

# Cornell CHRONICLE

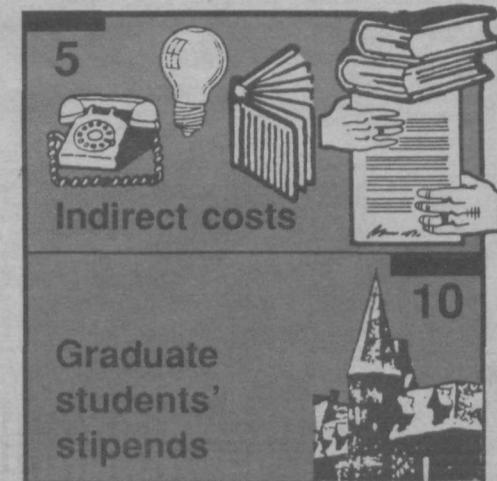
## Reunion 1989

Volume 20 Number 35 June 8, 1989



Chris Hildreth

Two of some 5,680 undergraduate, graduate and professional students who graduated in ceremonies on May 28.



## Trustees endorse plan for underground library

Construction of an underground special-collections library in the central campus won preliminary endorsement from Cornell's Board of Trustees on May 27.

The board approved the site, between Stimson and Goldwin Smith halls on the southeast edge of the Arts Quadrangle, and gave the go-ahead for development of plans for a 120,000-gross-square-foot building that would be entirely underground.

Construction would begin in the summer of 1990, with some preliminary site work and relocation of utility lines possibly being done this summer.

In other action, the board:

- Approved, as expected, 1989-90 financial plans that will raise tuition 6.9 percent at the privately supported colleges and 7.1 percent (for New York residents) at the state-supported colleges.

- Elected Patricia Carry Stewart and Paul R. Tregurtha to a one-year term, from July 1, as co-vice chairpersons. They will succeed Stephen H. Weiss, who is becoming board chairman with Austin H. Kiplinger's retirement after 29 years on the board, five of them as chairman.

- Reelected Alison P. Casarett to a third five-year term as dean of the Graduate School, after she was cited by President Frank H.T. Rhodes as "a dedicated and highly effective advocate for students and a careful and concerned administrator."

- Heard the Annual Report on the Status of Women and Minorities, presented by Joycelyn R. Hart, associate vice president for human relations. It reported a 1988-89 increase in women students and faculty, a

slight overall increase in minority-group undergraduates (but with a small decline for blacks), a larger increase in minority-group graduate and professional students, and increases in minority faculty numbers for all racial categories and all ranks.

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## President, provost to focus on Cornell's long-term needs

Cornell's Board of Trustees on May 27 approved assigning Provost Robert Barker wider responsibilities to allow him and President Frank H.T. Rhodes more time for strategic planning, including the university's long-range capital needs.

As of Sept. 1, Barker will assume the new titles of senior provost and chief operating officer. The university's executive staff will report to him, while he will continue to report to Rhodes.

In a letter to Board Chairman Austin H. Kiplinger, Rhodes listed these strategic issues demanding attention "as Cornell approaches its 125th anniversary": completion of the long-range capital planning process; enrollment and financial aid; an extended curriculum review; the relation of specialized centers to the overall academic program; closer coordination of academic programs and support services; faculty and

*Continued on page 10*

## Chinese students rally on campus and in New York City

China's military attacks against pro-democracy demonstrators sent hundreds of Cornell's Chinese students to protest at their government's consulate in New York City and to a rally on the campus.

The attacks also prevented some students from returning home.

Telephoning his family in Beijing, one Cornell student heard gunfire in the background. His second call was disconnected after less than a minute.

On the campus, a mute memorial to the dead in Beijing — a wreath of white flowers — was placed anonymously at the entrance to Day Hall on Monday, June 5, after the weekend of bloodshed.

Jerry D. Wilcox, Cornell's director of international students and scholars, said he advised several Chinese students who had completed their studies to remain in the United States until the situation in China clarifies.

"We have students who are packed and ready to go home, and they don't know what to do," Wilcox said. "I told them to stay put and wait."

Wilcox said that the U.S. government may authorize Extended Voluntary Departure rights for Chinese students, enabling them to remain in this country after their visas expire and obtain work permits.

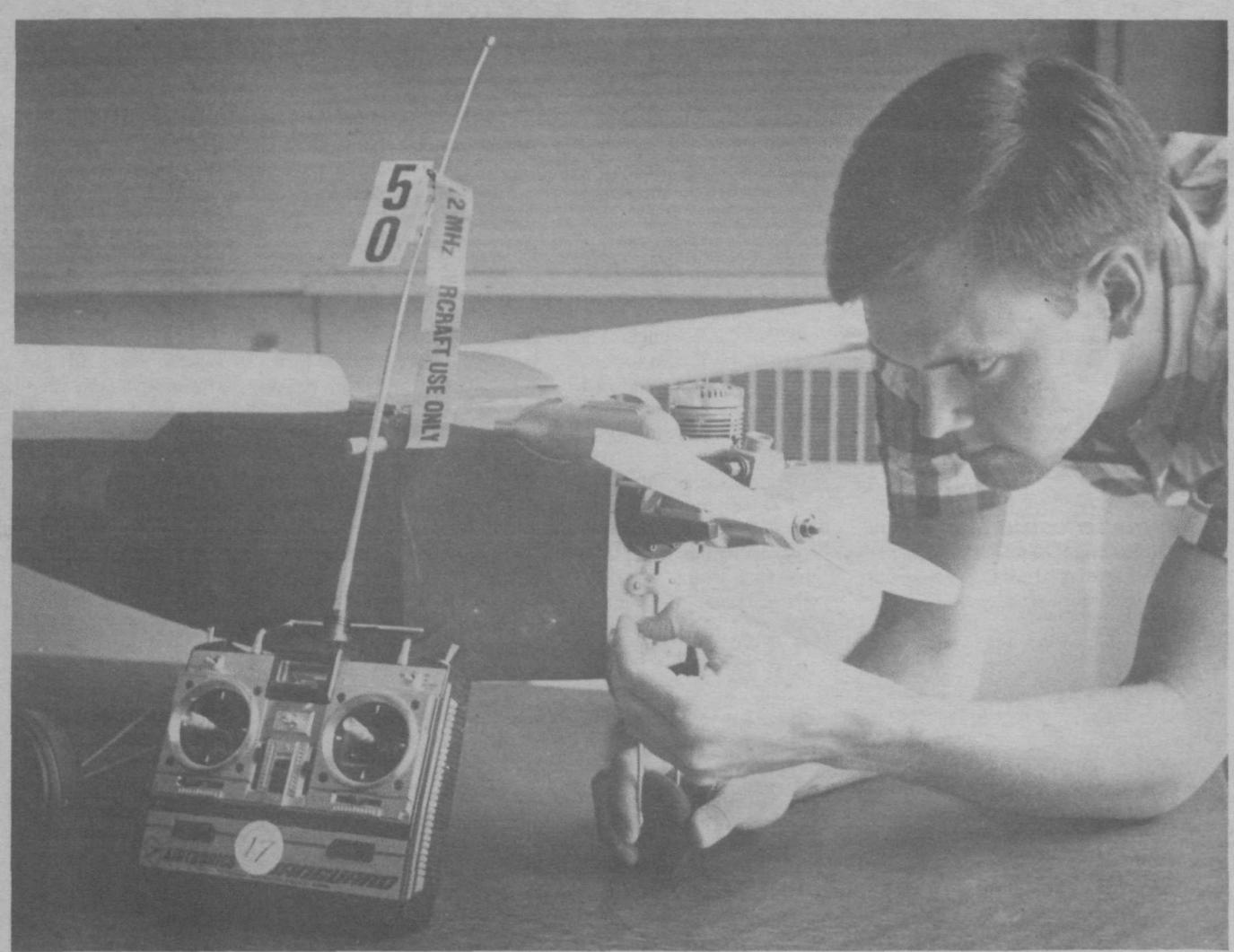
Wilcox had just returned from the annual meeting of the National Association for Foreign Students Affairs in Minneapolis, where university delegates adopted a resolution to "support the special efforts required to keep open the educational, cultural and scientific dialogue fostered by international exchange."

The resolution stated: "In Eastern Europe, Southeast Asia, Southern Africa, the Middle East, Latin America, the Soviet Union and dramatically in China in recent days extraordinary movements among students and scholars are changing the expectation of those who may soon lead their nations."

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Jill Peltzman  
At a noontime rally outside Willard Straight Hall on Tuesday, people gather to mourn the students killed in last weekend's violence in Beijing and vow to continue the struggle for political freedom in China.



Jill Peltzman

**CORNELL'S CARGO PLANE PLACES FOURTH IN NATIONAL COMPETITION** — Student team leader Thomas Meyer makes an adjustment on Cornell's entry in the Society of Automotive Engineers' International Remotely Controlled Cargo Aircraft Competition. The Cornell design placed fourth out of 30 entries in the May competition, which consisted of judging in both design and flight performance categories. In the flight competition, the craft carried a load of 16 3/4 pounds around a prescribed course. Other senior mechanical and aerospace students who were members of the team were David Ciminelli, Chris McDonald and Robert Preli. Faculty advisors were Thomas Avedisian and Mark Psiaki.

## Briefs

**Tell the corporations:** Researchers on campus wishing to let the corporate world know what they will be doing during the 1989-90 academic year have until June 15 to submit the details for inclusion in "Connecting With Cornell." "Connecting with Cornell" is a publication produced by Cornell's Research and Advanced Studies Office. It is sent to some 15,000 corporations and alumni to promote technology transfer by inviting representatives of the private sector to attend events on campus of interest for research and development. Information concerning conferences, symposia, workshops, lectures, and other scheduled events should be submitted to Lorrene Lawrence, 314 Day Hall. You may call her at 5-7256.

**Home ownership:** An eight-part series of pamphlets on the subject of home ownership covering mortgage basics, choices, costs and other details is available from Cornell Cooperative Extension through the Cooperative Extension Association of Tompkins County at 615 Willow Ave. The telephone is 272-2292.

**Where to look:** Brochures, with a map, listing the locations, hours and telephone numbers of 13 museums and art galleries in Ithaca are available free in large orders from the Community Relations Department of the Herbert F. Johnson Museum of Art (telephone 255-6464) and the Chamber of Commerce on East Shore Drive (273-7080).

**Road closed:** Campus Road from Dryden Road to Garden Avenue will be closed to through traffic through July 21 for the installation of utility lines. There will be one lane traffic with a flagman controlling access to and from the Parking Garage from Dryden Road. The Phillips Hall parking lot will be closed during this period.

**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 Friday, June 30, at the Statler Hotel, and not on June 12 as previously listed in this column. Employees may call the Office of Human Resources at 255-3621 for a reservation.

## Obituary

### Daniel E. Thomas

A scholarship fund has been established for Jason Thomas, the 7-year-old son of Daniel E. Thomas, a Cornell Public Safety officer killed in a firearm accident on May 25.

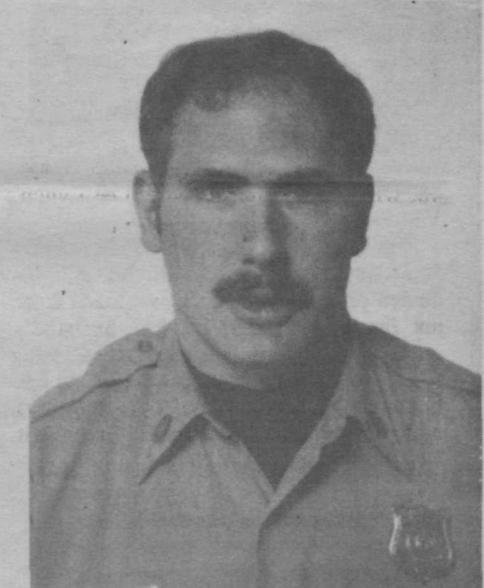
Contributions may be sent to the Daniel E. Thomas Memorial Scholarship Fund, C/O Lt. Randall H. Hausner, Cornell Department of Public Safety, Cornell University, Ithaca, N.Y. 14853. Hausner said the fund will be for the future needs of Jason Thomas.

Thomas, 35, a member of the Cornell Public Safety Department of nine years, died on May 25 when his .38-caliber service revolver fired after his son, who was sitting in the back seat of his van, apparently dropped the firearm, according to a Public Safety investigation. The officer was driving along Pine Tree Road when the accident occurred. He had picked up his son from school and was on his way to Public Safety headquarters following mandatory firearms training.

More than 160 law enforcement and military personnel and also university officials took part in funeral services for Thomas on May 30 at Immaculate Conception Church in downtown Ithaca.

Thomas lived at 337 Ferguson Road, Freeville. He was a 1973 graduate of Candor High School and a 1981 graduate of Tompkins Cortland Community College where he received an associate degree in criminal justice. He served three years in the U.S. Army and joined the Cornell Department of Public Safety in 1980.

In addition to his son, Thomas's survivors include his wife, Monica Cyganovich Thomas of Brooktondale; his parents, George R. and Barbara slate Thomas of Candor; and three brothers and a sister.



Daniel E. Thomas

## Cornell Chronicle

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

## Notables

The American Academy and Institute of Arts and Letters presented a \$5,000 cash award to Karel Husa, the Kappa Alpha Professor of Music and Pulitzer Prize winning composer, at a special luncheon in New York City on May 17. The cash award was one of four presented this year "to honor and encourage composers in their creative work." In addition, the AAIAL presented Husa a citation stating that he "is a composer of dramatic utterances, thoroughly of his time, his music breathes and seethes with emotional eloquence. But he goes beyond this and becomes a musical poet of imagination and power."

The German Marshall Fund of the United States has awarded Sidney G. Tarlow, the Maxwell M. Upson Professor of Government, a research fellowship which provides up to \$28,000 and travel expenses for full-time study. The fund, a memorial to the Marshall Plan, has awarded 10 fellowships this year to "outstanding American scholars for research on significant economic, political and social developments involving the United States and Europe." Tarlow's project is a comparative analysis of the patterns of collective action and state response to major social movements in France and Italy between 1945 and 1949.

Ann T. Lemley, an associate professor in the College of Human Ecology, has received a 1989 Region II Quality Award from the U.S. Environmental Protection Agency for her research on human exposure to toxic chemicals through drinking water. She was among some 14 persons and organizations cited for dedicating "countless hours, both professionally and personally, to protecting and enhancing environmental quality" at a ceremony on April 21 in the U.S. Court of International Trade at 1 Federal Plaza in New York City.

A Fulbright Scholar Grant has been awarded to Benjamin Widom, the Goldwin Smith Professor of Chemistry, for research at Ecole Supérieure de Physique et de Chimie Industrielles de la ville de Paris in France from October 1989 to June 1990. Funding for the Fulbright Scholar Program, established in 1946, comes from U.S. congressional appropriations and from the governments of 27 other nations.

The director of the Floyd R. Newman Laboratory of Nuclear Studies, physics Professor Karl Berkelman, has been named to an international committee of scientists to provide insight on issues and to help define policies for the proposed Superconducting

Supercollider Laboratory. The supercollider, to be built by the U.S. Department of Energy at a site about 25 miles south of Dallas, Tex., will "explore matter on a scale smaller than one hundred-thousandth the size of a proton and to investigate what the universe was like a millionth of a billionth of a second after the big bang."

Vivian Bruce Conger, a Ph.D. candidate in history, has been named a Frances Hiatt Fellow to conduct several months of research at the library of the American Antiquarian Society in Worcester, Mass., during 1989-90. Her topic will be "Being Weak of Body But Firm of Mind and Memory: Widowhood in Colonial America."

## Corrections

An article in the May 25 Cornell Chronicle about the University Cooperative Nursery School in Robert Purcell Union was accompanied incorrectly by a photograph taken at the Ithaca Childcare Center.

Photo captions in the same issue were switched under pictures of Constance Shapiro and Juris Hartmanis in a section devoted to outstanding teachers.

# 5,000 expected for reunions; Abba Eban to lecture



Abba Eban

More than 5,000 Cornell alumni and their families are expected on campus for Reunion Weekend activities, including lectures, concerts, receptions and athletic events from Thursday, June 8, through Sunday, June 11.

Abba Eban, former Israeli ambassador to the United Nations and the United States, will deliver the Spencer T. and Ann W. Olin Lecture on "Peace and War in the Nineties" on Friday, June 9, at 3 p.m. in Bailey Hall.

Admission to the lecture is by ticket only. Alumni may obtain tickets at their reunion class headquarters. A limited number of tickets will be available for the public at the Information and Referral Center in the Day Hall lobby.

Eban also has served Israel as minister of education and culture, deputy prime minister, minister of foreign affairs, and chairman of the Knesset Foreign Affairs and Defense Committee.

He is the author of the books "Heritage:

Civilization and the Jews," which also was a Public Broadcasting Service miniseries, and "The New Diplomacy."

Eban has been described as an orator without peer. Henry Kissinger has written: "Every time he speaks, he reminds me acutely that English is for me an acquired language."

The annual Olin Lecture was founded in 1986 by the Spencer T. and Ann W. Olin Foundation as part of the Olin Graduate Fellowship Program. Previous Olin Lecturers have been former British prime minister Edward Heath and Cornell astronomer Carl Sagan.

In other Reunion Weekend activities:

- President Frank H.T. Rhodes will deliver his state-of-the-university address on Saturday, June 10, at 10 a.m. in the Statler Hall auditorium.

- A panel of faculty will discuss "The Nature of Liberal and Professional Undergraduate Education" on June 10 beginning

at 11 a.m., also in the Statler Hall auditorium. Participants will be Professors Dominick LaCapra, John Forester and Larry I. Palmer, who also is vice president for academic programs.

- Some of the key people involved in events at Cornell in the late 1960s will discuss "Reflections on the Late Sixties at Cornell: Winds of Change — Seeds of a New Future" on June 9 at 1:30 p.m. in the Memorial Room of Willard Straight Hall.

Participants will include the Rev. Jack Lewis, director emeritus of Cornell United Religious Work; Professor James Turner and Professor Eldon Kenworthy; and Reuben Munday and Deborah Kaufman of the Class of 1969.

- The Alumni Glee Club and Alumnae Chorus will present Cornelliana Night, an evening of Cornell songs and other light-hearted entertainment, on June 10, beginning at 9:30 p.m., in Bailey Hall.

—Mark Eyerly

## Deep-rooted Cornell family joins three class reunions

The Way and Greenwalt lines trace their Cornell roots to the family and home of university founder Ezra Cornell. They've provided an unbroken stream of Cornell students for more than a century. Yet, even for them, this year's reunions are something special, as members from three generations will return on Friday, June 9, to attend their 70th, 40th and 10th class reunions.

Hilda Greenwalt Way, Class of 1919, will be here with her daughter Barbara Way Hunter, '49, and grandson James Schoonover, '79, whose mother, Jean Way Schoonover, '41, also will be at reunions.

Although Hunter's daughters — Kimberly, '75, and Victoria, '83 — won't be able to make it, her brother, Walter Way, '48, will, along with his wife, Lee Lynch Way '49.

For the occasion, Hilda Greenwalt Way has assembled an album that includes photos of the 17 Cornellians from her family — minus her late husband's uncle, race-horse veterinarian Cassius Way, '09. Included are photos of her late husband, Walter D. Way, '17 (veterinary), and of her father, William E. Greenwalt, 1887 (engineering), leading his 70th reunion parade in 1957.

The album also includes photos of Hilda Greenwalt Way's maternal grandfather, Benjamin Cornell, who, after being orphaned, was raised in the Ithaca home of his uncle, Ezra Cornell. Benjamin was a local physician — living on land later to be known as Sapsucker Woods — and the father of Cora Cornell, who was to marry

William E. Greenwalt.

Noting that the line included her late sister, Irma, '21, and brother Ken, '20 (and law '27) — both winners of the Woodford Prize for oratory — Hilda Greenwalt Way, who is 92 years old, said:

"I cannot remember a time when Cornell was not in the family. We all knew we were going there."

The choice was easy as well for her children — Jean, Walter and Barbara — who applied to no other college. But as Hilda Greenwalt Way recalls family lore, it was not so easy for her father.

William E. Greenwalt, who grew up in Columbia, Pa., was one of 12 children whose father was a coal mine foreman. The children had little schooling because they had to go to work. But the future Cornellian used to steal spare moments to read in a local library, and there he met a Cornell graduate who lent him books, saw his intellectual promise and encouraged him to go to the young university, which Ezra Cornell deliberately held open to the children of poor working people.

William E. Greenwalt wrote to Cornell President Andrew D. White, who responded that he could enter, despite little schooling, if he could pass math and English entrance tests.

He arrived in Ithaca with \$8 in his pocket, his daughter relates, got tutoring from some Cornell professors, passed the tests, earned degrees in architecture and engineering, married the daughter of a local physician....

And the rest is (Cornell) history.

—Sam Segal



Steven Mark Needham

Jean Way Schoonover, left, and Barbara Way Hunter beneath the Brooklyn Bridge in lower Manhattan.

## Committee to study alumni communications; will consider starting universitywide magazine

Alumni Association President Mort Lowenthal and President Frank H.T. Rhodes have established a 10-member committee "to investigate ways in which the University and the Cornell Alumni Association can communicate more effectively and efficiently with our 140,000 alumni around the world," according to a letter sent to committee members.

The group has been asked to make its recommendations by Dec. 31, according to its chairman, Vice President for University Relations John F. Burness.

Committee members have been asked to consider, among other things, the possibility of starting a universitywide magazine for all alumni.

This was the recommendation of an ad hoc committee of the Alumni Association appointed by its governing board in 1988 and chaired by C. Richard Jahn, chairman of the association's Publications Committee.

In describing the need to re-examine publications sent to alumni, Lowenthal and Rhodes wrote, "Although we have many programs and publications to communicate with alumni, there is little coordination and

some alumni may hear from the university only when we seek financial support....

"As the university approaches the 125th anniversary of its founding, we depend more than ever on the active involvement and interest of our alumni."

Currently, the Cornell Alumni News, owned and operated by the Alumni Association, reaches some 35,000 alumni upon payment of class dues. The magazine publishes 10 times a year.

Cornell '89, a tabloid started three years ago by the Office of Alumni Affairs and University Relations, reaches 140,000 alumni and is published twice a year.

In addition to these universitywide publications, each of the colleges and schools produces an alumni publication, principally for its own graduates.

According to Rhodes/Lowenthal letter, none of these publications fulfills all of the goals outlined by the ad hoc committee in its report to the Alumni Association Coordinating Board: to give all alumni an accurate picture of Cornell as it is today; to create awareness of the vitality of Cornell and accomplishments of students, faculty and staff; to create awareness of alumni achieve-

ments and interest in alumni activities; to prompt alumni to support the university and its goals; and to make alumni proud to be Cornellians and aware of their voice in university affairs.

Members of the committee are Lynne S. Abel, Class of 1962, associate dean for undergraduate education for the College of Arts and Sciences and editor of the Arts & Sciences Alumni Newsletter; David L. Call, '54, dean of the College of Agriculture and Life Sciences; Richard Jahn, '53, chair of the Cornell Alumni Association Publications Committee; John A. Kreiger '49, ex-officio member of the Cornell Council and past chair of the Cornell Alumni Association Committees on Publications and Alumni Trustee Nominations; Mort Lowenthal, '53, president of the Cornell Alumni Association; Dennis Meredith, senior science editor of the Cornell News Service; Grace Richardson, '62, chair of the Cornell Council Public Relations Committee; Curtis Tarr, dean of the Johnson Graduate School of Management; Dennis Williams, '71, acting associate dean of admissions and financial aid and a former education editor at Newsweek.

## Faculty lounge to be named for Robert Doherty

The faculty lounge in the School of Industrial and Labor Relations will be named the Robert E. Doherty Lounge in honor of his teaching, scholarship and administration during 28 years on the school's faculty and as dean.

Doherty, who will retire from the faculty on Friday, June 30, joined the ILR faculty as an associate professor in 1961 and served as acting dean from 1979 to 1980 and as dean from 1985 to 1988.

With gifts from faculty, staff and alumni, the lounge has been refurbished in Room 280 of Ives Hall and will be dedicated during a reception on Friday, June 9, from 5 to 7 p.m.

David Lipsky, who succeeded Doherty as dean, said that friends from the community are invited to the reception and should notify Donna Levengood at 255-6512 if they plan to attend.

# Agricultural scholars to discuss China-related research

A new organization designed to develop the exchange of agricultural research information between China and Western nations will hold its first conference here on Friday, June 23, and Saturday, June 24.

About 200 agricultural scholars, including 130 Chinese graduate students studying in the United States, are expected to attend the Chinese Association of Agricultural Students and Scholars conference.

Before pro-democracy demonstrations started in China, several university scholars from that nation made reservations to participate in the conference. But after China's military intervention in Beijing's on June 3, a conference spokesman said that participation from China was uncertain.

The association was founded 18 months ago, with about 400 members in China, the United States, Japan, the United Kingdom, Australia, New Zealand and Canada.

Weeks before demonstrations broke out in China, the Chinese Embassy in Washington, D.C., agreed to be one of the sponsors of the conference, and two of its officials said they would attend: Ni Mengxiong, minister counselor of education, and Yu Zhaoji, first secretary for education.

"China requires close collaboration with American and other Western researchers in order to develop its own agriculture," said Yang Xiangzhong, a Ph.D. candidate in Cornell's Department of Animal Science who earned his bachelor's degree at Beijing Agricultural University.

"We are planning to set up a committee

for research exchange," added Yang, who is the conference chairman. "We want to establish a network of American and Chinese students of my generation to facilitate the flow of research work and information between the United States and China. But now we do not know what will be possible. We will discuss the situation in our homeland at the conference."

Yang said Chinese agricultural scientists now have limited opportunities to keep abreast of research in other countries. "We hope to establish scientific journals in China that will publish research conducted by Chinese students in the United States and other nations," he said.

The conference proceedings, including five full papers and more than 200 abstracts, will be published in English at Cornell and in Chinese in China. Some of the Chinese scholars attending the conference are expected to remain on campus for the second symposium on Genetic Engineering of Animals, sponsored by Cornell's Biotechnology Program, from Sunday, June 25, through Wednesday, June 28, according to Robert H. Foote, the Jacob Gould Schurman Professor of Animal Science.

Foote, who has lectured in China, is a faculty sponsor and an advisor to the conference.

Conference speakers and their topics include:

- C.H. Liu, professor in the Chinese Academy of Agricultural Sciences, Beijing: "Learn to Feed a Billion People."

- Frederick W. Crook, senior economist in the U.S. Department of Agriculture: "Current Problems and Future Development of Chinese Agriculture."

- Maureen R. Hanson, associate professor of plant molecular biology and genetic development at Cornell and director of the university's Plant Science Center: "Biotechnology in Plant Sciences."

- Robert H. Foote, professor of animal physiology at Cornell: "Biotechnology in Animal Science."

- John J. Kopchick, professor of molecular biology at the Edison Biotechnology Center, Ohio University: "Current Status of Genetic Engineering in Biomedical Research."

- Francis C. Tuan, head of the China section, economic research section, U.S. Department of Agriculture: "Government Intervention in China's Agriculture."

- Dudley Poston, a professor of rural sociology at Cornell, on a topic related to his research into population problems in China.

- Dajun Liu, president of Nanjing Agricultural University: "New Challenges Facing Chinese Agriculture and Agricultural Sciences."

- Jilun Li, director of the open laboratory at Beijing Agricultural University: "National Open Laboratory System."

- Xianian Cheng, vice president of Nanjing Agricultural University: "Research and Extension in Plant Protection in China."

- Changxin Wu, chairman of the animal science department at Beijing Agricultural

University: "Resources and Potential of Animal Agriculture in China."

- Di Sun, director of extension and development center at Beijing Agricultural University, "Structure and Function of Agriculture Extension Programs in China."

Also scheduled are five meetings during which Chinese students will discuss animal science, plant science, agricultural engineering and ecology, agricultural economics and social sciences, molecular biology, and biotechnology.

A panel discussion was scheduled with speakers from Nanjing Agricultural University and Beijing Agricultural University and two officials from China's Ministry of Agriculture if they attend.

Funding for the conference has been provided by several Cornell units and the China Education Fund, E.I. du Pont de Nemours & Co., Rockefeller Foundation, Agricultural Cooperative Development International, Pioneer Hi-bred International Inc., Smithkline Beckman Corp., the Agricultural Biotechnology Center of the University of Maryland and several individuals.

Cornell's International Agriculture Program and the university's Department of Animal Science provided services in organizing the conference.

Cornell graduate and post-doctoral students who helped organize the conference include Chen Guangjiong, Chen Shulin, John Hu Jinsheng, Lu Junxuan and Zhang Li.

—Albert E. Kaff

## China continued from page 1

On Saturday night, June 3, a few hours after the Chinese People's Liberation Army opened fire on student demonstrators in Beijing's Tiananmen Square, about 250 Chinese students met on the campus to exchange information from home and plan their reaction.

"On Saturday afternoon, I telephoned my family who live only two intersections from the square, and I could hear shots over the phone," said Sun Jian-long, a Ph.D. candidate in government, specializing in American politics.

"My family seemed to be okay, with no fear in their hearts, but how could the troops fire on our own people?" Sun said. "I called them again on Monday. The situation had turned worse. They seemed not willing to talk, and the call lasted less than a minute."

About 200 Cornell students drove to New York City early on June 4, and joined thousands of other university students who demonstrated in front of the Chinese Consulate and marched across East 42nd street to the United Nations in an effort to deliver a letter to the secretary-general.

"We gave speeches in front of the consulate condemning the present government in China, and we had hoped that someone would come to the door and receive our letter, but the door never opened," said Li Ming-chen, one of the few students in this country from China's remote northwest province of Xinjiang. He earned his master's degree in nutrition at Cornell and now works as a technician in the Division of Nutritional Sciences.

Yang Xiangzhong, a Ph.D. candidate in animal science from Beijing, said the students agreed in New York City to increase their efforts to telephone and write home with reports from U.S. media on what is happening inside China.

"At the beginning of the demonstrations, many of us thought we should return home immediately and join the fight for basic human rights," Yang said. "But now, we can not guarantee our lives if we return."

Several hundred Chinese students rallied in front of Willard Straight Hall at noon on June 6 to denounce the violence in China. Wearing black armbands and carrying placards, they heard a series of speeches from non-Chinese faculty and Chinese students.

Two of the students were in tears as they spoke. One could not finish his prepared remarks. In front of the rostrum was a funeral wreath with the Chinese character for "memorial to the dead." In the rally was a group of American Indians with placards pledging Indian support.

Teresa Mei, a cataloger in Olin Library, said in an interview that her husband tried to reassure her that he was safe when he telephoned from Beijing a few days before the army started gunfire. Her husband, Mei Tsu-lin, a professor of Chinese literature and philosophy, apparently left Beijing for Southwest China before the killings in Tian-



**Li Mingchen**  
Chinese students studying at Cornell make their way along 42nd Street in Manhattan last weekend. They and fellow students at other universities gathered at the Chinese Consulate and at the United Nations to protest the Chinese government's orders for its army to move against protesters in Tiananmen Square.

anmen.

"He told me not to worry, mentioning that a 70-year-old Beijing professor who had just undergone a serious colon operation went to the square to support the students," she said. "But when my husband lectured at Beijing University, only about 20 or 30 students attended, because most of their friends were demonstrating in Tian-

anmen."

A number of academic programs at Cornell involve joint research and study with Chinese institutions, including diet-disease research, population studies and a program to train Chinese business school graduates to become professors in the hospitality industry.

—Albert E. Kaff

## 10 Johnson School students interns in Japan this summer

Ten students at the Johnson Graduate School of Management are working this summer for Japanese and American companies in Japan in a program designed to improve commercial relations between the two nations.

The students are studying for M.B.A. degrees and speak Japanese. They are combining studies of the Japanese language and East Asian history and culture with their business courses. In Japan, they will work in Japanese-speaking environments.

"In these days of heightened rhetoric about unfair trade practices and cultural stereotyping, we at Cornell are quietly working to educate American managers who will understand how to function effectively in business on both sides of the Pacific," said James Schmotter, associate dean of the Johnson School.

Schmotter, who directs the international program, said that 26 students have graduated from the Japan business intern program since it started in 1984, and that most of them have accepted jobs related to U.S.-Japan business.

Students who are working in Japan this summer and the companies in which they are interns are: James Barton, Bedford Hills, N.Y., at Sony Corp.; Gregory Burr, Westlake Village, Calif., at Chase Manhattan Bank; Paul Daniel, Soquel, Calif., at DSF-Japan; William Heishman, Petersburg, Va., at Obayashi Corp.; Robert Iida, Sylmar, Calif., at Chase Manhattan Bank; Alexander Kami, San Francisco, at Citicorp; Joyce Lu, New York City, at Dentsu Advertising; Aric Rindfuss, Farmington, Conn., at J. Walter Thompson; Ted Uchida, Los Angeles, at Schering-Plough Pharmaceuticals Corp.; Bryan Ward, Kaysville, Utah, at Mobil Sekiyu Corp.

During the past academic year, a Japanese business executive lectured on Japan's integrated trading companies in the Japanese language without translation to a class that included 30 American and European students who are studying for a joint M.B.A.-East Asian degree and 30 Japanese students. The school has designed a bilingual business course to be taught in English and Japanese and is seeking funds to start it.

Some M.B.A. students participate in Cornell's FALCON Program, a full year of studying only the Japanese language. The intensive language study was designed by Eleanor Jorden, the Mary Donlon Alger Professor of Linguistics who was decorated by the Showa Emperor for her work.

In Tokyo's Imperial Hotel in October, the Johnson School will conduct its first seminar for graduates working in Asia with a theme dedicated to business in the Pacific Rim.

—Albert E. Kaff

## Rhodes, presidents of other colleges appeal to Chinese

President Frank H.T. Rhodes and the presidents of more than a dozen other major universities have sent a letter appealing to China's authorities to stop the violence that has resulted in the deaths of Chinese students.

The letter was sent on June 7 to the chairman of the State Council's State Education Commission in Beijing, and copies were sent to China's ambassador to the United States, to President Bush, to Secretary of State James Baker, to the U.S. ambassador to China and to the presidents of all Chinese universities.

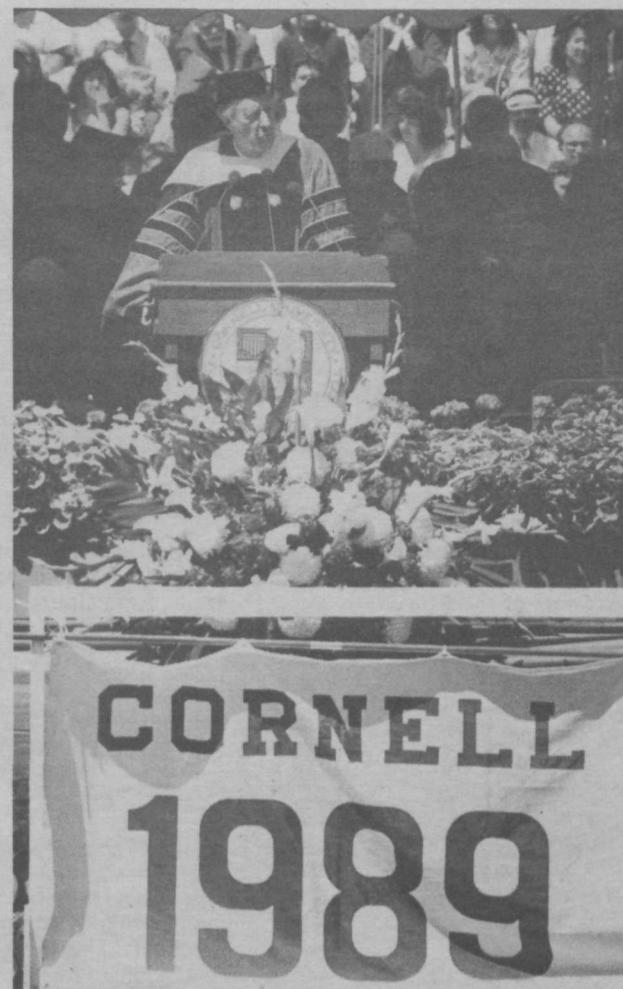
The text of the letter:

"As university presidents, we are horrified at the wholesale killing of peacefully demonstrating Chinese students by Chinese soldiers. None of the students' words or actions during the past weeks provided justification for the massacre in Tiananmen Square. The students' appeal for more democratization is surely an aim broadly shared by the Chinese people, and indeed has been echoed by Chinese officials."

"At this time of tragedy for China's community of scholars and for the Chinese people, we express our support with and sympathy for the students, academics, and citizens of Beijing, and for their grieving families."

"We appeal to the authorities in Beijing to cease this violence and to refrain from sending troops into centers of learning which could only result in more bloodshed."

"Our institutions have tried to help in training a new generation of Chinese students and professionals to make up for the terrible losses of the cultural revolution. We have been impressed by their intelligence and dedication, their diligence and patriotism. It would be a new loss to China if they were deterred from returning home to make their contribution to a brighter future for their country."



Chris Hildreth  
President Frank H.T. Rhodes speaks to the 5,684 students who graduated from Cornell on May 28. More pictures from commencement on pages 6-7.

## Rhodes urges seniors at commencement to live with commitment

Ithaca provided a picture-perfect day for commencement on May 28 as President Frank H.T. Rhodes advised some 5,000 degree recipients to vow the equivalent of a Hippocratic oath if they hoped to find happiness in life.

"For unless you also pledge to use what you have learned for fair, just and purposeful living, you will live dispirited and die despondent," Rhodes told the undergraduate and graduate students and their 30,000 fans who packed Schenck Field at Cornell's 121st commencement.

From a canopied platform looking across the field toward students and the spectators filling the Crescent behind them, Rhodes also took note of 31 retiring professors who had collectively given 936 years to Cornell and thanked retiring deans, executive officers and trustees, including Austin H. Kiplinger, who, on the eve of his 50th class reunion, was stepping down after five years as Board of Trustees chairman and 29 years as a trustee.

In titling his commencement remarks "Is That All There Is?" Rhodes asked the graduates to think about the value and use of the knowledge they had acquired. While physicians still must take the Hippocratic oath "to lead their lives and practice their art with uprightness and honor," other graduates face no such requirement, Rhodes said.

But without such a pledge, he added, "you will always be asking, whether you are back here for your fifth or your 50th reunion, 'Is that all there is?' And you will never find the fulfillment you seek."

Asserting that one's happiness has nothing to do with success, wealth or knowledge, he added:

"Happiness is striving and enduring. It is identifying and defending. It is believing and promoting. It is loving and serving things that are good and lovely and causes that are noble and worthwhile."

## Paying the true cost of research and education

Cornell's rise over the last two decades to become one of the nation's great centers of advanced research and education has certainly been a boon for the university, for its students, and for the society it serves. However, this expansion has brought a new set of problems to be solved.

Perhaps the most critical of these is how to ensure that new programs funded by "restricted" gifts, grants, and contracts pay a fair share of institutional costs. Restricted awards are those that require a specific program of research or education to be carried out and usually carry specific requirements for accounting and reporting.

This article will outline how the university hopes to remedy the current situation, in which many projects are not paying a fair share of what are classified as indirect costs. But first some background:

Between 1973-74 and 1987-88, the growth in restricted revenues at Cornell far outpaced unrestricted revenues. Restricted revenues have increased 324 percent, while unrestricted revenues have risen only 215 percent. And unrestricted revenues have been used in part to pay unrecovered indirect costs associated with some restricted expenditures. At present, more than 15 percent of restricted expenditures for research derive from gifts or grant that pay partial or no indirect costs.

Indirect costs are those such as departmental administration, sponsored programs administration, maintenance, utilities, libraries, security, and animal care, which are necessary to support the activities of each department and college. University administration and general service costs constitute 8.7 percent of indirect costs charged to grants.

Federal auditing practices require that all direct expenditures for research be matched at the same rate by indirect cost payments. Gifts and grants that carry no indirect costs must have those paid from unrestricted sources.

The principal sources of unrestricted funds are endowment income, tuition and fees and gifts to the university. To the extent that unrestricted revenues must pay a portion of the indirect costs associated with research, those revenues are unavailable to meet other needs such as library support, operating and maintenance costs, salaries and stipends and renovation costs.

Organized research represents the largest segment of sponsored activity generating indirect costs. By our calculations, the shortfall in supporting indirect costs of organized research came to about \$9.3 mil-

lion in 1987-88.

The university must somehow meet these obligations, but the question has been how. Unfortunately, there are some serious misconceptions about the nature of indirect costs that add to the heat but shed no light on the debate.

First of all, some believe that "indirect" costs are somehow less concrete or less applicable to their particular research or education efforts. Nothing could be further from the truth.

When any member of the Cornell community drives to his or her lab or office, parks, enters the room, switches on the lights, uses the computer and refers to a library book, he or she is using services and facilities as real as if each had a meter

they are incurred. Also, each year represents a fresh start, in the sense that all activities are considered as equal participants in the accounting system. None of the activities are marginal.

Unfortunately, many awards do not allow for these very real costs. While the federal government pays on average an additional 50 percent of direct costs for indirect costs, and the state an additional 33 percent, many awards pay nothing.

To help alleviate the burden of indirect costs, the university's plan is to begin on July 1, 1990 to assess individual units charges on expenditures from restricted awards that don't include indirect costs. Depending on the circumstances of the award, this charge could represent the full indirect cost normally assessed on federal grants or contracts. Or, it may be a discounted rate, which for general educational programs could be as low as 10 percent.

This charge will not be assessed on "unrestricted" awards, those that are general contributions to the university, or on "designated" awards, those meant for the general benefit of a given department.

Importantly, the funds from this charge will be used to pay indirect costs in those units that contributed them. Thus, donors or contractors can be assured that all of the funds they give will, indeed, support the research or education program for which they are intended.

There will be a dry run of the system for the year beginning July 1, 1989, so that we can test the plan and so that faculty, department chairs and deans can preview the impact of the charge and plan for fiscal 1990-91 when the charges will begin. In this dry run, the charges will be shown on the appropriate accounts but not actually deducted.

When this assessment system is in place, an estimated \$3.7 million will become available to the units in 1990-91 to pay indirect costs of restricted programs. The budget relief that these revenues will, we hope, help enhance programs, salaries and other core costs.

Assessing costs in this manner is already common at Cornell in distributing the costs of employee benefits. The university averages the cost of employee benefits throughout the university, charging individual departments a standard rate, regardless of their employees' use of benefits. This averaging prevents the drastic swings in departmental costs that might otherwise occur as different employees use such benefits as health insurance and tuition assistance at different

### A message from Cornell Provost Robert Barker

attached to it. Simply because such costs cannot be pegged to individual programs does not make them any less real.

Let's take the extreme case, in which a faculty member who needs only a pencil and paper uses few of these services. Even then, the considerable intellectual benefits offered by the university in the form of expert colleagues and their research and education efforts are still not free, but require support and services.

Another misconception is that a particular grant or contract is a windfall that is merely an addition at the margin of an existing enterprise. It is not. The university is required to take those "windfalls" into account in producing the annual budget — estimating how much money the institution can expect as a whole during that year as awards and, thus, how much money will have to be paid for the myriad of services needed to support the research and educational programs that the awards fund. The university has also calculated the indirect costs associated with these activities and estimated the payments that will be made by sponsors. To the extent that payments of average indirect costs is avoided, those costs must be made up from unrestricted revenues.

Therefore, money allocated for indirect costs during a given year pays heating and lighting bills, security costs, administration costs and all other support services as



Robert Barker

rates.

But why not attempt to recover the full indirect costs of research or educational programs in every case?

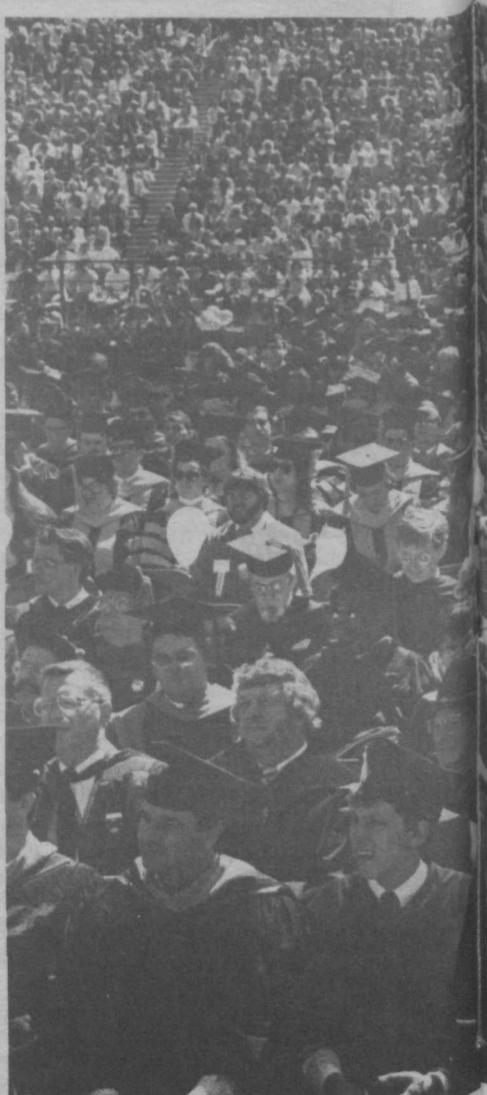
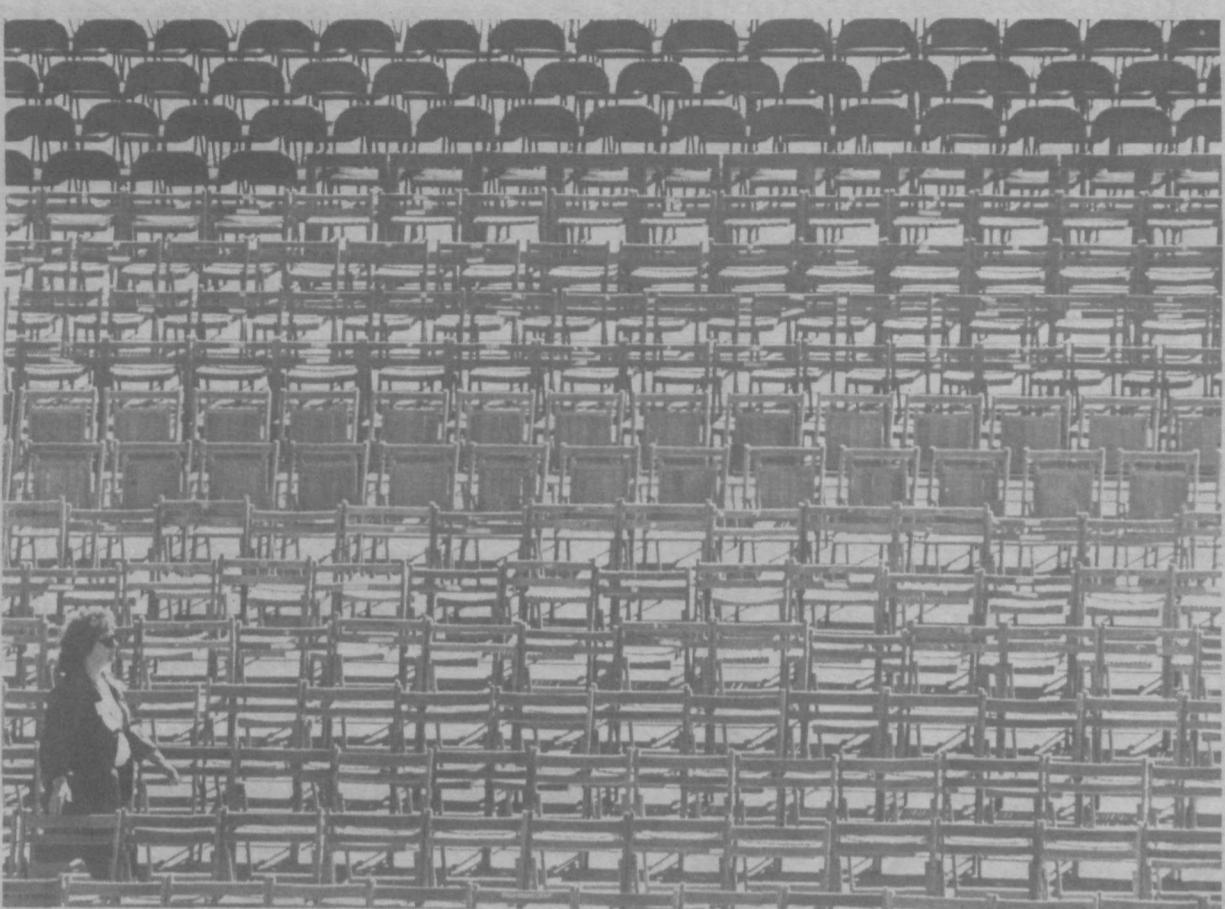
First of all, even though the true costs of such activities are much higher, we recognize their value to the vitality of the university and to the excellence of the education it offers. From chemists to historians, the quality of our faculty is clearly enhanced by their research activities. And the quality of education at Cornell is certainly enhanced by the innovative educational programs supported by such awards.

Secondly, some foundations, corporations and individuals have already recognized the importance of indirect costs by allowing some level of standard indirect-cost rate. The administration believes that it is only reasonable to encourage others to also recognize the importance of such support.

Ironically, although Cornell enjoys a leadership role among the great universities in its research and teaching, it has lagged behind its peers in facing up to this problem. Although their organization and accounting methods are different, many other universities have already begun designating a portion of restricted awards for indirect costs.

They have already recognized that each segment of the university must take fair responsibility for the true cost of its own activities. We must now mount our own efforts to make that concept a reality.

# Commencement



# ent 1989



*Photographs by Chris Hildreth*

## Changes in parking plans under review

In response to suggestions raised on campus about the proposed transportation plan, the initial plan has been revised, according to William D. Guowitz, vice president for campus affairs.

Comments about the revised plan are still being entertained, and a final decision on a transportation plan for next year has not yet been made, Guowitz added.

"We received few objections to the structure of the initial plan," he said. "The two main areas of concern were funding and the new parking lot in East Hill Plaza area."

The revised plan still will increase the number of short-term and visitor parking spaces on the central campus, raise the fees charged for parking permits, convert the B Lot from a free to a paid lot and construct a free parking lot in the East Hill Plaza area. (Details were included in the Chronicles of April 6 and 27.)

Under the revised plan being considered now, however, perimeter fees would not increase as much as first proposed and the university will be asked to pay a

greater share of the total transportation costs.

Details of the revised plan:

- The B Lot will be maintained as a free lot through December and will become a paid lot in January rather than in September. The new free lot in the East Hill Plaza area will open in September, giving officials four months to prove the new lot's effectiveness before a fee is charged for parking in B Lot. Any traffic congestion or other problems connected with the new parking lot will be resolved during those four months, Guowitz said.

- The fee for a central campus parking permit next year still will be \$244, but the fee for perimeter lots will be \$150 rather than the previously proposed \$164. For lots that are free this year but will become paid lots next year, the annual permit fee will be only \$52, rather than the previously suggested \$164. The \$52 rate will start in January and will therefore mean an outlay of only \$26 for the January-to-July period.

- By the 1993-94 academic year, all paid perimeter lots will cost \$200 annu-

ally and the central campus fee will be \$408. Between 1989-90 and then, the permit fee for perimeter lots will increase 7.5 percent a year. The fee for central campus will increase 15 percent a year through 1992-93 and then by 10 percent for 1993-94.

The university will add another \$100,000 to its subsidy for transportation beginning in 1990-91, and the 2 percent surcharge on construction will provide \$1.6 million through 1992-93, some \$1 million more than previously estimated.

Any new roads that may result from the development of a campus master plan will not be the responsibility of the Office of Transportation Services but will be funded from other sources.

In response to a concern that parking fees should be tied to the salary pool increase, Guowitz pointed out that the first central campus parking fee, levied in 1968-69, was \$108. If that fee had increased only 5 percent a year, it would be \$287 now, more than the proposed \$244 for next year.

Parking fines may go up.

## Undergraduates learning to use supercomputers

Studies of the heat produced during metal-cutting, of the design of low-speed airplane wings or of techniques for three-dimensional computer animation are not especially unusual at Cornell's National Supercomputing Facility.

What is, is that these sophisticated efforts are being launched this week, not by faculty or graduate students, but by talented undergraduates in a unique national program to teach them to use supercomputers.

Cornell's Research Experience for Undergraduates program entered its second year on June 5, as 20 young scientists and engineers from 17 universities nationwide began a three-week training session on campus. Participants will learn to use the IBM 3090-600E supercomputers here during the course, which extends through June 30.

In a companion Undergraduate Faculty Enhancement program June 19 to 30, their faculty advisers will attend sessions on using supercomputing in undergraduate education. The Cornell program is sponsored by the National Science Foundation.

"We are encouraging the students to take full advantage of the problem-solving capabilities of the supercomputer," said Helen Doerr, the supercomputing facility's manager of education and training. "We've drawn students from around the country and from many science and engineering disciplines this year."

Each faculty adviser and one or two undergraduates worked together to formulate a project proposal. Those chosen are attending the training program, consisting of lectures and demonstrations by staff, guest lecturers and experienced users of the supercomputing facility. Students receive a \$2,000 stipend, room and board and a travel allowance.

After they return to their home schools in the fall, the teams will begin to use the supercomputer over national high-speed computer networks to carry out their research. The science and engineering students receive academic credit for the project and prepare final reports on their work.

The program's first year resulted in many successful student research projects, Doerr said.

For example, Steven Wright, a Syracuse University student who participated in the innovative program last year, will present the results of his supercomputer project at the American Institute of Aeronautics and Astronautics conference in Montreal in April.

Wright's project focused on "The Unsteady Inviscid Flow Field Near a Plane Surface due to a Freestream Vortex."

Wright's sponsor, engineering Professor Edward Bogucz of Syracuse University, said that he has expanded his teaching curriculum in response to his participation in the Cornell program.

This spring, Bogucz is sponsoring two independent-study projects and is conducting a special graduate seminar on the uses of supercomputing in research.



**"The Legend of Suram Fortress,"** made by Sergei Paradjanov and Dodo Abachidze in 1985 in the Soviet Republic of Georgia, will be shown on July 25.

schedule, including Tarkovsky's "Nostalgia" on Tuesday, June 27; Paradjanov's "The Legend of Suram Fortress" on Tuesday, July 25; and "The Festival of Animation" on Friday and Saturday, July 21 and 22, are not available on video.

Even those that are on video deserve to

be seen in the high-quality, 35mm, wide-screen and surround-sound facilities that Cornell Cinema has developed in Uris Auditorium, said Richard Herskowitz, Cornell Cinema director. He added that with the parking garage on Campus Road, access to the summer films is easier than before.

## Cinema begins summer of classic films

Cornell Cinema has begun its summer schedule of classic films, this year ranging from Katharine Hepburn in "The Philadelphia Story" to Wim Wenders' recent "Wings of Desire."

Every summer, Cornell Cinema looks back on great works of international cinema. For people who have regretted missing important films by Tarkovsky, Cocteau, Cukor, Fellini and others, this schedule offers opportunities to see them.

Among the highlights of the summer are:

- Howard Hawks' "The Big Sleep," with Humphrey Bogart, playing Alumni Weekend, Friday and Saturday, June 9-10. (Hawks was a Cornell student in the '30s.)

- Two films by performer Josephine Baker, "Princess Tam Tam" and "Zouzou," on Friday and Saturday, July 28 and 29, fresh from an engagement at the Film Forum in New York City.

- John Huston's last film, "The Dead," on Thursday, July 20, preceded by a documentary on its making, "John Huston and the Dubliners."

- A rarely seen but much-heralded "film noir" with Joan Crawford, "Sudden Fear," on Sunday, July 9.

- Composer and electronic keyboardist David Borden accompanying two classic silent films, Buster Keaton's "The Navigator," on Sunday, July 23, and Ernst Lubitsch's "Lady Windermere's Fan," on Sunday, July 30.

Many of the films on the Cornell Cinema

## Museum displays work by Alison Mason Kingsbury Bishop

An exhibition of work by Alison Mason Kingsbury Bishop, featuring more than 30 paintings, watercolors and drawings, will open today at the Johnson Museum of Art.

Alison Mason Kingsbury, as she was known professionally, was an assistant to successful mural painter Ezra Winter when she came to Ithaca in 1926 to help paint the murals in Willard Straight Hall. The assignment changed her life: She met and married Professor Morris Bishop and adopted Ithaca as her home.

Ithaca and its landscape became her subject matter, and she became a member of the local community of artists. She died last year at the age of 90.

Many of the works are on loan from private collections in the Ithaca area as well as from her daughter, Alison Bishop Jolly. The exhibition has been funded in part by Mary Lee and William Herbster.

A graduate of Wellesley College, Kingsbury studied with George Bridgeman at the Art Students League in New York City and taught painting for a winter at Wellesley College while studying architectural and mural design under Howard Walker in Boston. She later studied painting in France

and sculpture and mural design in Rome with Alfred Janneau. By 1924 she was working in New York City on such projects as the murals for Radio City Music Hall.

With few opportunities to paint murals in Ithaca — she had some commissions, including murals for the chapel in Lyons Hall and Gannett Health Clinic — she worked more and more in oils and watercolors. "These works, painted in a style that contrasted crisp lines with gentle panoramic views, are those for which she is most well known," Nancy Allyn, assistant curator of the Johnson Museum, wrote in the brochure accompanying the show.

The artist made fewer oil paintings and more watercolors and drawings later in life, and her views of Ithaca gave way to more spatially complex images of buildings and interiors. By the late 1970s she was making compositions with paper cutouts that, for the first time, revealed a sense of humor in her work.

"The idea behind art can be anything from profound religious emotion to just something funny," Kingsbury once wrote. "For the real thing, dig deep into your own convictions and stick to them."



Works by Alison Mason Kingsbury Bishop, including this 1929 watercolor, will be on view at the Johnson Museum of Art from June 8 through Aug. 14.

# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

A business meeting will be held June 11, 6:30 to 7:30 p.m., instruction and requests, 7:30 to 10:30 p.m., Martha Van Rensselaer Auditorium. June 18, instruction and requests, 7:30 to 10:30 p.m., Martha Van Rensselaer Auditorium. For information, call Wies van Leuken: 257-3156.

Free 8-week sessions on basic folk dancing will offer a mixture of couple dances each week, line dances, reviews and substantial dancing of all dances taught previously. Couple dances will be held from 8 p.m. to 10 p.m. in The Henry, Sage Hall; June 13, The Buzz (swing) step and set dances; June 20, the Tango. For information call teachers Dick Darlington, 273-0707 or Marguerite Frongillo, 539-7335.

## 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.

Reunion Exhibit, featuring works from the collections of Comellians, will be on view through July 2.

"Reexamining 19th-Century Architectural Photography," an exhibition of 19th-century architectural photography from the archives of the College of Architecture, Art and Planning, organized by architecture students in a seminar about historical photographs, to June 25.

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

"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. A tour, free to members of the museum and \$2.50 for non-members, of the exhibition will be offered June 10 at 2 p.m.

"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, through July 23. The widow of Professor Morris Bishop '14, she helped to paint the murals in the lobby of Willard Straight Hall.

### Olin Library

"The Many Faceted Dr. Fiske: A Belated Recognition," an exhibition of books, documents, letters and photographs showing the many interests and activities of Willard Fiske, Cornell's first librarian, as a student, traveller, journalist, librarian, reformer, teacher, scholar,

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

### Hartell Gallery

CCPA Individual Grant Exhibition: photographs, collages and drawings by Tom Fowler IV, June 10 through 17. The gallery is in Sibley Dome, open Monday to Friday, 8 a.m. to 5 p.m.

### Tjaden Gallery

CCPA Individual Grant Exhibit by Duane Bohuslav, through June 15. 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, 6/8

"Jagged Edge" (1985), directed by Richard Marquand, with Glenn Close and Jeff Bridges, 8 p.m., Uris.\*

### Friday, 6/9

"The Big Sleep" (1946), directed by Howard Hawks, with Humphrey Bogart and Lauren Bacall, 7:20 p.m., Uris.\*

"The Way We Were" (1973), directed by Sydney Pollack, with Barbra Streisand and Robert Redford, 10 p.m., Uris.\*

### Saturday, 6/10

"The Big Sleep," 10 p.m., Uris.\*  
"The Way We Were," 7:15 p.m., Uris.\*

### Sunday, 6/11

"The Ox-Bow Incident" (1942), directed by William Wellman, with Henry Fonda, Dana Andrews and Anthony Quinn, 8 p.m., Uris.\*

### Monday, 6/12

"Opheus" (1949), directed by Jean Cocteau, with Jean Marais and Maria Cesares, 8 p.m., Uris.\*

### Tuesday, 6/13

"Women in Love" (1970), directed by Ken Russell, with Glenda Jackson, Oliver Reed and Alan Bates, 8 p.m., Uris.\*

### Wednesday, 6/14

"Sugarbabies" (1984), directed by Percy Adlon, with Marianne Sagebrecht, Eisi Gulp and Toni Berger, 8 p.m., Uris.\*

### Thursday, 6/15

"Bad Timing" (1980), directed by Nicholas Roeg, with Art Garfunkel, Theresa Russell and Harvey Keitel, 8 p.m., Uris.\*

### Friday, 6/16

"Hannah and Her Sisters" (1986), directed by Woody Allen, with Mia Farrow, Woody Allen and Barbara Hershey, 7:15 p.m., Uris.\*

"White Mischief" (1987), directed by Michael Radford, with Sarah Miles, John Hurt and Geraldine Chaplin, 9:45 p.m., Uris.\*

### Saturday, 6/17

"Hannah and Her Sisters," 9:45 p.m., Uris.\*  
"White Mischief," 7:15 p.m., Uris.\*

### Sunday, 6/18

"The Philadelphia Story" (1940), directed by George Cukor, with Cary Grant, Katharine Hepburn and James Stewart, 8 p.m., Uris.\*

### Monday, 6/19

"Shoot the Piano Player" (1960), directed by Francois Truffaut, with Charles Aznavour, Nicole Berger and Marie Du Bois, 8 p.m., Uris.\*

### Tuesday, 6/20

"Arabian Nights" (1974), directed by Pier Pasolini, with Ninette Davoli, Franco Citti and Ines Pellegrini, 8 p.m., Uris.\*

### Wednesday, 6/21

"Blood Sample" (1983), directed by Joel Coen, with John Getz, Frances McDormand and Dan Hedaya, 8 p.m., Uris.\*

### Thursday, 6/22

"A Day in the Death of Joe Egg" (1972), directed by Peter Medak, with Alan Bates and Janet Suzman, 8 p.m., Uris.\*

## RELIGION

### Sage Chapel

Robert L. Johnson, director, University Ministries, will lead a Service of Thanksgiving at Sage Chapel on June 11. Services will begin at 10 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. There will be no service at Sage Chapel on June 18 or June 25.

### Catholic

Mass: Saturday, 5 p.m., Anabel Taylor Auditorium.

Mass: Through August 19-20, Saturdays at 5 p.m., Sunday 10 a.m. only.

Daily Masses, 1:20 p.m., Anabel Taylor Chapel, announced on a weekly basis. Sacrament of Reconciliation by appointment.

### Christian Science

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

### Episcopal (Anglican)

Every Sunday, 10 a.m., Anabel Taylor Chapel.

### Friends (Quakers)

Sunday, 10:30 a.m., Hector Friends Meeting House (about one mile west of Rt. 96, on the Perry City Rd. Rides leave Anabel Taylor parking lot at 10 a.m.).

### Jewish

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

Conservative/Egalitarian Services: Fridays at 7:30 p.m., Founders Room, Anabel Taylor Hall.

Orthodox Shabbat Services: Friday 9:15 a.m., Saturday 9:15 a.m., Edwards Room, Anabel Taylor Hall.

### Korean Church

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

### Muslim

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

## SEMINARS

### Agricultural Economics

"Direct Government Payments and Farm Income — A Growth Accounting Analysis," Jean-Pierre Wampach, Universite de Laval, Quebec, June 9, 10 a.m., W.I. Myers Seminar Room, 401 Warren Hall.

### Chemistry

"Protein Structure Determination by NMR: Recent Results," Kurt Wuthrich, Institut für Molekularbiologie und Biophysik ETH-Hongerberg, Zurich, June 20, 4:30 p.m., 119 Baker. General Chemistry Colloquium.

### Nanofabrication

"Status and Problems of Direct Writing with Electron Beam Induced Deposition," Hans W.P. Koops, FI-Electron Beam Lithography Group, German Postofice Research Institute, June 14, 10 a.m., 243 Clark Hall.

### Veterinary Pathology

"The Alleviation of Inherited Myopathies by Myogenic Cell Grafts," Terry Partridge, histopathology, Charing Cross & Westminster Medical School, London, England, June 15, 1989, 12:30 p.m., G-3, Vet Research Tower.

## SPORTS

### Saturday, 6/10

Men's Hvy. Crew, at Cincinnati Regatta

## SYMPOSIA

### Biotechnology

A seminar series will be held on June 9. The following will be held in the Seminar Room, Biotechnology Building: "Applications for IOM Selective Electrode Analysis," Michael O'Keefe, Orion, 9 a.m.; "A Safe and Rapid Sample Extraction Method for Fats in Foods; Oil, Grease, and PCB's in Environmental Samples," Mike Dzwinczyk, Tecator; "Water, The Basics," Jerry Simpson, Barnstead, 11 a.m.; "Analysis for Rapid, Specific and Simultaneous Measurement of Glucose and Lactate in Cell Culturing, Bioprocessing, and Food Analysis," Randy Reed, technical representative, YSI, noon; "Modern and Rapid Digestion/Distillation for Analysis of Protein, TKN, Ammonia Cyanide and Phenols," Mike Dzwinczyk, Tecator, 2 p.m.

The following will be held in the Morison Seminar Room, Corson/Mudd Hall: "Basic Cell Culture and Management Techniques and Strategies to Prevent Cell Culture Loss," John Ryan, biotechnology consultant, Corning, 9 a.m.; "Practical Applications of Filtration for Tissue Culture," Linda Kover, Nalge, 10 a.m.; "Cryogenic Preservation and Storage of Cell Cultures," John Ryan, Corning, 11 a.m.; "Techniques in Blotting Apparatus," Michael Angarita, ABN, noon; "Identifying and Correcting Common Cell Culture Growth and Attachment Problems," John Ryan, Corning, 1 p.m.; "Applications with DNA Synthesis Reagents," Michael Angarita, ABN, 2 p.m.

## MISC.

### Cornell Plantations

Four water color drawings by Margaret Corbin are on display at the Garden Gift Shop, Lewis Headquarters Building at the Plantations through June 11, 8 a.m. to 5 p.m., and 10 a.m. to 5 p.m. on weekends. The artwork was inspired by local garden ornamentation and created with the support of a grant from the Council on the Creative and Performing Arts.

### Library Tours

Tours of Uris Library to those interested will be given June 26 at 3 p.m., June 27 at 4 p.m., June 28 at 4 p.m., June 29 at 3 p.m. and June 30 at 3 p.m. The tours, which present the history and architecture of the library, are held every Monday, beginning June 26 through July 31. All tours begin in the main lobby of the library.

### Weight Watchers

Register for Weight Watchers June 9 at noon, 217 Ives Hall. For more information call Judy Knight at 257-6892.

### 4-H Golf Outing

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 \$85, \$45 of which is tax deductible. Send to 109 East Roberts Hall, att: golf registrar.

### 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.

# Graduate students' basic stipends raised 10.3%

Cornell's Board of Trustees has approved a 10.3 percent increase in the basic stipend paid to graduate students who are teaching and research assistants.

Preliminary planning had set the increase at 5.9 percent, to rise from \$6,800 to \$7,200 for a nine-month beginning assistantship. The change put that amount at \$7,500.

Alison P. Casarett, dean of the Graduate School, said the trustees approved the revision May 27 for two principal reasons: a cost-of-living survey Casarett initiated in November and reported on last month "provided useful documentation" of graduate students' stringent budgets; and belief that the increased stipend level would help compensate for the fact that many graduate students must now pay income taxes on their stipends.

"We made the recommendation to the Board of Trustees to increase the basic graduate stipend on the basis of recommendations from Dean Casarett to the college deans and to me," Provost Robert Barker stressed. He noted that Casarett's recommendation derived not only "from a careful study of the cost of living for graduate students" but from "her discussion of needs with the leadership of the Graduate Student Council."

"I am really excited about the speed with which the trustees and the Deans Council have acted upon Dean Casarett's survey,

which confirmed the Graduate Advocacy Organization's survey," said student-elected trustee Xenia Young. "Both surveys clearly show that the cost of living of graduate students at Cornell had fallen short of the base stipend levels."

Glen Crawford, president of the Graduate Student Council, said he was "certainly pleased with any increase, though they need to keep happening," and he praised Casarett for "trying hard to gain improvements in our stipends."

For the state-supported Cornell units, whose fiscal year began April 1, the increase takes effect immediately.

For graduate assistants whose fields are in the privately supported schools and colleges, the new base takes effect July 1.

In both cases, only the basic stipend is affected. Individual departments and colleges exercise wide discretion in supplementing the university's basic level.

In approving Cornell's budget, the trustees made one other revision of previous plans: They added \$50 to next year's anticipated tuition increase at the Law School, which will now rise from \$13,800 to \$14,850.

In other board action, at the last meeting of the academic year, the trustees:

- Received their Executive Committee's unanimous recommendation, reported by Chairman Nelson Schaenen Jr., that the

question of South African investment policy not be reopened "at this time." A May 10 resolution of the Faculty Council of Representatives had asked trustees to reopen the question, contending that Cornell's selective-divestment policy concerning companies operating in South Africa was "undermining the possibility of improving race relations on campus and is exacerbating relations between the administration and concerned campus constituencies."

The board has reviewed the question twice in the past four years and voted on Jan. 27 to continue its policy, which permits investment only in companies whose South African operations carry out verified programs aimed at ending apartheid and at improving the social, economic and political conditions of the nonwhite majority.

At its January meeting, the board discussed likely campus reaction to continuing the present selective-divestment policy, Schaenen said, adding that "it was one of the principle subjects addressed in the report of the Investment Committee as well."

"In the final analysis, the majority of the board felt that campus harmony should not govern university investment policies," he explained.

Schaenen said the Executive Committee "shares the desire of the FCR to improve racial relations on campus" and said both the Proxy Review Committee and Invest-

ment Committee of the board, which continually monitor the South African situation, could recommend to the Executive Committee that the board reopen the matter "at any time they think it appropriate."

- Heard that total gifts to the university for the 10 months ended April 30 were \$120.3 million, up 3 percent from the same 10-month period a year earlier.

- Gave a long, loud standing ovation to retiring board Chairman Austin H. Kiplinger, who served 29 years as a trustee, the last five as chairman.

A tribute presented by Kiplinger's successor, Stephen H. Weiss, noted that Kiplinger, a member of the class of 1939, had known six of Cornell's nine presidents and had the third-longest trustee tenure in Cornell's history.

Among contributions Weiss listed were Kiplinger's chairing the search committee that selected Frank H.T. Rhodes to be Cornell's ninth president and his key role in planning the Center for Theatre Arts that opened in April.

"Few men or women, past or present, have played so prominent and so enduring a part in the long Cornell Story," Weiss said, adding: "Surely, no one has given more time, talent and material support to the university over a longer span of continuous service and leadership."

— Sam Segal

## Group of donors commits \$25 million gift to Libraries

A gift of \$25 million has been committed to the university's library system, President Frank H.T. Rhodes has announced.

Rhodes called the gift "one of the most important in Cornell's history," adding that it would "help us to address the library's most pressing needs — a special-collections library, which also will free space for other urgent library needs, and funds for acquisitions and for positions."

"No other single program so defines the quality of a university — and is so critical to attracting the best scholars — as its library system," Rhodes told some 1,200 people on May 30, at the annual dinner of the Tower Club, a group of Cornell's leading supporters. "The donors' extraordinary generosity will provide one-third of the \$75 million we need to keep our library among the world's very best."

Rhodes said the donors had agreed that

their gift could be used to encourage other donors to complete significant library gifts toward the goal of meeting the full \$75 million need.

The \$25 million gift was initially pledged by a small group of donors if the Tower Club could raise its membership from 1,300 to 2,500 by its 25th anniversary a year ago. The club, whose members give at least \$2,500 a year to Cornell but actually average about \$25,000, last year contributed more than \$60 million of the university's \$142 million gift total, which was the third highest among U.S. colleges and universities.

The membership challenge was far surpassed — with a total of 3,600 enrolled by year's end — and the \$25 million gift was announced at last year's dinner. Its designation, however, was deferred pending the university's review of its priorities.

### Switch continued from page 1

staff compensation and affirmative-action efforts; the future of Cornell's role as New York State's land grant university; and resolving financial and facilities problems of the New York Hospital-Cornell Medical Center.

"I shall be working actively on all of these strategic issues, as will my administrative colleagues, during the coming months," Rhodes said in his letter, adding: "I have already asked Bob Barker to increase the attention he gives to these strategic issues as he and I develop long-term plans to address them."

Rhodes said that he himself would have to give special attention to whether "a major universitywide fund-raising effort" should be undertaken to help build Cornell's endowment, which he noted was 75th nationally on a per-student basis.

"By transferring the day-to-day responsibility for the Ithaca campus to Bob Barker," Rhodes would have more time to work on all these strategic issues, he said. He emphasized, however, that he would still play an active role in campus life during the temporary change, which he said might be in effect "over the next few years."

As Barker assumes added responsibility, the vice president for planning and budgeting, Malden C. Nesheim, will become provost. Nesheim's present duties are expected to be handled by him and existing senior staff.

Nesheim has held his present post since June 1987. Before that, he had been director of the Division of Nutritional Sciences, a position he was named to in 1974, the same year he became a professor of nutrition.

He received a bachelor of science degree in agricultural science in 1953 and master of

science degree in animal nutrition in 1954 from the University of Illinois. Nesheim served in the U.S. Air Force as a first lieutenant from 1954 to 1956. After he received a Ph.D. in nutrition in 1959 from Cornell, he joined the faculty as an assistant professor of animal nutrition.

Nesheim's research has concentrated on the relationship between nutrition and parasitic infections and tumor development. He has held fellowships at two Cambridge University colleges and has served on numerous nutrition governing boards and advisory panels for the National Academy of Sciences, the National Institutes of Health and the American Institute of Nutrition. He was president of the nutrition institute in 1985 and 1986.

The required trustee action was a bylaws change providing for the new titles of senior provost and chief operating officer.

In a letter expressing board support, Kiplinger said to Rhodes:

"Your continued leadership will be most important as we address these [strategic] issues.

"The completion of the university's long-range capital plan and securing the financial resources necessary to undergird the strength of our existing people and programs will require a major commitment of your time. The other strategic issues you identified will require equally serious attention.

"I am pleased that, by the creation of the senior provost position, Bob Barker will be able to devote his considerable talent and energy to working with you to ensure that they receive appropriate executive attention. . . . We pledge you our full support."

— Sam Segal

Some \$2,000 in computer equipment was stolen from Chi Phi fraternity at 107 Edgemore Lane, according to the morning reports of the Department of Public Safety for May 22 through June 4.

The theft was among 17 reported with losses in cash and valuables set at \$5,485.

Grand larceny charges were filed against former Cornell student Tony Lamonte Greene, of 20C Hasbrouck Apartments, for allegedly falsely obtaining \$1,043 in Cornell housing.

Other stolen items included a \$260 cassette player and accessories taken from the

office of North Campus No. 9, a \$75 radar detector removed from a car in Parking Lot B, a class ring and gold bracelet worth \$610 stolen from the Helen Newman Hall's locker room and a \$794 camera and related equipment taken from Wilson Laboratory.

*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 and the Uris, Olin, Mann, ILR, law, engineering, physical sciences and JGSM libraries.*

### Trustees continued from page 1

The new special-collections library, with a tentative budget of \$25 million, would house existing collections as well as archives and rare materials now in Olin Library, freeing space at Olin to accommodate other pressing library needs.

According to Alain Seznec, the Carl A. Kroch University Librarian, several of Cornell's 16 libraries are overburdened; but pressure on Olin, which houses the humanities and social sciences collections, is most urgent.

Olin, which is adjacent to the site for the new building, is packed with 25 percent more than the 2 million volumes it was designed for when it opened in 1961. Although three miles of shelves have been added since 1985 alone, it will be impossible to add even one more volume at Olin Library after 1992, Seznec said.

While Cornell libraries have begun using video, compact discs and electronic journals, breakthroughs that might significantly reduce libraries' space needs are still far off, Seznec has explained in recent discussions with the board.

If utility lines must be relocated for the underground construction, that could begin as early as the end of this summer, said David I. Stewart, director of community relations. The excavation work would significantly increase truck traffic to the construction zone along East Avenue between Tower Road and University Avenue, and on Tower Road. Stewart said that, during construction staging work, East Avenue will be closed from Tower Road to the traffic booth near Rand Hall for one season — probably next winter.

— Sam Segal

# Paper recycling program cuts "waste stream" in half

Hundreds of thousands of pounds of waste paper that otherwise would occupy valuable space in landfills are finding new uses through Cornell's campuswide recycling program.

Nine months after it began, the program, Cornell Recycles is recovering more than half the "waste stream" from academic and administrative buildings on the university's Ithaca campus, where there are 27,000 students and employees. Cornell Recycles is believed to be the first formal, university-operated paper-recycling program to achieve total involvement of an American college campus.

"This wouldn't have worked without the full cooperation of our custodial staff, the supervisors in 122 different buildings, the university administration and, of course, the staff and students of Cornell who are enthusiastically supporting the program," said Teresa Hargett, the materials manager for Cornell's maintenance and service operations.

Hargett and Robert Osborn, assistant superintendent of buildings' care, were put in charge of Cornell Recycles in October 1988 by the university's associate vice president for facilities, Harold D. Craft Jr. The co-directors had served on a 14-member Recycling Task Force established earlier in the year with the encouragement of Senior Vice President Jay E. Morley. Craft and Morley were concerned that the university demonstrate ecologically responsible behavior in the face of rising landfill disposal costs.

The task force, made up of representatives of university facilities, looked at the feasibility of inaugurating recycling at Cornell. They considered which recyclable materials should be targeted — and recommended paper for the initial thrust — as well as how materials could be collected and handled and how they could be marketed.

"Originally, we hoped to recover as much as half the available, recyclable paper," said Osborn as he surveyed a mountain of paper-filled transparent bags ready for processing in a downtown Ithaca warehouse. "

We figured that about half the waste from academic and administrative buildings was recyclable paper, and we would have been happy to recover a quarter of the total waste stream. Instead, our custodians and building managers are reporting that at least half — and, in some buildings, 70 percent — of all the waste is being recycled. That means we're saving the majority of the recyclable paper."

Now, the Cornell Recycles co-directors are getting inquiries from other universities around the country. They will report on the success of the program in an upcoming issue of Facilities Manager, the journal of the Association of Physical Plant Administrators.

Here's how Cornell Recycles works:

- New waste-basket-sized receptacles



Charles Harrington

Teresa Hargett and Robert Osborn, co-directors of Cornell Recycles, inspect the Ithaca warehouse where some of the tons of recyclables collected from the campus this year are being processed.

were placed at each of 12,000 desks in every laboratory, office and classroom building on campus.

Red labels reading "Non-recyclable" were applied to the new baskets. Non-recyclable material includes magazines and other glossy paper, books, envelopes with cellophane windows, food containers and other soiled paper. White labels with the words "Recyclable Paper" and a list of acceptable types of paper and cardboard were applied to the larger baskets already in place at 12,000 desks. Cornell Recycles accepts everything from white and colored paper to newsprint and computer paper.

Orientation sessions were conducted for custodians and building coordinators to describe the purpose and procedures of Cornell Recycles. Occupants of buildings received letters from department heads or other administrators advising them of the start of the program in their building and

asking their cooperation. Articles in the campus newspaper and "Think Recycling" posters featuring Cornell's Big Red Bear further advertised the program.

• Cornell's 275 custodians empty the receptacles at desks into separate barrels. Recyclable paper is transferred into transparent plastic bags and placed in specially labeled carts at the loading areas of each building. Non-recyclable material goes into dumpsters and is hauled to landfills.

• A private company (Ithaca Scrap Processors) picks up bags of recyclable paper from campus buildings and either sorts the paper in Ithaca or resells unsorted paper to another vendor, depending on market conditions. Paper is manually sorted into as many as 17 categories — by color, weight, composition and other factors. Recyclable paper is converted into a variety of products, including cellulose insulation, flower pots, newsprint, cardboard, greeting cards

and paper of all kinds.

"We found in our pilot programs that so-called source separation — that is, asking people to separate recyclable paper by color and type — was asking too much," Hargett said. "Recycling mixed paper and sorting it off campus turned out to be much more workable."

Craft, the associate vice president, noted that the university receives a nominal payment for recyclable paper, but added that "much more important is the cost-avoidance factor in waste disposal. Every ton of paper we save is a ton of trash we don't pay to have hauled away and dumped in a landfill, where the 'tipping fees' can range from \$40 to \$110 a ton. If we're cutting the academic and administrative waste stream by half, that's a lot of money that can go for the university's real business — education and research."

— Roger Segelken

## Science policy benefits state, Rhodes asserts

President Frank H.T. Rhodes told an Albany conference last week that the state could build a vital science and technology base by setting merit-based funding priorities, enhancing the appeal and the quality of science education, and promoting partnerships with business, labor and education.

Rhodes spoke on the state's role in scientific research at the conference, "Science and Engineering in New York: An Assessment." Sponsors were the Association of Colleges and Universities of New York State, the New York State Science and Technology Foundation, and the Rockefeller Institute, where the conference was held. Rhodes said the stakes for New York state were high:

"The quality of jobs it can offer its citizens, the quality of social services it can provide, the standard of living enjoyed by its people, and their ability to contribute to state and national life — all these and more depend on the quality of New York's science and technology base, and that includes both its facilities and its people."

Noting that science and technology provide the impetus for productivity growth, Rhodes said New York already had done well through such efforts as its centers for advanced technology, which had generated 700 technical papers and 45 conferences, seminars and lectures, as well as training 750 students, leveraging more than \$50 mil-

lion in federal research grants and spawning 26 patents and seven spin-off companies.

But Rhodes, who is a member of the board that sets National Science Foundation policy, cautioned that, if New York is to remain a leader in this area, it must meet three looming challenges:

- It must assign priorities, on a rational basis, for funding many worthy but competing proposed projects.

Rhodes endorsed the approach recommended by Lieutenant Governor Stan Lundine's Task Force on State Support for High-Technology Research, a group appointed last year by Governor Cuomo. Lundine's group recommended that outside experts review proposals for scientific and technical promise and that a committee of the State's Science and Technology Foundation Board examine potential for cost-sharing by industry, technology transfer and regional economic needs. The committee also would follow up on the results of approved projects.

That approach "could go a long way toward assuring maximum return on the state's investment in science and technology," Rhodes suggested.

- It must make science education more interesting and effective.

He said there is particular need to interest and prepare more minority students, who will be called on increasingly to fill future

jobs that will require more technical training.

Besides noting the need for more inspired and inspiring teaching, he praised such creative responses as General Electric Co.'s support to a New York City school where fewer than half the students attended in 1981 and only 7 percent graduated. As a magnet school specializing in science and math, with GE funding and active support, "virtually 100 percent of the students graduate, and virtually 100 percent go on to college each year," Rhodes said.

- It must forge active partnerships — beyond joint funding — with government, industry, labor and higher education. As an example, he cited Cornell's own Center for Advanced Technology in Biotechnology, where "state support has helped us attract substantial additional funding from the U.S. Army, the National Science Foundation and industry," including special laboratories where corporate scientists and university researchers work side by side.

Asserting the need for all state constituencies to agree on the importance of continuing to build the science and technology base, Rhodes cited Alexis deTocqueville's admiration for an American quality of "proposing a common object for the exertions of a great many men and inducing them voluntarily to pursue it."

— Sam Segal

## 3 labor specialists from ILR discuss state's work force

New York State's work force in the 21st century was the topic for three Cornell labor specialists who spoke in the Assembly Parlor on the third floor of the State Capitol in Albany on June 6. The speaker and topics:

- Professor Vernon Briggs on "The Future Labor Force of New York: Shortages, Surpluses or Both." An expert on immigration and labor, Briggs is co-author of the recent book "The Population and Labor Force of New York: 1990 to 2050."

- Professor John Burton on "The New York State Workers' Compensation Law." An authority on administration and economic research, Burton chaired the National Commission on State Workmen's Compensation Laws in the early 1970s.

- Associate Professor John Bishop on "Improving New York State's 21st Century Work Force." In recent research, Bishop has studied reasons why American high school students score below students in Asia and Europe and has developed recommendations for improving secondary education in the United States.

The program was sponsored by the ILR School with funding from Mobil Oil Corp. and the Amalgamated Clothing and Textile Workers Union.

## Peter Plaza dedicated to trustee, wife

The pedestrian plaza between the new Statler Hotel and Uris Hall was dedicated on May 27 to George and Gloria Peter for their lifelong involvement with Cornell, as a gift from their four children.

At the dedication ceremony, Austin Kiplinger, chairman of Cornell's Board of Trustees, said that the plaza commemorates Peter's "tremendous contributions to research, education and this university."

Peter, the first university employee elected to the Board of Trustees, worked at Cornell for 41 years in the School of Electrical Engineering and in space sciences. He also was director of laboratory operations at the National Astronomy and Ionosphere Center. His wife worked in the Johnson Graduate School of Management from 1976 to 1987.

Kiplinger said that Peter "not only has given great wisdom and stability to the board but also leadership. Long may he serve."

The dedication was a surprise to Peter and his wife. The agenda item announcing the dedication was deleted from his copy of the proceedings at the morning trustee meeting that was held before the ceremony.

The Peters' oldest child, Michael J. Peter, 41, of Orlando, Fla., and a 1973 graduate of the School of Hotel Administration, spoke after Kiplinger, paying tribute to his parents.

"My father came from a poor immigrant family," the son said. "He left a job paying \$4,400 a year to work at Cornell for \$2,200 because, he said, 'I never was able to go to college, and the university environment will enable me to learn and to grow.'

With the son on the platform were his three sisters: Patrice Peter DiLorenzo and Denice Peter Karamardian De Souza, both of Fort Lauderdale, Fla., and Paula Peter Sidle, development officer for Cornell Plantations. The steel statue "Herakles in Ithaka 1," made by the late



**Herakles in Ithaka**, by the late Jason Seley, now stands at the entrance to the Peter Plaza, between Statler and Uris halls.

professor of art, Jason Seley, from automobile fenders, was moved from the Johnson Museum of Art to stand at the entrance to the George and Gloria Peter Plaza.

President Frank H.T. Rhodes, members of the Board of Trustees, other university officials, and friends and relatives of the Peters attended the dedication.

—Albert E. Kaff

## 3 students win fellowships in SE Asia studies

Graduate students in the Southeast Asia Program have won three of the seven doctoral research fellowships for 1989-90 awarded by the Social Science Research Council.

Over the past five years, 57 percent of the awards for studies on Southeast Asia have been earned by Cornell students, said Benedict Anderson, director of the Southeast Asia Program.

"It is a singular tribute to Cornell that the faculty of its Southeast Asia Program and the resources of the John M. Echols Collection [of Southeast Asia books and documents] attract such outstanding graduate students from American universities and institutions in Asia," Anderson said.

"These students come here to do advanced research on their own and neighboring societies. They will form part of the ever growing body of leading indigenous scholars with worldwide reputation."

This year's Cornell winners come from the United States, Thailand and China. The fellowships were awarded by the Joint Committee on Southeast Asia of the Social Science Research Council and the American Council of Learned Societies, both based in New York City.

The Cornell winners will leave later this year to conduct their doctoral research abroad. They are:

- Patricia Pelley, Seattle, Wash., a history major who is specializing in contemporary Vietnamese history with a background in French history and literature. She visited Hanoi in 1987 to establish contacts with local scholars and will study problems in Vietnam's socialist historiography.

- Jiraporn Witayasakpan, theater arts major who came to Cornell from Chiang Mai University in Thailand, will conduct research on national cultural policy and theater arts in that nation in the 1930s.

- Liren Zheng, a Southeast Asian history major who came to Cornell from Xiamen University (Fujian, China), the major center for Southeast Asian studies in China. He plans to study overseas Chinese nationalism in Malaya and Singapore during the period of 1898 to 1941.

—Albert E. Kaff

## Graduate Bulletin



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

**Degree deadline:** Aug. 25 is the deadline for completing all requirements for an August degree from the Graduate School, including submitting the thesis/dissertation to the Graduate School. Instruction packets with necessary forms, as well as instruction booklets for writing the thesis/dissertation, are available at the front desk of the Graduate School, Sage Graduate Center.

**Thesis seminars:** 2:30 to 3:30 p.m., Mudd/Corson Hall, Robert S. Morison Seminar Room, lower level of the atrium, July 11 for masters' theses; July 12 for doctoral dissertations. The meetings will include a presentation and a question-and-answer session and will be helpful both for those in the beginning stages of thesis preparation and those near completion. Students, faculty and typists are encouraged to attend.

**Conference travel grant applications:** Due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by July 1 for August conferences. Application forms are available at Graduate Field Offices. Grants for transportation are awarded to registered graduate students invited to present papers.

## Anatomy course seeks live models

Live models are needed for a new course to be offered this summer, Biological Sciences 208, "Anatomy through Drawing."

The class will meet five days a week for an hour a day during the six-week summer session that begins on June 26.

Karen Kucharski, an area artist who will teach the course through the Department of Physiology in the College of Veterinary Medicine, is looking for at least one man or woman, and perhaps more, to pose without clothing for the course for \$7 an hour.

Anyone interested in modeling, preferably those with well-defined physiques, may call Kucharski at 1-625-3276.

For those interested in enrolling, there is no pre-requisite, either in terms of biology or art. The purpose of the course, Kucharski said, is that "most anatomy students learn through books,

cadavers and bones, and this is a chance to deal with live human models and to remember through drawing."

The course is not listed in the Summer Session catalogue because it was approved too late to be included.

Other courses missing from the catalogue are: Economics 565, the Japanese Economy; Education 247, Instructional Applications of Microcomputers and Related Technologies; Hotel 174, Microcomputing; and Industrial and Labor Relations Collective Bargaining 608, Special Topics: Sports Arbitration.

Students interested in enrolling in any of these courses may go to the summer session office, B-12 Ives Hall, for information.

A few courses have been cancelled from the offerings: German 123, Math 486, Psychology 490, Sociology 330 and Spanish Literature 201.

## Rural development to be discussed

Cornell's Community and Rural Development Institute will hold its inaugural faculty meeting on Monday, June 19, from 3 to 5 p.m. in Room 401 of Warren Hall.

The meeting is expected to draw more than 100 faculty from endowed and statutory units with research and extension interests in domestic and international rural development issues, according to Acting Director David L. Brown.

Anyone interested in the challenges of rural development is welcome to attend.

The institute was established this year by faculty in the College of Agriculture and Life Sciences, College of Human Ecology

and Cornell Cooperative Extension to focus on problems confronting America's rural communities.

David A. Pilliod, director of the Office for Local Government Services in New York's Department of State, will update the university community on the 16 rural development bills that were considered by the Legislature this year.

Pilliod also will discuss New York's community and rural development research and extension needs and Cornell's potential role in resolving present and emerging challenges.

—Matthew Shulman

## Fourth of July fireworks show set for June 30

Improved ground displays and better aerial fireworks are promised for this year's Community Fireworks Show, set for the night of Friday, June 30.

The Independence Day celebration will be held on Schoellkopf Field, with at least 20,000 spectators expected to watch from the stadium and thousands more to watch from surrounding hillsides, according to Harry MacPherson, chairman of the event's volunteers committee. The rain date is Saturday, July 1.

Local performers lined up so far include Todd Peterson and the Thunderbolts of Ithaca and a steam calliope to provide entertainment prior to the pyrotechnics. Gates to the stadium will open at 6:30 p.m. and the fireworks display will begin at about 9:30 p.m.

"The fireworks company has promised up that Ithaca's fireworks show will be the largest ground show in central New York State," said MacPherson, noting that this summer Ithaca will play host to the Empire State Games. The show is staged by American Fireworks/Powerhouse Productions of Utica and Ithaca.

There is no admission charge to the annual community fireworks show, but donations can be made at stadium entrances and exits and via Fran Benedict at Tompkins County Trust Company.

For the first time, box seats at the top of the stadium will be available. For \$100, up to 10 people can sit in a box, with refreshments and two reserved parking spots included in the price.

For reservations, which will be on a first-come, first-served basis, call MacPherson at 255-3500.

# CORNELL EMPLOYMENT NEWS

## Including Job Opportunities

June 8, 1989

Volume 1, Number 22



### Disability Notebook: With Epilepsy at Work

by Joan B. Fisher, coordinator of Disability Services

Today's column entitled "With Epilepsy at Work," was written by Eugenia (Genie) Hurme. Ms. Hurme has worked at the Law School and currently works at the A.D. White House. She holds a master's degree in anthropology from Cornell.

I had my first daytime seizure at work at Cornell ten years ago. I was taking a coffee break (strong coffee!) I discussed my epilepsy with very few people, fearing the stigma associated with it. But I learned about seizures, adapted to life with epilepsy, and, with good medical care, gained control of my seizures.

Generally seizures are well controlled medically and are a hidden disability. Ignorance and fear surrounding seizures present a greater handicap than the seizures themselves.

#### What Are Seizures and Who Has Them

A seizure results from disorganized discharges between brain cells. Once balanced activity is restored, the seizure stops. One seizure does not signify epilepsy; recurrent ones do. There are different kinds of seizures, broadly classifiable as convulsive, nonconvulsive, and partial.

Seizure disorders (or epilepsy) occur worldwide and we can all have seizures. Problems before birth, head injuries, infectious diseases after birth, toxic factors, strokes, brain tumors, and inherited and degenerative disorders are all potential causes of epilepsy. Over one percent of the U.S. population or 2.2 million people are estimated to have epilepsy.

#### Hidden Disabilities and Epilepsy

At Cornell that "one percent" means about 260 people. (Based on a student population of approximately 17,000 and an employee population of approximately 9,000.) Where are they? Seizures are so well-controlled by medication that the vast majority of people with epilepsy lead virtually normal lives.

The invisible nature of epilepsy can lull us into thinking that people with seizures are never discriminated against. Surveys of public attitudes suggest, however, that "of people who have epilepsy who have problems securing a job, more than 40 percent are turned away simply because they admit to having epilepsy, even though 79 percent of Americans say they believe people with epilepsy should be hired for jobs that do not present special risk for them." (R. Lechtenberg, *Epilepsy and the Family*). How can a job applicant or employee deal with this? People should not take clearly risky jobs, but there are few of these if seizures are well-controlled.

People with disabilities are not required to reveal their disability in writing or in an interview, unless it refers to

specific job duties. Statistics demonstrate that employing a person with epilepsy does not increase accident rates, absenteeism, insurance or workers' compensation. People with epilepsy sometimes have slightly better safety and job performance records than coworkers.

People with epilepsy need to develop individual medical regimes and maintain a strong sense of self-esteem. Living with seizures may require lifestyle adjustments, but so do other health disorders. One frequent loss is a driver's license until seizures are well-controlled. I relied on my bicycle. Imagine how I felt when someone looked at my helmet and jeered: "What are you, an epileptic?" That was a stigma! Understanding friends, employers, relatives, and support groups can help the person with epilepsy maintain self-esteem and productivity.

#### First Aid for Seizures

If you see someone having a seizure, do the following:

1. KEEP CALM;
2. Clear the area around the person;
3. Do not restrain the person;
4. Do not force anything between the person's teeth;
5. Turn the person's head to one side and place something soft under it;
6. Let the person rest after the seizure passes.

Do not call a doctor or ambulance, which will cause a large, needless expense, unless the seizure lasts more than five minutes or is closely followed by another seizure. Stay with such persons until they are reoriented and capable of going about their business or going home.

#### Conclusion

You will probably never see anyone have a seizure. If you do, carry out the steps listed above. The stigma associated with epilepsy can be lifted with persistent educational efforts.

People interested in the Finger Lakes Epilepsy Association can call Bette Bagnardi at 272-7101 or me at 255-4725. Further information is available from the Epilepsy Foundation of America, 4351 Garden City Drive, Landover, MD 20785; telephone 301/459-3700. If you believe you are being discriminated against because of your disability, contact Joan Fisher in the Office of Equal Opportunity 5-3976.

### 101 Eligible for Long Service Recognition This Year



One hundred and one employees are eligible for recognition this year for long service to the university including 5 forty-year awardees; 12 thirty-five year; 26 thirty-year; and 58 twenty-five year.

In addition to the 101 awardees, over 300 employees with more than twenty-five years of service (26 years, 27 years, etc.) will be special guests at the 34th annual awards banquet which will be held June 13 in Barton Hall.

Two couples are among the awardees this year: Verna Turk and her husband, John Turk, both will be recognized for 35 years of service. Verna is an administrative aide in Veterinary Administration and John is a research technician in Pomology and Viticulture at Cornell Orchards. Also head baseball coach Ted Thoren will be honored for 35 years and his wife, Jeanne, executive assistant to the dean of Engineering, will be recognized for 30 years. Congratulations to all!

### Employers Prepare: The Gray Wave Is Coming!

Acknowledging that rising life expectancies, sinking birth rates, and maturing baby boomers are ushering in a graying of the labor force in industrialized countries, the International Labor Office in Geneva launched a research program which focused on biased perceptions of workers aged 55 or older. The program also highlighted training measures to help older workers hold jobs, start new careers, or become self-employed.

In related reports by the Conference Board and the Department of Labor, American employers admit to wooing retirees as the growing labor shortage increases the competition for good workers. Also cited in the reports is a need for new public and private policies to improve employment incentives for older employees and end to discrimination against them.

#### Older Workers Have a Good Track Record

Despite the fact that the pool of younger workers is shrinking and labor shortages loom ahead, ILO says public policy discourages the continued employment of older workers. The organization has begun a research project to identify and challenge age-biased perceptions and policies. Among preliminary findings, the ILO reports:

- **Older workers have a good track record.** A survey of more than 300 U.S. firms shows that, in comparison with younger workers, older employees have lower turnover, show greater loyalty, are more conscientious, exercise better judgment, have fewer accidents, and maintain better morale.
- **Older workers are a good investment.** The benefits of special training to use the skills of older employees far outweigh their costs, according to the ILO. As a result of

### What is the Supervisor's Responsibility to the New Employee?

What is your responsibility as a supervisor to a new employee?

The first few days on the job are critical to the success of the new employment relationship — both for a new employee and the hiring department. These are the days when you first find out what someone's work habits are and they find out what kind of supervisor you are.

It is the supervisor's responsibility to effectively introduce new employees to their new jobs, to the department, and to acquaint them with university and department policies and procedures.

An effective orientation of your new employee will:

- foster a sense of belonging for the new employee,
- outline the mission of the department,
- minimize the anxiety associated with starting a new job.



#### Where do you start?

The best time to start introducing an employee to a new job is before the hiring decision is made. You should be certain that the successful candidate is aware of the responsibilities of the job and what your expectations are for the person holding the position. Explain any unusual working conditions such as required overtime, Saturday or evening hours. These should not come as a surprise to new employees.

The following checklist may be helpful for the new employee's first day on the job.

- Explain the purpose and organization of the department.
- Describe the image you would like the department to project in dealing with your clients — whether they are students, faculty, staff or visitors.

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#### Employers Under Pressure to Find Employees

Focusing on the U.S. labor supply, the Conference Board reports that there will be 44 percent fewer 18-25 year olds entering the job market in 1990 than there were in 1979. As a result, employers are "under pressure" to find employees and are searching among the 3.3 million Americans who have taken early retirement.

Inaccurate perceptions of the elderly have helped to prevent spending on job training and placement programs to increase older workers' opportunities, the report says. It suggests strengthening the Age Discrimination in Employment Act to eliminate the effects of age bias. However, employers are voluntarily making positive efforts to overcome biased perceptions and attract more older workers as the labor force continues to shrink. To make the prospect of returning to work more palatable for retirees, for example,

Continued on page 4

# JOB OPPORTUNITIES

June 8, 1989

Volume 1, Number 22

## Staffing Services, 160 Day Hall, Cornell University, Ithaca NY 14853-2801 Day Hall: (607) 255-5226

- 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.

## East Hill Plaza: (607) 255-7422

- 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.

### Staff Physician (PA7001)

#### University Health Services-Endowed

General medical care for a patient population comprised of student, faculty and staff.

**Requirements:** MD Must be Board eligible or certified in Internal Medicine, Family Practice or Pediatrics (Adolescent Medicine). Good interpersonal skills and an interest in supporting a strong Health Education service preferred. Send cover letter and resume to Search Committee: Staff Physician.

### Technical Specialist I (PT6913) Level 36

#### CIT/Workstation Resources-Endowed

Develop, modify and install complex software programs (operating systems) and applications packages on small and large-scale computer systems. Provide top level internal technical guidance to technical personnel unit.

**Requirements:** Bachelor's or equivalent with computer related courses required. 3-5 years programming and experience with machine architecture. Knowledge of system utility programs and system control languages (e.g., JCL, DCL and shell scripts). Sound knowledge of several operating systems (e.g., UNIX, VMS) running on both IBM and Digital equipment mainframe and workstation systems. Assembler language and at least 2 major programming languages (e.g., FORTRAN, PASCAL, and C) required. Knowledge of UNIX with other workstation operating systems required. Send cover letter and resume to Bill Webster.

### Senior Systems Programmer/Analyst (PT7111) Level 35

#### CIT/Research and Analysis-Endowed

Provide leadership in developing, modifying, installing and analyzing system software, complex software programs and packages for Digital Equipment Corp.'s Vaxen running VMS. Assess performance and make recommendations related to the general operating of the various systems.

**Requirements:** Bachelor's or equivalent with computer-related courses required. 3-5 years programming and machine architecture experience; sound knowledge of VMS operating system (on VAX 8530 and Micro VAX II). 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.

### Manager, Capital Budgeting and Financing (PA2705) HRI

#### Assistant Treasurer-Endowed

Provide analytical support in capital budgeting, investment analysis methodologies campus-wide, maintaining systems to track fund allocations.

**Requirements:** MBA preferred; Bachelor's with 5 years of financial analysis experience in business or university environment may be acceptable. Experience using spreadsheet programs (Excel, Lotus 123); familiarity with discounted cash flow analysis and variance analysis necessary; experience in accounting and/or budgeting required. Strong interpersonal and writing skills necessary. Send cover letter and resume to Cynthia Smithbower by June 23.

### Senior Producer/Cornell Sports Network (PA7105) HRI

#### Athletics and Physical Education-Endowed

Serve as the primary coordinator and assist producer of the Cornell Sports Network broadcasts. Serve as play-by-play announcer, produce and market video and audio highlights, coordinate all sales and advertising for the Network. Develop a regional broadcast network of radio stations to air CU athletic events. Supervise associate staff and budget.

**Requirements:** Bachelor's or equivalent in communications or a related field. Minimum 3-5 years play-by-play announcing of collegiate or professional sports required. Demonstrated ability to sell advertising market and promote athletic programs. Production skills in radio and TV a plus. A charismatic, professional announcing voice required. Must be able to work well with a wide variety of people. Send cover letter and resume to Mike Velez, Media Services, Nb13 MVR by June 16.

### Data/Systems Analyst III (PT7112) Level 34 HRI

#### DL-Quality Milk Promotion Services-Statutory

Perform statistical analysis of biological and epidemiological research data including survey analysis, regression analysis and other statistical applications appropriate for scientific research. Assist in the design, development, implementation and documentation of computer applications for QMPS.

**Requirements:** Bachelor's or equivalent experience required. Master's in statistics or equivalent statistical expertise preferred. Strong background in statistical analysis including SAS and other statistical packages involving research data evaluation. Minimum 3 years in analytical/problem solving experience with micros and personal micro systems. Database experience important. Strong interpersonal and communication skills. Familiarity with Wordperfect, Lotus and communications program preferred. Ability to diagnose and correct pre-existing software preferred. Ability to work in microcomputer environment having several components or interfaces with other hardware and software. Send cover letter and resume to Bill Webster.

### Systems Programmer/Analyst III (PT7101) Level 34

#### Cornell Information Technologies-Endowed

Design, develop, modify, implement and document fairly complex software programs and applications packages for major operating systems on small and large-scale computer systems. Provide user support in identifying technical problems.

**Requirements:** Bachelor's or equivalent with computer related courses required. 3-4 years programming and machine architecture experience; knowledge of system utility and control languages (e.g., DCL and shell scripts). Sound knowledge of several operating systems (e.g., UNIX, VMS). Assembler language and at least 2 major programming languages (e.g., FORTRAN and C). Knowledge of UNIX with other workstation operating systems. Send cover letter and resume to Bill Webster.

### Research Support Specialist III (PT7006) HRI

#### Agronomy-Statutory

Assist in processing and analysis of research on extended range

weather forecasts and application of satellite imagery; design and write specialized computer software required for research projects; assist in preparation of reports of research activities; participate in design, planning and development of project leader's research activities as they relate to research on extended range weather forecasts and application of satellite imagery. Instruct staff members, graduate and undergraduate students in use of computer hardware and software. Until 7/31/90. Monday-Thursday, 8-5; Friday, 8-4.

**Requirements:** Master's in Atmospheric Science or related discipline or equivalent experience in atmospheric research. Minimum 2-3 years related experience. Expertise in computer programming and data processing. Ability to work independently. Send cover letter and resume to Bill Webster.

### Assistant Director, General Merchandise (PA7005) HRI

#### Campus Store-Endowed

Supervise all branch operations, convenience merchandise including Concessions, Catalog, Gifts, Photography, and the Cornell Shop. Responsible for all aspects of these retail operations, staffing, buying, inventory control, merchandising, budget preparation and projections including financial maintenance and analysis.

**Requirements:** Bachelor's or equivalent in business or related retail discipline. Considerable successful experience in retail management or related discipline. Excellent analytical, communication (written and verbal) skills. Previous supervisory experience essential. Send cover letter and resume to Cynthia Smithbower by June 14.

### Administrative Supervisor II (PA7108) HRI

#### Center for International Studies-Endowed

Supervise financial and systems operations for the Center. Develop, prepare and monitor, Center, program and research budgets.

**Requirements:** Bachelor's or equivalent experience preferred. Knowledge of: Cornell accounting system, and the operation of personal computer; experience with Novell Local Area Network. Knowledge of the following PC software: Wordperfect, Lotus 123, Excel, Higgins, DBase III, CUDA. Supervisory experience required. Strong interpersonal and communication (written and oral) skills. Send cover letter and resume to Cynthia Smithbower by June 23.

### Systems Support Supervisor (PA7103) HRI

#### Office of the University Registrar-Endowed

Provide training and assistance to user offices with the day-to-day operation of a large scale, on-line administrative computing system with decentralized access and to direct daily operations of the system.

**Requirements:** Bachelor's or equivalent. 2-4 years experience with large scale interactive administrative systems in user environment. Excellent verbal and written communication skills. Some supervisory experience. Demonstrated ability to work with diverse groups. Ability to read Natural, PL/I, and SAS. Macintosh computer experience helpful. Send cover letter and resume to Cynthia Smithbower by June 23.

### Assistant Director (PA7102) HRI

#### Alumni Affairs-Endowed

Responsible for planning and implementation of programs sponsored by alumni association, i.e., Homecoming, Senior Class Reception, Alumni-in-Residence, other special events. Assist in selection of annual alumni tours and serve as liaison between travel companies and alumni. Serve as advisor to student leadership group.

**Requirements:** Bachelor's or equivalent. 2 years related experience in program planning and implementation; must have strong communication and organizational skills; good public relations skills with wide range of individuals. Send cover letter and resume to Cynthia Smithbower.

### Construction Manager (PA7101) HRI

#### Statutory Office for Capital Facilities-Statutory

Responsible for the management of construction and renovation projects in the Statutory Colleges. Typical duties include project scheduling, insuring conformance with plans and specifications, coordinating user input, and assisting in the resolution of project related problems.

**Requirements:** Bachelor's or equivalent. 2-3 years experience in construction and/or maintenance and management. Excellent verbal, written and financial management skills. Well developed systems analysis and project management skills. Familiarity with Cornell and Statutory Facilities essential. An understanding of the current methods of providing maintenance services to the Statutory Facilities is a plus. Send cover letter and resume to Cynthia Smithbower by June 23.

### Research Support Specialist I (PT7114) HRI

#### Textiles and Apparel-Statutory

Conduct lab research in a multidisciplinary field of biotechnology and biomedical materials. Until 6/30/90, continuation contingent upon funding.

**Requirements:** Bachelor's or equivalent required; Master's in biology preferred. Previous cell culture skill highly desirable. Send cover letter and resume to Bill Webster.

### Research Programmer (PT7110) HRI

#### Animal Science-Statutory

Provide supervisory and technical support for research programs involving the design and analysis of Dairy Management Systems utilizing the NY Dairy Herd Improvement database. Analyze and develop dairy herd performance measures that will predict economic returns to the dairy enterprise. Develop and program software to assist with dairy herd management.

**Requirements:** Bachelor's or equivalent required; degree in animal science or ag. econ. preferred. Minimum 2 years related experience. High level language (e.g., "C" programming experience), ability to use SAS, understanding of advanced computing techniques such as expert systems. Dairy farm background or experience helpful. Send cover letter and resume to Bill Webster.

### Research Support Specialist I (PT7105) HRI

#### Agricultural and Biological Engineering-Statutory

Provide leadership in researching waste treatment (both conventional and hazardous) with methane oxidizing bacteria. Responsible for maintaining equipment, training personnel, carrying out experiments, and providing analysis and write-up of experiments.

**Requirements:** Master's or equivalent in agricultural engineering preferred. 1 year in agricultural engineering laboratory research. Send cover letter and resume to Bill Webster.

### Housekeeping Supervisor (PG7102) HRI

#### Residence Life-Endowed

Responsible for direct supervision of all housekeeping staff in high rises, low rises and townhouses to insure the fulfillment of departmental objectives of achieving the highest standards of health, safety, cleanliness and maintenance.

**Requirements:** Associate's or equivalent work experience. Minimum 2-3 years experience in professional housekeeping. Strong skills in supervision, training and education of staff. Excellent communication skills. Send cover letter and resume to Esther Smith.

### Dining Supervisor (PA7104) HRI

#### Dining Services-Endowed

Supervise daily operation of dining unit, including purchasing and storage of food supplies, maintenance of equipment, planning menus, preparation and dispensing of food.

**Requirements:** Associate's or equivalent. 1 year food service supervisory experience desired. Knowledge of food and health codes desirable. Send cover letter and resume to Cynthia Smithbower by June 23.

### Counselor, Student Services (PA7107) HRI

#### Office of Academic Programs, CALS-Statutory

Assist the Coordinator of Student Services in the planning and administration of the student advising system; provide individual counseling and guidance for undergraduates; assist with the orientation program and various other student activities.

**Requirements:** Master's preferred in student personnel, counseling, or related field. Experience in working with undergraduates to resolve academic, personal, and social problems. Ability to make independent decisions, supervise secretarial staff, and write creatively. Excellent communication skills, and ability to deal with confidential information. Send cover letter and resume to Cynthia Smithbower by June 23.

### Development Assistant (PA7106) HRI

#### University Development-Endowed

Assist in the planning and implementation of the University's annual campaign and provide assistance with major reunion campaigns. Design and implement fund raising programs within the Cornell Fund. Enlist and work with alumni and student volunteer leaders. Coordinate Cornell Fund special events and meetings.

**Requirements:** Bachelor's or equivalent. 1-2 years experience desired. Excellent communication and interpersonal skills. Some prior knowledge of fund raising through professional or volunteer experience. Ability to communicate with a diverse alumni and student body. Knowledge of Cornell desirable. Send cover letter and resume to Cynthia Smithbower by June 23.

### Budget Analyst I (PC6904) HRI

#### Administrative Operations-University Library-Endowed

Provide analytical and technical support to the budgeting, planning, and fiscal operating processes under the administrative direction of the accounting manager. Total operating expenditures for University Library system are approximately \$20 million annually.

**Requirements:** Bachelor's or equivalent (Associate's and 4-5 years accounting or related experience). 1-2 years related experience preferred. Strong analytical skills required. Cost analysis experience preferred. Experience with IBM/PC and applications (Lotus 1-2-3, dBase III+, and word processing) preferred. High degree of accuracy with attention to detail. Strong organizational, communication (verbal and written), and interpersonal skills. Familiarity with Cornell accounting and budget systems and procedures helpful. Send cover letter, resume and salary requirements to Esther Smith.

### Technical Consultant I (PT6301) Level 33/HRI

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

Provide technical support, training and orientation to a staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment. Until 3/31/90. Continuation contingent upon funding.

**Requirements:** Bachelor's or equivalent in education. Minimum 2-3 years experience with micro computers; Macintosh experience required. IBM PC familiarity desirable. Working skills must include a fifth generation language, strong system diagnostic and telecommunications. Some experience in PASCAL, C, or BASIC desired. Send cover letter and resume to Bill Webster.

### 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 ongoing research projects using the facilities. Consultant to faculty, staff and students.

**Requirements:** Bachelor's or equivalent in computing or biological sciences required. Minimum 2-3 years experience in science computing. Strong interpersonal, communication and organizational skills. Send cover letter and resume to Bill Webster.

### Executive Staff Assistant II (PC7001) HRI

#### Office of Campus Affairs-Endowed

Provide administrative support to the Vice President for Campus Affairs and the Business Manager for the division; develop and administer the budget for and manage the office of the vice president.

**Requirements:** Associate's or equivalent experience. Bachelor's strongly desired. Minimum 5-7 years executive secretarial/office management experience. Strong organizational and communication (verbal and written) skills. Budget/accounting experience required. Ability to work independently and handle sensitive and confidential material. Knowledge of word processing and computer equipment desired. Send cover letter and resume to Esther Smith.

### Applications Programmer/Analyst I (PT6908) Level 32

#### School of Hotel Administration-Endowed

Provide computer, database and research support to faculty and students in developing and maintaining large databases and in the preparation and dissemination of research reports. Design and create files and programs to maintain the computerized database center. Provide ongoing support in areas of statistics and user system design.

**Requirements:** Bachelor's or equivalent with background in computers, statistics or related areas required. Minimum 1-2 years previous experience. Knowledge of Macintosh, IBM PC, Mainframe database manipulation, statistics and statistical packages. Must have excellent oral and written communication skills. Ability to work independently, generate ideas and professionally represent the school in the computer/database areas. Ability to handle pressure and meet deadlines. Good interpersonal skills. Send cover letter and resume to Bill Webster.

### Research Support Specialist II (PT7007) HRI

#### Agricultural Economics-Statutory

Conduct and report on research into the economic feasibility of fresh vegetable production in Western New York. Research includes surveys, review of relevant literature, and economic analysis. One year position, continuation contingent upon funding.

**Requirements:** Master's or equivalent in agricultural economics, with a background in farm management and/or farm finance required. 2 years related experience desired. Experience in conducting surveys helpful. Send cover letter and resume to Bill Webster.

### Assistant Director of Intramurals/Summer Day Camp (PA7002)

#### Athletics-Endowed - HRI

Assist the Director in the overall supervision and management of the Cornell University Intramural Program. May include supervision of staff, budget

**Technician, GR19 (T6903, T4113)****Veterinary Pathology-Statutory****Minimum Biweekly Salary: \$510.90**

Provide technical support for flow cytometry lab research activities. Perform experiments relative to the effects of oncogenes and chromosomal aberrations on cell differentiation; carry out lab protocols relative to cell culture and analysis of proteins and nucleic acids (biochemistry/molecular biological techniques and flow cytometry). Requirements: Associate's or equivalent in relevant biological or physical science preferred required. Minimum 1 year related experience.

**Technician, GR20 (T6910)****Veterinary Medical Teaching Hospital-Statutory****Minimum Biweekly Salary: \$534.30**

Take radiographs and process films of animal patients and research material as required. Other duties as assigned. 39 hours per week, rotating Saturday, 10 a.m.-7 p.m.

Requirements: Licensed radiologic technician and/or NYS licensed animal health technician required. Experience handling animals preferred.

**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 or equivalent 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 (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 (T7002)****Diagnostic Laboratory-Statutory****Minimum Biweekly Salary: \$534.30**

Provide back-up for all specialized functions in the Receiving Section as well as provide primary interface for clients, faculty and staff in the Veterinary college on problem submissions. Monday-Friday, rotating Saturdays.

Requirements: Associate's or equivalent, Bachelor's or equivalent preferred in animal science or related animal health field. Licensed animal health technician preferred. 2 years experience in veterinary practice or in large animal health facility helpful. Pre-employment physical required.

**Technician, GR20 (T7102)****Biochemistry, Molecular and Cell Biology-Statutory****Minimum Biweekly Salary: \$534.30**

Provide technical support for large research project on the expression of genes in plant cultures and in isolating and analyzing DNA and enzymes.

Requirements: Bachelor's or equivalent scientific area of study (biochemistry, genetics, etc.) required. 1-2 years experience in gene expression and cloning techniques and general laboratory techniques.

**Technician, GR20 (T7103)****Center for Environmental Research-Statutory****Minimum Biweekly Salary: \$534.30**

Execute laboratory experiments, performing careful and accurate scientific measurements using complex scientific equipment. Set up and maintain equipment, greenhouse plants and nutrient solutions. Analyze data.

Requirements: Bachelor's in biological sciences required. 1 year experience in laboratory equipment and analysis. Knowledge of nutrient analysis.

**Technician, GR21 (T7104)****Agricultural and Biological Engineering-Statutory****Minimum Biweekly Salary: \$557.70**

Conduct research on the treatment of toxic organisms (TCE) with methane oxidizing bacteria to treat waste. Responsible for maintaining instrumentation and conducting laboratory analyses of experiments.

Requirements: Bachelor's or equivalent in agricultural science or biology required. 2 years analytical laboratory experience.

**Computer Production Controller, GR21 (T6914)****Cornell Information Technologies-Endowed****Minimum Biweekly Salary: \$557.70**

Ensure a timely and efficient flow of assigned work through the main computer systems; maintain quality and accuracy in meeting Production Services Data Processing schedules. Nights and weekends.

Requirements: Associate's or equivalent in data processing required. Basic knowledge of MVS/JCS, CMS. 2 years related experience.

**Technician, GR21 (T5612)****Nutritional Sciences-Statutory****Minimum Biweekly Salary: \$557.70**

Perform procedures involving molecular biology; mRNA, DNA, RNA 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 years related lab experience: Biochemical analysis, DNA techniques.

**Technician, GR22 (T7004)****Diagnostic Laboratory-Statutory****Minimum Biweekly Salary: \$581.09**

Implement biochemical and serological procedures for the speciation of Mycoplasma isolated from clinical samples. Perform microbiological and immunological tests on specimens as requested by clinicians to aid in the diagnosis of infections in animals and humans. Monday-Friday, 8-5 with rotating Saturdays.

Requirements: Bachelor's or equivalent in clinical microbiology or medical technology. ASCP licensing preferred but not required. Minimum 2-3 years experience in veterinary clinical microbiology desirable. Supervisory experience a plus.

**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 Phasmar. 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 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.

**Lab Technician, GR24 (T6901)****Materials Science and Engineering-Endowed****Minimum Biweekly Salary: \$639.59**

In collaboration with department faculty members, supervise, set-up, operate, maintain and up-grade department undergraduate teaching laboratories. Instruct students in the safe use and operation of equipment.

Requirements: Bachelor's or equivalent in materials science, physics or related field required. 3-5 years related work experience required. T.A. lab experience with undergraduate students preferred. Experience in basic electronics, high temperature furnace and vacuum techniques, set-up and operation of machine tools, design and fabrication of scientific equipment, chemical operations for specimen preparation, photographic processing, X-ray technology and lab safety preferred. Familiarity with computers desired.

**Communications Technician, GR24 (T7113)****CIT-Network Services-Endowed****Minimum Biweekly Salary: \$639.59**

Perform diverse assemblies and installations of LOCAL AREA NETWORK and data communications equipment; provide technical assistance for computers; perform some junior-level installation design and troubleshooting. 39 hours per week with occasional overtime.

Requirements: Associate's or equivalent in electronics, electromechanics or equivalent. 2-5 years relevant experience; able to accurately use and interpret oscilloscope, Breakout Box, BERT and telephone circuit test equipment. Some micro computer software experience desired. Construction experience helpful. Accuracy, attention to detail; good judgment; excellent interpersonal, organizational and time management skills essential. Must be able to climb a ladder, drive a van, and lift up to 50 pounds. NYS driver's license required.

**Technical Part-time****Technician, GR21 (T6403)****Diagnostic Laboratory-Statutory****Minimum Full-time Equivalent: \$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. 20-30 hours per week. Schedule is flexible to meet employee's preference.

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.

**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 preliminary interview at our East Hill Plaza office.

**Cashier, GR15 (C7103)****Dining Services-Endowed****Minimum Biweekly Salary: \$429.01**

Under general supervision, transact cash and credit sales. Operate cash register; tabulate daily cash and credit card transactions; prepare deposits. Other duties as assigned.

Requirements: High School diploma or equivalent. Minimum 6 months-1 year related experience. Basic reading and computations skills. Good interpersonal and communication skills essential.

**Office Assistant, GR16 (C7105)****University Development-Endowed****Minimum Biweekly Salary: \$448.50**

Assist administrative aide and secretary in coordination of daily work flow in the director's office; assist business manager in administrative functions; copy and distribute materials; assist with large mailings; maintain files; act as switchboard backup; organize and maintain records on Macintosh; log in commitment forms; update and maintain computer mailing labels; type purchase orders.

Requirements: High School diploma or equivalent. Good interpersonal skills and telephone techniques. Prior office experience helpful. Familiarity with office equipment, including dictaphone. Knowledge of Macintosh helpful. Ability to work under pressure. Confidentiality and attention to detail essential. Medium typing.

**Telephone Operator, GR17 (C6914)****Telecommunications-Endowed****Minimum Biweekly Salary: \$457.50**

Provide caller-related assistance when university is open; operate Telex when required; answer approximately 500-600 calls per day. Fall, Winter, Spring, Monday-Friday, 9:30-6:00; Summer, Monday-Friday, 8:30-5:00.

Requirements: High School diploma or equivalent. CRT and keyboard skills required. Excellent organizational and interpersonal skills. Light typing.

**Office Assistant, GR17 (C5129)****University Relations/News Service-Endowed****Minimum Biweekly Salary: \$467.98**

Assist with production of news releases; provide clerical and research support for editors and writers.

Requirements: High school diploma with at least 1 year of office experience, preferably at Cornell. Must have good organizational skills and experience in dealing with people. Familiarity with personal computer and highly accurate typing skills highly desirable. Medium typing.

**Secretary, GR18 (C7006)****Residence Life-Endowed****Minimum Biweekly Salary: \$487.50**

Provides administrative, secretarial/clerical support for staff in Student Family/Maplewood Park Apartments. Responsible for general clerical support functions. Maintaining numerous records and communicating with students and families as needed to fulfill responsibilities, answering telephones and inquiries. Other duties as assigned.

Requirements: High School diploma or equivalent. Business or secretarial school desirable. Minimum 1-2 years office experience. Excellent organizational, interpersonal and communication skills. Familiarity with IBM PC (Cornell mainframe, Lotus 1-2-3, Wordperfect). Ability to work in open office setting. Medium typing.

**Secretary, GR18 (C6609)****Food Science-Statutory****Minimum Biweekly Salary: \$487.50**

General support for several faculty. Extensive use of word processor to prepare manuscripts, grants, research proposals and related teaching and extension needs; handle travel arrangements; maintain files and general support duties.

Requirements: High School diploma or equivalent. Associate's desirable. Minimum 1 year office experience. Word processing experience preferred. Strong organizational, interpersonal and communication (written and oral) skills. Heavy typing with speed and accuracy.

**Editorial Assistant, GR18 (C7003)****University Press-Endowed****Minimum Biweekly Salary: \$487.50**

Act as assistant to acquisitions editors. Responsible for acquisition, development and maintenance of several lists of scholarly books; perform office duties of typing, filing, follow-up; extensive phone contact with authors, readers and other departments of the Press.

Requirements: High School diploma or equivalent. Associate's or equivalent preferred. Prior experience with book publishing helpful. Heavy typing. Send cover letter and resume to Esther Smith.

**Office Assistant, GR18 (C4526)****Facilities Planning and Construction/Senior Vice President-Endowed****Minimum Biweekly Salary: \$487.50**

Provide variety of highly confidential secretarial/clerical functions in extremely fast-paced office that serves Cornell's varied publics.

Requirements: High School diploma required. Minimum 1 year secretarial/clerical experience. Knowledge of university high priority. Knowledge of (or desire to learn) Mac computer preferred. Able to exercise independently judgment essential. Light typing.

**Secretary, Public Service Assistant, GR18 (C7106)****Mann Library-Statutory****Minimum Biweekly Salary: \$487.50**

Produce administrative support for Mann Library, Public Services Division. Duties include word processing; design and produce handouts and signs; maintain departmental records; process bills; compile statistics; schedule meetings and take minutes; serve as departmental receptionist. Other duties as assigned.

Requirements: High School diploma or equivalent, some college preferred. 1 year related experience. Word processing skills, familiarity with IBM-PC or Macintosh. Ability to work with a wide variety of people in a public service capacity, set priorities, and work independently. Light typing.

**Senior Stacks Assistant, GR18 (C7109)****Access Services-CUL-Endowed****Minimum Biweekly Salary: \$487.50**

Under the direction of the Administrative Supervisor for Collection Management, maintains the book stacks of the library. Responsible for shelving a large volume of materials, process incoming serials on a daily basis and enforce library policies on assigned floor. Staffs the security desks on a regularly assigned basis, opens and closes the building on assigned days.

Requirements: Some college coursework and/or related work experience. Must be able to work independently with a minimum of supervision. Strong organizational and interpersonal skills. Ability to work well with sudden increases of activity at exit/entrance points.

**Senior Circulation/Reserve Assistant, GR18 (C7107)****Uris Library-Circulation/Reserve-Endowed****Minimum Biweekly Salary: \$487.50**

Under the direction of the Circulation Supervisor, hires, trains, supervises, schedules, and evaluates the student assistants hired to work in the Circulation department. Responsible for a variety of clerical duties and works at the service desks. Sunday, 2-10 p.m.; Monday-Thursday, 8-5 p.m.

Requirements: Some college coursework and/or related work experience. Ability to work well with a variety of people and oversee the work of others. Strong organizational, interpersonal and communication skills. Attention to detail. Light typing.

**Administrative Aide, GR19 (C7008)****Civil and Environmental Engineering-Endowed****Minimum Biweekly Salary: \$510.90**

Provide technical word processing, secretarial and administrative support to the administration and professional staff members and their teaching/research groups (including visitors).

Requirements: High School diploma or equivalent; Associate's or equivalent preferred. Minimum 2 years experience word processing/secretarial and computer experience. Possess excellent organizational, interpersonal and communication skills (both written and oral) must work well under pressure. Attention to detail a must. Heavy typing.

**Administrative Aide, GR19 (C7009)****Hispanic American Studies Program-Endowed****Minimum Biweekly Salary: \$514.30**

Under general supervision, provide administrative and secretarial support for the program director, associate director and affiliated faculty. Prepare a variety of correspondence; handle mail; coordinate appointments and meetings; answer telephones. Other duties as assigned.

Requirements: High School diploma or equivalent. Associate's desired. Minimum 1-2 years related experience. Knowledge of Mac computer and related software. Excellent communication skills. Bilingual in Spanish/English preferred. Knowledge of Cornell desired. Organized and able to work under general supervision. 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.

## Jobs

Continued from page 3

### Administrative Aide, GR21 (C7104) Engineering-Office of Administration, Planning and Facilities-Endowed

Minimum full-time equivalent: \$557.70

Provide high level independent administrative support of special projects relating to finance, personnel, facilities and institutional analysis. Until 1 year from date of appointment. 8-1, 4 days per week, permanent schedule to be established.

Requirements: Associate's or equivalent combination of education/experience required. Understanding of Cornell systems (Human Resources, Budget, Bursar, Equipment Inventory, Facilities and Business Operations). Minimum 3 years Cornell accounting experience essential. Working knowledge of database, spreadsheet and word processing software. Good oral and written skills. Ability to work independently. Medium typing.

### Office Professionals Temporary

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

#### Personnel Assistant (S7105) Office of Human Resources

Hiring Rate: \$5.00

Provide, under close supervision, staff support in the areas of recruitment, referral, and data input.

Requirements: High School diploma. Computer data entry skills necessary. Good organizational skills and attention to detail. Good interpersonal skills. Medium typing skills. 1 year office experience desirable.

#### Driver (S7002) Diagnostic Lab

Pick up and deliver mail and supplies to departments and it's local off-campus units twice daily. Pick up properly packaged biologic wastes for delivery to campus incinerator. Assist in the general work of the department including distribution of specimens, inventory stocking and basic clerical duties, file, some microfilming. May evolve into broader courier duties in the greater Ithaca area. Until 11/89.

Requirements: High School diploma, valid NYS driver's license. Requires some heavy lifting, some training, excellent driving record and good organization skills. Must be able to work with minimum supervision. Send cover letter and resume to Karen Raponi by June 12.

#### Records Assistant (S7002) Mann Library

Create on line records for currently received serial titles in the NOTIS database. Record order/pay/receipt and volume holdings information on line. Interpret volume holdings information from Serials Catalog.

Requirements: High School diploma or equivalent; some college preferred. Ability to pay attention to detail. Some knowledge of data entry useful. Send cover letter and resume to Michele Draiss, 235 Olin Library.

#### Project Leader (S6802) Stouffer Hotels Library

Supervise others in the smart barcoding project of 25,000 books. Identify problems within the project. Send cover letter and resume to Katie Laurence, Stalter Hall.

#### Project Assistant (S6804) Stouffer Hotels Library

Under the supervision of barcoding project leader, barcode all bound periodicals and create information sheets for eventual creation of item records. Send cover letter and resume to Katie Laurence, Stalter Hall.

#### 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.

#### 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.

#### 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.

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday 6 a.m.-1:30 p.m.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder.

#### Material Handler, SO04 (G7104)

Dining-Endowed

Hiring Rate: \$6.25

Receive, inspect, store and issue food products, equipment and supplies. Clean and maintain assigned areas. Shift subject to change.

Requirements: High School diploma or equivalent. Basic reading and computation skills required. Knowledge of storeroom/inventory techniques and purchasing/receiving food. Able to lift 75 pounds on continuous basis. NYS driver's license required.

#### Cook, SO08 (G7105)

Dining-Endowed

Hiring Rate: \$7.45

Prepare and present a full variety of foods including soups, sauces, casseroles, meats and vegetables through own efforts and through supervision of staff. Shift subject to change.

Requirements: High School diploma or equivalent. 3-5 years experience in preparing full range of entrees; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools. Supervisory skills desirable.

#### Life Safety Specialist, GR21 (T7001)

Life Safety Services-Endowed

Minimum Biweekly Salary: \$557.70

Repair and maintain fire extinguishers, maintain and test fire reporting/suppression systems; respond to emergency incidents; train University personnel in aspects of safety/fire prevention and various duties as assigned. Duty hours may encompass 24 hour shift coverage and include weekdays and weekends. 39 hour week including weekdays and weekends.

Requirements: AAS or equivalent with emphasis on building construction and blueprint reading. Minimum of 3-5 years related experience required. Knowledge of NFPA, NYS and Federal codes and standards. Experience and training in fire service, rescue, fire prevention and safety fields. Must possess mechanical abilities. Valid NYS driver's license. Excellent written and oral communication skills. Certified in First Aid and EMT desired.

## 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.

#### Casual Animal Care Assistant (B7002)

Division of Nutritional Sciences-Statutory

Feed, clean and water research animals (rats and rabbits) on Saturday, Sunday and holidays. 3 hours per day for 1 year.

Requirements: Some knowledge of working with research animals preferred. Send application materials to Staffing Services, 160 Day Hall by June 9.

## Academic

#### Senior Research Associate I

Agronomy

Develop decision support systems for nitrogen management in agricultural systems in the tropics.

Requirements: PhD in agronomy and MSc in computer science or equivalent required, plus experience in use of AI techniques to develop application programs. Position is available May 15 for 2 years. Send vitae and names of 3 references to: Dr. Susan J. Riha, Department of Agronomy, Cornell University, Ithaca, NY 14853.

#### Senior Extension Associate I (Extension Veterinarian)

DL-Quality Milk Promotion Services

Apply to Dr. Philip Sears, Quality Milk Promotion Services, 144 Langmuir Lab, Ithaca, NY 14850.

## Select Benefits Claim Schedule for 1989

If you wish to submit current 1989 bills for reimbursement from a medical care or dependent reimbursement account, the following are deadlines for each biweekly period.

The dates are listed for your information only. You do not have to submit your bills on a particular date but all bills have to be submitted for reimbursement either by the end of the 1989 plan year or during the 3-month grace period in the new plan year (January, February, or March, 1990).

6/09/89	10/13/89	10/27/89
6/23/89	8/31/89*	11/10/89
7/07/89	9/15/89	11/21/89*
7/21/89	9/29/89	12/08/89
8/04/89	10/13/89	12/19/89*
8/18/89		

\*Early deadlines due to Labor Day, Thanksgiving and Christmas.

## 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 (G7103)

Buildings Care-Endowed

Hiring Rate: \$5.75

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday 6 a.m.-1:30 p.m.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder.

#### Custodian, SO02 (G7101)

Buildings Care-Statutory

Hiring Rate: \$5.75

## Employers Prepare

Continued from page 1

some companies are expanding the number of part-time hours available and are offering sabbaticals and job sharing. (*Research Report No. 916, The Conference Board*, 845 Third Avenue, New York, NY 10022; 212-759-0900)

#### Incentives Needed

A report by DOL's Older Worker Task Force emphasizes the need for new policies as incentives to attract and retain older employees. The report notes that Social Security represents an economic disincentive to work past age 65. The earnings test under Social Security is "a significant tax on work," the report says and estimates that the test has influenced the employment decisions of between 350,000 and 2 million individuals. The Task Force suggests the following alternatives:

- Eliminate the test;
- Raise the income threshold to which it applies; or
- Accelerate the phase-in of the delayed retirement tax credit.

Eliminating the disincentive for older employees to work by any of the suggested means could prove to be expensive, the Task Force warns. It advised policymakers to balance the cost of such changes against the economic costs of reduced labor force participation due to the current law.

The report points out that employers as well as government should be pursuing "positive person-

nel policies" to attract older employees and retain those already on the payroll. Discriminatory pension arrangements in particular are examined by the report, which insists that "30 and out" retirement plans and other pension policies that discourage older workers from staying on the job should be abandoned. Instead, the report suggests pension subsidies under defined-benefit pension plans for employees who delay retirement and bonuses under defined-contribution plans for employees who keep working longer.

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## Temporary I.D.'s

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.

## 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.

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



# CORNELL EMPLOYMENT NEWS

## Including Job Opportunities

June 15, 1989

Volume 1, Number 23

### ILR Makes a Commitment to Accessibility

by Joan B. Fisher, coordinator of Disability Services

**Before**

The stairs made the main entrance to Ives Hall inaccessible.

**After**

With a ramp replacing the stairs and changes in grading, the main entrance to Ives Hall is now accessible.

*"It sometimes takes a mishap to make one sensitive to the plight of others. For me it was an injury to my leg that made me aware of just how difficult it must be for people in wheelchairs to get around in the ILR School and use its facilities... I note with great satisfaction that the ramp affording easy and attractive entry into Ives is near completion."* Robert E. Doherty, former dean, ILR.

*"As the premier school that deals with problems in the workplace, it is important for ILR to serve as a model for other colleges and as a model employer. We have, therefore, given top priority to making the ILR School easily accessible to handicapped people. Significant progress has been made to date but additional work needs to be done to guarantee ease of access to our facilities."* David Lipsky, dean, ILR.

Within the past month four ramps have disappeared from Ives Hall but no one is mourning their loss. In fact, their removal is another step in helping create a college accessible to all persons—including those with visual, hearing or mobility impairments.

According to David Eastman, director of facilities and services, the new ramp replacing the stairway at the main entrance to Ives Hall has made it possible to replace the steep temporary ramps which provided entrance to the faculty and administration wing and the classroom and library wing of Ives Hall. As an added bonus, changes in the grading have eliminated the need for the wooden ramp at

the entrance by the Statler circle drive and also have provided for an easy access to the courtyard area where in the past a temporary ramp was necessary.

Other changes have been prompted by specific concerns. In February of 1988 a major conference, Women in Science, was held in Ives Hall. One participant, a woman who uses a wheelchair, had a most frustrating experience searching the entire Ives' complex for an accessible women's restroom. At that point there was no such room in the building; the closest accessible women's restroom was in Uris Hall. Since there was no signage in the building, there was no way to know that.

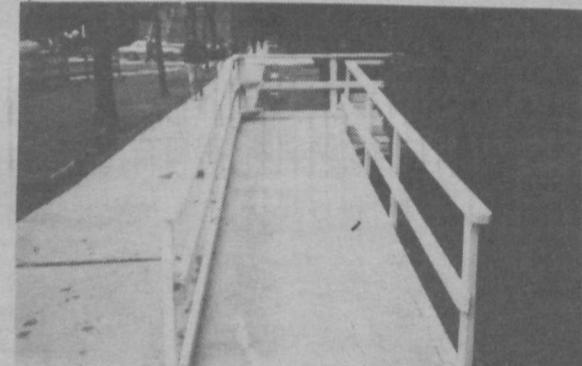
As a result of this situation, Jane Vanderzee, graphic designer from Facilities Engineering, was asked to design a complete signage system. This included 34 signs which give directions to accessible restrooms and other information necessary to persons with disabilities. Eastman does have advice for other persons contemplating signage projects. The Ives' signs are self-sticking with press-on information. For some reason, people have not been able to resist the urge to decapitate the figures on the restroom signs and, in some cases, have pulled signs off the doors and walls. Eastman advises that laminated signs which are screwed or nailed to the wall might last longer.

Since the signs have been put up, ILR has also upgraded three of the restrooms—two in Ives Hall and one at the ILR Conference Center—to make them accessible.



According to Eastman, these projects have made a good start in providing accessibility but there are still major projects which need to be completed as capital budget funds become available.

These include new elevator control panels which will meet recommended codes for accessibility. At the present time, controls are too high for a person in a wheelchair to operate without great difficulty. In addition, there are plans for additional accessible restrooms and improved ramps or grading changes to provide better accessibility to the upper levels of Ives and the Conference Center. A ramped entrance to the Conference Center from Garden Avenue would provide an additional accessible route from the upper to the lower campus.

*Continued on page 4***Before**

A wooden ramp was used to provide access to Ives Hall at the entrance by the Statler circle drive

**After**

Joan Fisher and David Eastman inspect the new entrance where changes in grading eliminated the need for the ramp

### New Language in 1989 Personnel Manual Update Highlighted

Personnel manual policies are reviewed annually for content, accuracy and clarity of language. The changes made to any policies or appendices are then printed and sent to manual holders for insertion into the Personnel Manual.

The annual update reflects an ongoing effort to provide policies which are current and with language that is as clear and precise as possible.

The 1989 manual update packet was recently sent to the 800 manual holders across campus. The update contains 30 revised policies - some with minor language change - others with policy and procedure change. Also sent were 11 updated

appendices which represent new forms, updated salary schedules, etc.

This article will highlight some of the changes that were made this year. This is only a partial listing; other policy changes will be noted in upcoming articles. Also, what follows is only a highlight of the changes; please refer to the manual for complete information on any policy. When you look in the Personnel Manual, new policy language is underlined which makes identification of the change easy.

#### Policy #101 - Filling Vacancies

Hiring departments must ensure that all external candidates selected to be interviewed have a completed, signed employment application on file with Staffing Services; all internal employee applicants must complete and sign an Employee Transfer Application prior to the interview;

If a referred laid-off employee is not hired, the hiring department is required to submit written justification to the manager of Staffing Services and receive approval before continuing the search and interviewing other candidates;

Hiring departments that receive applications and resumes directly from applicants should submit the applicant's materials to Staffing Services for entry into Staffing's computerized skills bank and applicant tracking system; *Cont'd. on page 4*

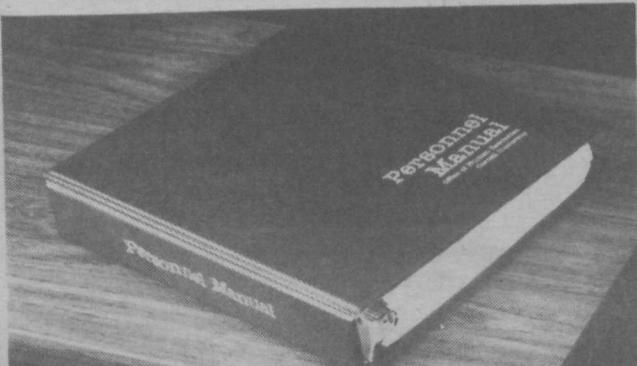
### Summer Programs for Children and Teenagers

A directory of camps and other summer programs for children and teenagers is published each year by the Tompkins County Youth Bureau. Copies are available in the Office of Equal Opportunity, 234 Day Hall (5-3976) or at the Tompkins County Youth Bureau, 301 Harris B. Dates Drive in Ithaca (607/274-5310).

### Public Forum on the Multicultural Workplace

A public forum, *Beyond Affirmative Action: The Benefits of a Diverse Workforce*, will be held at the Divi Executive Tower of the Ramada Inn on June 19, 12:00-1:30 p.m. Professor William Cross, Africana Studies and Lucy Brown, Ithaca Neighborhood Housing Services, will participate in the program which is designed to give an opportunity for discussing the challenges and rewards of racial and ethnic diversity in the workplace.

The forum is sponsored by the Displaced Homemakers Center, the U.S. Women's Bureau, the Southside Community Center, the City Federation of Women's Organizations, and the Divi Executive Tower/Ramada Inn.



# JOB OPPORTUNITIES

June 15, 1989

Volume 1, Number 23

## 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.

## 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.

### Executive Director-Center for Advanced Human Resource Studies (PA7203) HRII

#### NYSSILR-Statutory

Manage Center for Advanced Human Resource Studies' corporate liaison activities. Primary interface between corporate sponsors and faculty. Direct governance of Center under guidance of Advisory Board. Includes all aspects of Center's ongoing activities; funding, financial soundness, sponsor relations, staff management and research. Recruits corporate sponsors and maintains their active participation in center's activities.

**Requirements:** Bachelor's/MILR/MBA or equivalent business/human resources-personnel management experience. Excellent skills in management, communications, interpersonal relations in dealing with senior executives. 10-15 years senior management/executive human resource/personnel experience. Send cover letter and resume to Search Committee: Executive Director.

### Senior Systems Programmer/Analyst (PT7111) Level 35

#### CIT/Research and Analysis-Endowed

Provide leadership in developing, modifying, installing and analyzing system software, complex software programs and packages for Digital Equipment Corp.'s VAX running VMS. Assess performance and make recommendations related to the general operating of the various systems.

**Requirements:** Bachelor's or equivalent with computer-related courses required. 3-5 years programming and machine architecture experience; sound knowledge of VMS operating system (on VAX 8530 and Micro VAX II). Send cover letter and resume to Bill Webster.

### Manager, Capital Budgeting and Financing (PA2705) HRII

#### Assistant Treasurer-Endowed

Provide analytical support in capital budgeting, investment analysis methodologies campus-wide, maintaining systems to track fund allocations.

**Requirements:** MBA or equivalent preferred; Bachelor's with 5 years of financial analysis experience in business or university environment may be acceptable. Experience using spreadsheet programs (Excel, Lotus 123); familiarity with discounted cash flow analysis and variance analysis necessary; experience in accounting and/or budgeting required. Strong interpersonal and writing skills necessary. Send cover letter and resume to Cynthia Smithbower by June 23.

### Data/Systems Analyst III (PT7112) Level 34 HRII

#### DL-Quality Milk Promotion Services-Statutory

Perform statistical analysis of biological and epidemiological research data including survey analysis, regression analysis and other statistical applications appropriate for scientific research. Assist in the design, development, implementation and documentation of computer applications for QMPS.

**Requirements:** Bachelor's or equivalent experience required. Master's in statistics or equivalent statistical expertise preferred. Strong background in statistical analysis including SAS and other statistical packages involving research data evaluation. Minimum 3 years in analytical/problem solving experience with micros and planning micro systems. Database experience important. Strong interpersonal and communication skills. Familiarity with Wordperfect, Lotus and communications program preferred. Ability to diagnose and correct pre-existing software preferred. Ability to work in microcomputer environment having several components or interrelationships with other hardware and software. Send cover letter and resume to Bill Webster.

### Systems Programmer/Analyst III (PT7101) Level 34

#### Cornell Information Technologies-Endowed

Design, develop, modify, implement and document fairly complex software programs and applications packages for major operating systems on small and large-scale computer systems. Provide user support in identifying technical problems.

**Requirements:** Bachelor's or equivalent with computer related courses required. 3-4 years programming and machine architecture experience; knowledge of system utility and control languages (e.g., DCL and shell scripts). Sound knowledge of several operating systems (e.g., UNIX, VMS). Assembler language and at least 2 major programming languages (e.g., FORTRAN and C). Knowledge of UNIX and other workstation operating systems. Send cover letter and resume to Bill Webster.

### Junior Analyst (PC7203) HRII

#### University Relations/Comm. Strategies-Endowed

Under general supervision, assist in analyzing publications and communications needs to develop new publications or rework existing publications to answer identified needs and relate to overall promotional goals of the university.

**Requirements:** Bachelor's or equivalent. Excellent writing skills. Marketing or public relations experience preferred, preferably in a college or university setting. Send cover letter and resume to Esther Smith.

### Chef (PG7208) HRII

#### Stater Hotel-Endowed

Supply hotel banquets, restaurants and food outlets with assortment of contemporary pastries, breads and dessert menu items. Hours flexible, nights and weekends.

**Requirements:** Associate's or equivalent in culinary arts; must be versed in contemporary French and American cuisine with strong knowledge of the art of pastry making. Minimum 2-3 years experience in bakery or hotel patisserie. Send cover letter and resume to Esther Smith.

### Teaching Support Specialist (PT7208) HRII

#### Plant Breeding and Biometry-Statutory

Provide teaching and research support for instruction of various statistics courses. Provide statistical consulting and computing in Biometrics unit.

**Requirements:** Bachelor's or equivalent required. Master's in statistics preferred. Coursework in computer science desired. Some teaching and research experience necessary. Send cover letter and resume to Bill Webster.

### Research Support Aide (PT7209) HRII

#### Classics-Endowed

Provide research support for the Aegean Dendrochronology Project with particular emphasis on the prehistoric material. Includes full range of collection, sample preparation, measurement, error-checking, crossdating, visual statistical analysis in the field collection of samples.

**Requirements:** Bachelor's or equivalent in archaeology, history, classics, art history or related field required. Excavation experience desirable, but not essential. Good interpersonal and supervisory skills. Send cover letter and resume to Bill Webster.

### Public Access Computing Manager (PT7207) HRII

#### Mann Library-Statutory

Manage the Mann Library Microcomputer Center (a public access microcomputing facility). Supervise student operators and technicians; manage the Mann Microcomputer Center local area network; administer library software collection; teach in workshop program in application of microcomputers to scholarly information control; work with other library professionals to devise technical support for innovative public-access services.

**Requirements:** Bachelor's or equivalent required; coursework in computing desired. 2-3 years experience with microcomputers and microcomputer software required. Supervisory and instructional experience highly desirable. Experience with local area networks desirable. Service orientation essential. Send cover letter and resume to Bill Webster.

### Administrative Supervisor II (PA7108) HRII

#### Center for International Studies-Endowed

Supervise financial and systems operations for the Center. Develop, prepare and monitor, Center, program and research budgets.

**Requirements:** Bachelor's or equivalent experience preferred. Knowledge of: Cornell accounting system, and the operation of personal computer; experience with Novell Local Area Network. Knowledge of the following PC software: Wordperfect, Lotus 123, Excel, Higgins, DBase III, CUDA. Supervisory experience required. Strong interpersonal and communication (written and oral) skills. Send cover letter and resume to Cynthia Smithbower by June 23.

### Systems Support Supervisor (PA7103) HRII

#### Office of the University Registrar-Endowed

Provide training and assistance to user offices with the day-to-day operation of a large scale, on-line administrative computing system with decentralized access and to direct daily operations of the system.

**Requirements:** Bachelor's or equivalent. 2-4 years experience with large scale interactive administrative systems in user environment. Excellent verbal and written communication skills. Some supervisory experience. Demonstrated ability to work with diverse groups. Ability to read Natural, PL/I, and SAS. Macintosh computer experience helpful. Send cover letter and resume to Cynthia Smithbower by June 23.

### Construction Manager (PA7101) HRII

#### Statutory Office for Capital Facilities-Statutory

Responsible for the management of construction and renovation projects in the Statutory Colleges. Typical duties include project scheduling, insuring conformance with plans and specifications, coordinating user input, and assisting in the resolution of project related problems.

**Requirements:** Bachelor's or equivalent. 2-3 years experience in construction and/or maintenance and management. Excellent verbal, written and financial management skills. Well developed systems analysis and project management skills. Familiarity with Cornell and Statutory Facilities essential. An understanding of the current methods of providing maintenance services to the Statutory Facilities is a plus. Send cover letter and resume to Cynthia Smithbower by June 23.

### Research Support Specialist I (PT7114) HRII

#### Textiles and Apparel-Statutory

Conduct lab research in a multidisciplinary field of biotechnology and biomedical materials. Until 6/30/90, continuation contingent upon funding.

**Requirements:** Bachelor's or equivalent required; Master's in biology preferred. Previous cell culture skill highly desirable. Send cover letter and resume to Bill Webster.

### Research Programmer (PT7110) HRII

#### Animal Science-Statutory

Provide supervisory and technical support for research programs involving the design and analysis of Dairy Management Systems utilizing the NY Dairy Herd Improvement database. Analyze and develop dairy herd performance measures that will predict economic returns to the dairy enterprise. Develop and program software to assist with dairy herd management.

**Requirements:** Bachelor's or equivalent required; degree in animal science br ag. econ. preferred. Minimum 2 years related experience. High level language (e.g., "C" programming experience), ability to use SAS, understanding of advanced computing techniques such as expert systems. Dairy farm background or experience helpful. Send cover letter and resume to Bill Webster.

### Research Support Specialist I (PT7105) HRII

#### Agricultural and Biological Engineering-Statutory

Provide leadership in researching waste treatment (both conventional and hazardous) with methane oxidizing bacteria. Responsible for maintaining equipment, training personnel, carrying out experiments, and providing analysis and write-up of experiments.

**Requirements:** Bachelor's or equivalent in agricultural engineering. Master's or equivalent preferred. 1 year in agricultural engineering laboratory research. Send cover letter and resume to Bill Webster.

### Dining Supervisor (PA7104) HRII

#### Dining Services-Endowed

Supervise daily operation of dining unit, including purchasing and storage of food supplies, maintenance of equipment, planning menus, preparation and dispensing of food.

**Requirements:** Associate's or equivalent. 1 year food service supervisory experience desired. Knowledge of food and health codes desirable. Send cover letter and resume to Cynthia Smithbower by June 23.

### Counselor, Student Services (PA7107) HRII

#### Office of Academic Programs, CALS-Statutory

Assist the Coordinator of Student Services in the planning and administration of the student advising system; provide individual counseling and guidance for undergraduates; assist with the orientation program and various other student activities.

**Requirements:** Master's or equivalent preferred in student personnel, counseling, or related field. Experience in working with under-

- 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

graduates to resolve academic, personal, and social problems. Ability to make independent decisions, supervise secretarial staff, and write creatively. Excellent communication skills, and ability to deal with confidential information. Send cover letter and resume to Cynthia Smithbower by June 23.

### Development Assistant (PA7106) HRII

#### University Development-Endowed

Assist in the planning and implementation of the University's annual campaign and provide assistance with major reunion campaigns. Design and implement fund raising programs within the Cornell Fund. Enlist and work with alumni and student volunteer leaders. Coordinate Cornell Fund special events and meetings.

**Requirements:** Bachelor's or equivalent. 1-2 years experience desired. Excellent communication and interpersonal skills. Some prior knowledge of fund raising through professional or volunteer experience. Ability to communicate with a diverse alumni and student body. Knowledge of Cornell desirable. Send cover letter and resume to Cynthia Smithbower by June 23.

### Budget Analyst I (PC6904) HRII

#### Administrative Operations-University Library-Endowed

Provide analytical and technical support to the budgeting, planning, and fiscal operating processes under the administrative direction of the accounting manager. Total operating expenditures for University Library system are approximately \$20 million annually.

**Requirements:** Bachelor's or equivalent (Associate's and 4-5 years accounting or related experience). 1-2 years related experience preferred. Strong analytical skills required. Cost analysis experience preferred. Experience with IBM/PC and applications (Lotus 1-2-3, dBase III+, and word processing) preferred. High degree of accuracy with attention to detail. Strong organizational, communication (verbal and written), and interpersonal skills. Familiarity with Cornell accounting and budget systems and procedures helpful. Send cover letter, resume and salary requirements to Esther Smith.

### Technical Consultant II (PT6301) Level 33/HRII

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

Provide technical support, training and orientation to a staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment. Until 3/31/90. Continuation contingent upon funding.

**Requirements:** Bachelor's or equivalent in education. Minimum 2-3 years experience with micro computers; Macintosh experience required, IBM PC familiarity desirable. Working skills must include a fifth generation language, strong system diagnostic and telecommunications. Some experience in PASCAL, C, or BASIC desired. Send cover letter and resume to Bill Webster.

### Technical Consultant II (PT6802) Level 33

#### Biotechnology Program-Endowed

Provide technical support to users and system maintenance of Hewlett Packard molecular graphics workstations and Microvax computers for ongoing research projects using the facilities. Consultant to faculty, staff and students.

**Requirements:** Bachelor's or equivalent in computing or biological sciences required. Minimum 2-3 years experience in science computing. Strong interpersonal, communication and organizational skills. Send cover letter and resume to Bill Webster.

### Executive Staff Assistant II (PC7001) HRII

#### Office of Campus Affairs-Endowed

Provide administrative support to the Vice President for Campus Affairs and the Business Manager for the division; develop and administer the budget for and manage the office of the vice president.

**Requirements:** Associate's or equivalent experience. Bachelor's strongly desired. Minimum 5-7 years executive secretarial/office management experience. Strong organizational and communication (verbal and written) skills. Budget/accounting experience required. Ability to work independently and handle sensitive and confidential material. Knowledge of word processing and computer equipment desired. Send cover letter and resume to Esther Smith.

### 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.

### 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. Familiarity with scientific computing and word processing. Send cover letter and resume to Esther Smith.

### 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. 1-2 years 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.

## Professional Part-time

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. 1-2 years 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.

## Professional Temporary

### Volunteer Coordinator (PA7202) HRII

#### University Health Services-Endowed

Schedule, supervise and evaluate CGSS volunteer medical assistants and interviewers. Serve as CGSS medical assistant when needed. Counsel clients on birth control choices and pregnancy problems. August 15-January 15; 20 hours per week.

**Requirements:** Bachelor's required. Minimum 2-3 years experience in family planning. Experience as or with volunteer desirable. Send cover letter and resume to Cynthia Smithbower by June 30.

## 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; applicants with ASCP or AHT licenses are in particular demand.

Submit a resume and cover letter for each position, specifying the job title, department and job number, to Bill Webster, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

**Technician, GR22 (T7004)**  
**Diagnostic Laboratory-Statutory**  
**Minimum Biweekly Salary: \$581.09**

Implement biochemical and serological procedures for the speciation of Mycoplasma isolated from clinical samples. Perform microbiological and immunological tests on specimens as requested by clinicians to aid in the diagnosis of infections in animals and humans. Monday-Friday, 8-5 with rotating Saturdays.

**Requirements:** Bachelor's or equivalent in clinical microbiology or medical technology. ASCP licensing preferred but not required. Minimum 2-3 years experience in veterinary clinical microbiology desirable. Supervisory experience a plus.

**Lab Technician, GR24 (T6901)**  
**Materials Science and Engineering-Endowed**  
**Minimum Biweekly Salary: \$639.59**

In collaboration with department faculty members, supervise, set-up, operate, maintain and up-grade department undergraduate teaching laboratories. Instruct students in the safe use and operation of equipment.

**Requirements:** Bachelor's or equivalent in materials, science, physics or related field required. 3-5 years related work experience required. T.A. lab experience with undergraduate students preferred. Experience in basic electronics, high temperature furnace and vacuum techniques, set-up and operation of machine tools, design and fabrication of scientific equipment, chemical operations for specimen preparation, photographic processing, X-ray technology and lab safety preferred. Familiarity with computers desired.

**Communications Technician, GR24 (T7113)**

**CIT-Network Services-Endowed**

**Minimum Biweekly Salary: \$639.59**

Perform diverse assemblies and installations of LOCAL AREA NETWORK and data communications equipment; provide technical assistance for computers; perform some junior-level installation design and troubleshooting. 39 hours per week with occasional overtime.

**Requirements:** Associate's or equivalent in electronics, electromechanics or equivalent. 3-5 years relevant experience; able to accurately use and interpret oscilloscope, Breakout Box, BERT and telephone circuit test equipment. Some micro computer software experience desired. Construction experience helpful. Accuracy; attention to detail; good judgment; excellent interpersonal, organizational and time management skills essential. Must be able to climb a ladder, drive a van, and lift up to 50 pounds. NYS driver's license required.

## Technical Off-Campus

**Technician, GR22 (T7201, T7210)**  
**Horticultural Sciences-Geneva-Statutory**  
**Minimum Biweekly Salary: \$581.09**

Help plan and execute experiments; transform diverse cell types with appropriate selectable genes; transformation efficiencies will be studied; maintenance of cell type, cell or tissue preparation or culture, DNA preparation, preparation of microprojectiles, cell or tissue bombardment, microscopic examination and evaluation of gene expression. Until 3/31/91.

**Requirements:** Bachelor's or equivalent required. 2-3 years experience with cell culture and sterile technique required. Extensive lab experience; cell biology and microscopy.

## Technical Part-time

**Animal Technician, GR18 (T7203, T7204)**  
**Veterinary Microbiology-Statutory**  
**Minimum full-time equivalent: \$487.50**

Provide care (feed, water, clean and monitor) for small research animals (canines and rodents) following strict protocols for sterile or disease control environments and regulations for animal welfare. Assist Vets in treating and vaccinating animals. 24 hours per week (weekend and holiday work required).

**Requirements:** High School diploma or equivalent. 1 year related experience. Knowledge of a variety of laboratory animals and animal breeding required.

## Office Professionals

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

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

**Cashier, GR15 (C7207)**  
**Statler Hotel-Endowed**

**Minimum Biweekly Salary: \$429.00**

Perform cashiering duties in all food and beverage outlets. Accurately records the sales and settles the checks for all food and beverage outlets. Some nights and weekends.

**Requirements:** High School diploma or equivalent preferred. Good basic math skills. Minimum 3-6 months cashier experience preferred.

**Sales Assistant, GR17 (C7217)**  
**Laboratory of Ornithology-Endowed**

**Minimum Biweekly Salary: \$467.98**

Provide clerical and retail support for Crow's Nest Bookshop. Act as receptionist, sales assistant, operate cash register and perform data entry for Bookshop information. Other duties as assigned.

**Requirements:** High School diploma or equivalent. Prior retail background desired. Able to operate cash register or willingness to learn. Experience with computers needed. Cash handling. Some knowledge or interest of birds helpful. Ability to deal well with the public and work under pressure essential. Medium typing. Send cover letter and resume to Esther Smith.

**Office Assistant, GR17 (C7209)**  
**Media Services-Statutory**

**Minimum Biweekly Salary: \$467.98**

Conduct all order fulfillment for Pesticide Applicator Training publications; open and sort mail; check remittances; assemble and ship orders (lift up to 50 lbs.); file, prepare deposits and invoices; maintain records; troubleshoot problems (1/2 time). Back up for IBM; pack Media Services orders (1/2 time).

**Requirements:** High School diploma or equivalent. Business courses desirable including accounting. Must become familiar with SBT and D-Base programs on IBM-PC. Some experience working in a business or administrative office. Light typing.

**Binding Assistant II, GR17 (C7211)**  
**Conservation-CUL-Endowed**

**Minimum Biweekly Salary: \$467.98**

In accordance with conservation standards, apply various techniques/materials in the pre-binding of all unbound monographs; prepare monograph and theses for commercial binding and older monographs for conservation rebinding; maintain power machinery, relevant records and stock materials; share responsibility for function of unit, including work flow, staff coverage, training and decision making. Other duties as assigned.

**Requirements:** High School diploma or equivalent. Previous library or other appropriate experience. Ability to dismantle and service power machinery. Knowledge of book binding structures desirable. Ability to train and monitor work of others including safety and

emergency procedures. Strong communication and interpersonal skills.

**Office Assistant, GR17 (C5129)**

**University Relations/News Service-Endowed**

**Minimum Biweekly Salary: \$467.98**

Assist with production of news releases; provide clerical and research support for editors and writers.

**Requirements:** High School diploma or equivalent with at least 1 year of office experience, preferably at Cornell. Must have good organizational skills and experience in dealing with people. Familiarity with personal computer and highly accurate typing skills highly desirable. Medium typing.

**Secretary/Transcriptionist, GR18 (C7218)**

**Center for International Studies-Endowed**

**Minimum Biweekly Salary: \$487.50**

Transcribe dictation tapes for Director; assist in general Center correspondence; maintain course materials and general correspondence files.

**Requirements:** High School diploma or equivalent education. 1 year related experience. Must be able to operate personal computer using software packages for word processing, mail system and calendar system. Excellent secretarial skills essential. Heavy typing.

**Office Assistant, GR18 (C7220)**

**Veterinary Medical Teaching Hospital-Statutory**

**Minimum Biweekly Salary: \$487.50**

Provide office support. Type financial materials; phone and receptionist coverage; distribution of various financial reports and billings; other related accounting office duties.

**Requirements:** High School diploma or equivalent. Word processing/computer coursework desirable. Minimum 1-2 years related office experience, preferably in a financial setting. Familiarity with use of a personal computer required, particularly with Wordperfect and Lotus software applications. Strong communications skills. Excellent organizational abilities and attention to detail. Medium typing.

**Word Processor Operator, GR18 (C7208)**

**Agricultural Economics-Statutory**

**Minimum Biweekly Salary: \$487.50**

Work in small group environment. Prepare class materials; maintain files; coordinate mailings; transcribe dictation and provide backup for other support people. Other duties in support of teaching, research and extension program. Until July 1, 1990 continuation contingent on future funding.

**Requirements:** High School diploma or equivalent. 1 year related experience. Strong secretarial and typing skills. Should have good writing and arithmetic skills. Thoroughness and attention to detail are desired. Strong interpersonal and communication skills to work in a team environment. Heavy typing.

**Secretary, GR18 (C7006)**

**Residence Life-Endowed**

**Minimum Biweekly Salary: \$487.50**

Provides administrative, secretarial/clerical support for staff in Student Family/Maplewood Park Apartments. Responsible for general clerical support functions. Maintaining numerous records and communicating with students and families as needed to fulfill responsibilities, answering telephones and inquiries. Other duties as assigned.

**Requirements:** High School diploma or equivalent. Business or secretarial school desirable. Minimum 1-2 years office experience. Excellent organizational, interpersonal and communication skills. Familiarity with IBM PC (Cornell mainframe, Lotus 1-2-3, Wordperfect). Ability to work in open office setting. Medium typing.

**Secretary, GR18 (C6609)**

**Food Science-Statutory**

**Minimum Biweekly Salary: \$487.50**

General support for several faculty. Extensive use of word processor to prepare manuscripts, grants, research proposals and related teaching and extension needs; handle travel arrangements; maintain files and general support duties.

**Requirements:** High School diploma or equivalent. Associate's desirable. Minimum 1 year office experience. Word processing experience preferred. Strong organizational, interpersonal and communication (written and oral) skills. Heavy typing with speed and accuracy.

**Editorial Assistant, GR18 (C7003)**

**University Press-Endowed**

**Minimum Biweekly Salary: \$487.50**

Act as assistant to acquisitions editors. Responsible for acquisition, development and maintenance of several lists of scholarly books; perform office duties of typing, filing, follow-up; extensive phone contact with authors, readers and other departments of the Press.

**Requirements:** High School diploma or equivalent. Associate's or equivalent preferred. Prior experience with book publishing helpful. Heavy typing. Send cover letter and resume to Esther Smith.

**Office Assistant, GR18 (C4526)**

**Facilities Planning and Construction/Senior Vice President-Endowed**

**Minimum Biweekly Salary: \$487.50**

Provide variety of highly confidential secretarial/clerical functions in extremely fast-paced office that serves Cornell's varied publics.

**Requirements:** High School diploma or equivalent required. Minimum 1 year secretarial/clerical experience. Knowledge of university highly desirable. Knowledge of (or desire to learn) Mac computer preferred. Able to exercise independently judgment essential. Light typing.

**Secretary, Public Service Assistant, GR18 (C7106)**

**Mann Library-Statutory**

**Minimum Biweekly Salary: \$487.50**

Provide administrative support for Mann Library, Public Services Division. Duties include word processing; design and produce handouts and signs; maintain departmental records; process bills; compile statistics; schedule meetings and take minutes; serve as departmental receptionist. Other duties as assigned.

**Requirements:** High School diploma or equivalent, some college preferred. 1 year related experience. Word processing skills, familiarity with IBM-PC or Macintosh. Ability to work with a wide variety of people in a public service capacity, set priorities, and work independently. Light typing.

**Senior Stacks Assistant, GR18 (C7109)**

**Access Services-CUL-Endowed**

**Minimum Biweekly Salary: \$487.50**

Under the direction of the Administrative Supervisor for Collection Management, maintains the book stacks of the library. Responsible for shelving a large volume of materials, process incoming serials on a daily basis and enforce library policies on assigned floor. Staffs the security desks on a regularly assigned basis, opens and closes the building on assigned days.

**Requirements:** Some college coursework and/or related work experience. Must be able to work independently with a minimum of supervision. Strong organizational and interpersonal skills. Ability to work well with sudden increases of activity at exit/entrance points.

**Senior Circulation/Reserve Assistant, GR18 (C7107)**

**Uris Library-Circulation/Reserve-Endowed**

**Minimum Biweekly Salary: \$487.50**

Under the direction of the Circulation Supervisor, hires, trains, supervises, schedules, and evaluates the student assistants hired to work in the Circulation department. Responsible for a variety of clerical duties and works at the service desks. Sunday, 2-10 p.m.; Monday-Thursday, 8-5 p.m.

**Requirements:** Some college coursework and/or related work experience. Ability to work well with a variety of people and oversee the work of others. Strong organizational, interpersonal and communication skills. Attention to detail. Light typing.

**Assistant Tradebook Buyer, GR19 (C7201)**

**Campus Store-Endowed**

Under general supervision, assist Senior Tradebook Buyer and Book Department Assistant Director in ordering new and backlist titles in both popular and academic subjects. Expedite orders requiring special handling; provide direct customer service on the sales floor. Also, assist in floor display and shelf maintenance. Some weekends.

**Requirements:** Associate's or equivalent combination of education and experience preferred. Strong humanities background preferred. Extensive bookselling and customer service experience needed. Good communication, interpersonal and organizational skills essential. Some supervisory experience helpful. Send cover letter and resume to Esther Smith.

**Administrative Aide, GR19 (C7215)**

**University Development-Endowed**

**Minimum Biweekly Salary: \$510.90**

Provide administrative and secretarial support for the Office of Special Gifts. Type correspondence; make travel arrangements and appointments; answer phones; file. Assist in coordinating arrangements for Campus Visits Program.

**Requirements:** High School diploma or equivalent, Associate's or equivalent preferred. Minimum 2 years related experience. Excellent secretarial, organizational and interpersonal skills. Experience with computers. Pleasant telephone manner. Knowledge of University Travel Office helpful. Able to be flexible, set priorities, work independently in a complex, active environment. Medium typing.

**Secretary, GR19 (C7205)**

**JGSM-Endowed**

**Minimum Biweekly Salary: \$510.90**

Responsible for providing word processing and administrative support for faculty members using Mac 11 and the Macintosh. This entails a broad set of responsibilities which includes execution and completion of all incoming work with emphasis on technical typing. Other duties as assigned.

**Requirements:** High School diploma or equivalent. Associate's or equivalent preferred. Minimum 2 years secretarial and office experience. Familiarity with word processors and Macintosh computers. Excellent organizational, interpersonal and communication (written and oral) skills. Heavy typing.

**Office Assistant, GR19 (C7212)**

**Finance and Business Services-Statutory**

**Minimum Biweekly Salary: \$510.90**

Assign vendor numbers; assist with cashier function; process travel advance adjustments; approve College and State requisitions; process Statutory colleges postage charges; reconcile communications receivable account and input data via terminal to university accounting system.

**Requirements:** Associate's or equivalent preferred with 1-2 years related experience or 3 years general office experience. Some terminal input knowledge helpful. Familiarity with Cornell accounting system preferred. Banking or cashier experience desirable. 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.

**Copy Prep Specialist, GR20 (C7221)**

**Campus Services-Endowed**

**Minimum Biweekly Salary: \$534.30**

Serve as operator for Linotronic 300 and related equipment to set type and merge graphics and text to create photo-ready copy; communicate with customers regarding matters related to electronic comp. process; design simple page layouts using Macintosh based software hardware. Traditional paste-up.

**Requirements:** High School diploma or equivalent. Associate's in commercial arts or design strongly desired. Minimum 2 years related experience, e.g.: Macintosh and traditional paste-up. Will train on Linotronic 300. Must have type setting experience. Medium typing. Send cover letter and resume to Esther Smith.

**Accounts Assistant, GR20 (C7219)**

**Controller's Accounting-Endowed**

**Minimum Biweekly Salary: \$534.30**

Accounts payable input and data entry. Communicate with vendors and vendor file maintenance; responsible for manual check processing; reconciliation of accounts used in accounts payable system; research of outstanding credit memos.

**Requirements:** High School diploma or equivalent. Associate's or equivalent preferred. Minimum 2 years previous data entry experience preferred. Accuracy and good interpersonal skills a must.

**Administrative Aide, GR20 (C7102)**

**Johnson Museum-Endowed**

**Minimum Biweekly Salary: \$534.30**

Provide administrative and secretarial support for museum's curatorial staff. Assist in all aspects of the daily and long-range operations for the department, including administration, collections management

## Jobs

Continued from page 1

various academic and administrative units on campus.

**Requirements:** Bachelor's or equivalent significant experience in project management, microcomputers, or public relations. Advanced knowledge of and experience with complex word-and-database processing applications; experience with Macintosh personal computers; ability to use Page Maker or SPSS or SAS software; experience with one word processing package. Variable hours, 19 hours per week, mostly Monday-Friday until 6/30/90. Send cover letter and resume to Karen Raponi.

### Personnel Assistant (S7105)

Office of Human Resources

Hourly Rate: \$5.00

Provide, under close supervision, staff support in the areas of recruitment, referral, and data input. Until January 1990.

**Requirements:** High School diploma or equivalent. Computer data entry skills necessary. Good organizational skills and attention to detail. Good interpersonal skills. Medium typing skills. 1 year office experience desirable.

### Driver (S7002)

Diagnostic Lab

Pick up and deliver mail and supplies to departments and its local off-campus units twice daily. Pick up properly packaged biologic wastes for delivery to campus incinerator. Assist in the general work of the department including distribution of specimens, inventory stocking and basic clerical duties, file, some microfilming. May evolve into broader courier duties in the greater Ithaca area. Until 11/89.

**Requirements:** High School diploma or equivalent, valid NYS driver's license. Requires some heavy lifting, some training, excellent driving record and good organization skills. Must be able to work with minimum supervision. Send cover letter and resume to Karen Raponi by June 12.

### Records Assistant (S7002)

Mann Library

Create on-line records for currently received serial titles in the NOTIS database. Record order/pay/receipt and volume holdings information on line. Interpret volume holdings information from Serials Catalog.

**Requirements:** High School diploma or equivalent; some college preferred. Ability to pay attention to detail. Some knowledge of data entry useful. Send cover letter and resume to Michele Draiss, 235 Olin Library.

### Project Leader (S6802)

Stouffer Hotels Library

Supervise others in the smart barcoding project of 25,000 books. Identify problems within the project. Send cover letter and resume to Katie Laurence, Statler Hall.

### Project Assistant (S6804)

Stouffer Hotels Library

Under the supervision of barcoding project leader, barcode all bound periodicals and create information sheets for eventual creation of item records. Send cover letter and resume to Katie Laurence, Statler Hall.

### 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.

### 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.

## General Service

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

### Food Service Worker, SO01 (G7202)

Dining-Endowed

Hiring Rate: \$5.50

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change. 40 hours per week.

**Requirements:** Basic reading and computation skills required. Knowledge of food preparation and presentation preferred. Good customer relation skills.

### Custodian, SO02 (G7207)

Statler Hotel-Endowed

Hiring Rate: \$5.75

Clean public guest areas of the hotel; clean offices and classrooms as needed; stock guestroom floor closets for the room attendants. 11 p.m.-7:30 a.m., 5 days per week.

**Requirements:** Basic reading and computation skills. Some hotel housekeeping experience preferred.

### Food Service Worker, SO02 (G7203, G7206)

Dining-Endowed

Hiring Rate: \$5.75

Prepare, present and serve food items for Co-op, cash, catering or special events. Shift subject to change. 40 hours per week.

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

### Short Order Cook, SO04 (G7204)

Dining-Endowed

Hiring Rate: \$6.25

Prepare and serve food directly to customers from short order area. Shift subject to change. 40 hours per week.

**Requirements:** Basic reading and computation skills required. 6-12 months related experience. Familiar with short order equipment. Able to prepare variety of short preparation foods under pressure. Good customer relations skills.

### Material Handler, SO04 (G7205)

Dining-Endowed

Hiring Rate: \$6.25

Receive, inspect, store and issue food products, equipment and supplies. Clean and maintain assigned areas. Shift subject to change. 40 hours per week.

**Requirements:** Basic reading and computation skills required. Knowledge of storeroom/inventory techniques and purchasing/re-

ceiving food. Able to lift 75 pounds on continuous basis. NYS driver's license required.

### Landscape Equipment Operator, SO06 (B7201)

Grounds-Endowed

Hiring Rate: \$6.85

Operate a wide variety of landscape maintenance equipment and motorized-wheeled vehicles to include commercial trucks and tractors to mow turf, plow snow and support other campus grounds activities. Also provides labor using hand tools to perform other grounds keeping tasks as required. Will be assigned other groundsworkers. Monday-Thursday, 7:00-3:30; Friday, 7:00-2:30.

**Requirements:** Minimum High School diploma or G.E.D. equivalent. Courses in agronomy or related fields; valid NYS driver's license. Experience with landscape maintenance, landscape construction and related equipment repairs. Send application materials to Staffing Services, 160 Day Hall by June 22.

### Print Machine Operator, SO09 (B7203)

Media Services-Statutory

Hiring Rate: \$7.84

Operate offset presses utilizing a variety of printing skills which includes critical registration, full page bleeds, and mixing color inks.

**Requirements:** High School diploma or equivalent; 2 years vocational training or equivalent experience. Minimum 3 years experience in daily operation of offset printing equipment. Ability to lift 50 pounds. Send cover letter and resume to Cynthia Smithbower by June 30.

### Life Safety Specialist, GR21 (T7001)

Life Safety Services-Endowed

Minimum Biweekly Salary: \$557.70

Repair and maintain fire extinguishers, maintain and test fire reporting/suppression systems; respond to emergency incidents; train University personnel in aspects of safety/fire prevention and various duties as assigned. Duty hours may encompass 24 hour shift coverage and include weekdays and weekends. 39 hour week including weekdays and weekends.

**Requirements:** AAS or equivalent with emphasis on building construction and blueprint reading. Minimum of 3 years related experience required. Knowledge of NFPA, NYS and Federal codes and standards. Experience and training in fire service, rescue, fire prevention and safety fields. Must possess mechanical abilities. Valid NYS driver's license. Excellent written and oral communication skills. Certified in First Aid and EMT desired.

## General Service Part-time

### Food Service Worker, SO01 (G7201)

Dining-Endowed

Hiring Rate: \$5.50

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change. 30 hours per week.

**Requirements:** Knowledge of food preparation and presentation preferred. Good customer relation skills. Basic reading and computation skills required.

### Lab Attendant, SO03 (B7202)

Veterinary Pathology-Statutory

Hiring Rate: \$6.00

Perform basic tasks in the Histology Laboratory, including Glassware washing, maintenance of block and slide archives, picking up packages, making simple solutions, and coverslipping slides. Approximately 24 hours per week.

**Requirements:** High School diploma or equivalent to include 1 year chemistry. Related laboratory experience desirable. Send application materials to Staffing Services, 160 Day Hall.

## General Service Temporary

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

## Commitment to Accessibility

Continued from page 1

This entire project has been an outstanding example of a cooperative effort. Former Dean Robert Doherty and present Dean David Lipsky have provided the leadership for the project. David Eastman, the director of facilities and services, has enthusiastically provided the implementation in cooperation with Facilities Engineering. Joan Fisher, coordinator of disability services, served as consultant for the projects.

Joan Fisher is available to meet with anyone who is planning new buildings or renovations to existing buildings.

## Cornell Employment News

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## Personnel Manual

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It is the hiring department's responsibility to notify in writing all other candidates who specifically applied for that position of the final decision.

### Policy #102 - Promotion from Within

Cornell University's goal is to ensure maximum opportunity for internal mobility consistent with the university's commitment to equal employment opportunity and affirmative action;

Supervisors should encourage and support their employees' pursuit of Cornell career opportunities. They should also ensure that all qualified internal applicants, especially women, minorities, Vietnam-era veterans and employees returning from disability, are considered for vacancies in their unit before recruiting or considering outside candidates;

Departments are required to post vacancies internally within the budget unit for a period of not less than three business days in order to provide its employees with an opportunity to apply for the vacancy. Internal employees are required to submit in writing their credentials (resume, employee transfer form, etc.) to the hiring supervisor.

(This policy - #102 - also contains new information on the waiver of the five-day minimum working day posting requirement which will be covered in a separate article.)

### Policy #108 - Offers of Employment

All offers of employment must conform to university policy and must have the prior approval of the department head, the personnel support group representative, and the affirmative action unit representative.

Offers of employment are conditional upon completion of a satisfactory reference check, completion of the Employment Eligibility Verification Form (Form I-9) and a Defense Authorization Form.

The salary offered will be reviewed by the staffing specialist for conformity with salary policy guidelines. The staffing specialist does not approve a salary offer but rather acts as a check point to ensure that appropriate approvals of the offer have been secured.

### Policy #412 - Leaves of Absence without Pay

Employee Assistance Program (EAP) - For university leave, eligibility for the Employee Assistance program will end on the first day of the employee's leave.

For department leave, eligibility for the Employee Assistance Program will continue during the employee's leave.

### Policy #415 - Short Term Disability

Eligibility - In order to be eligible for benefits immediately under short term disability an employee must:

1. be employed at least four weeks by Cornell; or
2. have worked four or more consecutive weeks elsewhere in covered employment and have entered the employment of Cornell within four weeks of such previous employment.

A return to work slip must be provided to Employee Benefits, 130 Day Hall upon return of the employee to work;

If a person is released by a physician to return to work part time, the employee may not work over 50% time. If the person works 50% time or over 50% time, disability benefits will be discontinued.

### Policy #500 - Career Development Opportunities

(This is a new policy. Please refer to the Personnel Manual for complete information.)

As part of Cornell's commitment to staff development, the university offers a variety of programs and services designed to help employees achieve professional growth and greater job satisfaction.

There are four separate educational assistance programs available for employees which can be useful in career development:

1. Workshops and Seminars - offered through Training and Development, 107 Day Hall;
2. Extramural Program - Cornell academic courses;
3. Employee Degree Program - Cornell degree programs for staff;
4. Tuition Aid Program - tuition aid for employees enrolled in approved courses and programs at other educational institutions.

These programs are described in detail in Policies #501, 502, 503, and 504.

### Supervisory Cooperation Encouraged

Supervisors are encouraged to work with employees so that opportunities provided by the university may be utilized.

Supervisory approval is needed to register for workshops and seminars. Before registering, employees and supervisor should discuss the costs and time away from work related to attending the proposed program. Supervisors are encouraged to work with employees to allow participation in training programs when the employee has shown interest or the supervisor sees a need.

Supervisors have the authority to refuse permission for employees to take a course if job responsibilities necessitate the employee's being present at the job site during the particular hours the requested class is offered and alternate satisfactory work arrangements cannot be found. Supervisory support in finding alternate coursework of interest to the employee should be provided.

### Policy #502 - Extramural Courses

Graduate level courses that do not serve to maintain or improve current job skills are subject to withholding of federal income tax. You must contact Training and Development, 5-7170, before registering for a non-job-related graduate level course.

An employee pursuing coursework under the Extramural Program is not entitled to benefits under the Tuition Aid Program unless the total number of supported hours is four or less.

### Policy #503 - Employee Degree Program

The degree program to be pursued must maintain or improve current career skills, both the employee and department head must explain in the application (Appendix #35) and in supporting documents how the proposed program will benefit both the employee and the university.

An employee interested in pursuing a Cornell University degree program should begin by contacting Training and Development at 5-7170.

### Policy #504 - Tuition Aid

The Tuition Aid Program allows off-campus Cornell employee and those Ithaca-based employees for whom no appropriate coursework at Cornell is available, an opportunity to pursue coursework that maintains or improves current career skills at other educational institutions.

Eligible employees may apply for tuition aid reimbursement for up to four credit hours (or equivalent) per semester and eight credit hours per year.

An employee pursuing coursework under the Tuition Aid Program is not entitled to benefits under the Extramural Program unless the total number of supported hours is four or less.

An employee should obtain a Tuition Aid application from Training and Development, 107 Day Hall. The university will reimburse a percentage of tuition expenses at a fixed rate per credit hour or equivalent unit upon receipt of an official grade report and tuition receipt.

### Policy #714 - Exit Interview Questionnaire

(This is a new policy. Please refer to the Personnel Manual for details.)

An exit interview questionnaire (Appendix #64) will be mailed by Human Resources to the home addresses of all regular full- and part-time nonacademic employees leaving the employ of either their department or the university. The purpose of the questionnaire is to provide information on employees' attitudes on an ongoing basis.