

CORNELL CHRONICLE

Volume 21 Number 5 September 28, 1989

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Welcome to Cornell!



Charles Harrington
Ralph Christy (right center), a visiting associate professor of agricultural economics, is welcomed to Cornell by (from left): engineering Professor Narahari U. Prabhu, plant breeding Assistant Professor Carlos Castillo-Chavez and David G. Taylor-Way, director of instructional support at a Sept. 25 reception for new minority faculty and staff.

Oct. 4 & 5 Symposium to explore our future

Amid the specter of nuclear holocaust and a collapse of Earth's environment, astronomy Professor Carl Sagan and other scientists, theologians and humanists will address the theme "Restoring the Future: Resources for Difficult Choices" during an open symposium at Cornell on Wednesday, Oct. 4, and Thursday, Oct. 5.

The sessions are scheduled for 4 p.m. and 8 p.m. on each day in Sage Chapel. The symposium is being sponsored by Cornell United Religious Work, an umbrella organization of chaplains and related religious activities on campus, and the Center for Religion, Ethics and Social Policy.

In addition to Sagan, the David Duncan Professor of Astronomy and Space Sciences, the symposium will feature presentations by, and dialogue with:

- Sallie McFague, the Carpenter Professor of Theology at Vanderbilt University.
- Robert L. Heilbroner, the Norman Thomas Professor of Economics at the New School.

'At some point, we have to think soberly about the future if we are to have one ...

As Kierkegaard noted: "We understand our lives backwardly but we live them forwardly."'

— Robert L. Johnson

Engineers link post-earthquake fires to damages caused by shifting soil

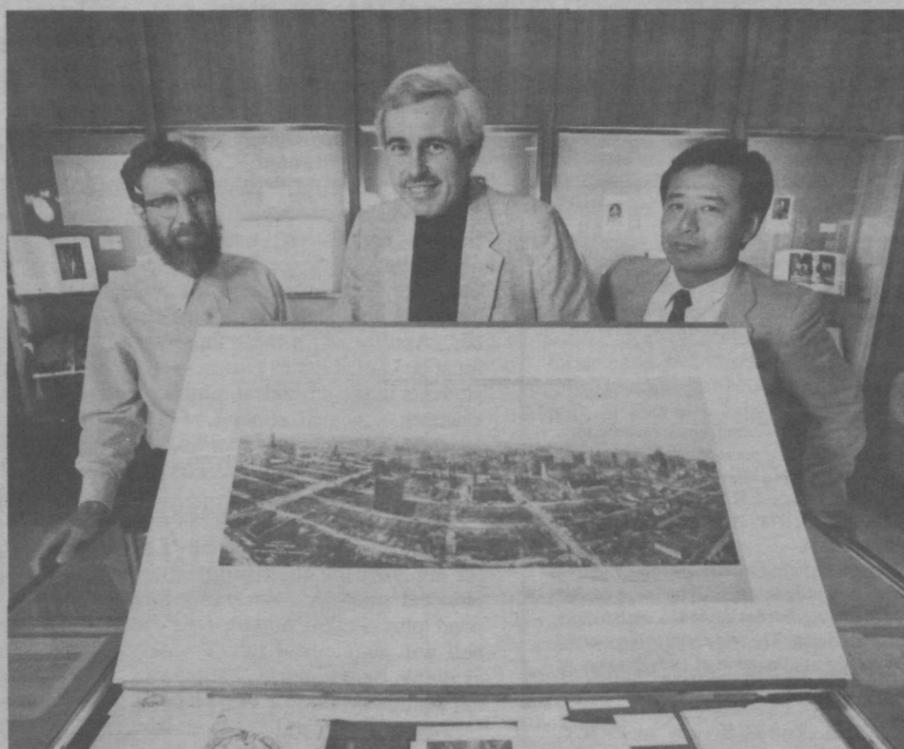
By examining historical and geological records, earthquake engineers have determined how soil liquefaction during the 1906 San Francisco earthquake ruptured water supply lines, preventing control of the devastating fires that swept the city. Their identification of the locations of pipeline ruptures caused by soil liquefaction shows which areas could be vulnerable to failure during a future earthquake.

The researchers' findings are being used to devise emergency response procedures and to develop a "smart" pipeline system for San Francisco. This computer-linked system would use remote sensors to detect damage, operate valves to isolate broken pipes and evaluate the water supply from the remaining system.

Professor Thomas D. O'Rourke of Cornell and Charles Scawthorn of EQE Inc. a San Francisco engineering firm, were scheduled to report on their research at the U.S.-Japan Workshop on Liquefaction, Large Ground Deformation, and Their Effects on Lifeline Facilities today in Buffalo.

The workshop was sponsored by the National Center for Earthquake Engineering Research (NCEER), whose headquarters is at the State University of New York at Buffalo. Dozens of U.S. and Japanese universities and corporations participate in the joint research program. The NCEER is funded by the National Science Foundation and

Continued on page 6



Charles Harrington
Professor Thomas D. O'Rourke (center), James Tyler, assistant rare book librarian (left), and Fusa Miura, a visiting professor from Yamaguchi University, with a photograph of San Francisco after the 1906 earthquake. O'Rourke discovered the photograph in the rare books collection and used it to map ground deformations.

- Seyyed Hossein Nasr, the University Professor of Islamic Studies at George Washington University.

Sagan will open the symposium with a "challenge address" at 4 p.m. on Oct. 4. The 8 p.m. session on the same day will feature the responses of Heilbroner and Nasr and dialogue with Sagan and McFague.

The 4 p.m. session on Oct. 5 will feature a presentation by McFague and dialogue with the other participants. The closing session at 8 p.m. will include comments from Sagan and dialogue with Heilbroner, McFague and Nasr.

Isaac Kramnick, the Richard J. Schwartz Professor of Government at Cornell, will serve as moderator for all four sessions.

The goal of the symposium is to explore the forces that restrict and enhance our sense of a viable future, according to Robert L. Johnson, director of CURW.

He said he sees the symposium as a means of addressing the characterization of this generation of students as "going first class on the Titanic."

"At some point, we have to think soberly about the future if we are to have one," Johnson said. "The scientific findings that point to environmental disaster must be met by an adequate political and economic response, and that claim will require unusual moral and spiritual resources. As Kierkegaard noted: 'We understand our lives backwardly but we live them forwardly.'"

— Martin B. Stiles

BRIEFS

■ **Deadline today:** The deadline for visiting scholars to enroll in a special 10-week, non-credit course in "English as a Second Language" is 4:30 p.m. today. Speaking and listening comprehension will be stressed in the program designed especially for visiting academicians. Individual help is included. The fee is \$450. For registration information, contact Kenneth H. Lindquist, Program in Professional Education, B12 Ives Hall, telephone 255-7259.

■ **Student Directory:** The deadline for students to submit their telephone numbers and addresses for publication in the 1989-90 Student Directory has been extended to Oct. 2. Telephone and address forms may be completed at the various college registrar's offices or in Room 222 of Day Hall.

■ **Special programs sought:** The Division of Summer Session, Extramural Study and

Related Programs is seeking proposals for special programs from faculty members to be offered on or off campus during the 1990 Summer Session and also for the 1989-90 and 1990-91 Winter Sessions. The deadline is Oct. 6. For details, call Judith Eger or Kenneth H. Lindquist at 255-4987.

■ **New head coach:** Former Big Red hockey player Keith Howie '87 has been named head coach of the Cornell women's ice hockey team. He served as assistant coach the past two years to Dave Harkewicz, who now is at Springfield College where he is pursuing a doctorate in exercise physiology.

■ **Sigma Chi honored:** Cornell's chapter of Sigma Chi Fraternity was one of 37 of the fraternity's 210 active chapters to receive the Legion of Honor Scholarship Award from the International Fraternity at its 42nd

annual Leadership Training Workshop held in August at the University of Wyoming. The award is given to chapters selected as having commendable scholarship programs.

■ **Cornell policies:** Copies of a new digest of selected university policies and procedures are available at the offices of Human Resources, Dean of Students, Judicial Administrator, Ombudsman, Residence Life, Secretary of the Corporation and also at Olin, Uris and Mann libraries. The digest covers the roles of various university officials engaged in judicial and policy administration. The complete text of the policies and procedures is available on CUINFO and at the offices of Residence Life, Secretary of the Corporation, Dean of Students, Judicial Administrator and Olin, Uris and Mann libraries.

■ **Freshman authors:** Six of last year's

freshman students have been cited by the university's John S. Knight Writing Program for excellence in writing and have received \$50 cash prizes, as announced in the program's 25-page guide for freshman writing seminars for the 1989-90 academic year. The two winners of the Elmer Markham Johnson Prizes are Stephanie B. Irwin and David Gross. The winners of the James E. Rice Jr. '30 Prizes are Elizabeth S. Robbins, Robert Todd Pack, Joan Jastrebski and Matthew Julian Meyer. Details for entering the 1989-90 competition are available on Page 4 of the guide, available at the writing program office in Room 159 of Goldwin Smith Hall.

■ **Bloodmobile:** The Red Cross Bloodmobile will be at Morrison Hall on Tuesday, Oct. 3, from 10 a.m. to 3:45 p.m. For appointments call 273-1900 or walk in anytime.

NOTABLES

Assistant Professor of African and Caribbean Literature, **Anne Adams**, was inaugurated president of the African Literature Association at the 15-year-old international association's first meeting earlier this year on the African continent, in Dakar, Senegal. Adams returned to Dakar to represent the ALA at a conference Sept. 26 through 28 on "The Writer and Human Rights." The conference was organized by the Centre Africain d'Animation et des Echanges Culturels. Adams is on the faculty of Cornell's Africana Studies and Research Center.

Daniel G. Sisler, the Liberty Hyde Bailey Professor of Agricultural Economics, has received the Service to American/World Agriculture Award from the National Association of County Agricultural Agents.

Sisler "has spent most of his professional career in serving the needs of U.S. and world agriculture," the citation reads. "He is a master teacher of undergraduates, an acclaimed graduate adviser of foreign and domestic students, author of important contributions to the literature of international trade and agricultural policy, and a widely sought speaker on world food problems, processes of international agricultural development and public policy issues."

A member of the faculty in the College of Agriculture and Life Sciences since 1960, Sisler has focused his research on domestic agricultural policy, the role of agriculture in economic development and food production problems in developing countries.

Dr. Henry W. Murray, professor of medicine and chief of infectious diseases at The New York Hospital-Cornell Medical Center, won the 1989 Squibb Award presented by the Infectious Diseases Society of America. He was cited for his work with macrophages and intracellular pathogens in the further understanding of human infectious diseases and cellular immunology.

The following academic and administrative appointments were approved by President Frank H.T. Rhodes, effective July 1 through the dates listed, unless otherwise noted.

Ross Brann, associate professor, appointed chairman of the Department of Near Eastern Studies through June 30, 1994.

Katherine K. Gottschalk, senior lecturer in English, appointed acting director of the John S. Knight Writing Program through June 30, 1990.

John M. Guckenheimer, professor of mathematics, appointed director of the Center for Applied Mathematics through June 30, 1994.

Robert A. Plane, director of the New York State Agricultural Experiment Station, appointed acting chairman of the Department of Food Science and Technology (Geneva) through June 30, 1990.

Gerald E. Rehkugler, professor, reappointed chairman of the Department of Agricultural and Biological Engineering through June 30, 1992.

Yervant Terzian, professor, reappointed chairman of the Department of Astronomy through June 30, 1994.

Bettie L. Yerka, associate professor, appointed acting chairwoman of the Department of Human Service Studies through Aug. 14, 1990.

The following faculty members were awarded tenure by the Board of Trustees during 1988-89:

Hector D. Abruna, chemistry; **V. Kofi Agawu**, music; **Daniel J. Aneshansley**, agricultural and biological engineering; **Kwame Anthony Appiah**, philosophy; **Robert B. Avery**, consumer economics and housing; **Sally R. Banes**, theatre arts; **Roger Battistella**, health administration program; **Roberto Bertoia**, art; **Kenneth P. Birman**, computer science; **George R.**

Boyer, industrial and labor relations; **John W. Brady**, food science; **Ross Brann**, Near Eastern studies; and **Judith Brownell**, hotel administration.

Noel Carroll, theatre arts; **Debra Castillo**, romance studies; **Gennaro Chierchia**, modern languages and linguistics; **Harold G. Craighead**, applied and engineering physics; **Rudiger Dieckmann**, materials science and engineering; **Normand G. Ducharme**, veterinary surgery; **John A. Elliot**, accounting; **Francille M. Firebaugh**, human ecology; and **Debra Fried**, English.

Jennifer C. Greene, human service studies; **Douglas T. Gurak**, rural sociology; **David Hines Holmberg**, anthropology; **Kenneth C. Hover**, civil and environmental engineering; **Malvin Kalos**, computer science; **Thomas J. Kern**, ophthalmology; **Robert Libby**, accounting and behavioral organizational science; **James K. Liebherr**, entomology; **Stephen F. Lowry**, surgery and **Thomas A. Lyson**, rural sociology.

Jerrold E. Marsden, mathematics; **Amy R. McCune**, biological science; **Edward**

W. McLaughlin, agricultural economics; **Alan G. Merten**, business administration; **Marilyn Migiel**, romance studies; **Vincent Mulcahy**, architecture; **Jeremy A. Rabkin**, government.

Kathleen M. Rasmussen, nutritional sciences; **John F. Randolph**, veterinary medicine; **Christine K. Ranney**, agricultural economics; **Robert A. Riehle Jr.**, surgery; **Steven S. Robertson**, human development and family studies; **Zev Rosenwaks**, obstetrics and gynecology; and **Robin O. Roundy**, operations research and industrial engineering.

John J. Saverese, anesthesiology; **Janet M. Scarlett**, veterinary epidemiology; **John A. Siliciano**, law; **David M. Stipanuk**, hotel administration; **Lani Sue Stephenson**, nutritional sciences; **Steven W. Squyres**, astronomy; **Stephanie Vaughn**, English; **Jonathon David Victor**, neurology; **Steven S. Witkin**, immunology in obstetrics and gynecology; **Mariana Wolfner**, genetics and development; and **Andrew D. Yen**, clinical pathology.

APPOINTMENTS & PROMOTIONS

Barton Blotter:

10 thefts reported; losses total \$1,414

Ten thefts with losses of \$1,414 in cash and valuables occurred on campus from Sept. 19 through 24, according morning reports of the Department of Public Safety.

The thefts included a \$500 wireless microphone transmitter stolen from Baker Laboratory, a \$200 citizens band radio, two parking permits worth \$269, a \$210 racquetball racket stolen from Grumman

Squash Courts and clothing and an iron worth \$95 taken from Barton Hall.

One person was referred to the judicial administrator on a charge of possessing stolen property.

Computerized copies of the most current safety report may be called up on CUINFO under the title SAFETY. CUINFO terminals are located throughout campus.

Graduate Bulletin



Course Changes: The deadline for changing grade options, credit hours, and dropping courses is Oct. 27. A \$10 late fee is charged for any change after this date.

Graduate Student Council Meeting: Oct. 2, 5:15 p.m., The Henry, Sage Hall.

Fellowships: Applications for National Science Foundation Graduate Fellowships and National Science Foundation Minority Graduate Fellowships will be available in Graduate Fellowship Office in early October. Applicants for these three-year awards must be United States citizens and incoming students in the biological, physical or social sciences. Annual stipend of \$12,900 for 1990-91, tuition payment of \$6,000; Cornell will supplement tuition. The application deadline is Nov. 9.

Hertz Graduate Fellowship: Available to graduate students who are U.S. citizens (or applying for citizenship) in the applied physical sciences. Award is \$15,000 stipend plus \$8,000 tuition, renewable; Cornell will supplement tuition. Applications available in Graduate Fellowship Office; application deadline is Nov. 1.

Fellowship Applications: Many additional fellowships have fall deadlines for 1990-91. Consult the Fellowship Notebook, available on CUINFO (under "Academic" and "Grad" headings) at Graduate Field Offices and at the Fellowships and Financial Aid Office in Sage Graduate Center.

OBITUARY

Arden F. Sherf

Plant pathologist Arden F. Sherf, 73, a member of the Cornell faculty from 1954 until his retirement in 1981, died Sept. 19, at Tompkins Community Hospital.

He was author or co-author of more than 30 articles and also was co-author of "Vegetable Diseases and Their Control." The book has been considered the leading text in the field since 1960 and was published in a revised second edition in 1986. Sherf served as a consultant to the British Ministry of Agriculture and the Department of Agriculture of New South Wales, Australia.

Before joining Cornell, he taught at the University of Nebraska and Iowa State University.

Sherf received a bachelor's degree in plant pathology in 1939 from the University of Minnesota and received his doctorate in 1948 at the University of Nebraska. He served in the U.S. Navy during World War II.

Sherf is survived by his wife, Jean; two daughters, Carol A. Flower of Fayetteville and Andrea J. Smith of Kansas City, Mo.; two sons, David A. of Scottsdale, Ariz., and Stephen W. of Minneapolis, Minn.; one brother and 11 grandchildren.

CORNELL
CHRONICLE

EDITOR: Mark Eyerly
GRAPHICS: Cindy Thiel
CIRCULATION: Joanne Hanavan

Published 40 times a year, Cornell Chronicle is distributed free of charge to Cornell University faculty, students and staff by the University News Service. Mail subscriptions, \$20 for six months; \$38 per year. Make checks payable to Cornell Chronicle and send to Village Green, 840 Hanshaw Road, Ithaca, N.Y. 14850. Telephone (607) 255-4206. Second-Class Postage Rates paid at Ithaca, N.Y.

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

It is the policy of Cornell University to support actively equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age, or handicap. The university is committed to the maintenance of affirmative action programs that will assure the continuation of such equality of opportunity. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's Title IX Coordinator (Coordinator of Women's Services) at the Office of Equal Opportunity at 234 Day Hall, Cornell University, Ithaca, N.Y. 14853-2801 - telephone (607) 255-3976.

Cornell University is committed to assisting those handicapped students who have special needs. A brochure describing services for the handicapped student may be obtained by writing to the Office of Equal Opportunity, 234 Day Hall, Cornell University, Ithaca, N.Y. 14853-2801. Other questions or requests for special assistance may be directed to that office.

Student-run cafe offers low prices

Hotel School students here are operating a cafe with mid-scale prices to reflect a national trend that is drawing diners away from elaborate restaurants.

"The restaurant industry reports increasing popularity of more-casual and less-expensive places, and we are going to train our students how to plan and serve moderately priced dishes and wines," said Jane Ridley, an instructor in restaurant management in the School of Hotel Administration.

On Monday, Sept. 25, the Terrace Cafe and Bistro, with a moderately priced menu, opened to the public in the Statler Hotel on the university campus. The facility, which will serve as a teaching laboratory for the school's course in restaurant management, is open from 5:45 to 8 p.m. Mondays through Fridays.

Undergraduate students will operate the cafe on Mondays through Thursdays, and graduate students will be the hosts on Fridays.

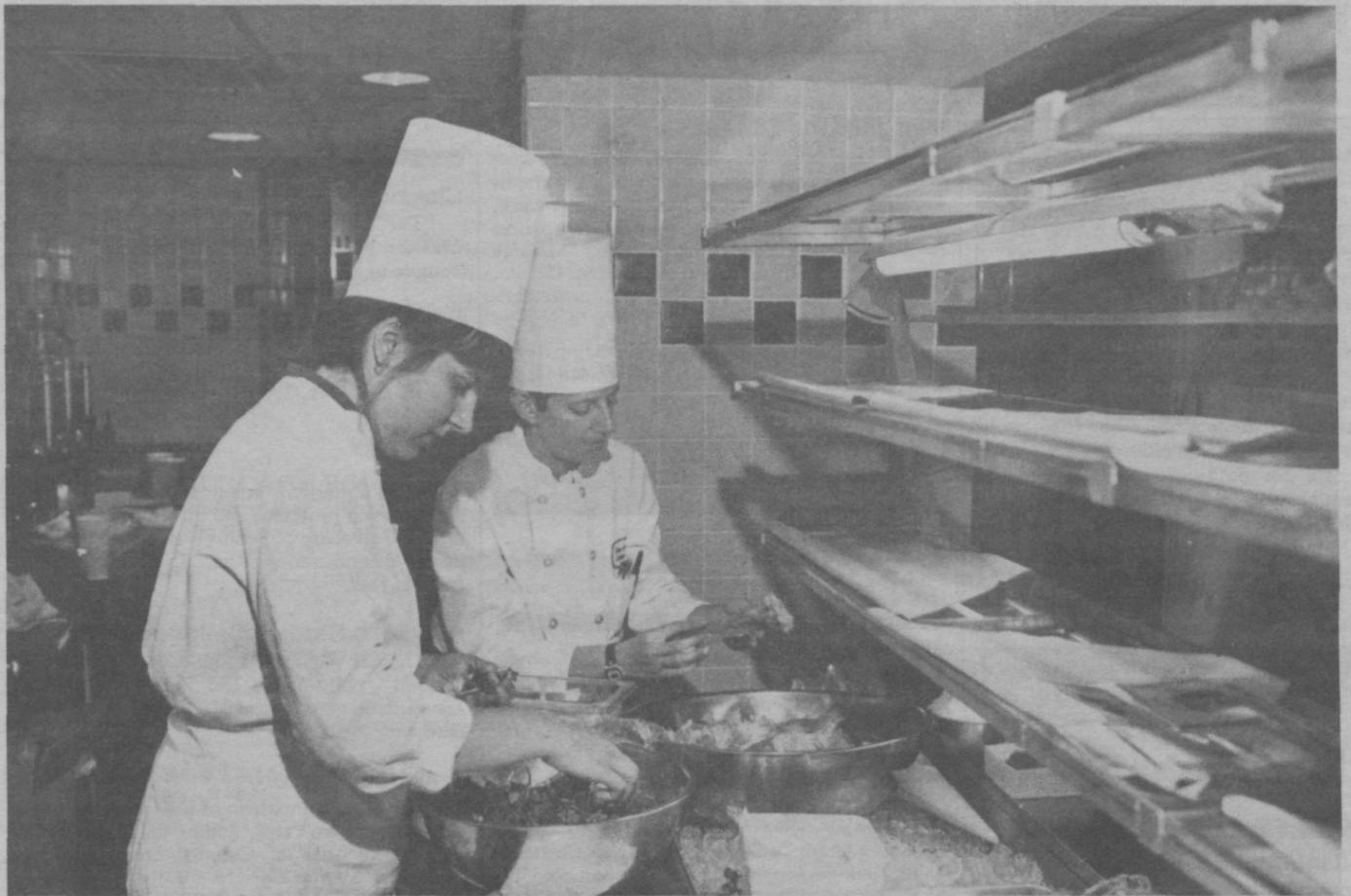
"We will specialize in simple, down-to-earth cooking," Ridley said. "Our regular menu will include chicken pot pie, lamb mixed grill and spit-roasted chicken. From time to time, we will offer ethnic dishes from Mexican to Szechwan, and vegetarian dishes."

Prices for typical entrees will run between \$8.95 and \$12.95. In establishing a moderately priced cafe, the Hotel School is responding to reports from the restaurant front:

• Pat Kuleto, San Francisco restaurant operator: "There is a definite movement to casual, less-expensive restaurants."

• Pano Karatosos, whose Atlanta company operates five elegant restaurants: "Unless luxury restaurateurs figure out how to reach a broader segment of society, they're doomed. Formal is out, casual is in; luxury is out, value is in; and heavy is out, nutrition is in."

• Alan Tutzer, who operates three fine-dining restaurants in the Chicago area and who opened a casual cafe this year: "People are going out to eat more often than they used to, but they are going to less-expensive places."



Jane Ridley (right), an instructor in restaurant management in the School of Hotel Administration, and teaching assistant Jennifer Irwin prepare food to be served in the Terrace Cafe and Bistro.

Charles Harrington

• Patrick Columbo, owner of a plush restaurant in Dallas, after rolling back menu prices: "It seems to have done the trick. We've seen a little drop in our food ticket, but cover counts are good, and that makes up for it."

Eighty-six undergraduate students and 14 graduate students are enrolled in the restaurant management course. About 24 students work each night in the Terrace Cafe and Bistro, handling everything from flowers on the table to steaks on the stove.

Undergraduates are taught by Christopher Muller, a lecturer in the Hotel School, and graduate students are taught by David Romm, an assistant professor in the Hotel School. In addition to Ridley, lecturers who work in the cafe with the students are Robert White, Giuseppe Pezzotti and Rupert Spies.

—Albert E. Kaff

Student cafe honors McLamore

The new student cafe in the Statler Hall was dedicated Sept. 27 to honor James McLamore, the founder of the second-largest restaurant chain in the world, Burger King Corp., and a 1947 graduate of the School of Hotel Administration. McLamore is also this year's recipient of Cornell's 1989 Entrepreneur of the Year award.

Funds for The James McLamore Student Cafe were provided by the Burger King Corp. and Burger King franchisees, including Cornell Hotel School graduates Richard Fors Jr., Class of '59, Manuel Garcia, Class of '65, and Char-

les Mund, Class of '51.

To salute the occasion, a giant "whopper" and hundreds of "mini whoppers" were served at the dedication reception.

The James McLamore Student Cafe is on the ground level of Statler Hall. The cafeteria-style dining operation, managed by the Statler Hotel's food and beverage department, is open from 7 a.m. to 7:30 p.m.

Open to the Cornell community, the cafe also features vending machines that offer a variety of foods when the cafe is closed.

Field testing of genetically engineered plants urged

Field testing of genetically engineered plants and microorganisms should move forward swiftly to "assure that the United States will maintain its position of world leadership in agricultural biotechnology," said a participant in a national study on genetically engineered organisms.

Ralph W.F. Hardy, president of the Boyce Thompson Institute for Plant Research, said that experience gained through small-scale field research is crucial for

large-scale commercial use of genetically engineered organisms. Boyce Thompson Institute is an independent research organization situated on campus.

Hardy was one of 22 members of the National Research Council panel whose study on agricultural genetic engineering was released on Sept. 20. The study, directed by Robert H. Burris, an emeritus professor of biochemistry at the University of Wisconsin, concluded that field testing of gene-

spliced organisms is no more hazardous environmentally than is testing organisms produced by today's cross-breeding and other traditional genetic methods. The National Research Council is the arm of the National Academy of Sciences that is charged with conducting scientific and technical studies of public interest for the federal government.

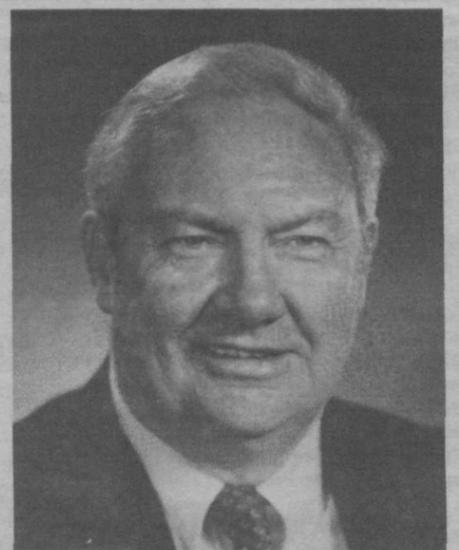
The report, "Field Testing Genetically Modified Organisms: Framework for Decisions," concluded that no new or inherently different hazards are associated with molecular techniques in creating genetic changes in crop plants. Hence, any oversight of field tests should be based on the plant's traits and not on how these characteristics were produced.

"Plant breeders have introduced hundreds of millions of new plants modified by traditional methods into the field for research, and no significant negative environmental effects have been noted at the research stage," Hardy pointed out. "Although there have been modest problems with large-scale commercialization, such as the outbreak of southern corn blight in the early 1970s, these have been infrequent and have been dealt with when recognized."

The molecular technologies made possible by rapid advances in biology since the early 1970s should yield new plants and microbes that will meet many of the needs of farmers and consumers in the 1990s and beyond, Hardy said.

He cited examples such as bacteria that may reduce the need for nitrogen fertilizer or those designed as chemical pesticides, bacteria capable of attacking pollutants, trees that grow more rapidly, food plants that are more productive, healthful and nutritious, and viruses that control a host of crop-damaging insect pests.

BTI scientists, for instance, began this summer the first field test in the United States of a genetically disabled virus de-



Ralph W.F. Hardy

signed to survive in the environment for limited periods of time. If the test is successful, scientists plan to develop such a virus into a viral pesticide through further genetic engineering for control of a wide range of pests. The virus was sprayed in August and September in a cabbage field in Geneva, N.Y., in cooperation with scientists at Cornell's Agricultural Experiment Station there.

"It is critical that the necessary field research prior to their commercialization proceed promptly so that these benefits can be realized," he said.

The national study pointed out that, despite some initial concerns over using genetically engineered microorganisms in laboratory research, molecular engineering methods in themselves are not intrinsically dangerous.

—Yong H. Kim

Meeting a dean



Charles Harrington

College of Engineering Dean William B. Streett (right) talks with Chin Hong Kim (left) and Hi Sim Kim at a Sept. 23 Meet the Deans Program during Parents' Weekend. Their son, Min Soo Kim, is an engineering freshman.

CALENDAR

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

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

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

Olin and Uris Libraries

"A Celebration of Theatre," featuring costume sketches, stage act models and photographs from the Shaw Festival at Niagara-on-the-Lake, together with playbills, programs and rare works from Cornell Libraries collections, Monday through Friday, 8 a.m. to 5 p.m., through Oct. 4.

Tjaden Gallery

Exhibition of recent work of Nandini Bagla, through Sept. 30. The gallery is in Tjaden Hall.

FILMS

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

Thursday, 9/28

"Sara Akash," directed by Basu Chatterji, Hindi Dialogue/English subtitles, sponsored by the South Asia Film Series, 7:30 p.m., 310 Uris Library.

"Death of a Bureaucrat" (1966), directed by Tomas Gutierrez Alea, with Salvador Wood, Silvia Planas and Manuel Estanillo, 7:30 p.m., Uris.

"I'm Gonna Git You Sucka" (1988), directed by Keenen I. Wayans, with Keenan I. Wayans, Bernie Casey and James Brown, 9:45 p.m., Uris.*

Friday, 9/29

"Dangerous Liaisons" (1988), directed by Stephen Frears, screenplay by Christopher Hampton, with John Malkovich, Glenn Close, Michelle Pfeifer and Uma Thurman, 6:45 p.m., Uris.*

"See No Evil, Hear No Evil" (1989), directed by Arthur Hiller, with Richard Pryor, Gene Wilder and Joan Severance, 9:30 p.m., Uris.*

"I'm Gonna Git You Sucka," midnight, Uris.*

Saturday, 9/30

"Princess Sita's Hand is Offered" and "Romance in the Royal Garden," parts five and six of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Library, 1:30 p.m., 310 Uris Library.

"I'm Gonna Git You Sucka," 7 p.m., Uris.*

"Dangerous Liaisons," 9:15 p.m., Uris.*

"See No Evil, Hear No Evil," midnight, Uris.*

Sunday, 10/1

"Sara Akash," directed by Basu Chatterji, Hindi Dialogue/English subtitles, sponsored by the South Asia Film Series, 3:30 p.m., 310 Uris Library.

"Dangerous Liaisons," 4:30 p.m., Uris.*

"One Flew Over the Cuckoo's Nest" (1976), directed by Milos Forman, with Jack Nicholson and Louise Fletcher, co-sponsored by Psi Chi, 8 p.m., Uris.*

Monday, 10/2

"Point of Order" (1964), directed by Emile de Antonio, with Joe McCarthy, shown with "Red Nightmare," co-sponsored by Noyes Center, 7 p.m., Uris.*

Tuesday, 10/3

"Pak Bueng on Fire," and "Blue Collar and Buddha," sponsored by the Southeast Asia Program, 4:30 p.m., 310 Uris Library.

"God Doesn't Believe in Us Anymore" (1986), directed by Alex Corti, with Johannes Silberschneider and Armin Mueller-Stahl, 7:15 p.m., Uris.* Shown with "Santa Fe" (1988), directed by Axel Corti, with Gabriel Barylli and Nicholas Brieger, 9:15 p.m., Uris.*

Wednesday, 10/4

"Banana Skin Waltz," directed by Peter Bacso, with Mihaly Des and Juli Basti, 4:30 p.m., Uris.

"Dark Habits" (1988), directed by Pedro Almodovar, with Cristina Pascual, Julietta Serrano and Carmen Maura, 7:15 p.m., Uris.*

"Great Balls of Fire" (1988), directed by Jim McBride, with Dennis Quaid and Winona Ryder, 9:30 p.m., Uris.*

Thursday, 10/5

"Cousins" (1989), directed by Joel Schumacher, with Ted Danson, Isabella Rossellini and Sean Young, 10 p.m., Uris.*

LECTURES

Classics

"The Trojan Women" by Seneca, part of the Classics Playwriting Series, Sept. 29, 8 p.m., Temple of Zeus, Goldwin Smith Hall.

East Asia Program

"Deities and Demons: An Introduction to the Noh Theater," Karen Brazell, Japanese literature and theater, Oct. 2, 4:30 p.m., 230 Rockefeller Hall.

Music

James Primosch, composer, concert pianist, and assistant professor and director of electronic music, University of Pennsylvania, will present a lecture/demonstration, Oct. 3, 4:15 p.m., 301 Lincoln Hall.

Religious Studies Colloquium

"Thomas Aquinas' Proofs for the Existence of God," philosophy, The Free University of Amsterdam, Oct. 4, 4:30 p.m., A.D. White House.

University Lectures

"The Monoculturalism of Coetzee's Postmodernism," Benita Parry, author of "Problems in Current Theories of Colonial Discourse," co-sponsored by the Society for the Humanities, Oct. 5, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

MUSIC

Department of Music

David Borden and his students will perform in an informal concert of MIDI (musical instrument digital interface), Sept. 29, 2:30 p.m., 304 Lincoln Hall.

Vocal-duets will be performed by Marion McCurdy, soprano; Jack Darling, tenor; and Trevor Stephenson, piano, Oct. 1, 4 p.m., Barnes Hall. Brahm's arrangement for voice and piano of duets by Handel, Irish and Armenian folk-songs, arias by Mozart and duets by Schumann will be performed.

Bound for Glory

The Dady Brothers, with a little Irish and a little bluegrass, will present three live sets in the Commons Coffeehouse, 8:30, 9:30 and 10:30 p.m., Oct. 1. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Nancy Malone, O.S.U., editor, Religion and Intellectual Life, will deliver the sermon at Sage Chapel on Oct. 1. Services will begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

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

Mass: Sundays 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium.

Daily Masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

Christian Science

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

Episcopal (Anglican)

Sundays, 9:30 a.m., Anabel Taylor Chapel.

Friends (Quakers)

Sundays, 10:30 a.m., Hector Friends Meeting House, about one mile west of Route 96, on the Perry City Road. Rides leave Anabel Taylor parking lot at 10 a.m.

Jewish

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

Rosh Hashanah Services: Reform Services: Friday at 8:30 p.m., Auditorium, Anabel Taylor Hall; Saturday, 10 a.m., Chapel, Anabel Taylor Hall;

Conservative/Egalitarian Services: Friday at 6:30 p.m., Saturday at 10 a.m. and 6 p.m., Sunday at 10:30 a.m., Auditorium, Anabel Taylor Hall;

Orthodox Shabbat Services: Friday 6:15 p.m., One World Room, Anabel Taylor Hall, Saturday, 9 a.m., Sunday, 9 a.m., One World Room, Anabel Taylor Hall.

Tashlich Ceremony, Sunday, 4:30 p.m. next to creek by Willard Straight Hall.

Korean Church

Sundays, 1 p.m., Anabel Taylor Chapel.

Muslim

Fridays, 1 p.m., Anabel Taylor Edwards Room.

Protestant

Protestant Cooperative Ministry: Bible study, Sundays, 10 a.m., G-7 Anabel Taylor; Sunday worship, 11 a.m., Anabel Taylor Chapel.

Zen Buddhism

Zazen meditation: Thursdays at 5 p.m. in the chapel, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Jon Warland at 257-1404.

SEMINARS

Agricultural Economics

"Foreign Assistance and Domestic Financial Markets in Developing Countries," Claudio Gonzalez Vega, economics and agricultural economics, Ohio State University, Oct. 4, 3:45 p.m., 401 Warren Hall.

Applied Mathematics

"AIDS Modeling Project at Cornell," Carlos Castillo-Chavez, biomathematics, Sept. 29, 3:30 p.m., 321 Sage Hall.

"The Straightening Algorithm and dCayley Factorization," Neil White, University of Florida, Oct. 3, 4:30 p.m., 328 White Hall.

Astronomy

"CH - The Forgotten Molecule," Loris Magnani, Arecibo Observatory, Sept. 28, 4:30 p.m., 105 Space Sciences Building.

Biochemistry, Molecular & Cell Biology

Ribosomal Hopping: The Unusual Translation of a Gene for T4 DNA Topoisomerase," Wai-Mun Huang, cellular, viral and molecular biology, University Utah Medical Center, Sept. 29, 4 p.m., Conference Room, Biotechnology Building.

"Saturation Cassette Mutagenesis of One Putative Transmembrane a-Helix of Lactose Permease," Peter Hinkle, biochemistry, molecular and cell biology, Oct. 2, 12:20 p.m. Conference Room, Biotechnology Building.

Biophysics

"Membrane Organization and Membrane Domains," Michael Edidin, biology, The Johns Hopkins University, Oct. 4, 4:30 p.m., 700 Clark Hall.

Chemistry

Organic Chemistry Seminar, "Total Synthesis of the Immunosuppressant (-)-FK 506," Ichiro Shinkai, Merck, Sharp and Dohme, Oct. 2, 4:40 p.m., 119 Baker Laboratory.

General Chemistry Colloquium, "Neutron Diffraction Studies of Transition Metal Hydrides," Thomas F. Koetzle, Brookhaven National Laboratory, Oct. 5, 4:40 p.m., 119 Baker Laboratory.

Cooperative Extension Forum

An overview by Jane W. McGonigal, extension administration; moderated by David K. Bandler, food science, "Pro-Dairy -- A Successful Extension Model," Robert A. Milligan, agricultural economics, Oct. 2, 9 a.m., 401 Warren Hall.

Ecology & Systematics

"A Theory for Habitat Shifts and Timing of Metamorphosis," Donald Ludwig, mathematics, University of British Columbia, Vancouver, Oct. 4, 4:30 p.m., Morison Seminar Room, A106 Corson/Mudd Hall.

DANCE

Cornell International Folkdancers

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 257-3156.

Hungarian Dance Workshop with Andor Czompo, a master Hungarian dance teacher, Oct. 1, 7:30 to 9:30 p.m., Memorial Room, Willard Straight Hall, followed by a dance party till 10:30 p.m.

A free nine-week series on basic folkdancing co-sponsored by the Cornell Wellness Program will be held Tuesdays, 7 to 9 p.m., through Nov. 7, in the Dance Studio, Helen Newman Hall. The tango step will be taught Oct. 3. Other dances and steps will include the waltz, tango, hambo, schottische, buzz and pivot steps, Balkan line and circle dances and several set dances. For more information, call 273-0707 or 539-7335.

Israeli Folkdancing

Israeli folkdancing, Sept. 28, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

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.

"Sticks: Historical and Contemporary Kentucky Canes," an exhibition on view through Oct. 15, explores the rich cultural heritage of Kentucky through the folk art of the cane. The walking sticks incorporate a range of images and a variety of political and social commentaries, including snakes, bird cages, lizards, Indians and wildcats, and some depict well-known historical and pop figures such as Abraham Lincoln and Elvis Presley. Held in conjunction with the American Festival, the exhibit is organized by the Center for Theatre Arts.

"The Art of Zen: Paintings and Calligraphy by Japanese Monks, 1600-1925," on view through Oct. 29, presents approximately 88 paintings and calligraphy by Japanese monk artists active from 1600 to 1925. This is the first large-scale study of this important art form, and the works are drawn from public and private collections throughout the United States, Europe and Japan.

In connection with the exhibit, a demonstration of a Japanese tea ceremony conducted by James Holland and assisted by Keiko Yoshida will be held Oct. 8 at 2 p.m., at the museum. Advance registration is required by Sept. 29.

Hartell Gallery

Architecture thesis exhibition, through Sept. 30; paintings of Audrey Ushenko, Oct. 1 through Oct. 7. The gallery is in Sibley Dome and is open Monday to Friday, 8 a.m. to 5 p.m.

Environmental Toxicology

"Site Specific Risk Assessment," Jennifer Garity & Miller, Raleigh, N.C., Sept. 2, 2:20 p.m., 304 Femow Hall.

Arts & Public Life

"Soviet Views on War, Peace and Non-Violence," Vladimir Mshvenieradze, Vladimir Kov, Ludmilla Konovalova and Nina Yulitskaya, visiting scholars from the Institute of Philosophy, Soviet Academy of Sciences, a round-table discussion, Oct. 2, 12:15 p.m., 609 Clark Hall. Another discussion will be held at 4:30 p.m. in Kaufmann Auditorium, Goldwin Smith Hall.

Agriculture & Ornamental Horticulture

"Developing a Nursery Business From the Ground Up," Matt and Ronnie Horn, owners, Greenhorn Nursery, Spring Valley, N.Y., Sept. 2, 1:15 p.m., 404 Plant Science Building.

Science

"Physical Property Information Required for Scaling Up a Supercritical Fluid Extraction Process," Peter Kashulines, NYS Department of Environmental Conservation, Oct. 3, 4:30 p.m., 204 Stocking Hall.

Genetics & Development

"Development and Genetics of the Maize Gene *tb1*," Michael Freeling, genetics, University of California, Berkeley, Oct. 2, 4 p.m., Conference Room, Biotechnology Building.

"Judaism and Ecology," Topics in Jewish Studies, Oct. 2, 8 p.m., 314 Anabel Taylor Hall.

History & Philosophy of Science & Technology

"Science In and On the Church," John Heilbrunn, history of science and technology, University of California, Berkeley, Oct. 4, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Human Development & Family Studies

"Future Directions in Infant Development Research," Joseph Campos, Francis Horowitz, Anne Kagan, Joy Osofsky, Ross Parke and Peter Pollitt, Oct. 6, 9 a.m. to 5:30 p.m., auditorium, Boyce Thompson Institute.

Immunology

"Cloning and Expression of an Fc Receptor Genetically Related to MHC Class I Antigens," Peter Simister, Whitehead Institute for Biomedical Research, Cambridge, Mass., Sept. 2, 12:15 p.m., G-3 Vet Research Tower. "Antigen Presentation," Polly Matzinger, Institute for Immunology, Basel, Switzerland, Oct. 6, 12:15 p.m., G-3 Vet Research Tower.

International Nutrition

"Canadian International Development Health Sector Policy Review," Stephen G. Heilbrunn, director, Health Sector Social and Human Resources, CIDA, Canada, Sept. 28, 1:10 p.m., 200 Savage Hall.

Johnson Graduate School of Management

"An Introduction to Japanese Business," Representatives from Japanese companies will discuss Japan's labor relations and personnel systems, the Japan-US trade friction, and the Japanese financial and securities markets, Sept. 28, 4:30 p.m., 251 Malott Hall.

Manufacturing Engineering

"Why Quality?" Irving DeToro, Quality Management, co-sponsored by the Cornell Society of Engineers, Sept. 28, 4:30 p.m., B14 Hollister Hall.

Materials Science & Engineering

"Point Defect Structure of Cr_2O_3 ," George W. Smith, Penn State University, Sept. 28, 12:15 p.m., 140 Bard Hall. "ONR Materials Division Program, (II) Feature Processes on Ferro-Electric/Ferro-Magnetic Materials," Robert Pohanka, ONR, Oct. 3, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

"Swirl Combustor Geometry Effects on Flow Oscillations and Combustion Characteristics," Anwar K. Gupta, University of Maryland, Sept. 28, 4:30 p.m., 107 Upson Hall.

Rural Resources

"Minimum Viable Populations of Wild Species," Mark Shaffer, assistant director, Cooperative Fish & Wildlife Research Units, U.S. Fish & Wildlife Service, Washington, D.C., Sept. 28, 12:20 p.m., 304 Femow Hall.

Neurobiology & Behavior

"The Role of Sounds in the Dance Communication of Honey Bees," William Towne, biology, Princeton University, Sept. 28, 12:30 p.m., Morrison Seminar Room, Corson/Mudd Hall.

"Temperature Coupling in Cricket Acoustic Communication," Tony Pires, neurobiology and behavior (thesis seminar), Oct. 3, 12:30 p.m., Morrison Seminar Room, Corson/Mudd Hall.

"Darwin-Fisher Theory of Sexual Selection in Monogamous Birds," Mark Kirkpatrick, biology, University of Texas, Austin, Oct. 5, 12:30 p.m., Morrison Seminar Room, Corson/Mudd Hall.

Nutrition

"Dietary Fat Intake and Breast Cancer Risk: The Clinical Study," James Marshall, social and preventive medicine, S.U.C. of NY at Buffalo, Oct. 2, 4:30 p.m., 100 Savage Hall.

Ornithology

"Beguiled by the Wild," Charlie Harper, Frame Houses Gallery Wildlife Artist, Oct. 2, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

"Negotiations on Conventional Forces in Europe: Rapid Progress, Open Issues, and Opportunities," Stanley Resor, former secretary of the Army, head of U.S. delegation to MBFR talks (1973-1978), Sept. 28, 12:15 p.m., G-08A Uris Hall.

"Long Cycles, Hegemonic Transitions and the Long Peace," Jack Levy, Rutgers University, Oct. 5, 12:15 p.m., G-08A Uris Hall.

Pharmacology

"G Protein Involved in Signal Transduction in the Phospholipase C Pathway: Analysis in the *Xenopus* Oocyte System," Ravi Iyengar, pharmacology, Mount Sinai School of Medicine, Oct. 2, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology

"Calcium as a Signalling Molecule in Light-Regulated Gravitropism," Donna Perdue, Boyce Thompson Institute, Sept. 29, 11:15 a.m., 404 Plant Science Building.

Plant Pathology

"Mapping Pathogenicity Domains of Cucumber Mosaic Virus and Its Satellite RNA," Michael Shintaku and David Sleat, Oct. 3, 4:30 p.m., 404 Plant Science Building.

Pomology/Vegetable Crops

"The Potato Museum and the Smithsonian: Partners in 'Seeds of Change,'" Tom Hughes, Sept. 28, 4:30 p.m., 404 Plant Science Building.

"Factors Affecting Gas Exchange in Apple Fruits," Youn Moon Park, pomology, Oct. 5, 5:30 p.m., 404 Plant Science Building.

Poultry Biology

"Control of Avian Macrophage Function," Rodney R. Dietert, poultry and avian sciences, Sept. 28, 4:30 p.m., 300 Rice Hall.

Research Group on Latin American Environmental Issues

"Breeding 'Improved' Cultivars for Central American Crop Production Systems," Margaret Smith, plant breeding, co-sponsored by Latin American Studies, Sept. 28, 12:15 p.m., 294 Caldwell Hall.

Rural Development

"Overview of Rural Development Policy Interventions: The Perspective of an Agricultural Economist," Ken Robinson, agricultural economics, Sept. 28, noon, 250 Caldwell Hall.

Rural Sociology

"Myths in Family Planning and Population Issues in Turkey," Aykut Toros, Institute of Population Studies, Hacettepe University, Ankara, Turkey, Sept. 29, 12:20 p.m., 32 Warren Hall.

Science, Technology & Society

"Review Panels for Middle-Sized Science Installations," Robert Richardson, physics, Laboratory of Atomic and Solid State Physics, Oct. 3, 12:15 p.m., 701 Clark Hall.

Society for the Humanities

"Feminism, Psychoanalysis and the Study of Popular Culture," Constance Penley, English, University of Rochester, Sept. 29, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Southeast Asia Program

"What Is Living and What Is Dead from the Vietnamese Past," Keith Taylor, Asian studies, Sept. 28, 12:20 p.m., 102 West Ave.

"Recreating the Golden Peninsula: The Library's Role," John Badgley, curator, Echols Collection, Oct. 5, 12:20 p.m., 102 West Ave. Extension.

Stability, Transition & Turbulence

"Rupture of a Soap-Film Bridge: Elastic and Hydrodynamic Instabilities," Paul Steen, chemical engineering, Oct. 3, 1 p.m., 203 Thurston Hall.

Textiles & Apparels

"Next Generation of Carpets," John Southern, Monsanto Co., Sept. 28, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Theoretical & Applied Mechanics

"Kinetic Relations and the Propagation of Phase Boundaries in Solids," J.K. Knowles, Cal-Tech, Oct. 4, 4:30 p.m., 205 Thurston Hall.

Veterinary Pathology

"Relationship of Thyroid Dysfunction to Acquired Von Willebrand's Disease," W. Jean Dodds, Comparative Hematology Laboratory, NYS Department of Health, Albany, N.Y., Oct. 5, 12:30 p.m., auditorium, Boyce Thompson Institute.

Veterinary Physiology

"Myometrial Activity Throughout Pregnancy in the Rhesus Monkey: 1) Effect of Nutritional State on Estrogen Metabolism," Peter Nathanielsz, physiology, Oct. 3, 4:30 p.m., G-3 Vet Research Tower.

Western Societies Program

"The Burden of the Past: Germans and the Holocaust," Hans Ulrich Thamer, Westfälische Wilhelms Universität, Munster, Mellon Visiting Scholar, Oct. 3, 4:30 p.m., 165 McGraw Hall.

SYMPOSIA**Real Estate**

"The Financial Institution Crisis and Its Impact on Real Estate," Oct. 6 and 7. "Resolving The Crisis: Consequences For Real Estate," Oct. 6, 9:30 a.m., Moot Court Room, Myron Taylor Hall; "Real Estate Lending and the Future of the S&L Industry," Oct. 6, 1:10 p.m., Memorial Room, Willard Straight Hall; "Looking Ahead: Opportunities For the Real Estate Industry," Oct. 6, 2:05 p.m., Moot Court Room, Myron Taylor Hall.

Cornell United Religious Work/Center for Religion, Ethics and Social Policy

"Restoring the Future: Resources for Difficult Choices," Oct. 4 and 5, Sage Chapel. Speakers include Robert L. Johnson, director, CURW; Isaac Kramnick, Richard J. Schwartz Professor of Government; Carl Sagan, David Duncan Professor of Astronomy and Space Sciences; Robert Heilbroner, Norman Thomas Professor of Economics, The New School; Seyyed Hosein Nasr, University of Professor of Islamic Studies, Georgetown University; Sallie McFague, Professor of Theology, Vanderbilt University; and Lewis Thomas, Professor of Medicine, Cornell Medical College. Co-sponsored by the Committee on Islamic Studies and The Wood Lecture Series.

THEATER**Center for Theatre Arts**

Peter Stone, playwright, librettist, screen and TV writer will present a talk Oct. 4 at 4 p.m., Room 125, Center for Theatre Arts, 430 College Ave.

Ron Wilson, director, will present a play reading of "Danton's Death," by German playwright Georg Buchner, Oct. 1, 8 p.m., Black Box Theatre, Center for Theatre Arts, 430 College Ave.

The Kita Noh Troupe, sponsored by the Center for Theatre Arts, East Asia Program and the Council for the Creative and Performing Arts, will perform three plays of the noh and kyogen theatre on Oct. 2 at 7:30 p.m. in The Proscenium Theatre, Center for Theatre Arts. Tickets are available at the Center for Theatre Arts box office at \$10 for general public and \$8 for students.

MISC.**Alcoholics Anonymous**

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

Christian Science Monitor

The Christian Science Monitor resource files will be available in the Willard Straight Hall Lobby Sept. 28 from 10 a.m. to 4 p.m. The files contain free up-to-the-minute newspaper articles on more than 150 topics useful for writing papers, preparing speeches, studying for exams, etc. Free copies of the Monitor will be available.

Cornell World Tae Kwon Do Association

New members are being accepted for the fall semester. The club meets Mondays, Tuesdays, Wednesdays and Fridays from 6 to 7 p.m. in Martha Van Rensselaer Hall. For more information call Sandy at 255-7923 or 273-7826.

Cornell Toastmasters

Learn communication and public speaking skills. Club meets Thursdays at 7 p.m. Call 272-0032 for more information.

Fuertes Observatory

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

Hebrew Conversation Club

Hebrew Conversation Club meets Thursdays, 11:45 a.m. to 12:15 p.m., 374 Rockefeller Hall.

Hillel

Progressive Zionist Caucus, Oct. 2, 5 p.m., G-34 Anabel Taylor Hall. Am Echad, Oct. 2, 6 p.m., G-34 Anabel Taylor Hall. Student Struggle for Oppressed Jewry, Oct. 2, G-34 Anabel Taylor Hall. Beginning Yiddish, Tuesdays, 7:30 p.m., 314 Anabel Taylor Hall. Student Struggle for Oppressed Jewry, Oct. 2, G-34 Anabel Taylor Hall. Hillel Board Meeting, Oct. 4, 6:30 p.m., G-34 Anabel Taylor Hall. Chug Ivri, Hebrew Conversation, Thursdays, 11:45 a.m., 374 Rockefeller Hall.

Macintosh Users' Group

MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meets 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.

Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Monday through Thursday, 3:30 to 5:30 p.m. and 7 to 10 p.m.; Sunday, 2 to 8 p.m., 178 Rockefeller Hall; Sunday through Thursday, 10 p.m. to midnight, 340 Goldwin Smith Hall; Sunday through Thursday, 8 to 11 p.m., Clara Dickson Macintosh Computer Room; Sunday to Thursday, 8 to 11 p.m., Noyes Center Browsing Library.

Author Peter Stone will lecture on Oct. 4

Playwright Peter Stone will speak on the topic "Give My Regard to Off-Broadway," on Wednesday, Oct. 4, at 7:30 p.m. in the Koshers Dining Hall at the Center for Jewish Living, 106 West Ave. Stone will receive the "Masters in Excellence" award given by the center's Advisory Board.

Stone has won Tony, Emmy, Academy, Drama Critics' Circle and Drama Desk awards for his work, including the musicals "1776" and "Woman of the Year." His other credits include "My One and Only," "Sugar," "Two By Two," "Kean" and "Skyscraper." His films include "Sweet Charity," "Mirage," "Arabesque," "The Taking of Pelham 1-2-3" and "Who's Killing the Great Chefs of Europe?"

The "Masters in Excellence" award is given to individuals that the center's board believe bring excellence to their professions and a high degree of responsibility to the community they serve.

Supercomputer News

College and university accounts offered nationwide

For the second year, Cornell's National Supercomputer Facility is offering education accounts on its supercomputers to colleges and universities around the country.

Since the program began in the spring of 1988, eight colleges and universities have used the accounts in courses in computer science, mechanical and aerospace engineering, physics, chemistry and mathematics. Such courses have offered students an excellent opportunity to explore supercomputing techniques for parallel and vector processing on the center's two IBM 3090-600E supercomputers, said the CNSF's manager of education and training, Helen Doerr. The institutions seeking to teach their students about supercomputing receive documentation, training and support from Cornell.

Instructors who apply for the accounts need to meet only two requirements, said Doerr: They must have network access to the CNSF and must have basic consulting support available at their institution. This support could come from either training on the supercomputers for the faculty member or through access to a "Smart Node" at their institution. Smart Node is the term given to institutions that provide special support for their CNSF users.

"If an instructor is willing to be trained in the use of the CNSF and, in turn, train his or her students, this means a real leveraging of our efforts in terms of impact on supercomputer education nationally," Doerr said.

According to Doerr, faculty can apply for the educational accounts at any time, although most applications for the fall semes-

ter are arriving now.

Other supercomputer centers around the country also offer such accounts. For example, the National Center for Supercomputing Applications at the University of Illinois has had a similar program since 1986.

At Cornell, each student is given about 10 hours of processing time on the supercomputers, enough to develop a program and run it a few times, Doerr said. So far, 143 graduate students and 16 undergraduates have used the machines.

The education accounts are separate from the CNSF's other educational initiatives, such as the Research Experience for Undergraduates/Undergraduate Faculty Enrichment Program. This program chooses some 20 talented undergraduates and their faculty for training each year on the Cornell

supercomputers. The students are chosen based on the scientific merit of proposed research projects.

Typical of the responses to the education account program was that of physics Professor Michael Miller of Washington State University. Students in Miller's seminar in computational physics compared how their code ran on the CNSF's IBM 3090-600E supercomputers and on the Cray XMP/48 at the San Diego Supercomputer Center.

"What they learned in this course will be a tool for them later in their careers," he said. "They know now that these supercomputer centers are a viable option. They understand that this sort of thing is possible, where they might not have considered it before."

—Dennis Meredith

Syracuse agreement gives access to parallel computers

Users of Cornell's Theory Center will have access to four powerful, parallel-processing computers through a new cooperative agreement with the Northeast Parallel Architectures Center (NPAC) at Syracuse University.

Theory Center researchers could use up to 50 percent of the computing time on the machines — two 32,768-processor Connection Machines, two Encore Multimax computers and an Alliant FX/80 — according to the agreement.

These machines speed the solution of computing problems by dividing them up among large numbers of individual processors. Such parallel processing is considered the most important new technique for achieving higher-speed computing for solving problems in science and engineering. The NPAC machines complement the Theory Center's existing parallel computers — two IBM 3090-600E supercomputers and an Intel iPSC/2 parallel computer — by offering different architectures and programming methods.

"This new collaboration will provide New York state and the nation with the combined power of two supercomputer centers dedicated to bringing high-performance parallel computing to the forefront of scientific and engineering research," Theory Center Director Malvin H. Kalos and NPAC Director William L. Schrader said in a joint statement.

"Together, NPAC and the Theory Center make available gigaflops of power across a significant variety of parallel architectures." A gigaflop is one billion calculations per second.

The agreement also allows the Theory Center's engineering staff to conduct testing and development work on the NPAC machines.

Researchers will apply for time on the NPAC computers through the Theory Center. They will receive support, training and education through NPAC.

NPAC, which began operating in 1987, is a federally funded research center specializing in parallel processing and providing

computing time to about 500 users nationwide.

The Theory Center, formally named the Center for Theory and Simulation in Science and Engineering, is one of five national supercomputer centers. It is funded

by the National Science Foundation, Cornell, the state of New York and corporations. More than 2,100 researchers from over 130 institutions use the Theory Center computers for over 530 scientific projects.

—Dennis Meredith

Marketer of programs used in chemistry joins Corporate Research Institute here

BIOSYM Technologies Inc. of San Diego has joined the Corporate Research Institute (CRI) of Cornell's Theory Center. The company, which markets software used to develop computer models of molecules, will adapt its programs to the International Business Machines Corp. supercomputers at the Theory Center's Cornell National Supercomputer Facility (CNSF).

"We expect that some important joint software development projects will grow out of this relationship with BIOSYM," said

CRI Director Linda Callahan. "The Theory Center's already strong software support for computational chemistry will be enhanced by BIOSYM's involvement with the Corporate Research Institute and the CNSF," she said.

The Corporate Research Institute, with a membership of 14 companies, is the Theory Center's corporate outreach effort through which industrial researchers use the CNSF and work with their academic counterparts at Cornell.

Quake *continued from page 1*

New York state.

The shifting soil during the 1906 earthquake broke large numbers of water mains, causing the loss of more than 56 percent of the city's water supply. Only 6 percent of the water supply was available downtown to fight the fires there, said the engineers.

Earthquake engineers have long known that water-saturated soil may abruptly lose its ability to support structures as a result of earthquake shaking. Increased water pressures cause the soil to spread like viscous mud. Such liquefaction may cause buildings to sink and underground water and gas pipelines to shift and break.

The 1906 San Francisco fire burned more than four square miles of the city, destroying 490 city blocks, and was the largest earthquake-related loss in U.S. history.

"People have not fully understood how ground failures caused one of the most disastrous fires in history," O'Rourke said. "Where the firefighters had water, they could quell the fire, but where the main trunks were ruptured by soil liquefaction, there was total destruction."

In that earthquake, 60 percent of water-line breaks occurred in zones of liquefaction, even though the zones represented only 7.5 percent of the city's area, he said.

"Liquefaction and large ground deformation are global problems," he pointed out. "For example, soil liquefaction during the 1923 Kanto and 1948 Fukui earthquakes in Japan also contributed to devastating fires."

"Concern over soil liquefaction and life-line protection are the prime reasons why 25 of the most highly regarded earthquake engineers in Japan have journeyed to Buffalo and Cornell," said O'Rourke of the conference. The Japanese scientists are led by University of Tokyo Professor Keizaburo Kubo and Tokai University Professor Masanori Hamada, he said.

The researchers used historical records to map areas of the worst fires, the sites of pipeline breaks and the prime zones of liquefaction. The three major zones of liquefaction in downtown San Francisco are at the foot of Market Street, south of Market Street in the old Mission Bay area and in the Mission Creek Zone. The soil shifted be-

tween five and eight feet in these areas during the 1906 earthquake.

Scawthorn and O'Rourke found that the pipelines feeding downtown San Francisco water from two major reservoirs — the College Hill and University Mound reservoirs — were ruptured. As a result, only three small reservoirs — the Clay Street Tank and the Lombard and Francisco Street reservoirs — were available to fight the downtown fire. These reservoirs represented only about 6 percent of the capacity of the entire system. By contrast, the western area of the city had a steady supply of water from Lake Honda and other reservoirs.

The burned section of the city correlates strongly with the area that had been cut off from water because of the pipeline ruptures.

In San Francisco today, the main trunk lines from the current University Mound and College Hill reservoirs cross the same zones of liquefaction, the engineers said. And although the city has constructed an Auxiliary Water Supply System for fighting fires, its limited storage capacity would be strained severely after an earthquake without supplies from these reservoirs.

The soil liquefaction study is only part of a larger research effort here and at NCEER to understand the impact of earthquakes on "lifelines" such as power and telecommunications cables; gas, water, sewage and liquid fuel pipelines; and transportation networks.

For example, using a computer model they have developed, the Cornell researchers can subject water systems in San Francisco and other cities to simulated earthquakes and other such disasters. The model, called GISALLE, for Graphical Interactive Serviceability Analysis of Life Lines subjected to Earthquakes, was developed by Mircea Grigoriu and O'Rourke, both Cornell professors of civil and environmental engineering, and former Cornell graduate student Mahmoud Khater, now of EQE Inc. The researchers demonstrated GISALLE at the U.S.-Japan workshop.

Using GISALLE, the engineers can try various combinations of broken pipes, damaged reservoirs and malfunctioning pumps to see how the water system would behave.

They can test various strategies for coping with disaster, such as building redundant systems, rerouting flow and deploying fireboats to various parts of the waterfront. The researchers also can use similar programs to test how other lifelines in other cities might behave in other kinds of disasters, for example exploring the effects of a hurricane on a city's power system.

Besides its role in disaster preparation, GISALLE can help planners understand how alterations in the system such as new pipes, pumping stations and reservoirs would affect its performance.

The Cornell computer simulations of water supply response to a great earthquake helped in the passage of a \$46.2 million bond issue in 1986 to upgrade the emergency water supply and water delivery systems in San Francisco.

Understanding the effects of soil liquefaction is particularly important because large sections of the United States, and not just San Francisco, could be affected by ground shifting during earthquakes,

O'Rourke pointed out.

For instance, a repeat of the great 1811-1812 New Madrid earthquakes centered in Missouri would sever oil and gas lines from Texas to the Midwest and Northeast, cutting off vital energy supplies to those regions. If such an earthquake, with a magnitude of 8 or greater on the Richter scale, occurred in winter, the loss of energy would severely affect regions far beyond the area of earthquake damage.

For example, the loss of a single large oil pipeline in Ecuador in a 1987 earthquake cost the country about \$1 billion in lost revenue and reconstruction costs, the scientists said.

Even though the likelihood of such an eastern earthquake is small, the immense damage that it would cause makes the overall earthquake risk in the eastern United States high, O'Rourke said. In the West, although the likelihood of a larger earthquake is higher, the damage it would be expected to produce is lower.

—Dennis Meredith

Lab named for Japanese engineer

The Takeo Mogami Geotechnical Laboratory in the College of Engineering's Hollister Hall will be dedicated on Friday, Sept. 29, during the final day of a four-day workshop that will be attended by 50 leading earthquake experts from this country and Japan.

Mogami, a professor emeritus of civil engineering at Tokyo University when he died in 1987, was a pioneer in geotechnical engineering and soil mechanics in Japan.

His paper, "The Behavior of Soil During Vibration," published in 1953, is considered a classic in understanding soil liquefaction during earthquakes.

The laboratory was built in honor of Mogami with a \$250,000 gift from Ping Y. Hsu, a former student of Mogami

and now a New York City businessman.

Hsu's two daughters are graduates of Cornell, and his son is now a student at the university. Mogami's widow, Yukiko, and a granddaughter are scheduled to take part in the dedication ceremony along with Hsu.

The dedication will be part of the second annual U.S.-Japan Workshop sponsored by the National Center for Earthquake Engineering Research.

The first three days of meetings on the subject "Liquefaction, Large Ground Deformation, and Their Effects on Life-line Facilities," from Sept. 26 through 28, will be held at the NCEER in Buffalo, while the concluding session will be held at Cornell.

—Martin B. Stiles

Taping 'Princess Ida'

Beauty of campus lends itself to an operatic war

Gilbert and Sullivan's operatic war of the sexes, "Princess Ida," is being taped on campus.

Many members of the cast for the full-length musical videotape sing with the Savoyards, a community group that has been performing Gilbert and Sullivan's work since the 1950s. The Savoyards ordinarily perform on indoor stages, but Daniel Booth, senior producer/director at the university's Educational Television Center, thinks that the beauty of the campus is ideal for the story.

Much of the action of "Princess Ida" takes place at a women's university in medieval Europe. The princess, betrothed to Prince Hilarion since the day she was born, flees to the university rather than be married. Hilarion and two friends try to win her

'I've often thought this area belongs in a European fairy tale.'

— Daniel Booth

back, at one point disguising themselves as women to do so. Later, Hilarion's father arrives at the university with his army to enforce the agreement. The two sides poise for war, a mock battle ensues and the story is brought to an end.

"Parts of the campus are eerily appropriate to the settings in the show," Booth said. "We have the lake that Hilarion crosses and a gorge trail for him to climb to get to the university."

"In one scene, Princess Ida falls from a stone bridge into a rushing torrent. That's especially nice because we can play off Ithaca's historical connection to traditions of silent-film making, especially D.W. Griffith's 'Way Down East,' with its melodramatic rescue at the brink of a waterfall.

"I've often thought this area belongs in a European fairy tale. Upper Treman [State Park] reminds me of the Brothers Grimm."

Rather than try to recreate the Middle Ages — which means shooting with no fire hydrants or telephone poles in any of the pictures and guarding against jet trails in the sky and stray sounds of car horns — Booth's video will be about an outdoor performance of Gilbert and Sullivan by a group



Charles Harrington

Educational Television Center crew members (from left) Eric Gastelger, Daniel Booth and Eric Humerez tape a scene of Gilbert and Sullivan's "Princess Ida" in Goldwin Smith Hall, featuring George Preston (far left) as Cyril and Susannah Berryman as Psyche. Booth hopes that the tape will be shown on public television.

at Cornell. There will be no effort to disguise the university. McGraw Tower, for instance, will be displayed prominently.

Taping with the principal players began in mid-August. Booth expects to finish shooting by mid-October, when the leaves turn colors, and to finish editing the tape before the end of the year. He hopes the tape will be shown on public television next year.

The cast includes Cornell classics Chairman Fred Ahl, (Gama); history Chairman David Wyatt (Arac); Ithaca College theater Professor Susannah Berryman (Psyche); Cornell Career Center administrative assis-

tant Cheryl Littel (Blanche); Cornell Cooperative Extension representative George Preston (Cyril); College of Engineering Director of Administration Mark Spiro (Hildebrand); and local performers Robin Booth (Ida), Carol Buckley (Melissa), Steven Stull (Hilarion) and Tony Yadzinski (Florian).

The musical director is Cynthia Kidder, the choreographer is Jeanne Goddard and the costume designer is Susan Keller, who will be assisted by the Ithaca chapter of the Society for Creative Anachronism, a national organization devoted to recreating medieval sporting contests, feasts and music and dance.

Shooting is being done by Cornell's Educational Television Center, which provides services ranging from simple VHS editing to professional broadcast-quality videotapes and satellite uplinks.

"'Princess Ida' is not performed as frequently as other Gilbert and Sullivan — 'Mikado,' 'H.M.S. Pinafore,' 'The Pirates of Penzance,' even though it has some of Sullivan's best music," Booth said. "And because there are no other videos out there, we can make one that might be identified as 'The Princess Ida Set at Cornell.' It's a good opportunity to show off the campus."

— Carole Stone

Buchner's 'Danton's Death' will be read aloud on Oct. 1

"Danton's Death," German playwright Georg Buchner's drama of the struggle between Georges Danton and Maximilien Robespierre in the course of the French Revolution, will be given a dramatic reading on Sunday, Oct. 1, at 8 p.m. in the Center for Theatre Arts' Black Box Theatre. The reading is free and open to the public.

Director Ron Wilson, a new member of the theatre arts faculty, will present Buchner's ironic and fatalistic story, written in 1835, as translated by playwright Howard Brenton. The characters will be read by the Cornell Department of Theatre Arts resident professionals and by undergraduates.

The play is anti-revolutionary, reflecting Buchner's despairing view that

all human action is futile, according to Brenton. The proletariat class, for whom the revolution was made, is depicted as cruel and fickle.

"Danton's Death" is being presented as part of the Theatre Department's new "Exploration Series," the theme of which this year is revolution. From Dec. 6 through 10, the department will present Peter Weiss' "Marat/Sade" and on Jan. 28, will present a reading of Heinrich Mueller's "Quartet."

Olin Library also is marking the 200th anniversary of the French Revolution. From Oct. 9 through Jan. 4, the library's Rare Books Department will display rare volumes written on the French Revolution.

— Carole Stone

Ancient Japanese noh plays will be performed on Oct. 2

Three plays of the noh and kyogen theater that date from 15th-century Japan will be performed in the proscenium theater of the Center for Theatre Arts on Monday, Oct. 2, at 7:30 p.m.

The plays will be performed by 26 actors from Japan's Kita Noh and Nomura Kyogen troupes that will tour the United States this autumn.

Noh is performed today in much the same form in which it developed as entertainment for Japan's aristocracy and warrior class.

Written in complex and almost untranslatable poetic style, noh plays deal with a number of subjects including warriors, ghosts, demons, gods, historical figures, insanity and obsessions.

Masks are used in some scenes. The actors, all male, portray men, women and children. They sing and dance accompanied by drums and flutes.

Kyogen, performed in colloquial language, provides a comic interlude between noh plays.

The plays that will be presented at Cornell are entitled: Takasago (Takasago Pine), a noh god play; Kagyu (The Snail), a kyogen comedy; and Momiji-Gari (Scarlet Autumn Leaves), a noh demon play.

Works from the noh theater were demonstrated in the United States as early as 1934. Since World War II, noh troupes have made several tours to Europe and America. Their autumn tour includes New York City, Washington, Boston, Chicago and Los Angeles.

Tickets are available at the Center for Theatre Arts box office at \$10 for the general public and \$8 for students. The event is sponsored by Cornell's Department of Theatre Arts, East Asia Program, and the Council for the Creative and Performing Arts.

— Albert E. Kaff

Albany symposium to focus on chemical right-to-know laws

The public's awareness of toxic chemicals in food, the workplace and the environment will be discussed in a two-day symposium, "Right-to-Know: An Opportunity to Learn," Thursday and Friday, Oct. 5 and 6, at the Albany Marriott Hotel.

Some 200 legislative staffers, government agency personnel and representatives of advocacy groups and educational institutions are expected for the symposium, which was organized by the Institute for Comparative and Environmental Toxicology (ICET) here. Among the participants are toxicologist Christopher Wilkinson and Thomas Jorling, commissioner of the New York State Department of Environmental

Conservation.

"The past decade has seen a movement on many fronts to enable employees, citizens and communities to make decisions by providing them with information on chemical hazards," said Barbara Lynch, extension associate at ICET and symposium coordinator. She pointed to federal rules that guarantee information about toxics in the workplace to employees and residents of surrounding communities, to California's Proposition 65 on safe drinking water and food, and to New York state's Pesticide Notification Act.

"These controversial measures have raised challenging questions about risk as-

essment and enforcement," Lynch continued. "More importantly, if these laws are to achieve their goals, their intended beneficiaries must be able to use the information effectively."

David L. Call, dean of the College of Agriculture and Life Sciences at Cornell, will deliver opening remarks at 8:45 a.m. on Oct. 5. Christopher Wilkinson, toxicologist at the Virginia-based consulting firm of RiskFocus, will follow with the keynote address. Jorling will speak on "Implementing Right-to-Know Laws and Education for Environmental Awareness" following a 7 p.m. banquet on Oct. 5.

Bud Ward, executive director of the Na-

tional Safety Council's Environmental Health Center, will speak on "New Directions for Right-to-Know Legislation and Education" at 11:30 a.m. Oct. 6.

Thursday and Friday sessions include "Defining Risk, Identifying Risks and Allocating Safety," "Legislation: A Framework for Learning," and "Taking Advantage of Opportunity: Right-to-Know Laws and Education for Decision Making."

The symposium is sponsored by the Agency for Toxic Substances and Disease Registry, the Centers for Disease Control and Cornell's Program for Comparative and Environmental Toxicology.

— Roger Segelken

COMMENTARY

The 'good father': How to decide when death comes

by Larry I. Palmer

Reprinted from the Rochester Democrat & Chronicle of Aug. 24.

Rodolfo Linares, the young Chicago father who disconnected his 15-month-old son from a respirator in April, said "I did it because I love my son."

The grand jury that refused to indict him did not wish to label his actions murder. After Linares pleaded guilty to a minor charge of unlawful use of a weapon, a judge imposed a sentence that did not require any time in jail.

I question whether law should view the actions of this self-proclaimed "good father" as legitimate.

While I endorse the removal of life-support systems as morally and legally appropriate in some cases, grand juries, prosecutors and judges need new laws — besides murder statutes — to establish the legitimate boundaries of individual actions in determining death in our technological society.

Great advances in medical prowess have brought us to a paradox: To defend the human value that life is sacred, we need new criminal laws against individuals who, on "humane" grounds, would terminate life.

The Linares child, although unconscious for months, was not dead by any legal or medical definition. There is no medical evidence to support the notion that the child was experiencing pain.

It was clear that his father, like almost any parent in his situation, was experiencing a great deal of pain and suffering, watching his child lie motionless except for his breathing for days and months. But under such circumstances of moral, medical and ethical uncertainty, there is clear social interest in encouraging parents and physicians to be cautious in removing life-sup-

port systems.

State legislatures should specify the circumstances under which physicians may be held criminally liable for discontinuation of life support. This form of homicide would be based on the failure to follow certain procedures in the removal of life-support systems from patients. Parents or others who might be involved should be subject to the same laws.

We also need legislation explicitly stating a presumption in favor of parents making health-care decisions for their children. A judge might overrule parents only when their chosen course would violate a profound social obligation or value.

In December, the first time Linares tried to disconnect his son from life-support machinery, the hospital staff prevented him but did not go to court because its only recourse would have been the ambiguous child-abuse and neglect laws.

That would have required the health-care officials to ask a judge to label Linares a "bad parent" and remove him from the decision-making process. Appropriate laws would allow him to participate in the reasoned consideration of the real issue — the proper course of treatment or non-treatment.

In reaction to an earlier idea that only doctors can decide whether to remove life-support systems, we have embraced all too quickly a notion that a judge, patient or parent has the sole right to decide on the premise that there is some type of a "right to die."

With so much discussion of "natural death" and concern that physicians misuse their technology to prolong life needlessly, legislatures must be careful not to give in to romantic and anti-technological visions of caring.

We need to accept the fact that we have knowledge about sustaining and restoring

biological function — knowledge that cannot be ignored. The issue is our use of that knowledge in new and emotionally trying situations.

Laws must provide a community voice against the claims of good fathers and overly paternalistic physicians. We must affirm the social obligations of individuals to care for those who are critically ill and disabled. The methods by which moral dilemmas are decided are important, and law has an important role to play in establishing the appropriate action.

Under the kinds of legislation I am proposing, the good father would have had some legal options:

He could have sought legal means to discharge the child from the hospital, or he could have gone to court to force the hospital to remove the life support.

Either course would have compelled the father to explain his thinking to someone else and would have allowed for a dialogue in which he might have learned that he was making his decision on the basis of misinformation.

On the one hand, we can assume that Linares suffered from a natural amount of confusion — he thought his son was in physical pain, he thought there was absolutely no hope of recovery, etc. On the other hand, there is some evidence that Linares thought he had the authority to kill his son.

According to a newspaper account, he was told that the hospital was "giving up" on treatment and transferring the baby to a nursing home. A neighbor told reporters that this proposed transfer upset Linares a great deal.

While the hospital was trying to provide what it thought of as the appropriate level of care — in a nursing home, for instance, a baby cannot usually be resuscitated in the

event of cardiac arrest — a slow "natural death" for the child was too much for Linares.

Under existing laws, a prosecutor would have been wiser to ask the grand jury to charge manslaughter rather than murder on the theory that the father made a gross and legally inexcusable misjudgment.

Let us presume that there are circumstances when life support should be removed from some patients because such removal constitutes the appropriate level of care for those patients.

But the prospect of criminal liability at the same time would set the outer boundaries for social decision-making for parents and physicians; it would deter medical vigilantism.

The sacredness of human life is preserved as a social value, not by glorification of the biological life of fetuses, or by an absolute commitment to sustain severely impaired infants or disabled and critically ill older persons. Rather, it is preserved by the manner in which we care for those lives.

Linares' capacity to care was apparently dependent upon some reasonable assurances that his young son would be sufficiently restored to return home some day. Such reassurances were not possible.

Linares' actions suggest a dangerous social precedent of relieving suffering by inflicting death upon the sufferer. All of us good and average parents need the external force of the law to remind us of our obligations not only to our own children but also the society at large.

Larry Palmer is vice president for academic programs, professor of law and the author of "Law, Medicine and Social Justice," published by Westminster/John Knox Press.

CUINFO answers questions about course scheduling

Students and faculty members who want questions answered concerning policies on course enrollment and scheduling should try consulting a new computer service on CUINFO titled Conversations with Mr. Chips.

The computerized dialogue was introduced on a trial basis this fall by the Office of the Vice President for Academic Programs.

To date, Mr. Chips has been asked more than 20 questions. Questions asked and the answers by the Office of Academic Programs can be read by calling up Conversations with Mr. Chips on the CUINFO terminals in libraries and other locations on campus. CUINFO is also accessible to computers linked to the university's computer.

Some of the questions posed to date include: Why are there no entry-level language courses taught second semesters? Why are students assigned advisers who have no knowledge about courses in the students field of study? Why doesn't Cornell include the date and time of the final exam in the initial course scheduling information as do many other universities? Why is a senior in agricultural economics closed out of an art history course while a sophomore in government is not?

In the future, Mr. Chips will provide a continually updated list of courses that have been closed during the period between registration and the deadline for adding a course.

—Martin B. Stiles

Football fans can help provide books for elementary schools

Area football fans can help buy books for local school children by purchasing advance discount-tickets to the Cornell-Lafayette football game on Saturday, Oct. 7, at Schoellkopf Field. The opportunity has been made possible through a special solicitation distributed primarily through the Sertoma Club.

The university's Athletic Department will donate \$1 from each \$5 adult ticket and \$1 from each \$3 ticket for children 12 years old and under to the Ithaca City School District. Adult tickets usually are \$9 each and children's tickets usually are \$4.

In addition, there will be receptacles at each entrance to the game for fans to donate

used children's books to Ithaca schools.

According to Peter J. Mariano Jr., assistant athletic director, the "Books for Kids" program is part of community-wide efforts spearheaded by the Sertoma Club and radio station WVBR-FM93 to respond to the need for "more books, more books, more books," in the words of a literacy consultant of the school district.

Tickets for the Oct. 7 game are available through Sertoma Club members. Ticket-request forms have been distributed to members of the Tompkins County Chamber of Commerce and to students in Ithaca's elementary schools.

—Martin B. Stiles

Heilbron to make last visit as A.D. White Professor-at-Large

Historian of science John Heilbron will give a lecture on science as it was practiced in 17th-century Italian churches when he makes his last visit to Cornell as an A.D. White Professor-at-Large from Oct. 1 through 7.

He will speak on "Science in and on the Church" on Wednesday, Oct. 4, at 4:30 p.m. in the Hollis E. Cornell Auditorium of Goldwin Smith Hall.

Heilbron, 55, founded the Office of History and Science at the University of California at Berkeley in 1973 and is "a leading historian of science in America today and an excellent lecturer," said Professor L. Pearce Williams, director of Cornell's Program on History and Philosophy of Science and Technology. "He also is an Italophile, and this talk undoubtedly comes from his deep love of Italian culture," Williams added. Heilbron will talk about the way churches in Italy in the 17th century doubled as astronomical observatories, with sundials and meridian lines drawn on their walls to track movements of the sun and important astronomical events.

"He probably found these markings on one of many trips to Italy and will bring

slides of some very beautiful churches to illustrate his lecture," Williams explained.

Heilbron, a specialist in late 19th- and 20th-century physics, is best-known for his book "Electricity in the Seventeenth and Eighteenth Centuries," published in 1979. He is the author or co-author of 11 books in the history of science and editor of Historical Studies in the Physical Sciences, a modern physics journal expanded to include modern biology.

He earned three degrees at the University of California at Berkeley — an A.B. in physics in 1955, an M.A. in physics in 1958 and a Ph.D. in history in 1964 — and began teaching there in 1967.

During his visit to Cornell, Heilbron will meet informally with graduate students in his field. They can make appointments with him by phoning Pat Dean at 255-6234.

The A.D. White Professors-at-Large Program, named for Cornell's co-founder and first president, Andrew Dickson White, was started in 1965 to give the university's intellectual and creative community access to scholars from all parts of the world. Professors serve six-year terms.

—Carole Stone

Venezuelan president will lecture tonight

Venezuelan President Carlos Andres Perez Rodriguez will deliver the 1989 Bartels Lecture on "The Latin American Debt Crisis" today at 7:30 p.m. in Bailey Hall. The event is free and open to the public, but tickets must be obtained in advance. He will speak in Spanish with simultaneous translation, and a brief question-and-answer period will follow.

In conjunction with the president's visit to Cornell, the Latin American Studies Program will hold a panel discussion on the Latin American debt crisis on Friday, Sept. 29, from 2 to 4 p.m. in Room 110 of Ives Hall.

Reserved-seating tickets for the Bartels Lecture by Perez are available at Cornell's Information and Referral Service in Day Hall, the Women's Community Building on West Seneca Street, Logos Bookstore on the Commons, Mayer's on East State Street, B.



President Perez

Dalton in Center Ithaca, the Bookery in the DeWitt Mall and Triangle Bookstore in Collegetown.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 17

Thursday, September 28, 1989

Livermore Named 'Outstanding Employee' by Geneva Experiment Station Peers

Kenneth G. (Kenny) Livermore was named "Outstanding Employee" during the fun and excitement of the annual Geneva Experiment Station Club picnic this summer. He was one of three nominated from among the Station's 350 employees. The award was presented by Station Director Bob Plane.

A member of the Horticultural Science department, Kenny has been involved in breeding and research programs for apples and cherries for 26 years. Working under the supervision of noted pomologists Bob Lamb, Roger Way and the late Otis Curtis, he has seen the birth of such apple varieties as Jonamac, Liberty, Freedom, Burgundy, Empire and, last year, Empress, as well as the sweet cherry variety, Kristen.

In a letter of endorsement, Bob Andersen, department chairman,

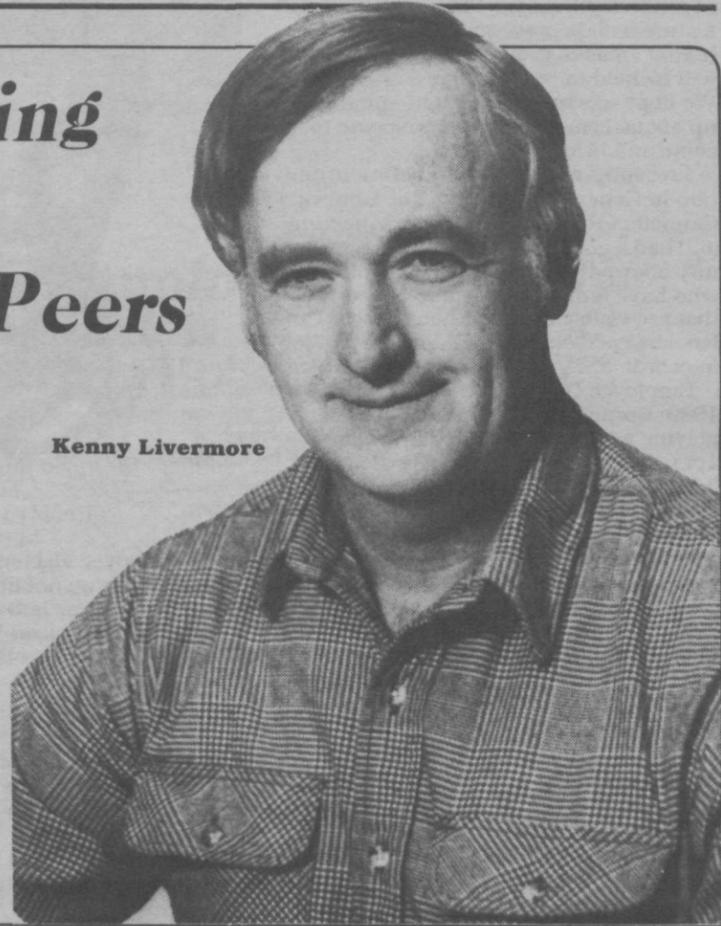
described the winner as "flexible, willing, responsible, committed... the epitome of what (we) should always look for in an employee."

After joining the Station in the early sixties as an "experimentalist," Ken received a degree through the Empire State College program. He was reclassified as a research technician in 1974. He also took courses at Alfred State and Cornell.

Before joining the Station, he had been involved on or around farms in the Ontario County area "since age 10." He is married to the former Virginia Blinzler of Buffalo.

The Outstanding Employee Award was established in 1987 and is given twice yearly to a deserving employee. Previous winners include Bernadette D'Amico (retired), Dave Lasher (B&P) and HS retiree John Watson.

Kenny Livermore



United Way People: Kelly Behan

United Way Kicks Off Annual Campaign



Kelly Behan

By Andy Noel

This year's United Way Campaign kicks off on Friday, September 29 and all employees should have received by now an introductory letter at the campus address. Laing Kennedy of Athletics, Mary Nicotera of Engineering and Linda Van Ness also of Engineering are campaign co-chairs this year.

Networking will keep you updated each issue on campaign progress and features of members of the Cornell community who volunteer time for United Way agencies. We begin today with a highlight on Kelly Behan of Admissions.

Kelly Behan looks so perfectly at home behind her desk in the Cornell University Admissions Office that it's hard to imagine that she spent 20 years of her adult life as a full-time volunteer. Now she finds

herself full time behind a desk where, as the assistant director for operations, she is still immersed in the volunteerism that once dominated her life.

Currently, Kelly serves on the board of the Family and Children's Service, an agency that receives a significant amount

of funding from the United Way for four of their specific programs: family mental health program, unplanned pregnancy program, credit counseling program and respite program.

When asked, Behan says that her con-

Continued on page 4

**Employee Day
Tickets on Sale
Now Until Oct 4**

Tickets for Cornell's 15th annual Employee Day Big Red 1:00pm football game (\$3.00) and 3:30-5:30pm chicken barbecue (\$2.00) are on sale now until October 4 at Grumman Ticket Office. Great music by 'Soda Ash' of Syracuse and exhibits in Barton Hall. Food, football, fun, family, and friends. Yo'all come!

Employee Spotlight: Robert R. Whipple

By Kathleen O'Brien

The youthful-looking man in this issue's Employee Spotlight has been an involved member of the Cornell community for over 40 years! He has recently retired, but says, "I'm busier than ever - traveling, training for my race walking. Thought I'd have lots of time on my hands." Something tells me he figured incorrectly.

This issue's Spotlight is Robert (Bob) R. Whipple. For 24 years, Bob has been a research support specialist for the Department of Floriculture and Ornamental Horticulture. Ask him about what his job was like and, as he told me, "I did research on micro-propagation, growing seeds or cuttings in a special media with different type of hormones. I analyzed plants for 21 different elements for flower growers and florists all over the country."

All this, with a very serious, straight expression on his face. But, ask him about his sport involvement, and it is as if a bulb is turned on in a darkened room. Bob not only swims, participates in track events, but he is a gold-medal winning (at the recent Empire State Games) race walker. Wiggle and all!

As Bob puts it, "Race walking is between a walk and a run. A straight leg passing under the body creates and 'wiggle.' If you don't have the wiggle, you can be disqualified from competition."

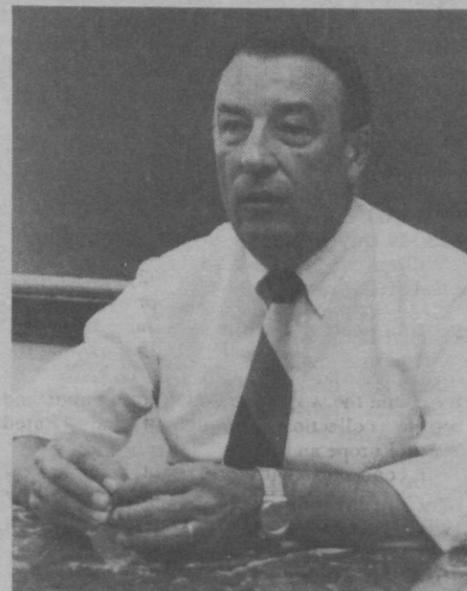
Bob enjoyed his association with the students, staff and faculty during his 24 years with F&OH. He tried to be helpful to growers with the least amount of turn-around time necessary to run the sample. The problem that a grower sent to him to analyze had to be dealt with immediately as an entire greenhouse of potted plants might be affected. He interacted with extension agents to acquaint the general population with the analysis service to benefit home owner as well as commercial grower.

The B.S. in Chemistry was requirement for his position, but he figures being fussy about how the job was done, and caring about accuracy was a plus in the position.

Concerned, precise, caring, and one who will be missed - this Cornell was one of your employees Ah retirement!

Note to community: Networking needs your support, if you know of anyone who should be in the Employee Spotlight, please send their name, phone number,

and a sentence or two explaining why they should be spotlighted to: Employee Spotlight, 134-A Plant Science Building. Thank you!



Bob Whipple
Photo by Sigrid Peterson



Brown Bag Luncheon Scheduled for October 3

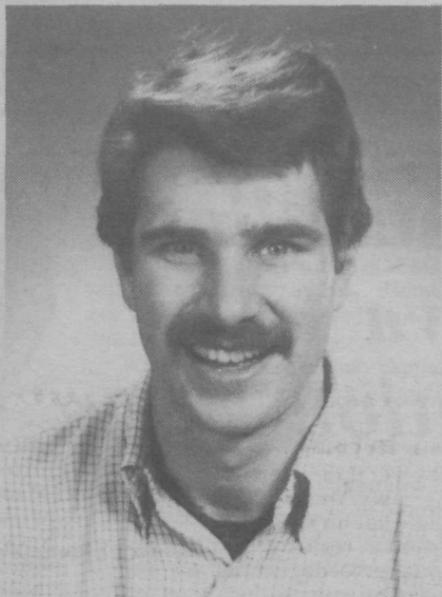
By Dwight Widger
Employee-elected Trustee

The next brown bag luncheon is scheduled for Tuesday, October 3. Lewis Roscoe from the Campus Planning Office will feature a slide presentation showing potential areas of growth. This luncheon will be held in room 190 of Statler Hall. We hope to start at 12:10pm and finish up about 1pm. Please feel welcome to come and bring your lunch.

I recently went to the Experiment Station in Geneva, New York. The Geneva Council of Representatives was meeting and had a good attendance. This opportunity allowed me to visit with employees who have many of the same concerns that are visible here in Ithaca. Roger Cullen, chairperson, is doing a wonderful job in coordinating the efforts of the council.

Employee Day will be on October 7, 1989. Cornell Big Red football will be playing against Lafayette starting at 1pm. The chicken barbecue will start at 3:30pm in Barton Hall. Exhibits and displays will be set up in Barton Hall for everyone to enjoy. Advance sale tickets will go on sale in the athletic ticket office on September 25 until October 4. There will be no barbecue tickets sold at the door. Please come and enjoy the day with fun, food and excitement!

If there is any information that you feel



Dwight Widger

your employee elected trustee should know, please do not hesitate to send me a note. My address is Dwight Widger, Nuclear Studies, Wilson Lab, Campus. My computer address is BITNET DWWCRLNS.

A Lesson in What It Means

Empathy, Assistance, and Referral Service, better known as EARS is one of the many services on campus to provide assistance to students. Trained volunteers staff a walk-in and hot-line service for individual peer counseling and referral during the academic year. Here two Cornell students who graduated last June share with us their experiences as EARS counselors.

By Lesley Frederickson, '89

When I first began dreaming dreams of what it would be like to be an EARS counselor, I imagined all the typically community-service oriented reasons that I have heard many beginning trainees spew out: I wanted to be able to help others deal with their problems, I had visions of assisting others in settling disturbing questions and resolving painful situations.

Of course, I have been able to do those things: I have the satisfaction of leaving Cornell knowing that my counseling presence has been important to the 20 to 30 clients who passed through the EARS room on my shift.

I am content knowing that the man struggling with his sexual identity, the woman unsure about how to deal with an overbearing mother, and the woman confused about how to make friends at an institution the size of ours, not to mention the man who wanted to know what Chinese restaurants in Ithaca might impress a date, were rewarded in some way by confronting these issues in order to make their tomorrows more livable.

Luckily, however, my involvement with EARS has, I believe, diffused beyond those 30 individuals to the entire Cornell community and further. Through five semesters of being a beginning trainer

EARS Helped Educate the

By Dave Jansson, '89

With graduation only days away, I have been thinking about what my college experience has done for me personally. Sure, having the name

Cornell on my resume will be quite beneficial in the coming years, but how have I changed as a person? Has Cornell made me a better person.

Undoubtedly I am a better thinker, writer, and analyst now than when I came here three years ago. Cornell has sharpened my mind, and for this I am duly grateful. However, the mind is only part of the whole human existence, and the traditional education system basically ignores the other aspects of being, and Cornell is no exception.

This is where my involvement in EARS becomes important. My main purpose for getting involved with EARS was to help people, and something wonderful and unexpected happened on the way: I ended up helping myself more than I had ever anticipated was possible. EARS has helped me education the emotional side of myself.

I understand myself better now than I ever have. Through EARS, I have come to understand my own feelings better, and I have learned about the way I cope with stressful situations and how I might change this to cope more effectively. I have come to appreciate the differences in the ways each of us deal with living in this ever-modernizing world, and how this affects the way we relate to one another.

Oh yeah, and I did some counseling too. But counseling is not the only thing EARS has to offer, and it is not the only opportunity for personal growth within EARS. As a result of my experience as a trainer, I have become more sure of

Help for the Working Caregiver

By Raymond C. Mastalish Executive Director National Association of Area Agencies on Aging
Daniel A. Quirk Executive Director National Association of State Units on Aging
Used with permission

The over-85 age group is America's fastest growing population. By the year 2025, the proportion of people over 85 will increase from one percent to five percent of the total population.

The increased longevity of our population means that more and more older Americans will require some form of care in their later years.

Most of this care is being provided today by family members - particularly by daughters and daughters-in-law with careers and, often times, young children of their own. The numbers of the "sandwich generation" - older children caring for their own children as well as for their aging parents - are rapidly increasing.

Meeting the demands of two generations simultaneously is bound to cause stress. Caregivers are torn between two worlds: wanting to help their aging parent or parents maintain their health and

independence in their home and wanting to be there for their own children as they grow up. Resentment may be felt by all parties: from the older parent who is frightened by his or her dependency; from the caregivers who are ignoring personal needs to meet those of parents and children.

The pressures of keeping a job add even more stress to an already difficult situation. The National Long-term Care Survey conducted in 1982 by the Department of Health and Human Services revealed that 39.1 percent of the family caregivers were employed full-time. Of these caregivers, 30 percent had to rearrange their work schedules and 19 percent took time off without pay to care for an aging parent.

Coping Within the Family

Psychologists recommend the first best step in handling these dual stresses is to talk about them.

Telling your parents and children that you love them and sharing with them your feelings of frustration, fear and hope will help break down communication barriers that fuel family tensions.

You Might Also Try These Steps:

- Schedule separate time for your parents and your children so each knows which time is theirs. For out-of-town parents, for example, you might spend one weekend out of every month with them, depending on the seriousness of their illness.

- Schedule a telephone hour at work, perhaps during lunch, when your parents, children or physicians may call you.

- Meet with other caregivers and self-help groups to share your feelings and receive support.

- Arrange with your employer to make up time away from the office. Talk frankly with your supervisor, employee assistance counselor and coworkers about your caregiver responsibilities so they understand the basis of possible schedule conflicts or your reluctance to take on additional job responsibilities. Try to arrange a more flexible schedule if your family demands feel excessive.

- Accept your own human limitations and enlist the aid of another family member, neighbor or community services when you need to take a break!

Next Networking issue, Community Support and Help from your Employer.

EAP: Being a Working Parent

The responsibilities of being a parent are relentless, ask any parent. When these responsibilities are combined with those of working out of the home, an increasingly prevalent situation results: pressured working parents. The effects of the time crunch often experienced by working parents include exhaustion, impaired health, isolation, depression and a sense of inadequacy.

No matter how hard we try, we may feel that neither home nor work are "getting their due." Something suffers that needed more attention. Work feels hectic. Home feels chaotic. Only the bare essentials get done, you don't see the kids enough. If you're lucky, you get six uninterrupted hours of sleep before you awake to move yourself and everyone else through another day. Weekends are filled with groceries, laundry, mowing, etc. You blame yourself. If only you were more organized or energetic you could do it all better.

Maybe not. The expectation that working parents can perform all of the tasks that are associated with households where there is a full time homemaker

may not be realistic. It's simple: We can not be at work and at home at the same time. When time is so precious, setting priorities becomes essential. What is important?

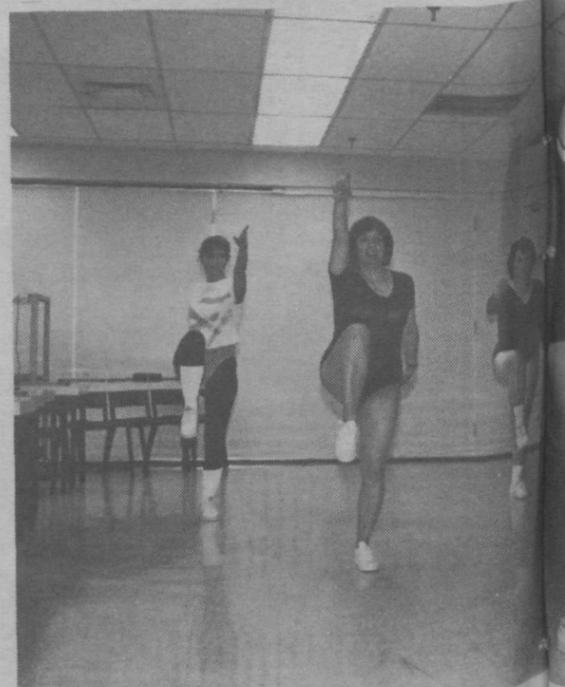
Of course, every family will have different values. However, there are some commonalities to quality parenting. Predictability, dependability, affirmation and affection are more enduring hallmarks of caring than, say, going to the movies. Active listening can occur in the grocery store, Laundromat or while cleaning the house. Not holding grudges for mistakes, encouraging interests and acknowledging achievement, do not have to consume large amounts of time, but the rewards are great.

Setting unrealistic expectations will certainly contribute to our feeling poorly about our abilities. Examine your schedule and give yourself affirmation for accomplishing all that you do.

The EAP is available to eligible employees experiencing work or personal difficulties. For an appointment, call 273-1129; a counselor will call you back to arrange a confidential interview.

Space Sciences Aerobics

Employees in Space Sciences are very fortunate to have exercise classes held in their building three times a week during lunch hour. Sylvia Corbin, a very experienced and skillful aerobics teacher, leads the 35-minute sessions Monday, Wednes-



Networking Wants You!

The Networking Board members would like to invite you to their next meeting on October 3, 1989 from noon to 1pm in the Day Hall board room. Networking is a newspaper for employees by employees. Networking is directed and run entirely by volunteers - Why not become one and contribute input into your community newspaper? We need copy editors, reporters, photographers, graphic designers and you. Don't just sit there and think about getting involved, you do have a say if you want one! Come join a group of people that are trying to bring the latest employee community news your way. Current Board Members are:

John Bender
Sabrina Cuttler
Linda Davenport
William Herman
Kathy O'Brien
George Peter
Sigrid Peterson
Graham Stewart
Janice Swansbrough
Theresa VanDerhorn
Judy VanDermark
Dominic Versage
Donna Vose
Dwight Widger

Come join the excitement -- have an idea then share it with us. Networking can only be as good as the employees that care make it. See you October 3 at noon in the Day Hall board room.

to be a Vital Part of the Community

coordinator), I feel that the skills I learned and hopefully taught to others, had an impact on many Cornell students and all those with whom they came into contact and still have yet to be forgotten.

I learned, during training, that it is important to respect people who are dealing with problematic issues and truly listen to what they are saying and how they are saying it. Mary's roommate, who has never called EARS or gone to the training program herself, told me Mary and realizes that it feels good to have someone be truly interested in her pain and in helping to figure a way out of it. Mary's roommate passes that on to other significant other, who uses it at her next spring break, etc., etc. What was a 30-minute lecture on networking resounds throughout the community and helps people to get more

in touch with their own feelings and experiences.

I would be lying, too, if I denied that I have gained some selfish satisfaction; my four years' experience with EARS has benefited me beyond simply "feeling good" about helping others because I have been helped myself. I learned how to decipher my own emotions and how to examine my reactions more critically.

I saw that I, too (as open-minded as I always thought I was), have prejudices and biases -- homophobic, sexist, racist -- which were not pretty to examine, but that I now understand and can translate, hopefully, into a positive process of reconciling myself to diversity, communication, and connection.

I know now what it means to facilitate a group discussion, how to involve people in examinations of skills and feelings. I can interact with an audience of 150

people without sweating, stammering, and failing miserably. My own self-confidence -- both in teaching others and relating to them -- has been elevated to a point where I feel comfortable being with people of many shapes, sizes, and numbers and discovering what it is that makes them special. Without EARS, it might have taken me longer, indeed, to discover what was special about me. I know now that I can and should share that with others.

So I can leave Cornell knowing that "higher education," for me anyhow, does

not simply involve paying money to have others impart their wisdom to me. It is, rather, a give-and-take process: for everything that Cornell has given to me and I have taken, I have shown it things that perhaps it did not know before. What began as a desire to sharpen skills to help others, ended with a lesson on what it means to be a vital part of a community. There have been many EARS people along the way who continually amaze me with their caring and their giving; I will carry that with me forever.

Emotional Side of Myself

As a leader, and I have improved my ability to speak in front of large groups. Facilitating Outreach workshops has also been valuable in developing my skills.

Probably best of all, I've met tons of wonderful people since I started EARS. Being around and working with such a diverse, energetic, caring, and thoughtful group has been a joy. EARS counselors have so much to offer that if we could hook them all up at a power plant, we could probably generate enough energy for New York City for a year (or a at least a few minutes). It's really nice to know that in a place as big as Cornell, where most people are not interested only in how much money they can make after graduation, there are people who really care about other people, and who are willing to take out of their already hectic schedules something to help someone else.

My fellow EARS counselors have made Cornell a more pleasant place and I will miss them dearly when I leave. Days at this university are just a blur. I only hope that I can find someone in the "real" world who can fill my shoes, or at least their socks. I don't believe it or not, I've gotten all my money for free. That's right, although I had to pay my sister to pay for tuition, EARS is most nothin'. All you need is some time (or time stolen from other things, like studying), and you too can enjoy all these great benefits.

Class Offered

and Friday at 12:30pm. This low-impact aerobic class is open to other Cornell employees on a first-come, first-serve basis until classes are full. There is a nominal fee to cover expenses. Those interested should call Sylvia Corbin at 5-3565 or Tina Gentile at 5-5904.



Members of Sylvia Corbin's aerobics class

Focus on the Employee Assembly

By William Herman

At the past several meetings of the Employee Assembly, the idea of a Task Force to define what an employee newspaper is and to review existing policies, editorial procedures, and board membership has been discussed.

Also discussed was the need to identify staffing needs (both volunteer and professional), as well as the legal obligations of a university-funded newspaper. Lastly, we decided to recommend changes to existing policies and procedures that will respond to the needs of the community.

We are now seeking the cooperation and assistance of the community served by the present employee newspaper (Networking) in volunteering to serve on such a task force. Please, do not shy away because you feel you have no experience or expertise in this area.

While it is true that some of the staff serving the present employee newspaper do have such experience, much of the work is done by volunteers who have little or no such experience. This is your chance to have an important voice in the direction our employee newspaper will take as we move into the '90s.

As your elected representatives, the Employee Assembly wants you to know and understand that while we as a body are not being critical of the way "Networking" is currently being produced, we recognize that from time to time it can be beneficial to review policies and procedures and, if necessary, recommend constructive changes.

Anyone wishing to serve on this task force is urged to submit your name, campus address and telephone in writing to the Office of Assemblies at 165 Day Hall not later than September 18, 1989.

To make this venture successful, it is imperative that we have the cooperation and assistance from ALL the Cornell community. We want to ensure that everyone has a chance to get involved, so please give careful consideration to volunteering and let us hear from you.



CRC News: Membership Information

Have you been putting off joining the Cornell Recreation Club? Do you feel that becoming a member might be a hassle? Fear not! It's easy to join CRC! Just fill out the membership coupon below and send to the CRC Office at 165 Day Hall. Any Cornell employee is eligible to be a member of CRC. Also, retirees of Cornell and Cornell graduate students are invited to become members of CRC. Being a member of the Cornell Recreation Club has many benefits -- our Annual June Picnic, tickets are free for members; the

children's Christmas and Halloween Party; many functions and events, as well as a special price on CRC trips. So, come on! Don't delay -- join CRC today!

CRC Membership Application

Any staff member, faculty member, or graduate student at Cornell University may join the CRC by returning a completed application form with the annual dues. This year dues are \$12 for an individual membership, \$25 for a family membership, and \$15 for a single-parent membership. Retired people pay half the dues in any of those categories. Membership is renewable each year on the anniversary of the date of joining the CRC.

name (please print)

campus address

campus telephone

home telephone

- Individual membership (\$12)
 Family membership (\$25)
 Family Size
 Single-parent membership (\$15)
 Retired-person membership (also check one of the above categories and pay half the dues indicated)

Make your check payable to *Cornell Recreation Club* and return it, with this form, to Cornell Recreation Club, 165 Day Hall.

Cornell University is an equal opportunity, affirmative action educator and employer.

Office of Publications Services
187 2M CU

CRC's Calendar of Upcoming Events

Cornell Recreation Club's Calendar of Upcoming Events

October 14, 1989. Steak-Pork Roast at the park, serving time from 2-3:30pm.

October 22, 1989. Buffalo Bills vs. NY Jets football, \$43 for bus and ticket.

October 28, 1989. Halloween party at the CRC Park. Prizes, games and fun. Don't miss our 1st Halloween Party at the CRC Park.

October 28, 1989. Open house at the CRC Park, come see our wonderful park.

November 4, 1989. Beck's Grove dinner theatre, spend the day in the Rome area visiting Oneida Silver Factory, the music museum and then on to Beck's Grove to see the play, "Who Killed Howard Johnson?"

December 2, 1989. New York City and Radio City Music Hall.

December 9, 1989. Holiday Dinner Dance at TC-3.

December 16, 1989. Children's Christmas Party.

December 30, 1989. Rose Bowl Parade and our trip to Hawaii.

Stay tuned for our new trip schedule for 1990.

Unclassified Ads

1. Please send all unclassified ads through Campus Mail ONLY to Networking Unclassifieds, Humphreys Service Building, (hand delivered ads will be omitted) - no phone calls please.
2. For our information your name and campus phone number MUST be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the Networking staff.
5. Unclassified ads are for nonbusiness purposes only.
6. If an error appears in your ad, please resubmit the ad to be published in next available Networking.
7. Please submit an ad for each issue that the ad should appear in.

For Sale

- 1987 Pontiac Sunbird SE, 27k miles, 2 dr. dark gray, automatic, 4 cyl, fuel inj. AC, PS, PB, PW, AM-FM cassette and more, exc cond, asking \$6,600. Chad 5-5109.
- 1987 25' sea Ray Sundancer, exc cond, with or without EZ loader trailer, can be seen at Slip .67, Allan H. Treman State Marina or call 539-6304 eves.
- 1986 Renault Encore, 2-dr, hatchback, 5-spd, air cond, 56k miles, good cond, \$2,700 OBO. Barb 5-8411 days or 535-4641 eves.
- 1985 Chevy Cavalier, grey, 4-dr, automatic, front wheel drive, AC, AM-FM cassette, 80k miles, \$2,800 OBO. Robin 5-7539 days or 589-4553 eves.
- 1985 Chevrolet Van (G-30), 8600 GVW, 5.7L (350 ci) V-8, automatic, locking differential, 33 gal fuel tank, 33,932 miles, Allen Snyder 253-3482.
- 1985 Camaro Berlinetta, T-top, louvers, loaded, exc cond, \$6,450 neg, 272-8923.
- 1984 Toyota Corolla, 4-dr sedan, 5-spd, no rust, exc cond, 83k, \$3,200 OBO. Luce Guanzini, 501 VRT, 3-3084.

- 1982 Ford LTD Wagon, 63k miles, good cond, \$1,900, 5-3541 days.
 - 1982 Plymouth Voyager, seats seven, exc cond, still under warranty, \$9,500, leaving for sabbatic year, must sell, 277-1131 or 5-6430.
 - 1980 Honda Hawk motorcycle (B400T0), 5k miles, elec start, exc cond, \$600, 5-5908 or 844-4094 eves.
 - 1979 Dodge Omni, runs great, \$450; queen size mattress and box springs, exc cond, \$150 firm; Upland No. 17 airtight woodstove, exc cond, \$175, Dan Reynold 594-2825.
 - 1977 Jeep CJ7 hardtop, four wheel drive, dark blue, very good cond, 6 cyl, standard, five new tires, new battery, new heater, just serviced, low miles, great in mud or snow, \$1,650 firm, Dan Reynolds 607-594-2825.
 - 1976 Jeep Cherokee, auto, 4WD, exc cond, sharp, Priscilla 5-4824 days or 869-5414 after 6pm.
 - 1975 Ford F100 4x4, 69k miles, original owner, 360 V8, PA, PB, AC, auto, radials, 8' box, Winnebago cap, hitch, rusty but runs good, \$1,250, 533-7725.
 - 1975 Mustang, 40k, very good cond, Recarro seats, \$1,200, 5-3724 days.
 - 1973 Pontiac Grand AM, AT, PS, PB, AC, no winters, very good cond, 59k, \$1,800 OBO, 564-7988 leave message.
 - 1972 Chevy C-10 deluxe pickup, 134k miles, 400 hp engine with 4 barrel carb, with camping cap, wood cabinet, closet, trailer hitch, runs great, \$500 OBO, 277-0277.
 - 1972 GMC pickup rack back 350 V-8, 4 spd, 4 bbl, heavy 1-2 ton, runs strong, \$600 neg, Chris 253-3314.
- Sale to benefit the Sciencenter, thousands of items, furniture, science equipment, toys, household goods and much more, Sat, Sept 16, 9-6, reductions after 4pm, 233 Cherry St (Cherry St, Industrial Park, near Wegman's).
- Good quality mobile home with many appliances, patio and awning set up in Parkwood Village, low expenses, \$8,400, 257-4391 or 5-7946.
- 1988 Skyline 2 bdrm mobile home, 14x60, under warranty, with many extras, T-burg schools, on private 1.2 acre leased lot (with option to buy) overlooking Finger

- Lakes National Forest, \$18,500 OBO, must sell, moved, Doug 5-9707 days or 277-6204 eves.
- Sofa-bed, queen size modern, natural colors, like new, \$225 OBO, green recliner, very good cond, \$75 OBO, must sell, 257-6910 eves.
- B&W 12" TV, screen door, mirror sinks, hampers, rototiller, leveling roller, toilet set, aquarium set, elec stove-oven and hood, 539-6110 p.m.
- Drexel walnut dining room, hutch with round table and 4 chairs (like new), \$800.
- 14 ft aluminum flat bottom boat with 15HP motor and tilt bed trailer, \$600 OBO, Craig 5-5174 or 315-364-7585.
- Yamaha organ: 13" and 15" tires mounted on wheels; insulated dog house; twin bed including frame, 272-5706 after 5pm.
- More than 1-2 roll of TYVEK, \$75; new motorcycle battery, \$25; and two Grasshopper RC cars with transmitters, 4 batteries, battery charger and many extra parts, Gary Domke 5-0493.
- Queen size, 6" thick futon mattress with Scandinavian platform, \$150 firm, 277-0277.
- Double bed, canopy, mattress, box springs, also

- matching vanity and chair, \$150 set, 589-6454 eves.
- New cubic refrigerator, 1.5 ft square with ice cube freezer, good for dorm, office or shop, \$80, 257-1757.
- Gold stamping Kinsley machine for imprinting on albums, certificates, photos, books, hand operated, portable, automatic foil feed, dozen rolls of gold foil included, used once, best offer, 257-1757.
- Dining room set, solid wood, about 30 years old, very good cond, includes: breakfront, six chairs with upholstered seats, table with ext leafs, \$950, 273-2065.
- Milking goats, very reasonable, Tom 659-5009.
- Tandy computer, 640k, hard and two floppy drives, colored monitor, keyboard, desktop (WP, spreadsheet, address book, calendar, draw, music, PC link, alarm, game), hardly used, Kathy 5-0785.
- Digital - PRO350 computer with two 400k disk drives, 10MB hard disk, monitor and printer with all programs (DBase, WP, RS1, etc.), \$1000 OBO, Joe Navaie 5-2063.
- Ohio Pet dog food, 26% protein, 50 lbs, \$13, Mark Fabrizio 5-4262 days or 546-8561 eves after 5pm.
- Kenmore heavy duty automatic washer, exc cond, size 24" x26", asking \$150, 273-7968 anytime.
- 4 yr GE upright freezer, good cond, works great, \$200, Dawn 253-3062 days or 589-6827 after 5pm.
- Ladies size 7.5 Nike Air Pegasus running shoes, men's size 7 Reebok hi-top basketball shoes, both hardly used, exc cond, selling because too small, Felicity 347-4580 eves or 255-4004 days.
- 3 bdrms, 0.6 acre fenced yard, big eat-in kitchen-DR, family room, living room, storage rooms (lots of storage), 1.5 car garage (fits 2 cars) with attic, shed, \$54k, 5-5908 or 844-4094 eves.
- Lifecycle model 6000, \$800; Singer Touch and Sew II with cabinet, \$150; Yamaha FG-110 guitar, \$50, 257-0115 after 5:30pm.
- USA Fender Stratocaster elec guitar, mint cond, very attractive, B&W with maple neck, comes with top-of-the-line red velvet-lined case, \$500 firm, Mark 533-4576 eves.
- Items new cond: Bentwood rocker, \$30; rowing machine, \$30; ice cream-maker, \$10; items good and sturdy: gold wing-back sofa, \$100; tan leather lounge chair, \$40; space-saver stereo cart on wheels, \$10; pedestal gas grill, \$10; lrg BBW grill with cover, \$10; umbrella stroller, \$10, Jackie 5-4547 days or 533-4576 eves.
- 55 gal used wood barrels, whole \$9; half \$5 each, 387-9616 after 6pm.
- One 7 ft long low-backed brown couch, \$65; one twin-sized mattress, \$35, Kathryn 5-9727 or 277-6331.
- Brass headboard (twin) \$25; twin mattresses (like new) \$100; lawn mower (reel type) \$10; full-length suede coat, fur collar, size 10, worn twice, \$450, Jane 5-7398 days or 272-5184 eves.
- 36" "therma-tru" insulated exterior door, pre-hung, raw cond, \$150; used clipboard, painted white, various lengths, 347-4858 eves.
- 89 Kirby vacuum cleaner, brand new, \$675 includes vacuum, all attachments and shampooer, 607-657-8455 after 2:30.
- Hide-a-bed (sofa bed), earth tones, natural colors, exc cond, like new, modern style, 257-6910 eves.
- Telex 6120 tape duplicating system includes the following parts: Salve unit (make few copies at times), Cassette Master (make three copies and has one master slot), reel to reel master (6120m). Over all system is in good cond, also included are tech manual and operating manuals, Dominga Batista, 09 Morrill Hall, DMLL, 255-0704.

Hospicare Seeks Volunteers

Hospicare is seeking volunteers and looking for individuals who have time, energy and love to give others. Hospicare is a Ithaca community-based volunteer program which serves the terminally ill and their families. Hospicare volunteers are trained in understanding the special needs of people who are facing a terminal illness. A volunteer may assist with chores, transportation, or provide companionship and be available to stay with the patient when family members need to be away. Being a Hospicare volunteer does take time. Hospicare asks for a one-year commitment of four hours a week. However, this work can be tremendously rewarding, and it offers opportunities for personal growth for all who undertake it. A new training class for volunteers will begin October 3. Applications are welcomed until September 26. For more information, call Hospicare at 272-0212.

Ithaca Rape Crisis Seeks Volunteers

Ithaca Rape Crisis is now recruiting volunteers to take part in its fall counselor and speakers' bureau training. If you have the desire to counsel survivors of sexual assault, or wish to help us educate the public on the issues of sexual assault, please call today at 273-5589.

Employee Calendar

- Thursday, September 28. Blood pressure screening, A.D. White House Library - 1:30-3:30pm
 - Saturday, October 7. Employee Day, anyone wishing to volunteer please contact Janet Beebe at 5-7565.
 - Saturday, October 14. Pork Roast at CRC Park, only \$5 per person; \$2 for a beer or soda ticket. Ice tea and lemonade will be furnished. Please bring a dish to pass. Call Janet, 5-7565, for your tickets.
 - Sunday, October 22. Buffalo Bills vs. New York Jets, \$43 reserves your space today. Final payment is due to CRC Office on October 13.
 - Saturday, November 4. Beck's Grove Dinner Theatre, bus leaves at 9am, returning to Ithaca around midnight, \$38 per person. Call CRC Office for more information.
 - Sunday, November 12. Ice Capades 50th Anniversary with special guests Barbie and Ninetendo's Mario Brothers, \$18.50 at the War Memorial. Contact Janet at the CRC Office.
 - Saturday, December 9. CRC's annual holiday dinner dance at TC3. Time and price to be announced soon.
 - Saturday, December 30. Rose Bowl Parade and Hawaii. There are three options and prices start at \$1,095 per person. Call Janet Beebe for more information on this trip.
- Please submit listings to appear in the calendar to Employee Calendar, 130 Day Hall.



United Way

Continued from page 1
 tributions to the Family and Children's Service as a volunteer board member have been through her organizational and interpersonal skills, in addition to her knowledge of computers and systems.

However, her philosophy on volunteer work shows another less administrative side. "In some way, each of us has something to offer our world. Anything we do that leads to good, to joy, to understanding, to acceptance, is significant. People helping and sharing their lives with other people is what volunteerism is all about." Kelly has been doing just that for years, and a local 16 year old girl is directly benefiting from her giving and caring philosophy that is the foundation for her volunteer spirit.

'People helping and sharing their lives with other people is what volunteerism is all about.'

Kelly Behan

As a part of the College of Human Ecology's "Mentor Program," which studies the relationship between a youth and an adult other than the parent, Behan works closely with a young person to assist in her development on a one-to-one level. If the Mentor Program proves to be successful, it will become a part of the "Learning Web," another agency supported by the United Way.

In addition to volunteering for a United Way agency, Kelly is a member of The Livermore Society, a group of community leaders whose personal gifts in support of the United Way play a leading role in improving the quality of life for all of us in Tompkins County. "I trust the board of the United Way to allocate its funds to very worthwhile agencies, using an appropriate amount based on their needs." It is clear that with volunteers like Kelly Behan, it truly is "a better way, the United Way."

Q & A... Commonly asked question about the United Way:
 Can I allocate my gift to the agencies I feel are most in need?
 Yes, a donor designation card is available for you to indicate where you want your support directed.

Dedicated Service Award Nomination Procedures

Many individuals at Cornell University contribute to the success of their department and the University through the use of talents that may not be recognized in their official job description. Do you know someone who takes particular pride in their work, who exhibits a willingness and cheerfulness in the dispatch of their duties, who provides service beyond the call of duty, and who makes life at Cornell a rewarding experience for those with whom they come in contact? Networking is looking for special

people you feel should be recognized for their special contribution. The Dedicated Service Award is open to any Cornell employee, regardless of rank. Nominate someone today by filling in this form and please note that you should accompany your ballot with a paragraph explaining why you wish to nominate this person and a list of signatures from other department members supporting your candidate. If your candidate is selected, we will be in touch with you to supply additional information.

For the Dedicated Service Award

I NOMINATE

Employee's Name: _____

Phone: _____ Department: _____

Working Address-Phone: _____

Person Submitting Nomination: _____

Dept. Address: _____

Phone: _____

Mail to Judy VanDermark, Conference Services, RPU

For Rent

- Fall Creek two bdrm apt, avail Nov 1, nice neighborhood with off-street parking, laundry avail across the street, \$450 includes heat and gas, no pets, lease neg, Faney 5-6189 or 272-4830 eves.
- Three bdrm house in T-burg, renovated with new floors and carpeting, avail immediately, 387-5673 or 539-6545. CARPOOL
- Need a ride from Cortland to Cornell at Uris Hall Monday through Friday from 8am-4:30pm, 5-6372 work or 753-1773 home.

Aerobics

- Employee Noon Hour Aerobics (Instructor: Amy Brill)
- September 11 - December 8, 1989
- Helen Newman Gymnasium
- 12:00-1:00 M-W-F
- Fee: \$76.00 (38 classes)
- (fee must be paid at the first class or before!!!)
- Contact Person: Debbie Gatch, 255-5133
- Helen Newman Hall, Main Office
- Early Bird Aerobics (Instructor: Dr. Anne Wrona)
- September 11 - December 8, 1989
- Helen Newman Dance Studio
- 6:30-7:30am M-W-F
- Fee: \$76.00 (38 classes)
- Contact Person: Debbie Gatch, 255-5133
- Helen Newman Hall, Main Office

Networking Meetings

- September 19, Noon to 1pm, Day Hall Board Room
- October 3, Noon to 1pm, Day Hall Board Room
- October 17, Noon to 1pm, Day Hall Board Room
- October 31, Noon to 1pm, Day Hall Board Room
- November 14, Noon to 1pm, Day Hall Board Room
- November 28, Noon to 1pm, Day Hall Board Room
- December 12, Noon to 1pm, Day Hall Board Room

Networking Deadline and Publication Dates

- October 2 for October 12 issue
 - October 16 for October 26 issue
 - October 31 for November 9 issue
 - November 20 for November 30 issue
 - December 4 for December 14 issue
 - December 11 for December 21 issue
- Please note that Networking will not be published on Thanksgiving Day, November 23.
- All information submitted to Networking for publication must reach the Networking board members ten days prior to the publication date. Deadline date is the date that the Networking board meets, which is listed below.

CORNELL EMPLOYMENT NEWS

September 28, 1989

Including Job Opportunities

Volume 1, Number 38

Working for Women: The Advisory Committee On the Status of Women



Joycelyn Hart, associate vice president for human relations, talks with Eileen Driscoll, ACSW chairperson.

The Advisory Committee on the Status of Women (ACSW) identifies issues and concerns of women and advises the administration on university policies and procedures as they affect women. The committee has 23 members and includes academic and nonacademic staff as well as a graduate student and an undergraduate student. Members serve three-year terms.

Each year the committee selects topics of interest to study. Last year's topics were work and family, professional development of women and a sex-discrimination study; this year the topics are employment at Cornell, campus climate for women, women and addiction, and working woman's words of wisdom.

In the spring recommendations for action are submitted to the associate vice president for human relations and the director of the Office of Equal Opportunity. In April the committee meets with President Rhodes and Joycelyn Hart to discuss issues the group considers most critical for women at Cornell.

In the past recommendations from ACSW have contributed to plans for a university survey on sexual harassment, recognition of childcare needs on campus, development of the human relations training program, and representation of women on search committees for high-level administrators. ACSW members have also written brochures on sexual harassment and on working parents.

Membership in ACSW is open to the Cornell community. The selection process takes place in the spring and is announced in the *Cornell Chronicle* and the *Cornell Employment News*. Members are selected by current committee members and by Joycelyn Hart and then are officially appointed by Joycelyn Hart and President Rhodes.

Members of ACSW are interested in hearing from students, staff and faculty about issues and concerns for women at Cornell.

Advisory Committee on the Status of Women

- Anita Aluisio, technician, Avian & Aquatic Animal Med, CVM
- Pamela Archin, secretary, Plant Breeding & Biometrics, CALS
- Alice Cook, professor emerita, ILR
- Jane Crawford, associate dir. for Health Careers, Career Ctr
- Kristine DeLuca-Beach, career planning/placement spec., HE
- Beverly Dobbin, sr. staff assist. for career planning, Career Ctr
- Eileen Driscoll, director of computing, ILR
- Betsy East, associate athletic director, Athletics
- Dora Flash, senior lecturer, Hotel Administration
- Cynthia Frazier, systems analyst, Computer Services
- Katherine Gottschalk, acting director/Writing Program and senior lecturer/English, A & S
- Joan Heffernan, adm. aide, Theoretical & Applied Mechanics, Eng.
- Linda Heinle, university bursar, Bursar's Office
- Kathryn March, ass't professor, Anthropology and Women's Studies, A & S
- Joan Mazur, graduate student, IMC-CIT
- Olivia Mitchell, associate professor, ILR
- Catherine Murray-Rust, librarian, University Library
- Gwen Scott, personnel manager, Campus Store
- Valerie Sellers, director of administration, Summer Session
- Polly Spedding, senior extension associate, Human Ecology
- Judy Vandermark, director, Conferences Services
- Andrea Yang, undergraduate, Arts '90

OHR Liaison

Marge Swiercz Clark, manager of employee relations, OHR

Ex-officio

Joycelyn Hart, associate vice president for human relations
William Thompson, director, OEO
Carolyn McPherson, coordinator of women's services, OEO

New York State Withholding Tax Change Effective October 1, 1989

Many employees' take-home pay will increase slightly starting October 1, thanks to the New York 1987 Tax Reform Act. We are in our third year of New York State's legislated four-year tax-reduction program. The new withholdings will be applied to wages paid after October 1, 1989.

Attention Vietnam-era and Disabled Veterans

A "Fall Gathering" for Vietnam-era Veterans and Disabled Veterans is being planned for this November. Veterans interested in serving on the planning committee for this event should contact Mary DeSouza, Coordinator of Services for Minorities and Vietnam-era Veterans, at 255-3976.

Valerie Hayes Named Office of Equal Opportunity Assistant Director



Valerie Hayes
OEO assistant director

Valerie O. Hayes recently joined the staff of the Office of Equal Opportunity as assistant director. Her previous work experiences include: affirmative action administrator for the Connecticut Department of Human Resources, senior affirmative action officer for the Connecticut Department of Mental Health, and employment specialist for the Urban League of Greater New Haven.

She is a graduate of the University of Connecticut and has a masters of social work from the University of Connecticut School of Social Work and a law degree from the University of Bridgeport School of Law.

Developing Performance Goals with Employees

"Developing performance goals with employees" is the third of a series of articles on the performance-appraisal process by Senior Training Associate Sandra Carrington. Today's article focuses on increasing the motivation to perform, causes of poor performance, providing the resources necessary for good performance, how to avoid rating inaccuracy, and the five most common problems to avoid in rating employee performance.

By Sandra Carrington

Always include the employee in developing an action plan for performance, and make sure that this action plan is based on goal setting. If goals are set together, you're pretty well assured that these goals are accepted by the employee and the chance for realizing them are greater.

A goal is anything an individual is consciously trying to achieve; therefore, goals will regulate behavior and job performance. Many of the experts view goal setting as the only sure-fire tactic for upgrading performance. Specific, more difficult goals are better motivators than easy, more general goals.

Write the goals of your action plan together during the performance appraisal meeting. Once you've created the goals, look them over in light of the employee's strengths and weaknesses, the work environment, and whatever resources and departmental support may be needed. This should ensure that these goals are attainable. "Attainable" is appropriate here, not "will be attained." The most you can do during this action planning stage is to make goals realistic for the given situation. Your various methods of follow-up after the appraisal will help ensure that actual attainment takes place.

You won't be ready for goal setting until you've completely defined your employee's effective and ineffective performance, and come to some kind of mutual agreement about his rating. Then you're ready to address the question of improving performance. Goal setting clarifies exactly what is expected of people, and the more input the employee has in the process, the clearer the

expectations should be. Also, working toward a specific goal helps to increase interest in whatever task has to be performed. If a goal is set, and then attained, the employee feels a sense of accomplishment.

It's risky to evaluate people on the concept of performance alone, rather than on goal attainment. They, and you, can fall into the trap of continuing to set high goals, whether the goals are attained or not. When you meet the next time, make sure to use the actual goals that were set as a benchmark for rating performance — don't just state that performance was satisfactory in that area. You can base goals around a number of things:

1. make them project oriented;
2. make them output oriented; and/or
3. make them customer-satisfaction oriented - based on customer-feedback (praise and/or complaints).

Performance feedback is vital during the time period between one formal session and the next. You can help to maintain the employee's interest in the job; and you can, jointly, revise goals along the way (if necessary) and prolong the effort to attain them. Feedback always reinforces goal setting.

Increasing the Motivation to Perform

"Why don't people perform as well as I would like?" How many times have you asked yourself that question? There are really only two answers: 1) they can't or 2) they don't. "Can't" means they're not able to; "don't" means either they don't want to or they don't know they're supposed to. There are a lot of theories on the "can't" situation — called deficiency of knowledge; the "don't" situation is called deficiency of execution or the environment. There are a lot of reasons for the deficiencies, such as lack of training, poor goals and standards, poor feedback, etc. But let's break it down to something you can work with right away — a list of the major causes of poor performance and the possible solutions:

Causes of Poor Performance

Cause of Problem	Possible Solutions
Employee doesn't know what is expected.	Establish standards, expectations, and/or objectives.
Employee doesn't get feedback about the level and quality of actual performance.	Establish some means of giving timely feedback. This could be periodic discussions with you or a self-monitoring system.
Expected performance is difficult, "punishing," or in some way less desirable for the employee.	Remove or reduce the inhibiting factors to correct performance. Try to make performance matter.
Employee knows how to do what is expected, but is "out of practice."	Provide practice.
Employee doesn't know how to do what is expected.	Arrange for training. Look into the availability of reference materials and other aids.
Something in the work environment interferes with performance.	Look at priorities, time expectations, mix of duties, physical environment, or availability of resources to determine the source of interference.
Performing below expectations is easier, "rewarding," or in some way more desirable for the employee.	Be sure expectations are known and the consequences for not performing up to expectations are also known (effect on future performance appraisals, your displeasure, interference with others' work). See if performing as expected can be made less difficult or more rewarding.

Continued on page 4

JOB OPPORTUNITIES

September 28, 1989

Volume 1, Number 38

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

- Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an Affirmative Action/Equal Opportunity Employer.
- Job Opportunities can be found on CUINFO

Professional

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

Submit a resume and cover letter for each position, specifying the job title, department & job number. Employees should include an Employee Transfer Application.

Director, Statutory Office for Capital Facilities (PA8705) HR11

AVP-Facilities Planning and Construction-Statutory
Responsible for construction, operation and maintenance research and extension facilities with a replacement value of \$400 million located throughout NY State, including the Ithaca campus, the Geneva Experiment Station, and a number of smaller, widely distributed research and extension facilities. Working with faculty and administrators in the four colleges, the larger Cornell University and the State University of NY, as well as with contractors and facilities personnel, the Director will manage the full range of professional activities for planning and completion of renovations and new facilities construction, under the general direction of the Associate Vice President for Facilities Planning and Construction.

Requirements: Bachelor's in architecture, architectural or mechanical engineering and a minimum of 7-10 years significant and responsible experience in private construction, governmental or university facilities management or mechanical/architectural engineering or the practice of architecture. Master's/MBA preferred. Understanding of the use of computers in long range planning, campus maintenance and utility projections required. NY State professional certification or ability to achieve certification within one year desirable. Excellent oral and written communication skills with a demonstrated ability to work effectively within a highly complex environment is a must. College/university experience highly desirable. Send cover letter and resume to Search Committee: Dir. Statutory Office for Capital Facilities by Oct 12.

Senior Administrator (PA8602) HR11

Senior Vice President's Office-Endowed

This is a senior level staff position reporting directly to the Senior Vice President on an assignment basis. The incumbent will work directly for other executives on quality and productivity improvement projects within their areas. The first of two principle assignments is to serve as consultant on defined quality and productivity improvement projects principally in the "process management" areas of: Management Information Systems, Project and Service Delivery Scheduling and Management, and Human Resource Utilization. The second "main function" is to serve as a resource and facilitator directly to the line managers responsible for managing those functions identified for improvement. The selection, definition and evaluation of project priority and implementation of success will be "customer defined" and the satisfaction of service customer recipients and improved cost effectiveness will be the principle measurements of success of the incumbent. The cooperation of supported executives and managers will also be evaluated. The term of the appointment will be for two years beginning with the first day of the appointment.

Requirements: Bachelor's required; engineering preferred; MBA desirable. Position requires broad based general business management knowledge with an emphasis on a proven track record of Operations Analysis and Management, Information Systems Design, and Human Resource Management. In addition to strong analytic and problem solving skills, the incumbent must have excellent leadership, management, interpersonal and communication skills (both written and oral). Send cover letter and resume to Cynthia Smithbower by Oct 5.

Assistant Director (PA8606) HR11

Learning Skills Center-Endowed

Assist director in providing professional leadership for program development and evaluation in the LSC; coordinate and supervise tutorial and scholarship programs; analyze data and prepare reports; supervise professional staff; liaison with other office as appropriate.

Requirements: Master's or equivalent in psychology, student counseling/personnel administration, higher education administration or related field required. 3 years experience counseling college students, or administering programs for college students; good oral communication and writing skills; experience in data analysis and standardized test administration; knowledge of microcomputers and statistics package software highly desirable. Send cover letter and resume to Cynthia Smithbower by Oct 27.

Director of Admissions (PC8520) HR11

Graduate School-Admissions-Endowed

Assume responsibility for Graduate Admissions office. Evaluate foreign credentials, review folders of applicants recommended for acceptance; monitor language and financial requirements of foreign applicants; provide information to fields and applicants regarding process and policies; assemble statistical information on applicant pools; coordinate with national and international sponsoring agencies and foreign embassies; maintain liaison with International Students and Scholars Office; assume overall responsibility for effective office function.

Requirements: Bachelor's or equivalent required. Graduate degree preferred. Minimum 5 years admissions experience preferred. Experience with personal computers and mainframe databases desirable. Knowledge of foreign educational systems helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Research Support Specialist III (PT7602) HR11

Agronomy-Statutory

Assist the Cornell University Agricultural Experiment Station Soil Survey Leader in conducting the soil survey program, including field operations, lab operations, research studies, and extension activities as part of the National Cooperative Soil Survey. Until Jan 14, 1993.

Requirements: Master's or equivalent in soil science with field soil survey experience and strong background in basic sciences, geology, and mineralogy. Minimum 3 years lab experience is required. Familiarity with personal computers, database management software, and geographic information systems is desired. Send cover letter & resume to Bill Webster.

Environmental Hygienist II (PT8102) HR11

Environmental Health-Endowed

With general guidance from Director, manage industrial hygiene programs and identify, evaluate and control chemical, physical, and biological hazards that may arise in the classroom, research lab, physical plant or other university workplaces and living units.

Requirements: Bachelor's or equivalent in a physical or biological science, or engineering field required. Master's in occupational/environmental health preferred. Experience in comprehensive environmental health program required. Excellent verbal and written communication skills required. Valid NYS motor vehicle license required. Send cover letter and resume to Bill Webster.

Technical Specialist II (PT8110) Level 37

CIT/Network Resources-Endowed

Manage a Network Operation Center, advising at a high level on all technical matters. Coordinate operational and maintenance activities among CIT, other Cornell departments and outside regional and national network facilities.

Requirements: Bachelor's or equivalent with appropriate coursework in related field. 5-7 years with networks and network software with an emphasis on TCP/IP and UNIX environments. An understanding of network architectures, protocols, operations and network management issues is required. Specific knowledge of regional and national TCP/IP network operations desirable. Send cover letter & resume to Bill Webster.

Technical Specialist I (PT8109) Level 36

CIT/Network Resources-Endowed

Provide high level problem diagnosis support to the Network Operation Center and its clients. Install and maintain network router software, tables, files and monitoring tools. Consult with network clients on software interface issues. Act as liaison to national networks for operational software issues.

Requirements: Bachelor's or equivalent with appropriate coursework in related field. 3-5 years experience with network software with emphasis on TCP/IP and UNIX. Knowledge of several of the following areas is highly desirable: DECNET, synchronous and asynchronous data streams, token ring, ethernet and Appletalk. Send cover letter and resume to Bill Webster.

Senior Systems Programmer/Analyst (PT8314) Level 35

CIT-Research and Analysis Systems-Endowed

Supervise and assist staff in developing, modifying, installing, and analyzing complex software programs and packages on large and small scale computer systems. Plan and coordinate software installations. Mon-Fri, some wknds.

Requirements: Bachelor's or equivalent with computer related courses required. 3-5 years programming and machine architecture experience. Knowledge of system utility programs, system control languages (e.g., JCL, REXX). Knowledge of operating systems (e.g., VM/CMS, MVS, VMS, UNIX). Some supervisory experience helpful. Send cover letter and resume to Bill Webster.

Systems Programmer/Analyst III (PT8701) Level 34

CIT/Research and Analysis-Endowed

Develop, modify, install and analyze complex software packages on large and small scale computer systems. Assist users in identifying difficult technical problems arising from applications software. Effect emergency repairs.

Requirements: Bachelor's or equivalent with computer related courses. 3-5 years programming and machine architecture experience. Knowledge of system utility programs and control languages (e.g., JCL, REXX). Knowledge of operating systems (VMS, UNIX, VM/CMS). Knowledge of several programming languages. Send cover letter & resume to Bill Webster.

Area Supervisor II (PT8702) Level 34

CIT/User Services-Endowed

Provide and coordinate a range of training and education services delivered by CIT and used by the Cornell community, including training and education programs targeted for internal CIT consulting program staff.

Requirements: Bachelor's or equivalent. 3-5 years experience in curriculum development and training/education program coordination. Technical background in information technologies. Excellent communication, organizational, interpersonal, and writing skills. Send cover letter and resume to Bill Webster.

Technical Consultant III (PT8708) Level 34

Center for Radiophysics and Space Research-Endowed

Design, write, test, document and support software that will analyze data obtained by the Gamma-Ray Spectrometer (GRS) instrument on NASA's Mars Observer Mission, scheduled for launch in 1992. This software will be installed on workstations at a number of NASA team members' institutions (at various colleges and research centers). The primary function of the software will be to create digital color maps of Martian surface composition from reduced GRS data, using a variety of advanced image processing techniques.

Requirements: Bachelor's or equivalent in a scientific field; computer science emphasis preferred. Extensive experience in computer programming. Familiarity with UNIX, C, windowing software, color graphics and image processing software. Send cover letter and resume to Bill Webster.

Applications Programmer/Analyst III (PT8705) Level 34

CIT/IR-Endowed

Under general supervision design, recommend, develop, modify, maintain and document fairly complex office support systems. Participate in the analysis of office needs and the production of recommendations, specifications and cost estimates. Install vendor packages, integrate with Cornell environment, develop database applications. Provide user training; effect emergency repairs.

Requirements: Bachelor's or equivalent. 3-5 years related experience. Fluency in at least four programming languages. Broad knowledge of micro-based office support software including HyperCard, dBase, FoxBase, 4th Dimension, Microsoft Word, Microsoft Excel, Lotus, PageMaker, WordPerfect, AppleShare, Novell, Aldus FreeHand, Adobe Illustrator and Norton Utilities. Experience with both IBM PC and Macintosh hardware and operating systems. Knowledge of mainframe applications for interactive systems, database management systems, machine architecture and system utility programs. Knowledge of ADABAS. Send cover letter and resume to Bill Webster.

Systems Programmer/Analyst III (PT8303) Level 34

Lab of Nuclear Studies-Endowed

Design, install, and maintain complex system software and hardware components; assist users in identifying and resolving complex technical problems; analyze lab computing requirements, develop techniques for incorporating innovative computational and I/O devices into data acquisition/analysis network.

Requirements: Bachelor's or equivalent with related course work required. 3-5 years programming experience. Knowledge of VMS, UNIX, VM operating systems and FORTRAN, C programming languages, UNIX and/or VM device driver experience helpful. Send cover letter and resume to Bill Webster.

Systems Analyst III (PT8308) Level 34 HR11

Mann Library-Statutory

Participate in the design and creation of scholarly databases. Develop and evaluate interfaces to bibliographic, numeric, and textual information systems. Provide technical support for implementing and maintaining systems for accessing, retrieving, and managing scholarly information. Provide consultation, instruction, and support to system users. Perform system analysis projects.

Requirements: Bachelor's or equivalent with concentration in computer or information science required. 3-5 years systems design and/or analysis experience. Knowledge of a high-level programming language and in-depth experience with a large-scale mainframe interactive computer system. Knowledge of development, database management, and search software. Send cover letter and resume to Bill Webster.

Applications Programmer/Analyst II (PT8704) Level 33

CIT/IR-Endowed

Under direct supervision, design, recommend, develop, install, modify and document straight forward office support systems. Provide user training, assist and advise users. Evaluate software and hardware products. Effect emergency repairs.

Requirements: Bachelor's or equivalent. 2-3 years related experience. Knowledge of at least four programming languages. Broad exposure to micro-based office support software including HyperCard, dBase, FoxBase, 4th Dimension, Microsoft Word, Microsoft Excel, Lotus, PageMaker, WordPerfect, AppleShare, Novell, Aldus FreeHand, Adobe Illustrator and Norton Utilities. Exposure to both IBM PC and Macintosh hardware and operating systems. Exposure to mainframe applications for interactive systems, database management systems, machine architecture and system utility programs. Send cover letter and resume to Bill Webster.

Technical Consultant I (PT8703) Level 32

CIT/User Services-Endowed

Provide technical expertise for new technologies and related software, operating systems and networks. Provide pre-sales and follow-up technical consulting to support marketing efforts.

Requirements: Bachelor's or equivalent. 1-2 years related experience. Excellent communication, interpersonal and writing skills. Hands-on experience with workstation applications. Send cover letter and resume to Bill Webster.

Applications Programmer I (PT7717) Level 32

Animal Science-Statutory

Design, write, implement, document and maintain applications software of a complex nature for the Northeast Dairy Records Processing Lab.

Requirements: Bachelor's or equivalent in Animal Science/Computer Science. 1-2 years related experience. An agricultural background in the dairy field would be highly desirable as would programming experience in assembler language and CSP. Experience with CICS desirable. Send cover letter and resume to Bill Webster.

Systems Analyst I (PT7518) Level 32

CISER-Endowed

Support and consult with staff in the operation of CISER's Survey Research Facility and provide support of SPSSx, SPSS-PC and SPSS-DE to CISER members and their affiliates.

Requirements: Bachelor's or equivalent in Social Science preferred. 1-2 years related experience in survey research. Knowledge of DBASE III, SPSSx, SPSS-PC, SPSS-DE. Good interpersonal and communication skills. Send cover letter and resume to Bill Webster.

Administrative Supervisor (PA8706) HR11

Computer Science-Endowed

Assist the Director of Operations in managing personnel, finance and

operations. Respond to faculty, staff and students by assisting to implement new or revised policies to improve the environment for teaching, research and professional development with the department.

Requirements: Bachelor's in management or equivalent, minimum of 2 years related management experience, preferably in academic setting. Excellent communication, interpersonal and problem solving skills; ability to prioritize and work effectively with diverse groups. Demonstrated experience in planning, organizing, and implementing new initiatives. Experience and aptitude with microcomputers and software for institutional analysis and database management systems. Send cover letter and resume to Cynthia Smithbower by Oct 12.

Executive Staff Assistant (PC8612) HRI

Public Affairs-Endowed

Provide administrative support to the Directors of Business Operations and College and Unit Public Affairs in the areas of accounting, budget monitoring and control; personnel; general office administration.

Requirements: Associate's or equivalent. Bachelor's preferred. Knowledge of Cornell accounting and personnel policies and procedures. Knowledge of Apple Macintosh computer, including use of MS Word and Excel. Able to edit and proofread. Excellent organizational, communication and interpersonal skills required. Able to handle confidential information. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Budget Analyst II (PC8609) HRI

CALS Deans Office (Administrative Services)-Statutory

Assist in the development, execution and financial management of the College of Agriculture and Life Sciences budget. Assist Director in planning overall budget of college income funds and state appropriated funds.

Requirements: Bachelor's in accounting or business administration or equivalent education and experience. 2-3 years progressively related experience in budgeting. Good communication (oral and written) skills. Working knowledge of microcomputers necessary. Experience with LOTUS 123, DBASE III, FOXBASE, Mainframe to microcomputer applications, and familiarity with Cornell Budget process desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Assistant Regional Director (PA8603-Boston, PA8604-Metro, NY, PA8605-Ithaca) HR11

Public Affairs Regional Office-Endowed

Assist the Director in assuring implementation of the university's development, alumni affairs, college/unit, admissions and other programs that involve university alumni and friends.

Requirements: Bachelor's or equivalent. 1-2 years experience in university development or alumni affairs. Send cover letter and resume to Cynthia Smithbower by Oct 12.

Research Support Specialist II (PT8603) HRI

Division of Nutritional Sciences-Statutory

Coordinate and facilitate the development, implementation and evaluation of 2 community demonstration projects in the NYS nutrition surveillance program. Identify meaningful nutrition need indicators and data collection protocols; assist with data collection, analysis, interpretation and report preparation; develop training manual on the basis of project results.

Requirements: Master's or equivalent in nutrition or related field preferred. Knowledge of community nutrition needs assessment and significant experience and a commitment to work with local community agencies. Excellent interpersonal and communication skills. Experience with microcomputers and simple descriptive statistical skills. Current NYS driver's license required. Send cover letter and resume to Bill Webster.

Research Support Specialist I (PT8607) HRI

Genetics and Development-Statutory

Participate in the planning and performance of research into regulation of plant mitochondrial gene expression and genome structure. Supervise laboratory operations.

Requirements: Bachelor's or equivalent in a biological science or chemistry; Master's preferred. At least 2 years independent research experience in molecular biology or biochemistry. Send cover letter & resume to Bill Webster.

Research Support Aide (PT8604) HRI

Division of Nutritional Sciences-Statutory

Assist senior investigators in the development and implementation of the NYS nutrition surveillance program. Collect state-wide data from existing databases; sort and edit data sets using statistical and data management software; do descriptive analysis and integrate results; participate in the preparation of project reports.

Requirements: Bachelor's or equivalent in nutrition or related field; advanced training in nutrition and/or epidemiology preferred. 1-2 years related experience working with nutrition, health and social science data on micro and mainframe computers. Good organizational and interpersonal skills. Send cover letter and resume to Bill Webster.

Research Support Specialist I (Lab Manager) (PT8502) HRI

Physiology-Statutory

Independent resourceful individual sought to manage (under faculty supervision) and supervise grant-related research, teaching, and technical training activities of physiology lab. Assist in planning of experiments using in vitro microperfusion of renal tubules; Ramsay assays for fluid secretion; electron probe analysis of small fluid volumes; intracellular measurements with ion-selective microelectrodes. Participate in other research related activities.

Requirements: Bachelor's in biology, chemistry or other science or equivalent. 2-3 years experience preferred. Send cover letter and resume to Bill Webster.

Manager of Systems (PT8305) HRI

Engineering Admissions Undergraduate Programs-Endowed

Manage data systems for the College Admissions Office, as well as for the Advising, Minority Programs and Registrar's Offices. Responsible for the systematic organization and security of computer files, the maintenance of a large Macintosh network, and the administration of several large database systems.

Requirements: Bachelor's or equivalent preferred. Knowledge of IBM PC's and Apple Macintosh; previous experience using dBase and related software. Knowledge of computer networking procedures required. Previous experience in computer systems administration desirable. Send cover letter and resume to Bill Webster.

Research Support Specialist (PT8106) HRI

Equine Drug Testing-Statutory

Under general supervision, isolate, purify and identify drug and drug metabolites from blood and urine. Develop & evaluate new drug detection methods using TLC & HPLC. Provide back-up support for PC use.

Requirements: Bachelor's or equivalent in chemistry, biochemistry or related field. Several years experience with drug metabolism and use of HPLC. Some experience with PC, DOS and Mac hardware/software needed. Send cover letter and resume to Bill Webster.

Research Support Specialist I (PT6904) HRI

Veterinary Pathology-Statutory

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

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

Research Support Aide (PT7516) HRI

CISER-Statutory

Provide support in form of direct consultation with faculty and grad students in quantitative social-economic research. Assist in use of CISER data archive collection of machine-readable data files (pnnl data resources on campus). Answer questions supplying data from public data files on a cost-recovery basis.

Requirements: Bachelor's or equivalent required. 1-2 years experience within a data archive or academic reference staff; some knowledge of automated systems or ability to work with automated systems. Must be able to work within a team and communicate effectively. Familiarity with machine-readable data files, knowledge of federal statistical programs,

federal documents, social science research methods, grad work in library or information science, and computing skills: micro and mainframe desired. Send cover letter and resume to Bill Webster.

Professional Part-time

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 hrs per wk until 10/4/89.

Requirements: Bachelor's or equivalent in computer science or social science. Experience with microcomputers; mainframe data tape and file management. Social science experience with Cornell's IBM mainframe, CMS, SAS/SPSS, JCL, MVS. Send cover letter & resume to Bill Webster.

Area Supervisor II (PT8413) Level 34

Government/History-Endowed

Choose, purchase, install, maintain and support hardware and software in a microcomputer/mainframe terminal facility. Responsible for mainframe account administration, physical security, and microcomputer software lending. Social science statistical consultant. Also responsible for organizing classes for users in the use of software for word processing, database management, and statistical analysis. Approximately 20 hrs per wk.

Requirements: Bachelor's or equivalent required, preferably in the social sciences. Substantial experience with statistical and word processing computing on IBM mainframe and microcomputers. Minimum 3-5 years computer experience with MVS, tapes, CMS, SAS, SCRIPT, SPSS, IBM PC'S, Wordperfect, SYSTAT, NOTEBOOK, Macintoshes, Microsoft WORD, and similar software. Send cover letter and resume to Bill Webster.

Executive Staff Assistant (PC8606) HRI

Office of VP for Academic Programs-Endowed

Under the direction of Public Service Network; identify all public and voluntary service efforts on campus, i.e., community services, internships, field work. Develop database of efforts. Analyze data and prepare a public service resource guide. 18 month position. Mon-Fri, 8:30-1:30.

Requirements: Bachelor's or equivalent. Organizational and analytical skills; knowledge of the Macintosh SE; familiarity with Cornell. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14853.

Research Support Specialist II (PT8505) HRI

Human Service Studies-Statutory

Provide assistance in the total research effort for a study of survival strategies and support mechanisms of families headed by women. Provide investigative assistance and technological support including samples, interviewing, and other data collection activities, data processing, qualitative and quantitative data analysis and preparation of the results of this study for publication.

Requirements: Bachelor's or equivalent required. Previous research experience is desirable; statistical analysis and computer skills are necessary, as well as familiarity with SAS. Send cover letter and resume and to Bill Webster.

Professional Temporary

Research Support Specialist (PT8620)

Lab of Ornithology-Endowed

Respond to letters and telephone calls about birds; assist with bird related publications, a radio program, and organize Mon night seminars. Supervise the operation of the Library. Full-time, 6 month position.

Requirements: Strong background in ornithology. Excellent writing and communication skills; good public presence. Ability to work independently and to organize work efficiently.

Technical

As a prominent research institution, Cornell University has a diverse need for lab, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical lab 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 lab related positions.

Technician, GR18 (T8617)

Plant Biology-Statutory

Minimum Biweekly Salary: \$513.94

Perform experimental work involving electrophysiological experiments, biochemical assays using ultracentrifuge, spectrophotometers, and scintillation counter and electrophysiological equipment. Maintain algal cultures. Perform lab maintenance involving ordering supplies and some dishwashing. Until 2/28/91. Continuation contingent upon funding.

Requirements: Associate's or equivalent in biochemistry, biology or chemistry. Good lab skills essential. Some biochemical experience desirable but instruction in use of instrumentation will be provided.

Technician, GR18 (T4527)

Food Science-Statutory

Minimum Biweekly Salary: \$513.94

Conduct research on physical and functional properties of proteins on foods-surface active properties, foaming, gelation, protein separation and purification etc.

Requirements: Bachelor's in science and experience in lab research. Minimum 1 year related experience. Knowledge of protein chemistry, separation and analyses, some experience with physical properties, measurements and functional properties, spectrophotometric analysis, chromatography, electrophoresis desirable.

Technician, GR19 (T8614)

Diagnostic Lab

Carry out biochemical and molecular biology experiments such as DNA isolation, blotting, sequencing. Perform plant tissue and microbial culture. Responsible for general lab organization and computer data entry. **Requirements:** Associate's or equivalent required; Bachelor's or equivalent in *biology, chemistry, or biochemistry preferred. 1 year experience in a biology or biochemistry lab.*

Lab Coordinator, GR20 (T8616)

Physiology-Statutory

Minimum Biweekly Salary: \$558.78

Set up laboratories and demonstration materials for 200 students in introductory biology. Maintain necessary materials, maintain lab facilities, and keep all Study Ctr areas orderly. Mon-Fri, 8:30-5, schedule may vary. **Requirements:** Bachelor's or equivalent in biology or related science. Demonstrated ability to work in a highly organized and reliable way and able to work in cooperation with other staff. 1 year practical experience running or working independently in a research or teaching lab desirable.

Animal Health Technician, GR20 (T7905)

Veterinary Medical Teaching Hospital-Statutory

Minimum Biweekly Salary: \$558.78

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty. Some wknds and holidays. Rotating shift, 3 p.m.-11 p.m. and 11 p.m.-7 a.m.

Requirements: Associate's or equivalent in animal health technology and NYS licensure (or eligibility) required. Minimum 2 years related experience. Experience working with small animals, interest in teaching critical care techniques preferred.

Medical Records Technician, GR20 (T8712)

Diagnostic Lab-Statutory

Minimum Biweekly Salary: \$558.78

Perform technical/clinical duties processing and maintaining diagnostic records and communicate case-related information to veterinary clients. Assist in supervision of 2-3 non-exempt employees. Requires several hours per day at CRT with data input and look-up.

Requirements: Licensed Animal Health Technician or equivalent required. Experience with data entry and computer programming helpful. 2 years experience in the animal industries, working either with medical records or as an animal technician helpful. Experience with computer systems and phone systems highly desirable.

Computer Operator, GR21-24 (T8612)

CIT-Endowed

Minimum Biweekly Salary: \$582.29

Operate large scale computer systems and associated peripheral equipment; monitor data communications networks; consult with vendor customer engineers & dept support staff. 39 hrs per wk/shift-work/wknds. **Requirements:** Associate's or equivalent. 1-2 years experience in large data processing facilities. Computer operating experience required; data communications experience helpful. Knowledge of computer hardware, software, operating systems, and programming languages.

Technician, GR21 (T8602)

Avian and Aquatic Animal Medicine-Statutory

Minimum Biweekly Salary: \$582.29

Perform virological and immunological assays in a research lab, including primary cell culture initiation, cell line maintenance, virus isolations, media and reagent preparation and other tasks related to purification of viruses and antibodies by centrifugation and chromatography. Animal handling, inoculation and collection of tissues and blood.

Requirements: Bachelor's or equivalent in immunology, microbiology or related field. 1-2 years experience in a research lab. Experience with sterile research techniques essential. Experience with ultracentrifuges, cell culture equipment, pH meters, balances and microscopes. Must be able to work independently.

Technician, GR21 (T8615)

Avian and Aquatic Animal Medicine-Statutory

Minimum Biweekly Salary: \$582.29

Perform molecular experiments in a virology lab. Prepare radioactive probes; carry out hybridizations; prepare mRNA and cDNA; develop in vitro transfection methods. Responsible for day-to-day organization of the molecular biology lab.

Requirements: Bachelor's or equivalent in microbiology. 1-2 years experience with radio isotopes, sterile techniques, tissue culture and recombinant DNA techniques required. Familiarity with electrophoresis equipment, centrifuges, fraction collectors and scintillation counters.

Technician, GR21 (T8613)

Veterinary Medical Teaching Hospital-Statutory

Minimum Biweekly Salary: \$582.29

Perform diagnostic tests in hematology, cytology, coprology, urinalysis, chemistry and immunology. Operate and maintain equipment; use computer for specimen accession, data entry and information retrieval. Full-time, Tues-Satur, with rotating "on call" for off hours and holidays.

Requirements: Associate's or equivalent in medical technology required; Bachelor's preferred. ASCP certification preferred. 1-2 years related experience preferred.

Animal/Lab Technician, GR21 (T8611)

DL-Quality Milk Promotion Services-Statutory

Minimum Biweekly Salary: \$582.29

Provide technical support in the field and lab; conduct surveys, sample cows, check milking equipment, hold conferences with dairymen, take milk and blood samples. Perform basic (bacteriology) procedures.

Requirements: 2 year microbiology coursework and 2 years dairy farm experience preferred. Certified Animal Health Technician (AHT) preferred. Knowledge of computer software (i.e., Wordperfect, Lotus) and use of modems preferred.

Technician, GR21 (T7808)

Division of Nutritional Sciences-Statutory

Minimum Biweekly Salary: \$582.29

Provide technical support for research involving the physiological basis for the effects of malnutrition on lactational performance.

Requirements: Bachelor's or equivalent in biology, biochemistry, nutrition, or related field required. 1-2 years related experience. Experience in relevant lab techniques with particular emphasis in radioimmunoassay procedures, biochemical assays, and small animal surgical procedures. Good interpersonal, and technical skills. Data management and statistical analysis skills highly desired.

Technician, GR21 (T8410)

Veterinary Microbiology-Statutory

Minimum Biweekly Salary: \$582.29

Set-up cell and organ culture experiments and perform required biochemical analyses on these experiments. Prepare protocols and tabulation of data. Basic lab maintenance.

Requirements: Bachelor's or equivalent in chemistry, biochemistry, molecular biology or microbiology. 2-4 years experience with setting up cell and organ culture experiments. Experience with biochemical analysis techniques and general lab maintenance.

Technician, GR21 (T8414)

Poultry and Avian Sciences-Statutory

Minimum Biweekly Salary: \$582.29

Set-up and perform experiments in animal development, cell biology, and biotechnology. Study genetic and environmental influences on growth and development using cytogenetic, tissue culture, histology, and biochemical techniques. Operate tissue culture facility, keep breeding and lab records, and perform computer assisted computer analyses.

Requirements: Bachelor's or equivalent in biology, biochemistry or animal science. Minimum 1-2 years experience. Lab experience and demonstrated ability to work independently. Experience and/or interest in animal research essential. Some experience in biochemical and cellular techniques desirable.

Technician, GR21 (T8313)

Food Science-Statutory

Minimum Biweekly Salary: \$582.29

Conduct analyses of lipid content and fatty acid composition of tissues. Perform serum lipoprotein analyses, gas-chromatography, HPLC electrophoresis, animal nutrition/feeding trials. Study enzymes involved in lipid metabolism; conduct RIA assays of eicosanoids.

Requirements: Bachelor's or equivalent in chemistry or biochemistry required and 2 years related experience. Experience in lab research; knowledge of lipids nutrition and instrumental methods, gas chromatography, HPLC and spectrometers. Familiarity with computers and radioimmunoassays.

Technician, GR21 (T8310)

Diagnostic Lab-Statutory

Minimum Biweekly Salary: \$582.29

Perform viral and chlamydial isolation procedures on clinical specimens. Perform a variety of serological tests including serum neutralization, agar gel immunodiffusion, and hemagglutination inhibition. Perform fluorescent antibody procedures, tissue culture, and reagent preparation.

Requirements: Bachelor's in microbiology or biology required. 1-2 years work experience. Good sterile and basic microbiological techniques required.

Technician, GR21 (T8101)

Biochemistry, Molecular and Cell Biology-Statutory

Minimum Biweekly Salary: \$582.29

Purify proteins for several laboratories in the Biotechnology Building. Operate HPLC on FPLC apparatus; perform other procedures in Biochemical Lab. 2 year appointment.

Requirements: Bachelor's or equivalent in chemistry or biochemistry required. 1-2 years experience, including experience in protein purification. Experience with HPLC on FPLC system preferred.

Research Equipment Technician, GR22 (T8711)

Lab of Nuclear Studies-Endowed

Minimum Biweekly Salary: \$607.04

Design, construct, assemble and maintain experimental apparatus for the accelerator facility. Troubleshoot difficulties and take corrective action. Design basic electronic circuits and mechanical devices.

Requirements: Associate's or equivalent in mechanical, electrical or electronic technology. Outstanding performance as Research Technician at the GR20 level for 3 years plus formal training in job-related field will be considered as equivalent to the Associate's degree.

Radiological Control Technician, GR22 (T8710)

Environmental Health-Endowed

Minimum Biweekly Salary: \$607.04

Maintain ongoing programs involving radioactive waste and central receiving of radioactive materials.

Requirements: Associate's or equivalent required with coursework in math and science desirable. Bachelor's or equivalent preferred. Valid NYS driver's licence required; good driving record essential. Lab experience and/or experience with radioactive material desirable.

Technician, GR22 (T7907)

Veterinary Pathology-Statutory

Minimum Biweekly Salary: \$607.04

Provide technological support for research in the molecular pathogenesis of neuromuscular disease, in particular X-linked muscular dystrophy (Duchenne-type). Primarily responsible for molecular and biochemical aspects of research and for conduct of experimental procedures. Participate in organization and maintenance of lab.

Requirements: Bachelor's or equivalent in biological science. 1 year minimum documentable experience in lab procedures, preferably involving molecular techniques and/or cell culture. Working knowledge of appropriate lab equipment. Familiarity with handling radioactive compounds. Animal handling experience desired.

Environmental Safety Technician, GR23 (T8107, T8406)

Environmental Health-Endowed

Minimum Biweekly Salary: \$632.84

Perform routine inspections of laboratories and other workplaces to evaluate health hazards; investigate reports of possible health hazards. Perform environmental sampling and maintain instruments.

Requirements: Associate's or equivalent required; Bachelor's or equivalent with coursework in chemistry, biology, or engineering preferred. Some lab experience as well as health and safety training desirable; good interpersonal skills essential. 2-3 years related experience desired.

Electronics Technician, GR25 (T8412)

Computer Science-Endowed

Minimum Biweekly Salary: \$694.38

Provide support, design and planning for the department's computing facilities and hardware. Provide hardware maintenance on a wide range of computing hardware, including direct electronic circuit repair to the component level of digital and analog circuits. Perform site and facilities planning; negotiate and supervise the implementation of maintenance contracts.

Requirements: Associate's or equivalent in electronics plus minimum 5 years experience in the analysis and repair of electronic computing circuits. Knowledge of a wide range of computing systems including engineering workstations and minicomputers. Experience with sophisticated electronic test equipment, such as logic analyzers, TDRs, and digital storage oscilloscopes. Experience with Ethernet networks valuable and with data communications equipment essential. Good problem solving skills and capable of independent decisions. Ability to communicate and interact with wide range of people is critical.

Technical Off-Campus

Technician, GR20 (T8709)

Equine Drug Testing-Buffalo/Batavia Race Tracks-Statutory

Minimum Biweekly Salary: \$558.78

Perform analysis of blood and urine samples in a field drug testing lab to serve Buffalo/Batavia Race Tracks. Routine record keeping and lab maintenance. Assist lab director as needed. 5 days per week, 1:30-10 p.m. Satur. Sun and holidays included.

Requirements: Associate's or equivalent in chemistry, medical lab technology or related field. Experience with thin layer chromatography and general lab procedures. Familiarity with gas chromatograph.

Technical Part-time

Technician, GR20 (T8306)

Poultry and Avian Sciences-Statutory

Minimum full-time equivalent: \$558.78

Organize and perform research in avian reproductive endocrinology. Perform experimental procedures including molecular endocrinology techniques. RIA, some animal work and data analysis. Mon-Fri, 4 hours per day until 6:30/9:00 continuation contingent upon funding.

Requirements: Bachelor's or equivalent in biological science desired. 1-2 years lab experience required. Technical expertise in radioisotope usage and molecular biology techniques. Able to work independently; mainframe and microcomputer familiarity.

Technician, GR21 (T8405)

Biotechnology Program-Endowed

Minimum full-time equivalent: \$582.29

Assist in the operation of scientific instruments, including operating a computer and performing general lab activities in a service facility. Operate a flow cytometer and a spectrophotometer; maintain lab apparatus and supplies. Mon-Fri, 20 hrs per wk.

Requirements: Bachelor's or equivalent in physical or biological sciences preferred. Minimum 2 years of lab experience involving the use of some instrumentation. Some programming experience is desirable but not essential.

Media Technician, GR21 (T8210)

Law School-Endowed

Minimum full-time equivalent: \$582.29

Supervise and perform the operations of audio visual equipment and services at the Cornell Law School, including classroom support and special events functions. Serve as primary media technician for internal production of audio visual material. Mon-Fri, 1-5 (flexible).

Requirements: Bachelor's or equivalent in communications, instructional media, or equivalent experience. Knowledge of operations of all commonly used audio visual equipment with emphasis on video recording systems; ability to trouble shoot this equipment. Supervisory experience strongly preferred. Excellent interpersonal and management skills.

Technical Temporary

Applications Programmer 1 (T8619)

Summer Session-Endowed

Hiring Rate: \$8.25

Assist in development, modifications, implementation and maintenance of database management applications for general office operations. Prepare technical and user documentation; provide training and assist users with software and basic hardware issues. Until March 1993.

Requirements: High School diploma required. Experience in structured computer programming IBM PC type machines. Knowledge of database development language required (e.g. DBASE, FOXBASE, CLIPPER). Experience with Wordperfect and Lotus 123 preferred. Good written and oral communication skills. Ability to work well with others & independently.

Computer Programmer (T8204)

Agricultural Economics-Statutory

Revise existing programs written in Fortran and Turbo Pascal for a microcomputer. Revise program which transfers data to the Fortran Program. Mon-Fri, 20-39 hrs per wk. Until 12/31/89.

Requirements: Sufficient course work to understand Fortran and Turbo Pascal programs written for a microcomputer. Knowledge of microcomputers and Fortran and Turbo Pascal for microcomputers.

Office Professionals

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

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

Switchboard Operator, GR16 (C8716)

Stattler Hotel-Endowed

Minimum Biweekly Salary: \$477.46

Coordinate all incoming and outgoing phone calls for staff and guests using computerized phone switching system. Hrs. 3-11; flexible nights & wknds.

Requirements: High School diploma or equivalent. Basic reading, writing & communication (verbal) skills. Knowledge of foreign languages helpful.

Office Assistant, GR17 (C8709)

Office of the Bursar-Endowed

Minimum Biweekly Salary: \$495.36

Process incoming and outgoing mail for the Bursar's Student Accounts, Student Loans and Cornellcard Accounts. Act as receptionist; set up appointments; answer phones; type departmental letters and reports; maintain correspondence files; operate word processor.

Requirements: High School diploma or equivalent. Up to 1 year experience in general office work. Good typing, spelling, mathematical and grammatical skills. Knowledge of word processor helpful. Heavy typing.

Searcher, GR18 (C8711)

Serials Department-CUL/Olin Library-Endowed

Minimum Biweekly Salary: \$513.94

Search, order, and maintain all serial titles received in the Cyrillic languages. Responsible for maintaining a designated group of current serials in western languages and for conversion of paper check-in records to the on-line Database.

Requirements: Associate's or equivalent; academic background in Slavic studies desirable. Previous library experience helpful. Organizational, communication and interpersonal skills. Excellent reading and writing skills in Russian. Light typing.

Senior Records Assistant, GR18 (C8715)

Veterinary Library-Statutory

Minimum Biweekly Salary: \$513.94

Responsible for all aspects of interlibrary borrowing service. Fill interlibrary lending requests; search gift/donated books; provide circulation, directional/informational and other public service assistance to patrons at the Public Service Desk; organize and conduct annual book sales; process and catalog 4th-year student seminar papers. Other duties as assigned.

Requirements: High School diploma or equivalent. Previous office and/or library experience desirable. Strong interpersonal and communication skills. Strong orientation to public service. Ability to organize and accurately perform detailed work. Knowledge of RLIN, word processing, and microcomputers helpful. Able to work independently. Medium typing.

Secretary, GR18 (C8712)

Patents and Technology Marketing-Endowed

Minimum Biweekly Salary: \$513.94

Provide secretarial, receptionist and clerical support for staff members in a law office environment. Greet visitors; screen calls; type; handle mail; copy; maintain accurate files; other duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework desirable. Strong secretarial, organizational, interpersonal and communication skills required. Accuracy and timeliness are essential. Able to work under pressure with several interruptions. Must be able to use standard office business machines and strong knowledge of PC's or compatible (WP 4.2/5.0). Confidentiality a must. Heavy typing.

Accounts Assistant, GR18 (C8412)

Plantations-Statutory

Minimum Biweekly Salary: \$513.94

Process purchase orders, payments, travel forms, voucher payroll & deposits; issue local "pick-up" orders & hold petty cash fund; responsible for accuracy of accounting information & funding sources used. Other duties as assigned including occasional backup for receptionist/gift shop clerk.

Requirements: High School diploma or equivalent. Some college coursework desirable. Minimum 1-2 years accounting experience desired. Familiarity with Cornell State Business Office procedures very helpful. Accuracy, confidentiality and ability to work independently are extremely important. Medium typing.

Secretary, GR18 (C8704)

International Students and Scholars-Endowed

Minimum Biweekly Salary: \$513.94

Serve as receptionist; provide secretarial support for several staff members. Type: word processing (IBM/PC); file and other duties as assigned.

Requirements: High School diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Exp in dealing with public. Ability to work under pressure with many interruptions. Med typing.

Accounts Assistant, GR18 (C8616)

Statutory Finance and Business Office-Statutory

Minimum Biweekly Salary: \$513.94

Audit expenditure documents on restricted accounts (grants, contracts, gift accounts) including vouchers, requisitions, ID's, personnel effort forms, to insure the document meets Cornell policy, generally accepted accounting & sponsor agent policy; work with dept personnel to resolve audit problems.

Requirements: High School diploma or equivalent. College coursework in accounting desirable. 1 year accounting experience. Able to work with daily deadlines. Must be able to work quickly but maintain high degree of accuracy and thoroughness. Strong communication (oral and written) skills are critical.

Accounts Assistant, GR18 (C8605)

Theory Center-Endowed

Minimum Biweekly Salary: \$513.94

Coordinate review process of proposals for time on the Cornell National Supercomputer Facility; maintain up-to-date database with complete information on all Theory Center accounts.

Requirements: High School diploma or equivalent. Some college coursework in data processing desirable. 1-2 years experience with IBM-PC and database management. Strong interpersonal, communications, and organizational skills. Medium typing.

Secretary, GR18 (C8608)

Vice President, Public Affairs Office-Endowed

Minimum Biweekly Salary: \$513.94

Provide general secretarial and office support for the Day Hall offices of Public Affairs, including the Vice President's office, the Assistant to the Vice President, and the Directors of Business Operations, College and Unit Public Affairs, Regional Offices and University Events. Type; office receptionist; arrange appointments. Other duties as assigned.

Requirements: Some college coursework preferred. 1-2 years related experience. Strong typing skills. Knowledge of Apple Macintosh computer, including use of MS Word and Excel. Able to proofread and deal with confidential material. Good interpersonal & telephone skills. Med typing.

Keypunch Operator, GR18 (C8302)

Finance and Business Services-Statutory

Minimum Biweekly Salary: \$513.94

Operate data entry and online display terminals in the process of creating or updating records for input to various computerized systems. Other office duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework in computer science and/or secretarial science or equivalent. Minimum 1-2 years data entry, office assistant, and/or accounts clerk experience. Medium typing.

Accounts Assistant, GR19 (C8717)

NYSSILR, ILR Press-Statutory

Minimum Biweekly Salary: \$535.78

Manage and reconcile ILR Press accounts. Record financial transactions; handle checks and cash from sale of publications and process vouchers, requisitions and interdepartmental orders; work closely with office assistant responsible for order processing and serve as back up; maintain office files; register publications with US Copyright Office; proofreading; general administrative support.

Requirements: High School diploma or equivalent. 2 years related office experience. Proficiency with basic bookkeeping necessary. Familiarity with university accounting procedures desirable. Strong organizational skills and ability to work independently. Good math and english skills. Interest in working with computers. Because this job is likely to change significantly within the first year applicants should be flexible and able to adapt to change. Considerable potential for growth. Light typing.

Accounts Assistant, GR19 (C8710)

Office of the Bursar-Endowed

Performance *Continued from page 1*

It's only after you find the solution to the basic problem of an employee's poor performance that you can begin to motivate to a higher performance level.

Most employees want to know what is expected of them and how well they are doing. You can use the opportunity of this entire process to show how interested you are in their progress and accomplishments. Be willing to give praise when it's deserved, and show that you care enough about how well they do by pointing out shortcomings. Then show them that you're willing to help them overcome obstacles to improving their performance.

Providing the Resources Necessary for Good Performance

Solving performance problems often involves either adding or changing human, physical or financial resources. This can be difficult, especially when facing budgetary concerns. The only thing you might be able to do in this situation is to be creative. One good idea is to go over a list of resource deficiencies with other supervisors in your department or unit to see if you're facing a lack of resources across the board. You might be able to share some resources right within your department; what one is lacking, another may have to spare. This applies to both staff, material and equipment.

Once you're sure that the direct cause of an employee's poor performance is a lack of resources, and you can't solve the problem with what's already available in your work unit, the next step is to go to your manager or director. Try to work with her to see what can be done to obtain whatever it takes to have this job done properly. Outline the situation for the manager in a way that will make it clear that the lack of resources — not inefficiency or a lack of knowledge — is the real problem.

Another creative avenue is increasing human resources by restructuring or cross-training within the work unit. This can be time consuming, but it's fairly inexpensive. This approach can also provide additional challenges for some of your high-performing, more experienced staff.

Collecting Information and Data

The first step in trying to collect enough pertinent information to be able to evaluate your employees fairly and objectively is careful observation; it helps you discover the facts about the employee and his work. In order to do the best job possible at the end of the appraisal period, you may want to increase your observation skills and keep some sort of record of what you observe. This will give you a good basis for discussion with the employee on certain elements of the appraisal because you'll have a fair sample of work behavior. Good observation provides information on how an employee does a job — and that's the info you need in order to help him do it better.

You're going to need to record what you've seen. Keeping an incident file on each employee is a good way to document ongoing performance. You can do this by using notebooks, folders, daily calendars or incident sheets. Keep track of both the pluses and minuses of performance. Keeping a daily or weekly log will make your yearly appraisal much easier.

Here are a few guidelines for you to consider when preparing documentation:

- don't rely on memory — write things down as soon as possible after they happen;
- only document facts — not your opinions;
- record direct observations — try to stay away from hearsay, except in special circumstances;
- only include documentation that is behavioral — not based on personality characteristics
- be specific — e.g., better to log "Jane's April monthly report had 5 major errors" than "sometimes Jane's work is not error free"; and

try to balance things by having as good a mix as possible of positive and negative incidents. Sometimes it's tempting to record only the negative, but don't. Remember—the ultimate purpose of recording these incidents is for performance appraisal and you want that to be as positive as it can be.

NOTE: Remember that well-timed verbal feedback can reap many rewards. Don't forget this as you focus on your documentation.

What data should you be collecting? What types of data will reflect performance levels? Keep track of productivity or output, meeting deadlines (both on projects and day-to-day work), punctuality, handling pressure, and accuracy. Another good way to gather information and data is to use a trait/behavior checklist form; it minimizes bias and saves time. If you combine using a checklist with an incident file, your performance appraisal should be as fair as possible. Sample copies of a Trait/Behavior Checklist are available in Training & Development, 107 Day Hall, 5-7170.

How to Avoid Rating Inaccuracy

Rating problems can happen so easily, mainly because we don't relate to each other in a vacuum. Your personal feelings can easily creep in to your work relationships, no matter how unbiased you try to be. Just try your best not to let this happen during appraisal. Working with a guideline similar to the one below is important during the rating process:

Five Most Common Problems to Avoid in Rating Employee Performance

Leniency Error This happens when raters "go easy." Employees are given higher ratings than they deserve because the rater doesn't want to have feedback and defend negative ratings. This, of course, is called "avoidance."

Central Tendency This describes the tendency of many raters to give all their employees "average" ratings — when not everyone is average this is also

often caused by a concern about feedback problems, as well as by not taking enough time to really differentiate among the real levels of performance in a work unit.

Halo Effect Very few employees are superior performers in all aspects of their job — just as very few are poor on all aspects. Halo effect occurs when raters allow superior or poor performance on one work element to influence their ratings on other elements, where the real performance is not as good (or as poor).

Unfamiliarity It is not true that some kind of rating is better than no rating at all. Supervisors should provide ratings only on those elements on which they feel knowledgeable enough to rate the employee properly. To get around this error, either consult with another supervisor who has this knowledge, or eliminate rating this element (with an appropriate explanation to your employee).

Non-job-related Influences Raters often allow their positive or negative personal feelings to get in the way of accurate evaluations. While negative ratings definitely should be given if they are deserved, personal feelings — positive or negative — should be put aside. Ratings should focus only on how well each employee actually performs on the elements on the appraisal form, regardless of the rater's personal feelings.

Here are a few more potential influences that you might want to watch out for:

- letting two employees' ratings influence each other's;
- allowing biases related to race, gender, age or nationality; and
- giving high ratings only to those who merely look busy.

It's hard to separate employees' personalities from their performance behaviors during evaluation, especially when you're trying to give them as much input as possible. Collecting pertinent information and data — along with using the above guidelines — should help keep appraising supervisors effective in their roles.

Jobs *Continued from page 3*

Administrative Aide, GR22 (C8713) Institutional Planning and Research-Endowed Minimum Biweekly Salary: \$607.04

Provide administrative support for the Director and eight other staff members. Requires ongoing coordination with staff of four other office sharing the same office complex.

Requirements: Associate's or equivalent. 2 years administrative/secretarial experience. Managerial, organizational and communication skills essential. Knowledge of personal computers and programs for word and data processing required. Knowledge of Cornell accounting procedures and/or basic accounting skills helpful. Heavy typing.

Budget Assistant, GR22 (C8216) Financial Planning and Budget Management-Endowed Minimum Biweekly Salary: \$607.04

Assist in the implementation and execution of the annual Endowed operating budget including all fund types except grants and contracts, and all operating units. Assist in the preparation of financial summaries and analyses. Provide support for Budget Management Office activities including budget implementation, quarterly reporting and ad hoc financial analysis.

Requirements: Associate's or equivalent. Minimum 3 years experience in accounting and/or budgeting at a university or corporate level. Requires knowledge of electronic spreadsheets and a general knowledge of mainframe computer databases. Cornell experience desired. Position will remain open until a suitable candidate is found.

Office Professionals Part-Time

Office Assistant, GR16 (C8207) Athletics-Endowed

Minimum full-time equivalent: \$477.46

Under direct supervision, provide secretarial and clerical assistance in the operation of the Football Office. Serve as receptionist to visitors; handle inquiries (in person and telephone). Process all mail requests for information, input data; type file. Other duties as assigned.

Requirements: High School diploma or equivalent. Minimum of 1 year related experience. Excellent typing and telephone skills. Knowledge of Macintosh computer and word processing software important. Experience with university mainframe helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Office Assistant, GR17 (C7711)

Agricultural and Biological Engineering-Statutory

Minimum full-time equivalent: \$495.36

Assist Cornell Local Roads Program (CLRP) staff by registering workshop applicants, distribute publications, respond to telephone inquiries, type letters and reports. May involve travel to workshops in NYS 3-6 times per year. Mon-Fri, 20-24 hrs per wk.

Requirements: High School diploma or equivalent is required. Some college desirable. A valid NYS driver's license. Minimum 1 year office or related experience. Proficiency in Wordperfect required. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Secretary, GR18 (C8513)

Agronomy-Statutory

Minimum full-time equivalent: \$513.94

Type manuscripts and grant proposals with high degree of technical difficulty; type and distribute departmental newsletter; backup for department secretaries and department chair's secretary; other duties as assigned. Mon-Fri, 4 hours per day, morning or afternoon.

Requirements: High School diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Good communication skills. Able to prioritize. Experience with Wordperfect 5.0 on an IBM compatible computer. Knowledge of DBase III desirable. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Accounts Assistant, GR18 (C8413)

Academic Programs-Statutory

Minimum full-time equivalent: \$513.94

Assist in the operation and maintenance of the fiscal, inventory, and student employee areas of the department. Process fiscal forms, student appointments and payrolls, travel forms, and new equipment forms; perform physical inventory; order supplies; maintain records. Mon-Fri, 8 a.m.-12 noon.

Requirements: High School diploma or equivalent. Some college coursework desired. At least 1 year experience in a fiscally-oriented setting. Typing accuracy essential. Computer experience helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Administrative Aide, GR19 (C8705)

COMEPP-Endowed

Minimum full-time equivalent: \$535.78

Provide administrative support to director, administrator, and technical staff. Prepare purchase orders, vouchers and payroll; maintain large mailing lists and document library inquiries; process invoice; monitor licenses and distribute software package; assist in short course and conference arrangements; compose routine office correspondence. Mon-Fri, hours to be arranged.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years related office experience. Experience with Macintosh computer (Word, Excel) preferred. Knowledge of Cornell purchasing and accounting procedures useful. Good communications (oral and written) essential. Attention to detail a must. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Secretary, GR20 (C8515)

Chemistry-Endowed

Minimum full-time equivalent: \$558.78

Word processing, database entry and computer-aided technical drawing for Professor; phone; mail; file; travel and appointment management; library searching. Mon-Fri, 4 hours per day, flexible.

Requirements: Associate's or equivalent. 2-3 years experience with word processing and graphics. Excellent organizational and interpersonal communication skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

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.

Project Searcher/Typist (S8605)

Man Library-Statutory

Perform word processing to compile and manipulate lists of books and journals; perform bibliographic searches; perform a variety of clerical duties. Search NOTIS database & type project correspondence, compile statistics, etc. Mon-Fri, approximately 10 hrs per wk. Until Dec 15, 1989. **Requirements:** Associate's or equivalent required. Proficient in Wordperfect essential. Accuracy and ability to handle detail. Previous library experience, knowledge of bibliographic entry and some familiarity with database managers desirable. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Service Clerk (S8603)

Crows Nest Birding Shop-Statutory

General stockkeeping duties at Crows Nest Birding Shop. Answer phones, filing, and possibly typing.

Requirements: High School diploma or equivalent. NYS drivers license helpful. Able to lift 50 lbs. Until 1/10/90. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Research Support Specialist (S8401)

Human Development and Family Studies/Family Life Development Center-Statutory

Provide program evaluation support to training programs. Develop and revise evaluation instruments for the Child Protective Services Training Institute, other grants and contracts; review and interpret the results of evaluation; write/edit evaluation quarterly reports; assist project staff in preparing grant proposals.

Requirements: Bachelor's in social sciences, with emphasis on program evaluation. 2-3 years experience in program planning and evaluation design. Expertise in statistical and software packages, Macintosh or IBM. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Part-time Secretary, GR17 (S8201)

Education-Statutory

Provide secretarial support for Apple grant; coordinate staff activities (i.e., calendars, meetings); type interim and final reports; transcribe research-based interview tapes; attend advisory committee and staff meetings; prepare minutes. 20 hrs per wk. Until 8/30/90.

Requirements: High School diploma or equivalent. Business or secretarial school preferred. 1-2 years secretarial experience. Solid word processing, typing, transcription skills required. Good organizational skills, and interpersonal skills required. Medium typing. Contact Karen Raponi at 255-2192.

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 (G8705)

Statler Hotel-Endowed

Hiring Rate: \$6.00

Clean public guest areas of the hotel; stock the guestrooms floor closets for the room attendants and serve as linen room attendant. Hours flexible, some nights and wknds.

Requirements: Basic reading and writing skills. High School diploma or equivalent desirable. Hotel housekeeping experience preferred.

Head Waitstaff, SO02 (G8707)

Statler Hotel-Endowed

Hiring Rate: \$6.00

Under general supervision serve meals to guests in the fine dining room; assist in set up and cleaning of the dining room. Hours flexible, some nights and wknds.

Requirements: High School diploma or equivalent. Must be able to read and write English. 1 year wait experience preferred. Able to work well with the public.

Custodian, SO02 (G8704)

Buildings Care-Statutory

Hiring Rate: \$6.00

Provide general custodial care of buildings & grounds in immediate vicinity of assigned area. Sun-Wed, 11 p.m.-7:30 a.m.; Thurs 11 p.m.-6:30 a.m.

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

Custodian, SO02 (G8708, G8701)

Buildings Care-Endowed

Hiring Rate: \$6.00

Provide general custodial care of buildings & grounds in immediate vicinity

of assigned area. Mon-Thurs, 6 a.m.-2:30 p.m.; Fri 6 a.m.-1:30 p.m.

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

Food Service Worker, SO02 (G8703)

Dining-Endowed

Hiring Rate: \$6.00

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

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

Custodian, SO02 (G8702)

Dining-Endowed

Hiring Rate: \$6.00

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Shift subject to change.

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

Custodian, SO03 (G8706)

Statler Hotel-Endowed

Hiring Rate: \$6.28

Maintain the highest standards of cleanliness for the hotel. Giving guests, students and employees the best service available. Hours flexible, some nights and wknds.

Requirements: Basic reading and writing skills. High School diploma or equivalent desirable. Hotel housekeeping experience preferred.

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.

Custodian (S8601)

Unions and Activities-Endowed

Provide general custodial care of assigned areas.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment. Satur 5:30 p.m.-2 a.m. and Sun 5:30 p.m.-Midnight. If interested please call Karen Raponi at (607) 255-2192.

Please submit materials for the following positions to 160 Day Hall.

Dairy Worker, SO06 (B8701)

Animal Science-Statutory

Hiring Rate: \$7.20

Under general supervision feed, milk, and care for dairy cows and calves in maternity area. Assist other dairy cattle maintenance as required. Strong interpersonal and organizational skills required. 5 days, 40 hrs per wk. 8-4:30, some wknds.

Requirements: High School diploma or equivalent. Associate's preferred. NYS driver's license. 3-5 years related experience. Able to lift 100 lbs. Send application materials to Staffing Services, 160 Day Hall.

Temporary Photo Assistant (B8602)

Vet Biomedical Communications-Statutory

Hiring Rate: \$7.00

Responsible for black and white printing and use of automated processing.

Requirements: High School diploma or equivalent. At least 3 years related experience. Send cover letter and resume to Cynthia Smithbower.

Temporary Offset Press Operator (B8601)

Agricultural Engineering-Statutory

Hiring Rate: \$6.50-7.50

Operate addressograph/multigraph and several Canon copiers in a department duplication center.

Requirements: High School diploma or equivalent. Some related printing experience.

Academic

Parasitologist

NYS College of Veterinary Medicine

Develop an independent, competitively funded research program focusing on host parasite interactions.

Requirements: PhD or a DVM/PhD or equivalent. Experience in molecular biology and training at the postdoctoral level is required. This position is part of a major commitment by the department to apply molecular approaches to infectious disease research. Participation in the teaching of Parasitology to veterinary and graduate students will be required. Applications including a curriculum vitae, statement of research interests and the names and addresses of 3 references should be sent to Dr. Roger J. Avery, Chairman, Department of Microbiology, Immunology and Parasitology, NY State College of Veterinary Medicine, 616 Veterinary Research Tower, Cornell University, Ithaca, NY 14853-6401 by Nov 15. Telephone inquiries will be welcomed (607-253-3400).

Assistant Professor

Chemistry

Tenure-track. Outstanding candidates in the areas of analytical or inorganic chemistry are invited to apply. Postdoctoral experience highly desirable. Applicants should submit a curriculum vitae, publication list, summary of predoctoral and postdoctoral research, graduate transcript, and a brief statement of research plans. These materials and three letters of recommendation should be sent by Nov 10 to Chairman, Faculty Search Committee, Department of Chemistry, Baker Lab, Cornell University, Ithaca, NY 14853-1301.

Senior Extension Associate in Education (CA08)

Executive Director of Rural Schools Program

Department of Education

Serve as chief executive officer of the Rural Schools Program. Attend all meetings of the Board of Directors, Rural Schools Program. Represent the rural schools in statewide and regional hearings of legislative committees and other commissions. Maintain liaison with statewide organizations and agencies concerned with rural education in NY State. Organize conference and workshops as directed by the Program. Prepare regular newsletters and other printer materials.

Requirements: Experience as a chief school administrator in rural school district. Knowledge of finances, programs, and personnel policies of public schools. Ability to work effectively with school boards, administrators, State education officials, and educational and agricultural agencies and organizations. Ability to related to University faculty in various disciplines, including education. Ability to communicate effectively in oral and written situations. Appointment date: Jan 2, 1990 or as soon thereafter as possible. Submit a formal letter of application; vita; a sample of professional writings; and names of three references to Prof. Joe P. Bail, Chairman, RSP Search Committee, 293 Roberts Hall, Cornell University, Ithaca, NY 14853 by Oct 30.

Executive Director

Rural School Program

The Department of Education seeks a person to fill the position of Executive Director of the Rural Schools Program, an extension outreach effort. The title will be Senior Extension Associate and will be .8 to .9 FTE. Salary negotiable. Previous experience as a school administrator in a rural district is required, minimum of a Master's Degree. Duties include serving as Chief Executive Officer; conference planning; writing of in-house newsletters and other publications; maintaining liaison with legislative leaders; and making appropriate contacts with educational groups including school boards, farm organizations, and college professors in appropriate disciplines. Send letter of application, list of three references, and a sample copy of writings by October 30, 1989, to Professor Joe P. Bail, Chair, Search Committee, Cornell University, 293 Roberts Hall, Ithaca, NY 14853.