May 25.

Animal Attendant, SO04 (B6801)
Veterinary Medical Teaching Hospital-Statutory
Hiring Rate: \$6.25
Routine barn chores, keeping all areas clean, grooming animals, cleaning and addressing stalls after patient discharges, milking. Assist students and clinicians when needed. Weekends and some holidays required.
Requirements: High School diploma or equivalent. 2-3 years experience handling large animals, milking experience required. NYS driver's license. Send application materials to Staffing Services, 160 Day Hall by May 25.

Material Handler, SO05 (G6801)
General Stores-Endowed
Hiring Rate: \$6.55
Under general supervision, complete warehouse duties including: order picking; customer counter service; truck delivery, receiving; cycle counting and housekeeping. 39 hours per week.
Requirements: High School diploma or equivalent. Minimum 2-3 years warehouse/retail experience. Valid NYS driver's license. Familiarity with trade terminology (plumbing/electrical). Able to read and write. Complete basic math (addition, subtraction, division, multiplication).

Chief Dispatcher, SO06 (G6803)
M&SO-Endowed
Hiring Rate: \$6.85
Assist Operations Manager in coordinating the University's Customer Service Center. The Customer Service Center is the focal point of requests for repairs, maintenance and alterations, and information about the physical plant. Monday-Friday 7:30-4:00.
Requirements: High School diploma or equivalent. Excellent interpersonal skills, ability to work under pressure, strong decision-making, problem solving, priority setting, and time management skills. Must be detail-oriented. Experience with mainframe and personal computers desirable. Training and/or experience in public relations, sales, or service preferred. Medium typing.

University Service Officer, GR02 (G6802)
Public Safety-Endowed
Hiring Rate: \$7.11
Responsible for prevention and detection of criminal behavior; external and internal patrol of University property within assigned area for fire, safety and crime hazards; enforcement of parking regulations on campus.
Requirements: High School diploma or equivalent. Formal education, training or experience in law enforcement field preferred. Satisfactory completion of basic University Service Officer training. U.S. citizenship; eyesight 20-40 corrected to 20-20; no record of convictions other than minor traffic infractions. NYS driver's license; able to obtain NYS pistol permit within 90 days of employment. Must pass physical exam.

I.D. Cards for Temporary Employees Issued by Staffing Services

I.D.'s for temporary Cornell University nonacademic staff are issued by Staffing Services.

To obtain a temporary I.D., a signed, written request on department letterhead indicating the title and length of appointment is required. Temporary I.D.'s are issued for a period of time up to six months. Requests for extensions must be made in writing.

Employees hired for temporary positions must have a signed, completed employment application on file with Staffing Services.

The temporary I.D. serves as a campus bus pass and enables the employee to use the university libraries.

Job Prospecting Booklet

Newcomers to the area are invited to ask for our booklet: "Just for Your Information: Job Prospecting in the Ithaca Area." Call Staffing Services, 5-5226 for a copy.

General Service Temporary

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

Field Assistant (B6403)
Vegetable Crops
Hiring Rate: \$5.00
Perform general field plot maintenance. Some greenhouse work. Until November 1.
Requirements: High School diploma or equivalent. Previous farm experience. Ability to drive a tractor essential. A commercial pesticide applicator's license preferred but not required. Some carpentry skill helpful. Send application materials to Staffing Services, 160 Day Hall.

Casual Animal Technician (B6701)
Baker Institute
Minimum hourly rate: \$5.00
Provide weekend and holiday care and feeding of beagles under very strict isolation conditions (shower in and out). 8-10 hours per week.
Requirements: Animal handling experience preferred. Able to lift 100 pounds with assistance. Pre-employment physical required. Send application materials to Staffing Services, 160 Day Hall.

Assistant Animal Technician (B6501)
Laboratory Animal Services
Hiring Rate: \$5.00
Provide care, proper feed, fresh water, general cleaning and maintenance of cages, pens. Change bedding, papers and pan liners, remove waste while minimizing contaminants in animal rooms. Will be trained on proper handling of waste disposal. 5 days per week including Saturday and Sunday. 6 months.
Requirements: High School diploma required. Experience with animal handling. Able to lift 50 pounds. Must have pre-employment physical and initial immunization required. Send application materials to Staffing Services, 160 Day Hall.

Boyce Thompson Institute

Secretary
Minimum Starting Salary: \$13,000 per year
Type manuscripts, grant proposals, correspondence, reports, etc. for a group of scientists. Assist at switchboard and perform other duties as assigned.
Requirements: Associate's or equivalent. Excellent typing and proofreading skills; ability to read various handwritings. Word processing experience required (Wordperfect). Ability to work pleasantly and cooperatively with many different people. Contact Joanne Martin, Boyce Thompson Institute, 254-1239.

Academic

Extension Associate III, Regional Extension Grape Pest Management Specialist-Fredonia, NY
Cooperative Extension
Master's in pest management, plant pathology or entomology. Graduate or undergraduate coursework in fruit science, economics, statistics, agricultural engineering, education or communications desired. 3 years of professional work experience in agriscience, grape production, pest management. Salary commensurate with qualifications. Send letter of intent & resume to Paul W. Townsend, Coop. Ext., 212 Roberts Hall, Cornell University, Ithaca, NY 14853.

Program Coordinator, Marine District, Sea Grant, Riverhead, NY
Cooperative Extension
Master's from an accredited educational institution with emphasis/coursework in aquatic or marine sciences, environmental studies, natural resource management/communications or in subject matter appropriate to job responsibilities. 7 years related experience. Send letter of intent and resume to Paul W. Townsend, Cooperative Extension, 212 Roberts Hall, Cornell University, Ithaca, NY 14853.

Biology Lectureship
Biological Sciences
Biological Sciences 101-104 invites candidates for a teaching fellowship in its introductory laboratory course for majors. Assist the senior staff in realizing the academic goals and fulfilling administrative responsibilities of the course. Candidates must have demonstrated experience and competence in introductory biology teaching, especially in laboratories. Appointment will be August 1989 and will be at the rank of lecturer (a title reserved for staff members whose duties, being entirely in teaching, require no research activity). This is a 1 year appointment with possible extension for a 2 year max.
The Course Enrollment in introductory biology sequence is about 700 students, primarily freshman, from all sectors of the University. The 2 semester introductory sequence together consists of 3 lecturers (1 of which is part of the laboratory course) and 1 3-hour laboratory session per week. The lecture provides a rigorous, comprehensive treatment of modern biology, viewed within an evolutionary context. The laboratory course has an investigative approach, and is comprehensive in coverage; emphasis is on methodology & students learn to design, analyze, and report their own work.
Duties This lectureship is a training position for persons wanting experience in the administration and teaching of a large introductory biology course with an investigative emphasis. The successful candidate will be a member of the course's senior staff and be involved in both day-to-day operations and long-range planning of the course. This person would be expected to give occasional lectures to the entire class; to teach a laboratory section; to be involved with the teaching assistant training program; and to participate in making the course more effective in realizing its goals.
Qualifications Candidates should have a strong commitment to teaching. A Ph.D. is required, preferably in the biological sciences, together with teaching experience, especially but not exclusively in introductory biology. Biological specialty is open, but preference will be given to those with the broadest teaching and research experience, considered from both a taxonomic and functional viewpoint. Because laboratories are investigative, candidates should have a thorough knowledge of scientific methodology.
Salary Negotiable, depending upon experience. Appointment will be on a 12-month basis.
Application This should include a curriculum vitae and 3 letters of reference sent separately by the letter writers. Candidate should write a short statement outlining their educational objectives for introductory biology (both lectures and laboratories). Applications should be sent as soon as possible; application review will begin May 29, and continue until the position is filled. Send applications to Dr. Jon C. Glase, 1130 Comstock Hall, Cornell University, Ithaca, NY 14853-0901. (607) 255-2031.