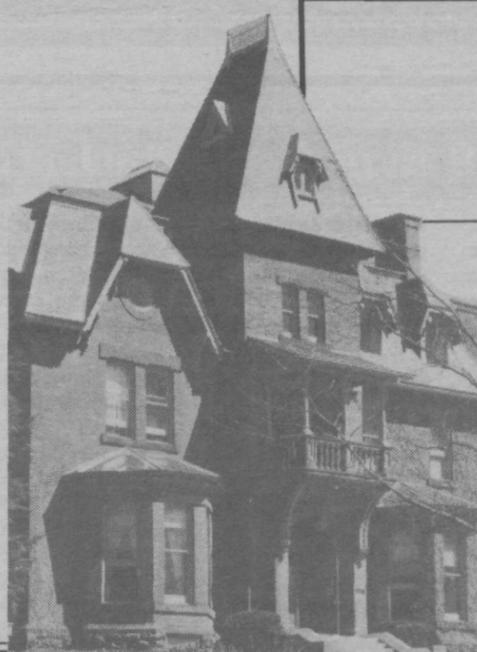


# CORNELL CHRONICLE

Volume 21 Number 6 October 5, 1989



Investor indexes

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Letter from  
A.D. White House

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ALScapades '89

## 2 scholars agree: Canon not needed

Despite the fulminations of former U.S. Secretary of Education William J. Bennett, the American university system is the best in the world, according to philosophy Professor K. Anthony Appiah.

"I speak as a person who has taught on two other continents," said the British-born scholar, who earned his bachelor and doctorate degrees at Cambridge University.

One of the reasons the American system is the best is that "there are a lot of smart people getting a lot of other smart people interested in a lot of things," he said. "People are coming here from all over the world to a play a role in this intellectual excitement."

Appiah's observation came at the end of a one-hour presentation and discussion by himself and history of science Professor L. Pierce Williams on growing demands for a canon of required readings for all students.

Appiah's comment citing the individual-centered intellectual vigor in American universities underscored both professors' main arguments on the canon issue. They spoke to about 100 students in the freshman colloquium held last week.

Williams and Appiah agreed that there should be no set canon of required reading for all students; at most, each professor has his or her own canon. "We do our part if that is the canon that excites you. We can do it without an overarching structure," Appiah said.

"All of us can give you a manageable list of works we think make up the canon of our teaching," Williams said. "That you can define."

"But there are so many things to think about, you'll spend the rest of your life discovering them, enjoying them and adding them to your personal canon. In the long run, that is the canon that counts."

The Appiah/Williams discussion was billed as a public debate, a debate that never materialized on an issue that was resolved 125 years ago by Andrew D. White. White's resolution became the cornerstone of a Cornell education.

In "A History of Cornell," Morris Bishop points out that, although the "elective system" is an idea that dates back to Benjamin Franklin and Thomas Jefferson, it was established at Cornell "in effective and lasting form, for the first time in America."

Bishop writes: "White defends warmly the principle of liberty in the student's choice of studies. 'The usual imposition of a single fixed course is fatal to any true university spirit in this country; it cramps colleges and men. . . .' Most students, if well advised, are entirely competent to choose the work they desire and need."

In his parting comment to the students, Appiah said that if they really are worried about American education, they should become high school teachers. He said he believes one of the "great tragedies in America" is the attitude that it is "less than grand to be teaching people in their teens."

—Martin B. Stiles

## Computer users warned about virus on campus

A computer virus that will erase any infected programs run on any Friday the 13th on IBM PC, PS/2 and other DOS-based computers has been detected at Cornell. The next date of activation for the virus is Oct. 13.

The virus can be fought using software and documentation available from the Software Lending Library in Room 123 of the Computing and Communications Center, said Tom Young of Cornell Information Technologies. Users should bring one three-and-one-half-inch or two five-and-one-quarter-inch diskettes to copy the software.

All PC users should install a watchdog program and scan their disks for viruses on a regular basis, Young said. Also, any virus infections should be reported to the Service HelpDesk in 124 CCC, phone 255-8990.

The "Friday the 13th" virus is the most common of all PC viruses in the country, Young said. It is not the more destructive but rare "Datacrime" or "Columbus Day" virus.

The virus was first discovered here in the Sibley Hall computing facility and is believed to have entered that facility in early September. Young advises all recent users of the facility to check their disks for possible infection.

## Freshmen take the field!



David Lynch-Benjamin

In keeping with tradition, Cornell's freshmen were invited to join the marching band on Schoellkopf Field during halftime of the Sept. 30 football game against Northeastern, the first home game of the year. The Big Red lost, 20-0.

## Cornell should consider housing 1,570 more students, study says

Adding as many as 1,570 beds through five possible housing projects over eight years at a cost of \$68 million is the chief recommendation of a consultant's long-range housing program developed for the university.

Because undergraduate student enrollment is projected to stay about the same, the possible 22 percent increase in the 7,300 beds now on campus would have a significant impact on Cornell's residential life, university officials said.

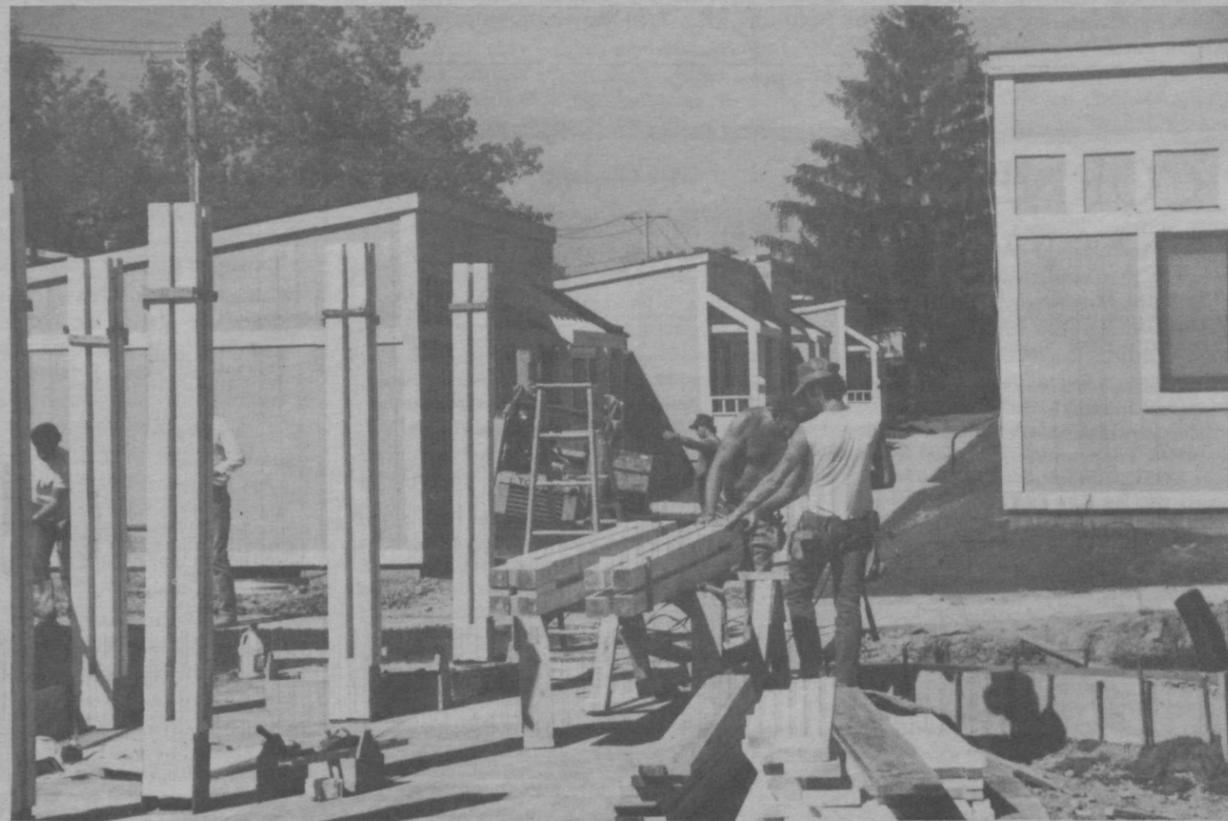
The recommendations were part of a 103-page report prepared over the last year by a consulting firm, Cresap, of Washington, D.C. On Wednesday, Oct. 4, Cresap representatives summarized their findings before separate groups of

Cornell students and staff, local community leaders and the press.

Along with the recommended projects, the consultants emphasized the importance of phasing in any changes and of continually monitoring the general housing needs of the campus in light of the changing housing market in the area.

"We are gratified to have a basis for developing a strategic housing plan after a year's study and research," Senior Provost Robert Barker said. "Many among the administration and trustees have come to feel that Cornell should move to provide more on-campus housing that is better integrated

Continued on page 6



John Pachai

Workers apply some finishing touches to the university's new Maplewood Park houses for graduate students.

## BRIEFS

■ **Picked for shuttle:** Astronaut Dr. Mae C. Jemison, who received her medical degree from Cornell Medical College in 1981, has been assigned as a mission specialist on the June 1991 scheduled flight of the NASA shuttle Discovery. Experiments pertaining to life sciences and materials processing will be conducted on the mission.

■ **Cucumbers tested:** A field test of cucumbers that have been genetically altered to tolerate a common yield-reducing virus is being conducted this fall by Dennis Gonsalves, a professor of plant pathology at the New York State Agricultural Experiment Station in Geneva. Believed to be the first such test of genetically altered cucumbers, the project is supported by a \$134,000 grant for plant viral research from The Upjohn Co. of Kalamazoo, Mich.

■ **Winch honored:** A maple tree planted in front of Fernow Hall and which was presented to the College of Agriculture and Life Sciences by the children of Fred E. Winch Jr., professor emeritus of forestry,

will be dedicated in honor of Winch at 2 p.m. on Friday, Oct. 6. Winch, who served on the faculty from 1943 until his retirement in 1975, will be present during the ceremony in front of Fernow Hall.

■ **Emeriti to meet:** The Association of Emeritus Professors will hold its fall meeting at 2 p.m. on Tuesday, Oct. 10, in the Flexible Theatre of the Center for Theatre Arts. Professor Bruce Levitt, chairman of the Department of Theatre Arts, will speak on "Arts and Academia." There will be tours of the new facility. Retired professors, academic staff and administrators and their spouses are invited. For additional details, call the Office of the Dean of Faculty at 255-4963.

■ **New director:** Former Xerox Corp. executive Robert J. Landsman, a 1950 graduate of the School of Industrial and Labor Relations, has been appointed director of the Rochester office of the school's extension division. Landsman also was appointed to the Institute of Collective Bar-

gaining, a new organization established at Cornell to create a better understanding of the changing patterns of collective bargaining. Landsman, who holds a law degree from New York University, joined Xerox in 1966. His most recent position was director of corporate industrial relations.

■ **AFL-CIO meets on campus:** Oct. 6 marks the first time that the two dozen members of the New York State AFL-CIO Executive Council will meet on the Cornell campus. Ed Cleary, president of the state AFL-CIO, and Paul Cole, secretary-treasurer, will discuss items of mutual interest with faculty in the School of Industrial and Labor Relations during the morning. Cole, also vice president of the American Federation of Teachers, will confer with faculty members on educational projects. President Frank H.T. Rhodes and Industrial and Labor Relations Dean David Lipsky will address the labor council during lunch. The afternoon session is slated for the quarterly meeting of the AFL-CIO Executive Council.

## NOTABLES

**Daniel Gold**, assistant professor of South Asian Religions, has won the 1989 Best First Book Prize awarded by the Committee on History of Religions of the American Council of Learned Societies. The book, "The Lord as Guru: Hindi Sants in North Indian Tradition," was published by Oxford University Press in 1987. A member of the Cornell faculty since 1986, Gold teaches courses in South Asian civilization, and in the myths, literatures and religions of India through the Department of Asian Studies.

**Stephen E. Bloom**, professor of cytogenetics, has received the Merck Award from the Poultry Science Association in recognition of his "outstanding and fundamental contributions in poultry and avian sciences." Bloom was cited for several research accomplishments, including his pioneering work in the use of chick embryos in assessing the biological effects of early exposure to environmental chemicals. He has been on the faculty of the Department of Poultry and Avian Sciences since 1968.

## State of university address on Oct. 11

President Frank H.T. Rhodes will discuss the state of the university on Wednesday, Oct. 11, at the Faculty Council of Representatives' first meeting of the 1989-90 academic year.

The meeting, at 4:30 p.m. in Room 110 of Ives Hall, is open to the public.

In addition to hearing Rhodes' review of major issues at Cornell today, the FCR will get a library-expansion update from Provost Malden C. Nesheim, choose members for its Affirmative Action Committee and discuss agenda items for the Financial Policies Committee to pursue this year.

## Barton Blotter: Bicycles, tools stolen

Some \$13,257 in valuables was reported stolen on campus, including seven bicycles worth \$2,615 and three thefts of tools worth \$4,810, according to the morning reports of the Department of Public Safety for Sept. 25 through Oct. 1.

One theft involved \$4,288 in electrical and pneumatic tools, which were reported stolen from the Maplewood Park houses construction site. Other thefts included a \$700 ring taken from Robert Purcell Union, a \$850 computer component stolen from Boyce Thompson Institute and a \$2,500 video camera taken from Sibley Hall.

## OBITUARY

## J. Barkley Rosser

Mathematician J. Barkley Rosser, a member of the Cornell faculty from 1936 to 1963, died on Sept. 5 at his home in Madison, Wis. He was 81.

Rosser left Cornell to become director of the Mathematics Research Center at the University of Wisconsin at Madison. He retired in 1978 as professor emeritus of mathematics and computer science. He is survived by his wife, Annetta Hamilton Rosser, of Madison, two children, five grandchildren and two sisters.

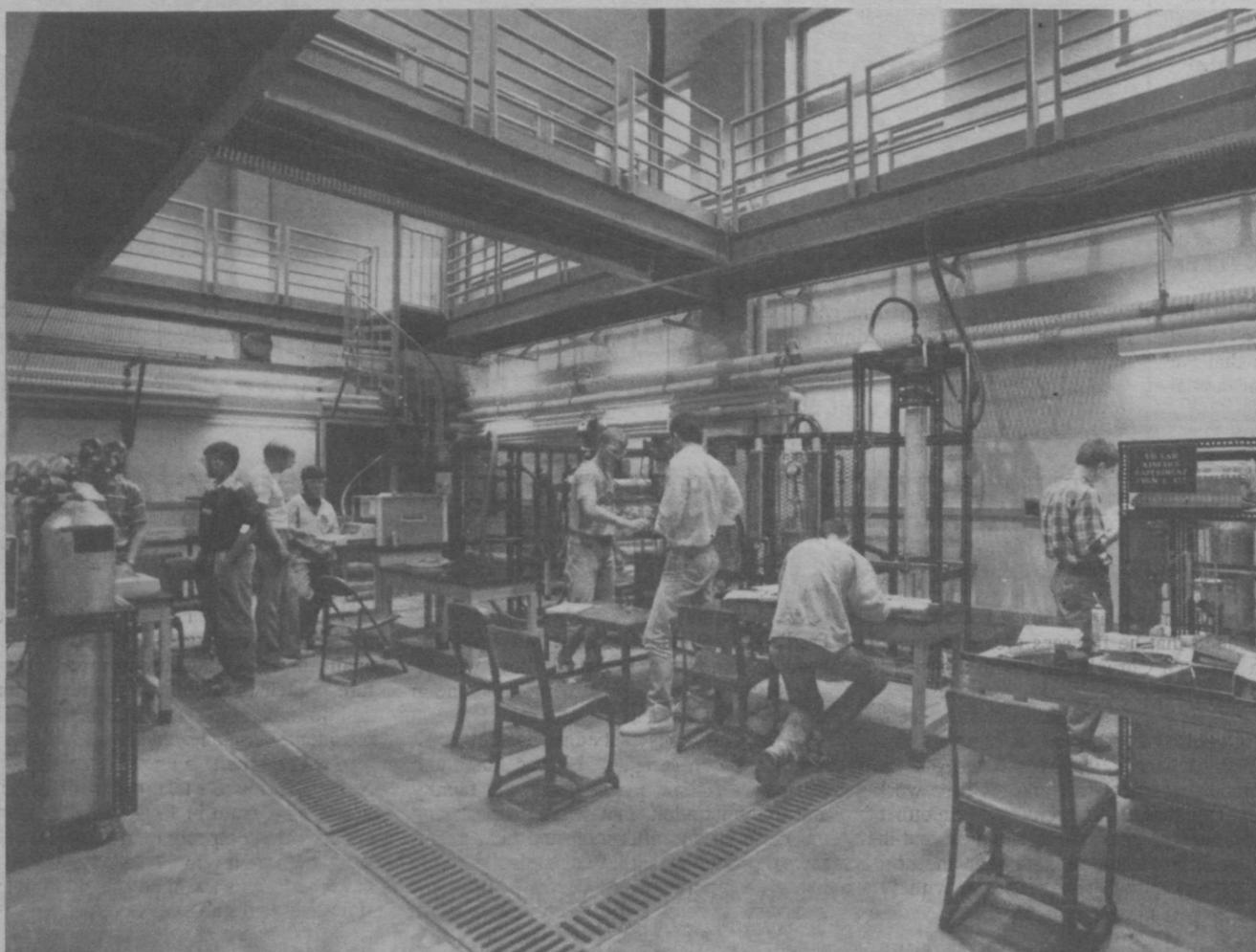
## Correction

A Sept. 21 Chronicle article on a new food-canning process credited the wrong scientist with discovering a key element in the process.

Jerome Van Buren, professor of biochemistry in the Geneva Experiment Station's Department of Food Science and Technology, reported in 1960 that pectin methylesterase is the enzyme responsible for the firming of snap beans as a result of lower blanching temperatures.

Discoveries by Van Buren and others at the Geneva station contributed to the process for crispier canned vegetables as developed by Malcolm Bourne.

## New laboratory



Charles Harrington

Students work in one of the new chemical engineering laboratories built during the recently completed \$6.5 million, two-year renovation of the east wing of Olin Hall. President Frank H.T. Rhodes will take part in a ribbon cutting ceremony scheduled for 8:30 a.m. on Saturday, Oct. 7, at the south entrance to the facility.

## CORNELL CHRONICLE

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CIRCULATION: Joanne Hanavan

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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.

## 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.

**Conference Travel Grant Applications:** are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by Nov. 1 for December conferences.

**Fellowships:** National Science Foundation Graduate Fellowships and National Science Foundation Minority Graduate Fellowships applications are due Nov. 9 for Part I. Applicants for these three-year awards must be U.S. citizens and incoming students in the biological, physical or social sciences.

**Dissertation and Thesis Seminars:** will be held in the Morison Seminar Room, Corson/Mudd Hall on Tuesday, Oct. 24, at 11:30 a.m. for doctoral dissertations and on Wednesday, Oct. 25, at 3 p.m. for master's theses. Thesis advisers will discuss preparing and filing theses and dissertations; students, faculty and typists are encouraged to attend.

# Forbes using investor indexes created by Arbel

Forbes magazine is beginning a new regular feature about Wall Street that includes two biweekly indexes developed by Avner Arbel, a professor of finance in the School of Hotel Administration.

Arbel's "Institutional Investor" and "Individual Investor" indexes reflect how the stocks with the highest and lowest percentage of holdings by institutions such as pension funds, insurance companies and mutual funds performed for the two weeks prior to each issue.

They are believed to be the only financial indexes furnished by a university professor on a regular basis for a major national newspaper or magazine. Forbes has a circulation of more than 727,000 readers.

"Ever since the market crashed two years ago, it has been driven to a large extent by the large financial institutions," said Arbel, the co-author of the book "Crash: 10 Days in October . . . Will It Strike Again?"

"These indexes provide a new and more detailed way to monitor the restructured market in a new financial world where institutional investors are so important," he said.

Arbel's indexes will be featured among the most-widely-used financial indexes, including the S&P 500, the Dow Jones industrials and those for gold, yen and Treasury bill rates. Eighteen indexes are included in the "Closeup on the Market" section for "The Forbes Wall Street Review," a new page in the biweekly magazine.

"Arbel's indexes offer another way to use the large body of financial information that's available," said Steve Kichen, the senior editor at Forbes overseeing the production of the new financial page. "We believe the Avner Arbel indexes of stocks will provide our readers with nice, handy yardsticks which indicate who's buying in the market."

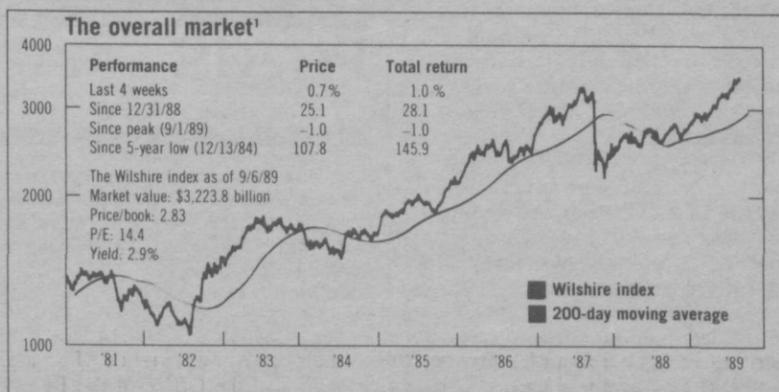
Working with the Ford Database from Ford Investor Services, Arbel uses a computer to analyze the holdings of 2,000 major stocks. The 200 stocks with the highest percentage of holdings by institutions were chosen for his Institutional Index. His Individual Index, on the other hand, comprises the 200 stocks with the lowest percentage of institutional ownership.

"Ever since the crash, institutional investments have performed much better than those made by individuals," Arbel pointed out. "There's an alarming message here that we need to consider. Individuals are a major source of capital

The Wilshire index and the Dow industrials are up 25% this year, while Morgan Stanley's EAFE index of foreign stocks (translated into dollars) is down 1%. Fund manager John M. Templeton still sees values in every foreign market save Japan's; back in the U.S., Templeton finds the emerging growth sector especially cheap. The recent Wall Street rally appears to have been driven by institutional investors. In the past two weeks the Avner Arbel index of stocks with heavy institutional holdings rose 2.3%, while stocks held by individuals gained just 0.8%.

## The Forbes Wall Street Review

Edited by Eric S. Hardy



## Closeup on the Market

| Index or investment   | Price    | 2-week change | Index or investment   | Price or rate   | 2-week change                 |
|---|----------|---------------|---|---|-------------------------------|
| <b>Wilshire index</b><br>6,000 stocks, capitalization weighted            | 3,424.72 | 1.4%          | <b>Europe, Australia, New Zealand and Far East<sup>1</sup></b><br>(EAFE) a dollar denominated capitalization weighted index | 953.30  | 2.5%                          |
| <b>Wilshire index</b><br>6,000 stocks, equal weighted                     | 23.04    | 1.8           | <b>Institutional<sup>2</sup></b><br>Approximately 200 stocks with high institutional ownership                              | 125.02  | 2.3                           |
| <b>Dow Jones industrials</b><br>30 stocks, divisor-adjusted price average | 2,719.79 | 1.0           | <b>Individual<sup>3</sup></b><br>Approximately 200 stocks with low institutional ownership                                  | 113.80  | 0.8                           |
| <b>S&amp;P 500</b><br>Capitalization weighted cross-section, major stocks | 349.24   | 1.3           | <b>Technology</b><br>Hambrecht & Quist index  | 265.51  | 1.0                           |
| <b>NYSE</b><br>Capitalization weighted, all listed common stocks          | 194.18   | 1.2           | <b>Gold<sup>4</sup></b> (Comex spot, per ounce)   | \$361.10  | unchanged                     |
| <b>Amex</b><br>Capitalization weighted total return: stocks, warrants     | 382.87   | 1.4           | <b>Yen<sup>4</sup></b> (per \$U.S.)   | 146.66  | 2.0                           |
| <b>Nasdaq</b><br>Capitalization weighted, all issues except warrants      | 469.25   | 1.6           | <b>Commodity index<sup>4</sup></b> (1967=100)   | 225.84  | 1.2                           |
|   |          |               | <b>Oil<sup>4</sup></b> (W Texas intermediate)   | \$19.41   | 4.9                           |
|   |          |               | <b>T Bills<sup>4</sup></b> (90 days)  | 7.78%   | -51 basis points <sup>5</sup> |
| <b>Meridian Bancorp</b>   | 23       | -10           | 10  | Made \$18-per-share div for troubled First Pennsylvania |                               |

Note: All data for periods ending 9/6/89. Wilshire index reflects price performance. It differs slightly from market value of outstanding stocks because of retirements of equity since index was created. Stocks listed above all have market capitalizations of \$500 million or more. <sup>1</sup>Capitalization weighted, prepared by Wilshire Associates, Santa Monica, Calif. <sup>2</sup>Morgan Stanley Capital International Perspective. <sup>3</sup>A. Arbel, Cornell University, using Ford Database from Ford Investor Services. <sup>4</sup>Knight-Ridder Financial Information. <sup>5</sup>A basis point is equal to one-hundredth of a percentage point. NA: Not applicable.

for innovative, entrepreneurial companies. If their poor performance in the market continues, it might scare them even more from investing."

For the period ending Sept. 6, 1989, Arbel's indexes

showed that the stocks with the heaviest institutional holdings performed almost three times higher than those primarily owned by individuals.

—Susan S. Lang

## Venezuelan president calls for debt reduction to avoid chaos

Venezuelan President Carlos Andres Perez Rodriguez said his nation and the rest of Latin America must overcome the burdens of foreign debt, international trade inequities and North Americans' negative feelings for their region if they are to improve their lot in the world.

Delivering the 1989 Bartels World Affairs Lecture at Bailey Hall on Sept. 28, he called for a reduction — not an elimination — in the debt and in the interest on that debt "to avoid chaos," adding that "what is at stake is not whether a country will honor its commitments," but whether it will be able to survive.

Because it believes that it can find no better allies and friends, Venezuela is turning to U.S. universities to find greater understanding for its problems, Perez said. He added that he foresees greater cooperation between Cornell and Latin America in the future and then proposed that his country and the university work together to train top management for Venezuela.

Details have yet to be worked out, but Senior Provost Robert Barker will be working with Davydd J. Greenwood, director of the Center for International Studies, and the deans to initiate the next steps in the process. Cornell will work directly with Dr.

Beatrice Rangel Mantilla, the director general of the Presidential Secretariat in Venezuela.

In introducing Perez, Cornell President Frank H.T. Rhodes asserted that having a head of state as a Bartels Fellow was "a wonderful occasion and a memorable one in the history of Cornell."

Perez had a busy schedule during his 12 hours or so on campus. He had lunch and dinner with some members of the faculty and administration, met with others during the morning and afternoon and held an informal gathering with Venezuelan students in the afternoon, followed by a question-and-answer session with Latin American and other Spanish-speaking students.

Greenwood, CIS director and the John S. Knight Professor of International Studies, noted that in his conversations as well as his lecture, Perez talked not only about the debt problem but "also a great deal about Latin America's cultural importance. What's intriguing about this is his emphasis on the balance between the debt problem and the cultural and social importance of Latin America as it will emerge in the 21st century," Greenwood said.

Cornell's large contingent of alumni from Venezuela "played a crucial role in Perez's visit," he noted. "This is just another example of how valuable our foreign alumni are to the university community."

"I think that one of the most important things that Perez pointed to is the educated North Americans' lack of knowledge about Latin America," said Professor Billie Jean Isbell, director of the Latin American Studies Program and an associate professor of anthropology.

"He sees as one of the primary goals of his presidency facilitating the dialogue between North America and our neighbors in Latin America," she continued. "Our Latin American Studies Program as well as other Cornell resources can play an important role in establishing continuous links between our two regions."

Alfredo Fernandez, a graduate student in the master of professional studies program and president of the 30-member Venezuelan Student Association here, introduced Perez to the students during their afternoon sessions. The president was presented with a

plaque carrying the names of all Venezuelan students at Cornell, Fernandez said.

"He talked to us in a very close way, not like a president, but like a friend of ours," the graduate student said. The students met again the following day to discuss the lecture, which they enthusiastically endorsed, and to talk about the meeting with their president, Fernandez added.

Two Cornell alumni, Henry E. and Nancy Horton Bartels, established the fellowship program in 1984 to foster a broadened world perspective among Cornell students by bringing to the campus people who have distinguished themselves as international public figures.

Perez called the Bartels Fellowship "a priceless encouragement for the hard work of government." He was elected to his country's presidency in 1973, served from 1974 to 1979 and last year became the first Venezuelan to be elected to serve a second term as president.

At a press conference that morning, he asserted: "It is not true that we don't want to pay our debt or want to declare a moratorium"; Venezuela only wants to discuss the terms of payment.

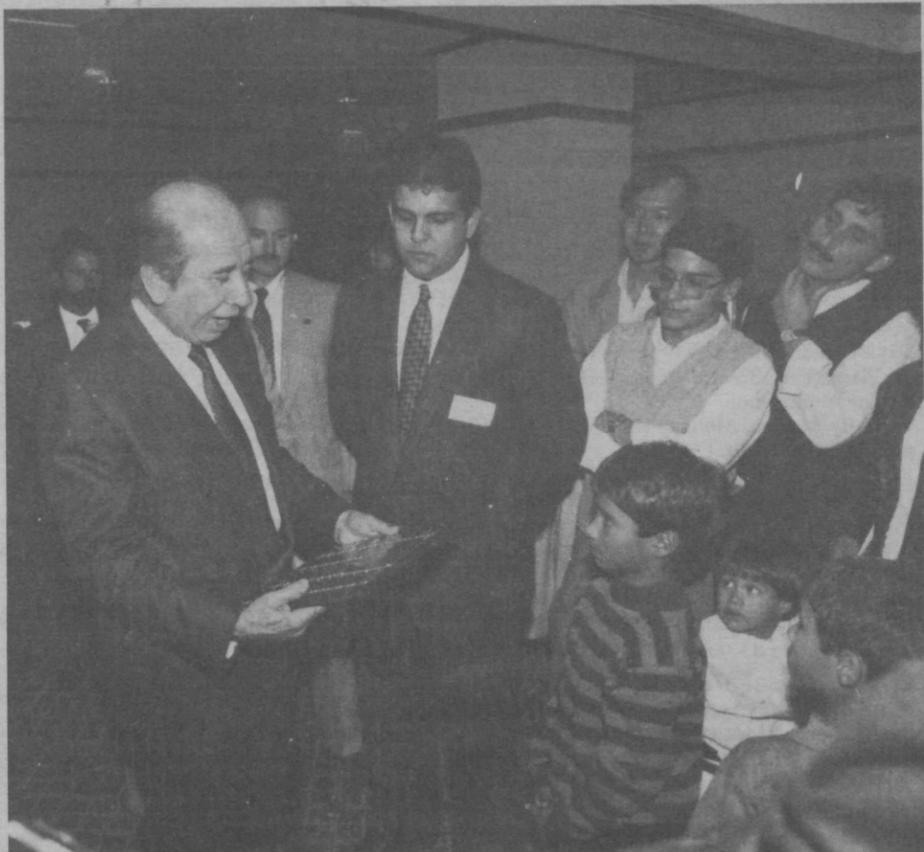
Perez warned during his lecture that if Latin America does not resume economic growth, political instability will grow, putting more than that region at risk.

Venezuela's president cited quotations from President Coolidge and others that disparaged Latin America and its people in asserting that Americans "rarely see the other side of 'Yankee go home' — the traditional scorn" of North Americans for Latin Americans.

During a question-and-answer session immediately following his lecture, Perez discussed the interrelationship of the debt crisis, trade policies and the worldwide drug problem.

He praised President Bush for his policy against drug trafficking, but noted that three months before giving Colombia funds for its fight against drug trafficking, the United States refused to sign an international coffee agreement that would have had a positive effect upon coffee prices and, hence, upon the non-drug-related economy in Colombia and the rest of the region.

—Barry Gross



Charles Harrington

Venezuelan President Carlos Andres Perez Rodriguez is presented with a plaque carrying the names of all Venezuelan students at Cornell during a meeting with students. He was on campus to deliver the Bartels World Affairs Lecture.

# 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.

## 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, 10/5

"The Terence Davies Trilogy," directed by Terence Davies, 7:30 p.m., Uris.  
"Cousins" (1989), directed by Joel Schumacher, with Ted Danson, Isabella Rossellini, Sean Young and Lloyd Bridges, 10 p.m., Uris.\*

### Friday, 10/6

"Wuthering Heights" (1939), directed by William Wyler, with Laurence Olivier and Merle Oberon, 7:15 p.m., Uris.\*

### Saturday, 10/7

"Wuthering Heights," 7:15 p.m., Uris.\*  
"Cousins," 9:45 p.m., Uris.\*

### Sunday, 10/8

"The Snake Pit" (1948), directed by Anatole Litvak, with Olivia de Havilland and Leo Genn, co-sponsored by Psi Chi, 8 p.m., Uris.\*

### Monday, 10/9

"In the Year of the Pig" (1969), directed by Emile De Antonio, co-sponsored by Noyes, 8 p.m., Uris.\*

### Tuesday, 10/10

"Welcome in Vienna" (1986), directed by Axel Corti, with Gabriel Barylli and Nicolas Brieger, 8 p.m., Uris.\*

### Wednesday, 10/11

"Cry and Cry Again" (1987), directed by Zsolt Kezdi-Kova, with Jerzy Trela, Maria Varga and Peter Andorai, 4:30 p.m., Uris.  
"What Have I Done To Deserve This?" (1985), directed by Pedro Almodovar, with Carmen Maura, Luis Hualde and Ryo Hiruma, 7:15 p.m., Uris.\*  
"Field of Dreams" (1989), directed by Phil Alden Robinson, with Kevin Costner and James E. Jones, 9:30 p.m., Uris.\*

### Thursday, 10/12

"Update Brazil: Women's Police Stations," "Sari Red," "Maids and Madams," sponsored by Program on International Development and Women, 4 p.m., 4 p.m. to 6 p.m., 157 E. Sibley.  
"Jeanne Dielman" (1975), directed by Chantal Ackerman, with Delphine Seyrig and Jan Decorte, sponsored by Pentangle, 7:30 p.m., Uris.  
"Garm Hava," story and screenplay by Kaifi Azmi, Shama Zaid, 7:30 p.m., 310 Uris Library.

## LECTURES

### Boyce Thompson Institute Distinguished Lectures

"Caterpillars to Moths to the Costa Rican National Biodiversity Institute: A Progression in Complexity," Daniel H. Janzen, biology, University of Pennsylvania, Oct. 11, 2 p.m., James Law Auditorium, Veterinary College.

### Philosophy Students' Association

"Curing the Sickness of a Time: Wittgenstein, Gender and the Problems of Philosophy," Naomi Scheman, University of Michigan, part of the series "Recent Work in Feminist Epistemology," Oct. 13, 4:30 p.m., Guerlac Room, A.D. White House.

### Plantations

"Herbs of Ornamental Value and Herbs of Scent," Rosemary Verey, British horticulturist, a slide lecture and the inauguration of the Audrey Harness O'Connor Lecture Series, Oct. 5, 7 p.m., auditorium, Boyce Thompson Institute.

## 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

Bart Van Oort, fortepianist from Holland, in concert Oct. 11 at 8:15 p.m. in Barnes Hall. Carl Maria von Weber's Sonata in A-flat Major, Felix Mendelssohn's Variations Serieuses, Franz Schubert's Sonata in A Major will be performed.



David Grimes

David Grimes, classical guitarist from California, will perform Oct. 12 at 8:15 p.m. in Barnes Hall. The program will include "A Medieval Tapestry," by Charlton, "Seis Variaciones" (sobre un tema de Milan) by Nin-Culmell, "Sarabande Lointaine," by Rodrigo, "Variace na Tema Jaromira Klempire" by Stepan Rak and "Three Dances, Rondo and Tarantella," by Castelnuovo-Tedesco.

The Cornell University Glee Club, a 60-voice men's chorus, will perform in concert Oct. 14, 8:15 p.m. in Sage Chapel. The ensemble, directed by Thomas A. Sokol, chairman of the music department, will feature works by Bartok, Brahms, Copland, Milhaud and Orff. Tickets are available for \$4 at the Lincoln Hall Ticket Office and Sage Chapel Basement, and \$5 at the door.

### Bound for Glory

Records from the studio on Oct. 8. Requests at 273-2121. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

## RELIGION

### Sage Chapel

There will be no service Oct. 8 due to Fall Recess.

### Catholic

Mass (Fall Break): Saturday 5 p.m., Anabel Taylor Auditorium.  
Mass (Fall Break): Sunday 10 a.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, 9:15 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

Shabbat Services: Friday at 6 p.m., Founders, Anabel Taylor Hall.

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

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

Kol Nidre, Sunday: Conservative Services, 6 p.m., Auditorium; Orthodox, 6:15 p.m., Edwards Room; Reform Services 8:30 p.m., Chapel, Anabel Taylor Hall.

Yom Kippur, Monday: Orthodox Services, 9 a.m., Edwards Room; Conservative Services, 10 a.m., auditorium; Reform, 10 a.m., Chapel, Anabel Taylor 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

### Archaeology

"Reports from the Field," Hirsch Travel Award Recipients, Intercollege Program in Archaeology, Oct. 12, 4:40 p.m., 366 McGraw Hall.

### Astronomy & Space Sciences

"Nonlinear Alfvén Waves and the Origins of Interstellar Scattering," Steven R. Spangler, University of Iowa, Oct. 5, 4:30 p.m., 105 Space Sciences Building.

"Infrared Polarimetry of Nearly Everything," Terry Jones, University of Minnesota, Oct. 12, 4:30 p.m., 105 Space Sciences Building.

### Biochemistry

"How Chromosomes Attach to Vertebrate Mitotic Spindle," Conly Rieder, Wadsworth Center for Labs & Research, New York State Department of Health, Oct. 6, 12:20 p.m., Large Conference Room, Biotechnology Building.

### Biophysics

"Pathway of Folding of Ribonuclease A," Robert L. Baldwin, biochemistry, Stanford University School of Medicine, Stanford, Oct. 11, 4:30 p.m., 700 Clark Hall.

### Chemistry

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.

Organic Chemistry Seminars, "Recent Developments in f-Element Organometallic Chemistry," Andrew Streitwieser, University of California, Berkeley, Oct. 9, 4:40 p.m., 119 Baker Laboratory.

### Cognitive Studies

"Focus, Intonation and Scope Relations," Nirit Kadmon, Ben Gurion University of the Negev, Oct. 6, 3:30 p.m., 202 Uris Hall.

### Comparative Literature

"British Working Class Literature of the 19th and 20th Centuries," Leonard Goldstein, Potsdam University, German Democratic Republic, Oct. 12, 4:30 p.m., 134 Goldwin Smith Hall.

### Ecology

"Conservation of the Tui tara," Alison Cree, zoology, Victoria University of Wellington, Wellington, New Zealand, Oct. 11, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Environmental Toxicology

"Radon Hazards in the Home," Joseph Laquafra, design and environmental analysis, Oct. 13, 12:20 p.m., 304 Femow 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.

Review of Hungarian dances and requests, Oct. 8, 7:30 to 10:30 p.m., auditorium, Martha Van Rensselaer Hall.

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 Hambo step will be taught Oct. 10. For more information, call 273-0707 or 539-7335.

### Israeli Folkdancing

Israeli folkdancing, Oct. 5, 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 to 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.

### Hartell Gallery

Paintings of Audrey Ushenko, through Oct. 14. The gallery is in Sibley Dome and is open Monday through Friday, 8 a.m. to 5 p.m.

### Tjaden Gallery

Photography exhibition by Bill Stafford through Oct. 6; drawing exhibition with students of Miriam Hitchcock, Oct. 8 through Oct. 13. The gallery is in Tjaden Hall.

**Epidemiology**

"Some Aspects of Infant Feeding in Costa Rica" Leda Munoz, nutritional sciences, Oct. 6, 2:20 p.m., 260 Warren Hall.

**Floriculture & Ornamental Horticulture**

"Becoming Licensed in Landscape Architecture," Marvin Adleman, floriculture and ornamental horticulture, Oct. 12, 12:15 p.m., 404 Plant Science Building.

**Hillel**

"Shattered Vessels: Heresy, Heretics & Jewish Tradition," Oct. 11, 7:30 p.m., G-34 Anabel Taylor Hall.

**History & Philosophy of Science & Technology**

"Astrology in Early Modern England: The Making of a Vulgar Knowledge," Patrick Curry, Institute of Historical Research, London, England, Oct. 11, 4:30 p.m., 110 Rockefeller Hall.

**Human Development & Family Studies**

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

**International Nutrition**

"Tamil Nadu: Where Do We Go From Here?" Jim Greene, principal nutrition specialist, The World Bank, Oct. 5, 12:40 p.m., 200 Savage Hall.

**Immunology**

"Is Tolerance Murder, Suicide or Starvation?" Polly Matzinger, Laboratory of Cellular and Molecular Immunology, National Institutes of Health, Oct. 6, 12:15 p.m., G-3 Vet Research Tower.

**Latin American Studies Program**

"The Kayapo: Out of the Forest," Terence Turner, anthropology, University of Chicago and visiting fellow at LASP, NUCLEO VERDE, Oct. 5, 12:15 p.m., 294 Caldwell Hall.

"Ownership of Traditional Information: Moral and Legal Obligation to Compensate Indigenous Peoples," Richard McNeil, natural resources, NUCLEO VERDE, Oct. 12, 12:15 p.m., 114 Martha Van Rensselaer Hall.

**Linguistics**

"Any: Polarity-Sensitivity and Modality," Nirit Kadmon, Ben Gurion University of the Negev, Oct. 11, 2:30 p.m., 227 Morrill Hall.

**Manufacturing Seminar**

"Steps to Implement Quality," Arthur R. Turner, Exxon Corporation, co-sponsored by the Cornell Society of Engineers, Oct. 5, 4:30 p.m., B14 Hollister Hall.

**Materials Science & Engineering**

"(i) ONR Materials Division Program, (ii) Fracture Processes on Ferro-Electric/Ferro-Elastic Materials," Robert Pohanka, ONR, Oct. 5, 4:30 p.m., 140 Bard Hall.

"Nonequilibrium Interfaces Kinetics During Rapid Solidification," Michael Aziz, Harvard University, Oct. 12, 4:30 p.m., 140 Bard Hall.

**Neurobiology & Behavior**

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

"Evolutionary Ecology of Mycophagous Drosophila," John Jaenike, biology, University of Rochester, Oct. 12, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

**Ornithology**

"The Natural History and Social Behavior of Humpback Whales," Adam Frankel, University of Hawaii, Oct. 9, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

**Peace Studies Program**

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

"Attempts at Arms Control 1950-1975," Hans Bethe, John Wendell Anderson Professor of Physics Emeritus, Oct. 12, 12:15 p.m., G-08A Uris Hall.

**Peace-Cornell Lecture Series**

"Government Policy, Food Security and Nutrition in Sub-Sahara Africa," Per Pinstrup-Andersen, food economics, director of Cornell Food and Nutrition Policy Program, Oct. 11, (no change of date), 2:30 p.m., 166 Martha Van Rensselaer Hall.

**Plant Biology**

"Ethylene and Target Cells of Plant Science," Daphne Osborn, Oxford University, plant science, Oct. 6, 11:15 a.m., 404 Plant Science Building.

**Psychology**

Title to be announced, Nirit Kadmon, Ben Gurion University of the Negev, Oct. 6, 3:30 p.m., 202 Uris Hall.

Title to be announced, Michael Turvey, Gibson Lecture, Oct. 13, 3:30 p.m., 202 Uris Hall.

**South Asia Program**

"Religious Symbols and Women — Challenges to Sagar's Ramayana and Popular Culture," Jyotsna Kapur, South Asia Program, assistant editor, CWAS Newsletter, Oct. 11, 12:15 p.m., 153 Uris Hall.

**Southeast Asia Program**

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

"Big Men and Bolos, Bosses, Buses and Bulets; Local Power in Philippine Politics," John Sidel, SEAP grad, government, Oct. 12, 12:20 p.m., 102 West Ave. Extension.

**Statistics**

"Point Process Approach to Regression," Rolf-Dieter Reiss, Universitat Gesamthochschule Siegen, West Germany, Oct. 11, 3:30 p.m., 100 Caldwell Hall.

**Textiles & Apparel**

"Personal Protective System," Lori Welch, Wormser, Naval Air Development Center, Oct. 5, 12:20 p.m., 317 Martha Van Rensselaer Hall.

**Theoretical & Applied Mechanics**

"The Relationship Between Mechanical Properties and Structure in Materials, or the Problem of the Princess and the Pea," A. Szvazyan, USSR Academy of Sciences, Oct. 11, 4:30 p.m., 205 Thurston Hall.

**Vegetable Crops/Pomology**

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

"Some Effects of Low Temperature Stress on Chilling-Sensitive and Tolerant Tomato Fruit," J. Wyatt Brown, vegetable crops, Oct. 12, 4:30 p.m., 404 Plant Science Building.

**Veterinary Pathology**

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

**Veterinary Physiology**

"Hormonal Control of Nesting and Birth in New Zealand Reptiles: Mammals at Cold Temperature, or Something Different?" A. Cree, Victoria University, Oct. 10, 4:30 p.m., G-3 Vet Research Tower.

**Western Societies Program**

"The German Historians' Dispute: Nazism in German History and in Political Culture in the FRG," Hans Ulrich Thamer, Wesfälische Wilhelms Universität, Munster, Mellon Visiting Scholar, Oct. 11, 4:30 p.m., 165 McGraw Hall.



**SYMPOSIA**

**Biotechnology Program**

"Animal Viruses and Vaccines," Oct. 10, 9 a.m. to 12:15 p.m. in Room 200, Baker Laboratory. Researchers will discuss the causes and possible means of preventing immune-deficiency and liver diseases in animals. For more information, call Lori Neiderman, 255-2300.

**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. 5, Sage Chapel. Speakers include



Laurence Olivier is Heathcliff and Merle Oberon plays Cathy in the timeless tale of passion, hatred and revenge, "Wuthering Heights," showing Friday, Oct. 6, at 7:15 p.m. in Uris Auditorium.

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; and Sallie McFague, Professor of Theology, Vanderbilt University. Co-sponsored by the Committee on Islamic Studies and The Wood Lecture Series.

**SPORTS**

**Thursday, 10/5**

Men's Golf, ECAC Qualifying at Hamilton  
Women's Varsity Field Hockey, at Bucknell, 4 p.m.  
Women's Junior Varsity Soccer, Hartwick, at home, 4 p.m.  
Men's Tennis, at Binghamton, 4 p.m.

**Friday, 10/6**

Lightweight Football, at Rutgers, 7:30 p.m.

**Friday, 10/6-Saturday, 10/7**

Women's Volleyball, Cornell Invitational

**Friday, 10/6-Sunday, 10/8**

Women's Tennis, ITCA Individual Qualifier at Pennsylvania

**Saturday, 10/7**

Men's Cross Country, Paul Short Invitational at Lehigh, 10:30 a.m.  
Women's Varsity Soccer, Columbia, at home, 11 a.m.  
Women's Cross Country, Paul Short Invitation at Lehigh, 11:30 a.m.  
Varsity Football, Lafayette, at home, 1 p.m.  
Men's Varsity Soccer, Adelphi, at home, 7 p.m.

**Sunday, 10/8**

Women's Varsity Soccer, Boston College, at home, noon

**Monday, 10/9**

Women's Volleyball, Bucknell, at home, 7 p.m.

**Tuesday, 10/10**

Men's Varsity Soccer, Lafayette, at home, 7:30 p.m.

**Wednesday, 10/11**

Women's Tennis, Colgate, at home, 4 p.m.



**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.

**Caregiver Support Group**

Caregiver support group will meet Oct. 10, 11:30 a.m. in NG-10 Martha Van Rensselaer Hall. Meetings are open to anyone interested in aging issues or caring for an older person.

**Cornell Plantations**

Cornell Plantations editor John Chiment will lead an interpretive tour of Cayuga Lake, covering local history, fossil history and geological story of this region, Oct. 14, 9 a.m. to 2 p.m. Call 255-3020 to register.

**Cornell World Tae Kwon Do Assoc.**

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.

**Hebrew Conversation Club**

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

**Lesbian/Bisexual Women's Support Group**

Group for all interested women meets Wednesdays from 7 to 9 p.m., 103 Barnes Hall. For more information, call 255-3608.

**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.

**Olin Library Research Seminars**

Olin Library Reference Department will offer research seminars for faculty and graduate students in the humanities and the social sciences covering Olin's catalogs, COMPASS (computer assisted search service), subject search strategies, reference materials, and interlibrary services, Oct. 5 at 1 p.m. To register and for information, call 255-4144 or stop by the Olin Reference Desk.

**Personal Education Workshops**

A new series begins the week of Oct. 23. Topics include assertiveness, building self-esteem, building satisfying relationships, stress management and others. Signup begins Oct. 12. For more information or to sign up, call 255-3609 or stop by 103 Barnes Hall.

**Writing Workshop**

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



Andrew D. White House

Charles Harrington

## A letter from the A.D. White House

The following letter from the Andrew D. White House was written by the building's coordinator, Agnes Serrine.

"I was hoping to help people realize that the campus is not just a bunch of buildings owned by Cornell but a community that belongs to each student, employee and faculty member," Serrine wrote in her cover note. "We should take a part in helping to keep our surroundings in repair for future generations. There is history in these buildings and it seems to me that if you destroy them you are destroying a part of yourself and leaving nothing for the future."

Below is a letter from the Andrew D. White House.

To the students and organizers who posted posters for the anti-apartheid rally on Sept. 15, 1989.

My name is Andrew D. White House. I have lived on the Cornell campus since 1874. I was built by one of the founders of Cornell University and people on campus and in the community think I'm pretty special. So special, in fact, that I was given the honor of being listed on the register for national historical buildings.

You superglued your posters to my front doors, and today when my care-giver tried

to clean me up I lost my finish, and your glue feels like a bad pimple that won't go away. You may think this no big deal but quite frankly, I wonder how you would enjoy losing a layer or two of your skin.

My inhabitants try to post as many posters as possible on their bulletin board space, and they have certainly been supportive of your efforts against apartheid so it strikes me a little strange that you didn't give them the opportunity to display your posters.

I hope that you learn to appreciate my beauty. The craftsmanship employed to build me is so difficult to find today. I hope you realize the heritage I represent — a part of it is yours. I hope that your experiences here will give you a life that will be as rich and full as mine has been — and that you too will find someone to care, protect and admire you like those who have worked so hard to keep me preserved for each generation of Cornellians.

To all organizations and departments who want to advertise their events: Please do not post posters on my facade without asking my care-givers. They want to help you and keep me beautiful too.

Sincerely yours,  
Andrew Dickson White House

## Campus buildings reviewed for their historic importance

Housing is just one area in which Cornell has been moving, over the last several years, to develop systematic, long-range plans. Other areas include budgeting, enrollment, modern computer networks and the physical campus — buildings, infrastructure, landscaping and perimeter roads.

In connection with the planning process, the provost named a committee in November 1987 to review campus buildings for historic or aesthetic importance and to suggest which deserve priority for preservation, rehabilitation and renovation.

The committee, chaired by Alain Seznec, the Carl A. Kroch University Librarian, will not complete its recommendations for another year or so. Some interim actions have been taken, though, according to campus planner Nancy Goody, who coordinates the overall campus-plan-in-progress.

First, the committee broadened its perspective from considering individual buildings to considering their surrounding space, as well, and changed its name from the Historic Buildings Designation Committee to the Special Areas Committee.

Second, the Board of Trustees reaffirmed its policy to protect certain areas and its prerogative to approve any changes in its 1989 "Comprehensive Policies for the Physical Planning and Design of the Ithaca Campus of Cornell University." The board said that until the Special Areas Committee compiled its updated list of priority sites for protection, "the following spaces and buildings continue to be protected under this policy... the Arts Quadrangle, the gorges and the edges of the banks flanking them; Library Slope; Beebe Lake surface and banks; Sage Chapel; A.D. White Mansion; Uris Library and Tower; Morrill, McGraw and White Halls."

Third, the committee has reviewed about one-fourth of the buildings and spaces on the main campus. Settings, buildings and specific interior spaces are rated as to age, aesthetic quality, special character and Cornell historical value.

In the process, the committee also is building a data base that records the date of construction, designer, architectural/landscape description, area, alterations, and original and current users for each feature, Goody said.

When the review is completed, the committee will produce a loose-leaf Special Areas Guidelines Book comprising all its findings.

"We've still got a fair amount of study ahead of us," Seznec said of the committee, "but it's clear that our review is developing

information that we hope will be useful not only for our own administration and the planning consultants we work with, but also for other universities and government bodies concerned with establishing standards for preservation."

In a related matter, Historic Ithaca Inc. has begun a process aimed at enrolling most of Cornell's central campus on the National Register of Historic Places.

The organization's director, Barbara Ebert, said last week that a preliminary package of more than 100 pages — assembled over several years — was sent on Sept. 6 to the State Office of Parks, Recreation and Historical Preservation. It is expected that Cornell will be asked to respond within several months; if the state approves Historic Ithaca's proposal, much of the central campus then would be considered for national designation.

*The trustees said that until the committee compiled its updated list of priority sites for protection, the following spaces and buildings continue to be protected under this policy... the Arts Quadrangle, the gorges and the edges of the banks flanking them; Library Slope; Beebe Lake surface and banks; Sage Chapel; A.D. White Mansion; Uris Library and Tower; Morrill, McGraw and White Halls.'*

"What we sent was just a suggested outline for a district," Ebert said.

Her suggestions covered Fall Creek to Cascadilla Creek between East and West avenues — excluding the Engineering Quadrangle, the campus store, Olin Library and the Gannett Health Center. They were excluded because they were less than 50 years old, she said. However, she included the Johnson Museum, which is less than 20 years old.

Ebert added that she would include, outside the general boundaries, Myron Taylor and Anabel Taylor Halls. Buildings on the east side of East Avenue and the west side of West Avenue would not be included.

— Sam Segal

## Housing *continued from page 1*

into the academic life of the campus, along the lines of our faculty-fellow and faculty-residence programs.

"At the same time, the consultant's recommendation that we not move precipitously and that we phase in and continually assess our housing needs must be given considerable weight," Barker said.

Following review of the Cresap study by Cornell and the community, an informational report will be presented to appropriate committees of the Board of Trustees — probably at the meeting in late October.

In the last decade, Cornell has spent some \$74 million to build and renovate campus housing, adding 1,050 beds that just about kept pace with enrollment growth during that time period. The university houses about 41 percent of all students, with another 7 percent living in privately owned fraternity and sorority houses and the rest in private-market housing.

The strategy will help the university decide how much more housing of what type should be added, whom it should target and when and where it should be built.

"We are very pleased to have a plan with clear, detailed recommendations based on thorough research of those groups with the strongest interest in university housing," said William D. Gurowitz, vice president for campus affairs.

"But despite the specificity, Cresap also advised that the plan be phased in and that its recommendations be considered in the context of the housing market off campus," he added.

Cresap recommended adding the housing projects in three phases so that Cornell could monitor and evaluate student response to each step and review relevant market

conditions because of the impact that on-campus and off-campus housing have on each other.

When Cresap conducted most of its 900 interviews, for instance, the students, alumni and trustees, parents, Cornell staff and faculty and local government officials did not know how forthcoming housing projects both on and off the campus would affect Cornell students.

In fact, the addition this fall of about 600 private-market beds in Ithaca and 400 beds at Cornell's new Maplewood Park houses for graduate students — at a time when Cornell has deliberately stabilized its enrollment — already has had some effect on the near-campus housing market, Gurowitz said.

A long-standing vacancy rate of about 2 percent has risen to a level of 5 to 10 percent, by various estimates, a change that has stabilized apartment rental prices and may bring them down.

Based on student preferences as reported by Cresap researchers, the new projects would favor single rooms over double-occupancy rooms — with most single rooms within suites or town houses.

A recommended project called a "residential learning house" would have its own dining facilities and would emphasize more strongly than the others the integration of academic and residence life.

University officials stressed that although the Cresap study provided important information, the university would not move to implement the recommendations as to possible housing type, numbers and locations without further study and consultation with affected groups.

— Sam Segal

## I'm the man!

Musician Joe Jackson performed before a crowd of about 3,000 people at Barton Hall on Sept. 27. Jackson and his band performed most of the songs from their latest album, "Blaze of Glory." His visit was organized by the Cornell Concert Commission.



David Lynch-Benjamin

## ALScapades '89

# Ag College to dedicate auditorium, honor 5 alumni

A new 600-seat teaching auditorium on campus will be dedicated on Saturday, Oct. 7, during a reunion for alumni of the College of Agriculture and Life Sciences.

The reunion, dubbed "ALScapades '89," is expected to attract about 700 alumni and friends of the college, according to John Sterling, director of alumni affairs and development for the college. In addition to the auditorium dedication, five graduates of the college will receive the annual Outstanding Alumni Awards on Oct. 6 as part of the reunion.

Cornell President Frank H.T. Rhodes will be the keynote speaker at the auditorium dedication, scheduled to begin at 10:30 a.m. Named in honor of the college's 50,000 alumni, the ALS Alumni Auditorium is part of the nearly completed Academic I building, which will house administrative and academic offices of the agriculture college. The 6,000-square-foot auditorium seats 600 people and includes the latest in audiovisual equipment.

David L. Call, dean of the college, described the new auditorium as "the largest, most modern lecture hall built on the Ag campus in more than 50 years." The auditorium will "greatly enhance the education of students of the college," he said. "It will provide the space needed for expanding classes in agricultural economics and biological sciences, among other courses."

The five Agriculture and Life Sciences graduates will receive Outstanding Alumni Awards Friday evening, Oct. 6, at an awards banquet on campus. They will be cited by the College Alumni Association for success in their businesses or professions, significant contributions to society and demonstrated leadership on behalf of the college.

Recipients of the awards are:

- Wendell G. Earle '48, Ph.D. '50 of Ithaca, an emeritus professor of marketing at Cornell. Several years ago, Earle initiated a new course in small business management and entrepreneurship. That course has evolved into a university-wide undergraduate curriculum known as the Personal Enterprise and Small Business Program.

In his 30 years as a professor of marketing, Earle has had a "profound influence on both his students and the College

of Agriculture and Life Sciences," according to the citation for the award. "To the college, he has been an inspirational leader whose innovative programs have become an integral part of the college's curriculum."

- Robert G. Greig '36 of Red Hook, N.Y., a dairy and fruit farmer. Greig began his career as a farmer in 1942 after serving as a Cooperative Extension agricultural agent for six years. He developed the highest-producing dairy herd in Dutchess County. He also grows 100 acres of apples and 40 acres of small fruit.

Greig has "devoted his life to his profession and his community," the citation reads. "In giving of himself, he has helped make a better life for many people throughout the state."

- Gilbert Levine '49, Ph.D. '52 of Ithaca, an emeritus professor of agricultural engineering. An expert on irrigation and soil and water management, Levine has helped many Third World nations tap the potential of previously unproductive land.

"Through training hundreds of engineers who are now working around the world and personally directing many individual projects, he has helped shape the future of international agriculture," the citation notes. It adds that Levine "has been instrumental in training future generations of agriculture engineers and in making Cornell University a leader in international agricultural development."

- Joseph D. Peck '60 of Saratoga Springs, N.Y., a dairy farmer.

Peck manages a herd of registered Holsteins on a 175-acre farm and operates a thriving seed dealership. He is an advocate of agriculture and the environment who gives frequent talks on both issues. He is also a writer and humorist, producing a daily radio show, and an accomplished actor with many stage roles to his credit. Peck is a "successful farmer, valued public servant, concerned environmentalist and talented communicator," the citation says.

- Edwin L. Slusarczyk '49 of Utica, N.Y., president of Ag Radio Network Inc. In his 30 years as a farm radio broadcaster, Slusarczyk has become "a friend and colleague to members of the agricultural community in the United

States," the citation reads in part. "A dedicated volunteer, he is also involved with a host of organizations devoted to youth, education and agriculture promotion." It notes that Slusarczyk's "professional commitments have made him an ambassador that Cornell can be proud of." His numerous professional accomplishments include his election as the Farm Broadcaster of the Year in 1985 by the National Association of Farm Broadcasters.

Not only will the Academic I building's new auditorium function as a lecture hall, but its proximity to a new 400-seat dining room under construction in Academic I will make it an ideal site for large meetings, conferences and alumni gatherings, Call pointed out.

The dean was instrumental in adding the auditorium to the college's new administration building. When plans for Academic I were being developed, the State University of New York agreed to include an auditorium if the college would provide the funds to furnish it.

"I jumped at the opportunity to fulfill what has been a high-priority need in the college," Call said.

He turned to alumni for help. At least \$500,000 was needed to furnish the auditorium. Alumni have responded overwhelmingly, contributing \$700,000; the additional funding is designated for classroom maintenance.

Names of Builder-Sponsor donors who have made gifts ranging from \$10,000 to \$50,000 will be recognized on a plaque in the lobby of the auditorium. With each gift of \$650, a nameplate will be attached to a seat bearing the name of the donor or a person or organization of the donor's choosing.

All seats are expected to be sponsored by the dedication, according to Sterling.

The Alumni Auditorium Committee that successfully conducted the fund-raising drive for the auditorium was chaired by Philip D. Gellert, Class of '58, of Hillsdale, N.Y.; Garry B. King, Class of '64, of New Orleans, La., served as vice chair of the committee. The Sponsor Gift Committee responsible for the major gifts was chaired by Robert Nagler, Class of '50, of Quogue, N.Y.

—Yong H. Kim

## 7-state project helps farmers cut costs

A seven-state project to give Northeast farmers more information on organic and sustainable farming methods could help them to save millions of dollars annually by reducing the use of pesticides and synthetic fertilizers and by conserving their topsoil.

The "Northeast Organic and Sustainable Farmers Network" project is a new collaborative effort involving the Natural Organic Farmers Association (NOFA), the Maine Organic Farmers and Gardeners Association and cooperative extension systems in Maine, New Hampshire, New Jersey, New York, Vermont, Massachusetts and Connecticut. Project coordinator is Judy Green, an extension support specialist with the Farming Alternatives Project in the College of Agriculture and Life Sciences.

Farmers associated with NOFA initiated the project to help experienced organic farmers share their knowledge of organic methods with conventional farmers, Green noted.

The U.S. Department of Agriculture's Low-Input Sustainable Agriculture Program will fund \$115,000 of the \$200,000 project for two years. The balance will be contributed by Cornell Cooperative Extension and

the Natural Organic Farmers Association, according to Green.

"Increasingly, farmers have been looking for ways to reduce their dependence on agricultural chemicals," she explained. "Concern about the environment, soil erosion, water quality, personal health and safety and economics, among other factors, has prompted many farmers to seek information on alternative practices."

In the project's initial phase, six farm field days were held during the summer across New York state, featuring farm tours and talks by experienced organic farmers on how they have eliminated the use of chemical pesticides and fertilizers for production of a wide range of crops, including vegetables, fruits and field crops.

The regional project will sponsor 15 similar field days next summer in the seven participating states, Green said. Farmers who are experienced with organic and sustainable farming techniques will be selected in each state to host those field days.

The project also will sponsor the compilation of a comprehensive manual on organic and sustainable farming methods, and will conduct training of extension agents in

these methods. The project may also be expanded to cover other northeastern states.

Practices used for "sustainable agriculture" include crop rotations for pest and weed control, soil-conserving tillage methods, use of organic fertilizers such as legumes and composted manures, and natural and biological pest-control techniques, Green explained.

"Wider use of these practices could significantly reduce the use of synthetic fertilizers and pesticides. Those farmers who choose to go all the way to an organic system can eliminate the use of synthetic chemicals completely," she pointed out.

"The organic industry is probably one of the fastest growing segments of agriculture right now," she said. "The number of certified organic farms is increasing rapidly but not fast enough to meet the consumer demand for organic produce."

In New York state, for example, the number of certified organic farms has approximately doubled each year for the past four years, from 8 in 1986 to about 70 in 1989. In the seven participating states there are now more than 250 organic farms.

—Yong H. Kim

## Crop expenses to be discussed at 5 regional meetings

Cornell's efforts to help farmers cut the cost of growing field crops such as corn, wheat and hay will be among the topics discussed in five regional meetings for New York state farm supply dealers set for early October.

In the 1989 "Field Crop Dealer Meetings," agronomists, plant breeders and entomologists from the College of Agriculture and Life Sciences at Cornell will brief dealers on recommended crop production techniques for the coming year.

The meetings are being sponsored by Cornell Cooperative Extension. Russell R. Hahn, an associate professor of weed science, is coordinating the regional conferences.

Other topics will include the seed-supply outlook for 1990, new crop varieties, recommended insect and weed control for corn and alfalfa, efficient fertilizer application methods, alfalfa harvest management and soil condition adjustments for highest crop yields.

## Cuomo's son to talk here about homeless

Andrew Cuomo, son of Gov. Mario Cuomo and president of H.E.L.P., a non-profit corporation that helps the homeless in New York state, will speak to a Cornell class on housing and feeding the homeless on Thursday, Oct. 12.

Cuomo will discuss how H.E.L.P. forges partnerships among government, business and not-for-profit organizations to build residential units and provide on-site social service programs for the homeless. There are an estimated 4 million homeless persons in the nation, with 30,000 homeless in New York state.

The Cornell course on housing and feeding the homeless that Cuomo will speak to is offered by the university's School of Hotel Administration.

H.E.L.P. is building more housing for the homeless than any other organization in the country, Cuomo said. The group plans to spend \$80 million to build eight facilities that will house 3,000 homeless people. Units already are open in Brooklyn and Albany and others are under way in the Bronx, Westchester County, Suffolk County and Mount Vernon.

## United Way campaign begins

If history repeats itself, Cornell employees will provide more than one-third of the funds raised in the 1989 United Way Campaign for Tompkins County.

University employees, who make up the largest single group of employees in the county by far, have been asked to give a total of \$472,000 toward the county's goal of \$1.4 million this year.

Last year, 4,544 of Cornell's 8,560 employees and 1,400 retirees gave to the United Way through the campaign conducted on campus, providing \$452,000 of the record-breaking \$1.3 million raised.

The United Way solicitation reaches about 40,000 people in Tompkins County, according to Melissa Seigel, executive director of the United Way of Tompkins County. Last year more than 45,000 county residents benefited from the programs offered by the 38 member organizations, she said.

The on-campus United Way cam-

campaign began Sept. 29 under the joint leadership of Laing Kennedy, director of athletics; Mary Nicotera, assistant to the controller; and Linda Van Ness, coordinator of the Engineering Cooperative Program. They will be organizing this fall's campaign efforts through scores of employees who will distribute United Way brochures and pledge cards to all persons who work at Cornell.



The pledge cards offer the opportunity to donate with biweekly payroll deductions during 1990. Also donors may designate a specific United Way organization to receive their funds or have their donation sent to the United Way in their home county.

Employee United Way volunteers are available throughout campus to respond to questions about the campaign.

## Pest management is focus of statewide conference Oct. 9-11

How to use biological and other environmentally sound techniques to control disease, insects and weed pests affecting flower and other ornamental crops grown in greenhouses will be discussed during a statewide conference at Cornell from Monday, Oct. 9, through Wednesday, Oct. 11.

The Cornell Greenhouse Conference will attract about 100 participants, including plant inspectors from state agencies, according to Thomas C. Weiler, a professor of floriculture in the College of Agriculture and Life Sciences at Cornell and chairman of the conference.

The conference will open with a presentation on the use of integrated pest management (IPM) in New York state agriculture. Cornell researchers are conducting a statewide IPM project that employs biological, cultural, physical and chemical pest controls that lead to dramatic reductions in pesticide use.

Conference workshops will focus on the biology of major greenhouse insect pests

—Yong H. Kim

## SPORTS

## 13 inducted into Athletic Hall of Fame

Cornell inducted 13 new members into its Athletic Hall of Fame on Sept. 30 at the 12th annual induction ceremonies.

With the addition of the new class, the smallest in the history of the event, the Hall of Fame contains 274 members.

Eight sports are represented by the new Hall of Fame members. Two inductees were Olympians and four received All-America honors during their playing days. Three of the new Hall of Famers were two-sport athletes at the university.

The new Hall of Famers are:

- Rhonda M. Anderson '83 (women's basketball), the school's all-time leading scorer and the first Big Red women's basketball player in the Hall of Fame.

- Martha Arnett, who was a teacher, coach and administrator from 1960 until her retirement in 1986.

- Richard L. (Dick) Bertrand '70 (hockey), who played hockey for the Big Red and then coached the team for 12 years to an outstanding 229-104-9 record.

- The late Edward T. Cook Jr. '10 (track), who tied for the gold medal in the pole vault and placed fourth in the long jump at the 1908 Olympic Games in London.

- Thomas F. Fennell II '26 (football, boxing), who was one of the leading football ends in the country in 1925, won the University heavyweight boxing championship three times.

- Richard F. (Dick) Hardy '34 (track), who qualified for the 1932 U.S. Olympic Trials but just missed the cut in the 100-yard dash.

- Derrick T. Harmon '84 (football), who played professional football with the San Francisco 49ers. He was an All-American

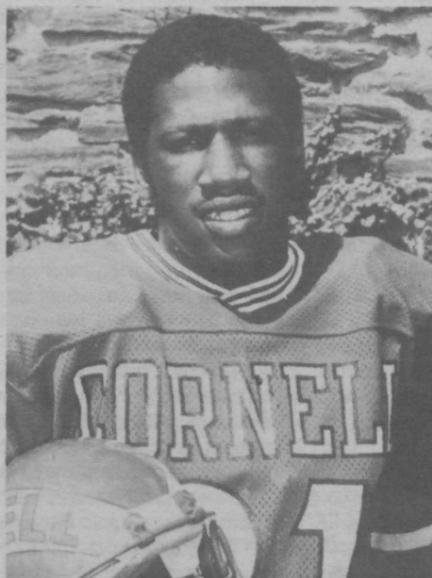


Dick Bertrand

both on the playing field and in the classroom, being named twice to the Academic All-America first team as a physics and engineering major and was selected to the Associated Press All-America football second team during his senior year.

- Christopher J. Kane '78 (lacrosse), who was awarded the USILA's Schmeisser Memorial Cup as the nation's best lacrosse defenseman in 1977 and 1978, was twice named to the All-America first team and was a starter for the U.S. national team that captured the World Games championship in 1982.

- Doriane Lambelet '82 (women's track),



Derrick Harmon

the second female track participant ever to be inducted into the Cornell Hall of Fame. She was a four-time All-American who won the Division I AIAW indoor 800-meter title.

- Robert S. Meade '76 (swimming), a two-time All-American who was one of the finest butterfly swimmers ever to compete at Cornell.

- John F. (Jack) Morris '55 (football, track), who was All-Ivy first team in football and ran track, including a leg on the 880-yard relay that won the 1954 American championship at the Penn Relays.

- R. Brock Tredway '81 (hockey, soccer), who finished his career as the top



Martha Arnett

hockey goal scorer in the history of the school in addition to playing two years of soccer.

- The late John M. (Jack) Watt '18 (track), who was a member of the U.S. track and field team at the 1920 Olympics in Antwerp, but did not place.

The Cornell Athletic Hall of Fame was initiated in 1978 and became a reality through the efforts of the late Ellis H. Robison '18, whose gift to the university resulted in the construction of the Robison Hall of Fame Room that houses the induction plaques and Hall of Fame memorabilia in Schoellkopf Hall.

## McLamore says: Entrepreneurs are driven, fair-minded

Alumni entrepreneurs and speakers from Cornell's faculty and administration painted a strong portrait of the successful business leader during last week's two-day Entrepreneur of the Year Program.

In introductory remarks, speeches and workshops, they shared their insights with some 150 participants ranging from hopeful undergraduates to captains of industry.

Among contributors to the portrait was James W. McLamore, a 1947 graduate of the School of Hotel Administration, co-founder of Burger King Corp. and the 1989 Entrepreneur of the Year. In accepting the award from Cornell President Frank H.T. Rhodes, McLamore outlined what he believes are the characteristics of a successful business leader:

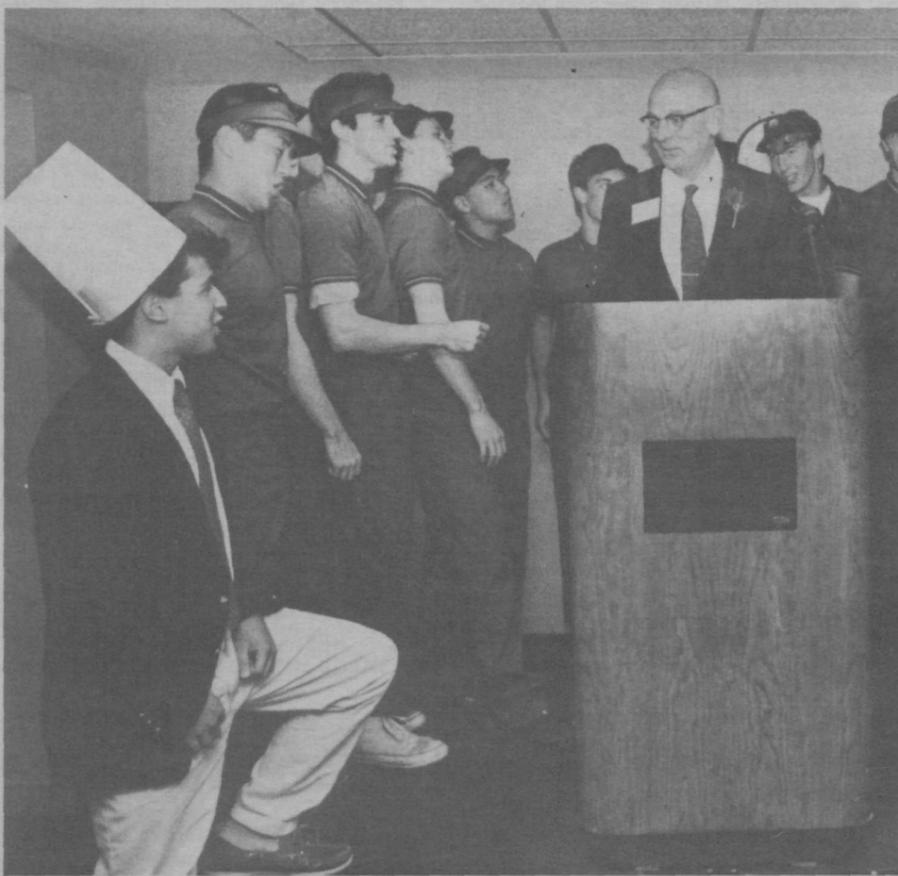
- An "uncompromising insistence on quality and excellence."
- The very strong desire to succeed.
- The ability to set goals, to focus on the important issues.
- Fair-mindedness — doing the right thing with people.

Other brush strokes were the work of Johnson Graduate School of Management Dean Alan G. Merten:

- Compassion — evaluating people by looking at how they treat others who have no power.
- Conceptual skills — Harry S Truman believed that a leader was someone who had both vision and ideas: a blurred vision of the future with certain concrete characteristics.
- Communication — speaking, writing and acting properly.
- Coordination — negotiating among executives and other employees.
- Be in control — knowing when to do something and when to wait.
- Comedy — a sense of humor, being able to know when something is funny.

While any likeness of an entrepreneur would have been that of a man in years past, that is not so today, according to the keynote speaker, Beatrice Fitzpatrick, founder of the American Women's Economic Development Corporation (AWED).

She said that more and more women are



Charles Harrington

The Cayuga Waiters, wearing fast-food uniforms, sing a Burger King jingle to Entrepreneur of the Year and Burger King co-founder James W. McLamore during the dedication of the James McLamore Student Cafe in Statler Hall last week.

deciding to start their own businesses. There was an increase of more than 47 percent in the number of women-owned businesses between 1980 and 1985, and one-half of all small businesses are expected to be owned by women by the year 2000, she said.

Besides honoring the 1989 Entrepreneur of the Year, Cornell reached into the past and cited two Cornellians as Entrepreneurs of Distinction.

Johnson Wax Co. Chairman and Cornell alumnus, emeritus trustee and benefactor Samuel C. Johnson accepted an Entrepreneur of Distinction award on behalf of the late Herbert F. Johnson, his father, a 1922 graduate who guided his company for more than 37 years.

Samuel Johnson explained how meaningful it was for him to have his father also be his business mentor. He recalled that he

had been assigned to help the corporation to diversify. When he presented his father with the first development in the Raid line of insecticides, Herbert Johnson sent him back to the lab with the admonition that a new product has to have "a difference, a plus over the competition."

The other Entrepreneur of Distinction for this year was Elmer A. Sperry, a member of Cornell's Class of 1879 and an inventor and manufacturer who revolutionized aircraft, naval and railway technology. College of Engineering Dean William Streett accepted the award on behalf of Sperry's descendants.

The Entrepreneur of the Year Program is sponsored by the Johnson School, the Hotel School, the Engineering College, the College of Arts and Sciences and the College of Agriculture and Life Sciences.

— Barry Gross

## M.B.A. students from Japan explain trade friction

More Japanese students apply to Cornell's Johnson Graduate School of Management than to any other major M.B.A. program in the country, according to Johnson School Associate Dean James Schmotter.

On Sept. 28, six of them discussed the frustrations of coping with the language barrier, Japan-United States trade friction and Japanese labor-management relations in a seminar that they organized for their fellow students that was attended by more than 100 people from Cornell, the Ithaca community and the State University of New York at Binghamton. The six are employed by major Japanese companies and are members of the Johnson School's Class of '90.

"We often feel frustrated by our English language skills and know we don't participate as much as we should" in the rapid-fire discussions of cases in Johnson School classes, noted Shingo Suzuki, one of the seminar speakers. "We wanted to create an opportunity in which we could more directly contribute to the learning of our American and European classmates."

The speakers offered practical advice based on first-hand experience working in Japan's automobile industry and securities and financial markets.

"This program was an excellent example of the kind of direct educational benefits an older, experienced student body can provide," said Johnson School Dean Alan Merten. "The fact that our Japanese students cared enough about the Cornell community to organize this program says a lot about how they feel about their classmates. This is also a promising sign for the impact these students will have on relations with the United States when they return to their jobs in Japan."

Schmotter said that 310 applications to the Johnson School were received last year from Japan. Nearly 200 Japanese students have been sponsored by major companies to study for M.B.A. degrees here since the mid-1970s.

Speakers included Suzuki, who works for Dai-Ichi Kangyo Bank; Tetsuo Oki, Kawasaki Steel; Taito Kaya, Toyota Motors Co.; Takuma Matsui, Fujitsu Inc.; Mitsuhiro Hasegawa, Tokyo Stock Exchange; and Junichi Miyagaki, Nippon Life Insurance.

# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 1, Number 39

October 5, 1989

## Balancing Work and Family Life

The Task Force for Working Families recently completed the final draft of its recommendations on ways Cornell can assist employees in balancing work and family life. Copies are available for viewing in the Information and Referral Center, Day Hall Lobby and in Uris, Olin, and Mann Libraries. Suggestions for changes may be sent to Carolyn McPherson, OEO, 234 Day Hall

## Note of Thanks

This fall the Office of Training and Development will test the new Curriculum for Office Professionals. We would like to acknowledge those who have made this training curriculum a reality. We would also like to thank the staff and faculty members who will teach the courses for Phase I of this program:

|                  |  |
|------------------|--|
| Diane Sheridan   | Dir, Finance & Admin/Summer Sess/Exmu    |
| Jennie Farley    | Professor, ILR                           |
| Regina Wharton   | Employee Relations Specialist            |
| Cathy Mooney     | Conference Coordinator, ILR              |
| Mary Thompson    | Asst Dean/Dir, Engineering Minority Prog |
| Donna Tatro      | Assistant Director, User Services, CIT   |
| Pamela Strausser | Personnel Director, ILR                  |
| Ann Keefer       | Manager, Travel Office                   |
| Marilyn Paluba   | Associate Director, Human Resources      |
| Valerie Sellers  | Division Program Mgr/Summ Sess/Exmu      |
| Esther Smith     | Staffing Specialist, Staffing Services   |
| Brian Earle      | Senior Lecturer, Communications          |

With this kind of support and involvement, we are moving steadily toward the goal of providing Cornell with professional, personal and organizational excellence.



Benefair will be held this year from 10:00am to 4:00pm on October 30 and 31 at the Statler Ballroom. Sponsored by the Employee Benefits section of the Office of Human Resources in cooperation with Statutory Employee Benefits, university and provider representatives will be on hand to answer general benefit questions or assist employees in making changes to or enrolling in various benefit plans. Employees are invited to attend Benefair seminars on tax-deferred plans, basic retirement plans, workers' compensation and select benefits. Information concerning dates and times for the Benefair seminars will be published in future issues of CEN. Tompkins County Health Department will also be providing free blood pressure testing and Gannett Clinic will be distributing coupons for cholesterol testing.



## Disability Notebook

## Cancer Recovery: Goals, Commitment, and Support Systems

by Joan B. Fisher

Today I'd like to share with you a letter I recently received from Jean Hope, extension associate in Agricultural and Biological Engineering and my response to her concerns.

Dear Joan,

I am a member of a cancer-support group of Tompkins County. As I write this, we are finalizing the program for our second annual October retreat. Each member of the planning committee has been asked to make a presentation around the theme, *A Guided Journey*. In preparing for this I've been going through a journal which I kept during my own experience as a cancer patient. I'm finding out that wellness is a long journey, not just a short trip.

I'd like to share with you some of the concerns I had as they relate to returning to the world of work - and wellness. It is difficult for anyone who has not had cancer to appreciate the emotional and physical challenges the disease poses. Most people who have been treated or are being treated for cancer want to go back to their jobs and are encouraged by their physicians to do so when this is possible. Problems facing the cancer patient returning to work may include problems related to treatment (such as diminished stamina, adverse effects of medication, changes in appearance, uncertainty of recovery) and those related to the actions and attitudes of others.

Fortunately in my case, being open about my condition made work more manageable in spite of the physical restrictions. Many colleagues know about my situation which has resulted in their support and understanding. I know cancer patients who feel that the greatest challenges in the workplace are often the reactions of those around them. They find their competence questioned or may feel ostracized by coworkers. Certainly everyone wants assurance that cancer can be vanquished. It is a battle everyone

fears they too may have to fight, and perhaps they do not want to confront the implication a cancer patient represents.

As I was turning the pages of my journal I came across some entries relating to the university which I'd also like to share with you. I made a visit to the traffic bureau one day to inquire about a temporary handicapped parking place. At the time I had a legitimate NYS handicapped permit. I was told that the university does not issue *temporary permits*. However, I was given a three-four page form to be filled out by my physician in order to qualify for a permanent handicapped space (which I did not need or want). It occurred to me at the time how very helpful it would be for anyone who was temporarily impaired to have that kind of short-term privilege.

A more recent entry concerns the newly launched "wellness" program for employees. Returning to the world of work also means returning to the world of wellness. At the present time it appears that this program is geared to the "healthy" employee. It would be wonderful to have access to the physical fitness facilities along with a "wellness" program targeted at those with special limitations. I believe that many cancer patients - and certainly others - would like to have the opportunity to participate, within their abilities, in some kind of a fitness program with instructors sensitive to their needs. Realizing that this is a new program with facilities and staff restrictions, perhaps Cornell might consider such a companion program for the future - rather than merely expanding the present program to include more of the "healthy."

A number of other journal entries brings to mind questions about the existence or nonexistence of a support system within the university. And further, how can employees such as myself, wanting to return to a productive and active employee role, access such a system? A support group on campus might be one way to make the workplace more manageable. When powerful events occur to you in a short period of time, it's common to be

## How to Reduce Anxiety Over the Performance Appraisal Session

by Sandra Carrington, senior training associate, OHR

Today's article will focus on reducing anxiety and criticizing negative behavior in a positive way. A final article will include anticipating and dealing with defensiveness and conflict and following up with coaching, counseling and training.

### Fear of Surprise May Produce Anxiety in Employees

Even if you have tried your best to let your employees know that the performance appraisal interview will be a session of two-way communication and mutually beneficial, the fear of a surprise may still produce anxiety for them. You might feel anxious too, even though you are fully prepared.

One of the best ways to deal with this is to discuss feelings of anxiety and tension, in a calm manner, at the very beginning of the meeting. For example, you can acknowledge your own feelings and then comment on the possibility of the employee also feeling anxious. A week or so might have passed since you got together to discuss planning for the appraisal, so remind employees of the time and effort both of you have spent getting ready for this — to help achieve a positive outcome for both of you. Then go into describing the goals you've set for the meeting.

Some of you may feel uncomfortable talking about anxiety like this; but it's better for both of you to face it and deal with it head-on, than to hide your fears, ignore your employees' anxiety, and stumble through the meeting as if anxiety didn't exist.

### Three Steps to Help Reduce Anxiety

To keep anxiety at a minimum throughout the appraisal, there are three fairly easy steps to follow:

1. Let employees speak first; you'll learn more from them this way. Doing this also allows you to make last minute adjustments to what you have planned to say, if necessary. Meetings where the employee speaks first usually turn out more productively than those where the supervisor talks first. *Note: If you have an exceptionally shy or withdrawn person, you might want to consider speaking first.*
2. Be a good listener - listen actively. Sum up in your mind what the other person seems to say and feed back your summary from time to time. This shows your employees that you understand them and their views. If you're unsure about what you're hearing, interrupt as gently as possible and ask for clarification. Watch for

signs of underlying emotions and say what you think they are feeling, to check your understanding and to let the employee know that you are really tuned in to them.

3. Respond to your employees' self-appraisals; state what you agree with, both positive and negative. Next, say what you disagree with, both positive and negative. Then present your own appraisal and remember: What you say is important, but how you say it is even more important.

### Criticizing Negative Behavior in a Positive Way

It's easy to develop the tendency to avoid any criticism at all, in fear of your employees' reactions; or, you may feel that you need to get angry in order to justify your criticism. Neither avoidance nor anger will work. If you choose either of these tactics, you won't get the chance to influence in a positive manner.

Criticism should be delivered in a matter-of-fact way, with as little emotion as possible. Focus only on behaviors and the work problems they cause. State the behaviors, assure employees that you know that no harm was meant, and then point out the problems that resulted.

Finally, let your employees know that you feel certain that, together, you can solve the problem. Following this plan can help to keep defensiveness at a minimum. Offer your help and support but make it clear to employees that you expect them to cooperate by taking primary responsibility for solving problems. Whenever discussing a performance problem, always ask staff members, "What do you think we should do?" before stating your ideas. This puts that primary responsibility right in the employee's lap.

Never generalize problem behavior; don't just say "your performance has really slipped during the last few months." Instead, be more specific. Let your employees know exactly where they fall short and how you measured their performance.

Try to make sure you are critiquing employees' job-related behaviors — not the people and their personality traits. For example, you have a receptionist or front desk person who is not putting his or her best face forward when visitors come into the office. If you say, "You have a bad attitude," you'll probably find yourself facing a very defensive staff member. If you

Continued on page 4

fearful and confused. Cancer survivors all agree that their experiences with cancer have changed the way they see their lives. In sharing some of our triumphs and concerns we might provide each other with information, education and inspiration on our healing journeys.

I feel fortunate to be living in a community where there is a Cancer Center for Excellence (Tompkins Community Hospital) and where patient care and professional oncologic service is exceptional. I have learned that in dealing with the physical, emotional and spiritual trauma of a serious illness, the trick is to manage the journey thoughtfully and patiently. This journey requires goals, commitment, and support systems - in the medical community, at home, and at work.

Best Regards,

Jean Hope, Riley-Robb, Agriculture &amp; Biological Engineering

Dear Jean,

Thank you so much for sharing your concerns with me. Because I feel that many of the issues you've raised may affect other employees who have returned to work following or during treatment for cancer, I've reserved Room 300 at the ILR Conference Center for a brown bag lunch meeting from noon to 1:30 on Friday, October 20. At this time I'd like to meet with you and other persons who are returning to the "world of wellness" to share concerns and to meet others who are sharing similar experiences and problems. A representative of the American Cancer Society has agreed to be present to offer support and insights.

I'll be looking forward to seeing you there. For additional information you may call me at 255-3976.

Sincerely,

Joan Fisher, Office of Equal Opportunity

# JOB OPPORTUNITIES

October 5, 1989

Volume 1, Number 39

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

Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.

Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

## Professional

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

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

**Director, Statutory Office for Capital Facilities (PA8705) HR/II**  
**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 New York 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 New York, 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. New York State professional certification or ability to achieve certification within one year desirable. Excellent oral and written communications 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.

**Director of Student Services/Registrar (PA8802) HR/II**  
**Human Ecology Student Services-Statutory**  
Directs supervision of student services in the college including orientation, counseling and advising, academic support services, career planning and placement, university registration for Human Ecology students, and course enrollment.  
**Requirements:** Master's required, or equivalent. 3-5 years progressively responsible experience in student services and/or registrar's areas. Experience in identification of information needs and directing development and maintenance of computerized information systems. Send cover letter & resume to Cynthia Smithbower by Oct 20.

**Director of Development Systems (PA8805) HR/II**  
**University Development-Endowed**  
Direct the major technical systems that support the university's central fundraising office: gift acknowledgments, giving club coordination, systems training, prospect and solicitation clearance systems and word processing.  
**Requirements:** Bachelor's or equivalent. 3-5 years experience in supervision information networks, data processing, or large automated office systems. Excellent communication and writing skills. Knowledge of fund raising operations and Cornell Public Affairs preferred. Send cover letter and resume to Cynthia Smithbower by Oct 12.

**Administrative Manager II (PA8803) HR/II**  
**National Nanofabrication Facility-Endowed**  
Provide assistance to the director in the areas of facility management, financial reporting, industrial relations, publications, and special projects. Assumes major responsibility in representing facility policy.  
**Requirements:** Bachelor's in business management or related field and equivalent experience. Master's preferred. 3-4 years experience in management of research facility and preparing research proposals desirable. Excellent communications (oral/written) skills. Administrative experience related to electrical engineering, materials science, physics, or related research areas preferred. Demonstrated ability to work independently. Send cover letter and resume to Cynthia Smithbower by Oct 20.

**Senior Auditor (PA8807) HR/II**  
**University Auditor-Endowed**  
Plan and conduct financial, compliance, and operational audits of the University's operating units and colleges.  
**Requirements:** Bachelor's in accounting or equivalent. CPA required, MBA a plus. Minimum 4 years auditing experience, knowledge of IBM PCs, Lotus desired. Send cover letter and resume to Cynthia Smithbower.

**Director of Admissions (PC8520) HR/II**  
**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, EHP, Ithaca, NY 14850.

**Research Support Specialist III (PT7602) HR/II**  
**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, & 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 and resume to Bill Webster.

**Environmental Hygienist II (PT8102) HR/II**  
**Environmental Health-Endowed**  
With general guidance from the 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 and 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 weekends.  
**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 and 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 computer Lab computing requirements 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 HR/II**  
**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.

**Systems Programmer/Analyst III (PT7101) Level 34**  
**Information Technologies-Endowed**  
Design, develop, modify, implement and document fairly complex software programs and applications packages for major operating systems on small and large-scale computer systems. Provide user support in identifying technical problems.  
**Requirements:** Bachelor's or equivalent with computer related courses required. 3-4 years programming and machine architecture experience; knowledge of system utility and control languages (e.g., DCL and shell scripts). Sound knowledge of several operating systems (e.g., UNIX, VMS). Assembler language and at least 2 major programming languages (e.g., FORTRAN and C). Knowledge of UNIX and other workstation operating systems. Send cover letter and resume to Bill Webster.

**Systems Training Specialist (PT8801, PT8802) Level 33**  
**University Development-Endowed**  
Provide training for division staff in the use of the Public Affairs Computer System (PACS) and supporting equipment. Analyze user needs for computer and general office systems with the goal of optimum information sharing capability.  
**Requirements:** Bachelor's or equivalent. 1-2 years related experience in personal computers (IBM or Mac) and mainframe computing. Network/LAN experience helpful, as is familiarity with Development and the CUPACS. Excellent written, oral communication, and teaching skills with ability to communicate computer applications in nontechnical terms. Send cover letter & 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 & 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 & 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.

**Coordinator of Book Conservation (PA7908) HR/II-Search Reopened**  
**A.R. Mann Library-Statutory**  
Manage a growing program to preserve the Mann and Entomology Library collections. Will expand preservation effort by grant proposal writing, searching and screening of materials, searching and screening of materials, participation in selection for preservation, and adding new methods to the programs. Tech training will be provided.  
**Requirements:** Bachelor's and a commitment to the preservation challenge. Demonstrated management ability; strong interpersonal, supervisory, organizational and communication skills. Highly desirable: a background in agriculture, life sciences or human ecology; research library experience; artistic, craft or technical ability. Send cover letter and resume to Cynthia Smithbower by Oct 20.

**Assistant to the Dean (PC8818) HR/II**  
**The Graduate School/Dean's Office-Endowed**  
Provide primary administrative support for the Dean. Assist with foreign and domestic exchange programs, special projects, coordinate Fulbright program, handle correspondence, appoint calendar, meeting preparation, travel and mail.  
**Requirements:** Bachelor's or equivalent. 2-3 years executive staff support desirable. Strong organizational, interpersonal and communication skills. Must be

able to work in a fast-paced demanding environment. Computer experience essential, familiarity with Apple computers preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Research Support Specialist II (PT8807) HR/II**  
**Division of Nutritional Sciences-Statutory**  
Design and implement collaborative research projects in Indonesia on Vitamin A deficiency. Serve as primary link between 3 collaborating universities. Responsible for daily implementation of the project at all stages.  
**Requirements:** Master's or equivalent in nutrition. 2 years previous research experience. Ability to supervise other workers. Ability to design and carry out a project independently from beginning to completion. Willing to learn Indonesian language. Previous experience living in a less-developed country. Send cover letter and resume to Bill Webster.

**Research Support Specialist I (PT8808) HR/II**  
**Division of Nutritional Sciences-Statutory**  
Take primary responsibility for all conjunctive impression cytology, data collection, interpretation and analysis. Train and supervise student staff in the collection and handling of blood specimens from human subjects.  
**Requirements:** Bachelor's or equivalent in nursing; Master's in health related field preferred. At least 1 year of experience in patient care and assessment in a community health setting. Previous research experience. Previous experience living in a less-developed country. Able to carry out research project from beginning to completion with relatively little supervision.

**Research Support Specialist II (PT8811) HR/II**  
**Agronomy-Statutory**  
Co-manage Cornell Analytical Lab; perform non-routine chemical analyses; maintain Lab information management programs and computer local area network; evaluate new Lab equipment; make recommendations for equipment needs. Responsible for overseeing maintenance and repair of existing equipment.  
**Requirements:** Master's or equivalent in soil science or analytical chemistry or Bachelor's with appropriate experience. 2-3 years experience in chemical analysis and Lab operations desirable. Experience with atomic absorption, atomic emission, infrared spectroscopy, automated analytical systems, and classical wet chemical procedures essential. Knowledge of computers and data handling operations is required. Send cover letter and resume to Bill Webster.

**Radiological Safety Specialist (PT8203) HR/II**  
**Environmental Health-Endowed**  
Assist in the development and operation of programs for radiation safety training, environmental monitoring and special projects. Supervise lab safety surveys, radioactive material inventory, the calibration of radiation protection equipment, and the radiological analysis of samples.  
**Requirements:** Bachelor's or equivalent in biological or physical science required. Master's desired. Formal training in health physics highly desirable. 2 year experience in an institutional radiation safety program required. Strong oral and written communication skills required. Valid NYS driver's license required. Send cover letter and resume to Bill Webster.

**Financial Aid Counselor (PA8806) HR/II**  
**Office of Financial Aid/Student Employment-Endowed**  
Advise and counsel students concerning financial aid including providing information on applications, financial aid policies and programs as well as alternate means of financing.  
**Requirements:** Bachelor's or equivalent. 1-2 years previous experience in financial aid, education, administration or student services. Send cover letter & resume to Cynthia Smithbower by Oct 20.

**Administrative Supervisor (PA8706) HR/II**  
**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 dept.  
**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 & resume to Cynthia Smithbower by Oct 12.

**Executive Staff Assistant (PC8612) HR/II**  
**Public Affairs-Endowed**  
Provide admin 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, EHP, Ithaca, NY 14850.

**Budget Analyst II (PC8609) HR/II**  
**CALS Deans Office (Administrative Services)-Statutory**  
Assist in the development, execution and financial management of the College of Ag & Life Sciences budget. Assist Director in planning overall budget of college income funds and state appropriated funds.  
**Requirements:** Bachelor's in an 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, OBASE 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) HR/II**  
**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 I (Lab Manager) (PT8502) HR/II**  
**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) HR/II**  
**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 & resume to Bill Webster.

**Research Support Specialist (PT8106) HR/II**  
**Equine Drug Testing-Statutory**  
Under general supervision, isolate, purify and identify drug and drug metabolites from blood and urine. Develop and evaluate new drug detection methods using TLC and 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.

## Professional Off-Campus

**Assistant Director, MSILR Program (PA8804) HR/II**  
**NYSSILR-ILR Baruch Master's Program-New York City-Statutory**  
Enhance recognition and growth of MSILR program. Provide daily administrative decision making within Office of Executive Education. Assist Director of Executive

Education in design and placement of promotional advertising to recruit students. Represent the program at professional society meetings, college recruiting forums and other professional functions.  
**Requirements:** Bachelor's, Master's preferred. 2-3 years experience in higher education administration including 2-3 years in advertising/promotion of academic programs and admission/recruitment experience. Send cover letter and resume to Jonathan Lipman, ILR Baruch College, Box 300, 17 Lexington Avenue, NY, NY 10010.

## Professional Part-time

**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 30 hrs pr 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) HR/II**  
**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, EHP, Ithaca, NY 14853.

**Research Support Specialist II (PT8505) HR/II**  
**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 operation of 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, GR19 (T8614)**  
**Diagnostic Lab-Statutory**  
**Minimum Biweekly Salary: \$535.78**  
Prepare specimens and reagents for a variety of brucellosis and other regulatory tests. Perform serologic and other procedures.  
**Requirements:** Associate's or equivalent in biological sciences required; Bachelor's in bacteriology desired. 1 year basic Lab experience necessary. Previous experience with serologic testing and culturing technique desired.

**Technician, GR19 (T8403)**  
**Genetics and Development-Statutory**  
**Minimum Biweekly Salary: \$535.78**  
Provide technical and administrative support for the efficient operation of a genetics Lab. Duties include participation in research, maintenance and ordering of Lab supplies and maintenance of a collection of genetic strains of C. elegans.  
**Requirements:** Associate's or equivalent with coursework in genetics required; Bachelor's with coursework in genetics preferred. Min 1 year Lab experience.

**Technician, GR19 (T8013)**  
**Genetics and Development-Statutory**  
**Minimum Biweekly Salary: \$535.78**  
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.

**Research Equipment Technician, GR20 (T8816)**  
**Lab of Nuclear Studies-Endowed**  
**Minimum Biweekly Salary: \$558.78**  
Build, test & repair mechanical and electrical devices; join metals and non-metals; install & repair vacuum systems & plumbing lines for water & gases; perform inspection of components & radiation level checks; work with cryogenic systems. Replaces Research Equipment Tech, GR22 (T8816) misprint from 9/25 CEN.  
**Requirements:** High School diploma or equivalent. Completion of 2-year training course in a school of mechanical or electrical technology or 2 years experience in a similar technology.

**Technician, GR20 (T8806)**  
**Clinical Sciences-Statutory**  
**Minimum Biweekly Salary: \$558.78**  
Culture tissues; prepare and photograph microscopic preparations; prepare and stain frozen tissue sections; prepare Northern and Western blots; assist in cryopreservation of tissue samples; keep accurate records.  
**Requirements:** Bachelor's or equivalent in biology. Minimum 1-2 years experience; experience with tissue culture and radioactive and toxic reagents necessary.

**Technician, GR20 (T8814)**  
**Biochemistry-Statutory**  
**Minimum Biweekly Salary: \$558.78**  
Provide technical support in optimizing the production of MEGF protein in an expression system. Duties include cloning of genes, making mutant genes and transforming bacteria. Purify desired proteins from bacteria. Transform plant cells.  
**Requirements:** Bachelor's or equivalent in biological sciences. Familiarity with general methods in biochemistry and microbiology. 1-2 yrs lab experience in animal cell culture or plant cell culture; experience working with radioisotopes, preferably including iodine-125.

**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 Center areas orderly. Monday-Fri, 8:30-5:00, 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 weekends 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 clinics. Assist in supervision of 2-3 non-empt 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.

#### 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 & antibodies by centrifugation and chromatography. Animal handling, inoculation and collection of tissues & 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 equiv in microbiology. 1-2 yrs experience with radio isotopes, sterile techniques, tissue culture & 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-Saturday, 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 (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 (T8313)

##### Food Science-Statutory

**Minimum Biweekly Salary: \$582.29**

Conduct analyses of lipid content & fatty acid composition of tissues. Perform human 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 spectrometry. Familiarity with computers and radioimmunoassays.

#### Computer Operator, GR21-24 (T8812)

##### Information Technologies-Ended

**Minimum Biweekly Salary: \$582.29**

Operate large scale computer systems and associated peripheral equipment; monitor data communications networks; consult with vendor customer engineers and department support staff. Shift work including weekends.

**Requirements:** Associate's or equivalent combination of education and experience in large data processing facilities. Computer operating experience; minimum 2 years related data communications experience helpful. Knowledge of computer hardware, software, operating systems, and programming languages.

#### Computer Production Controller, GR22 (T8813)

##### Information Technologies-Ended

**Minimum Biweekly Salary: \$607.04**

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

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

#### Technician, GR22 (T8805)

##### Veterinary Pathology-Statutory

**Minimum Biweekly Salary: \$607.04**

Provide technological support for research in neuromuscular diseases of animals, including X-linked muscular dystrophy. Primarily responsible for technical (morphological/ultrastructural) aspects of experiments. Assist in planning and conduct of experiments and in development of special morphologic techniques.

**Requirements:** Bachelor's or equivalent in biology. Minimum 1-2 years experience in Lab procedures; especially electron microscopic techniques. Working knowledge of appropriate Lab equipment. Familiarity in handling animals an advantage.

#### Biological Control Technician, GR22 (T8710)

##### Environmental Health-Ended

**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 exp 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 demonstrable 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 preferred.

#### Technician, GR24 (T8817)

##### Lab of Nuclear Studies-Ended

**Minimum Biweekly Salary: \$662.90**

Design, construct, and test research equipments, prototype equipment, and instruments to be used in Superconducting RF research program; troubleshoot problems and repair equipment; organize and maintain research equipment; assemble RF devices.

**Requirements:** Bachelor's or equivalent in physics highly desirable. Associate's and at least 3 years satisfactory experience in mechanical or electrical technology as a technician also some supervisory experience. Job will require electronic, mechanical, cryogenic, vacuum and chemical expertise.

#### Accelerator Operator, GR24 (T8804)

##### Lab of Nuclear Studies-Ended

**Minimum Biweekly Salary: \$662.90**

Operate a computer controlled accelerator system to provide high energy electron and positron beams for utilization by experimental groups. Investigate the faults and take remedial action. Special projects related to maintaining & improving components of the system.

**Requirements:** Associate's in electronics or equivalent training through in-service courses or similar programs; Bachelor's in physics preferred. 2-3 years experience in a Lab or shop preferred.

## Technical Off-Campus

#### Relief Utility Plant Operator, GR19 (T8615)

##### Buildings & Properties-Geneva Experiment Station-Statutory

**Minimum Biweekly Salary: \$535.78**

Operate three natural gas/oil fired 150 lb. high pressure steam boilers and related equipment. Assist with daily maintenance in other trade shops as needed. Assist Security with rounds of buildings and check for malfunctions of equipment and controls, as required.

**Requirements:** High School diploma or equivalent. Valid New York State Driver's License. Minimum 1-2 years experience with high pressure steam, boiler firing, and knowledge of general mechanical trades. General knowledge of mechanical trades. Able to lift 50 lbs.

## Technical Part-time

#### Technician, GR21 (T8405)

##### Biotechnology Program-Ended

**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 pr 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.

## Technical Temporary

#### Casual Animal Technician (T8809)

##### Ornithology-Statutory

Perform routine feeding and care of pigeons. Clean Cornell pigeon loft. 15-20 hrs pr wk. 1 year appointment.

**Requirements:** High School diploma or equivalent. Reliability essential.

#### Applications Programmer I (T8619)

##### Summer Session-Ended

**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 1990.

**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 and independently.

## 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 EHP office.

#### Switchboard Operator, GR16 (C8716)

##### Stattler Hotel-Ended

**Minimum Biweekly Salary: \$477.46**

Coordinate all incoming and outgoing phone calls for staff and guests using computerized phone switching system. Hours, 3-11, flexible nights and weekends.

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

#### Personnel Assistant, GR17 (C8825)

##### Office of Human Resources-Staffing Services-Ended

**Minimum Biweekly Salary: \$495.36**

Under close supervision, provide staff support in the areas of recruitment, referral and data input. Provide receptionist/telephone operator duties for the clerical, general service and temporary areas of Staffing Services. Maintain accurate records. Until March 1990.

**Requirements:** High School diploma or equivalent. 1 year office experience desirable. Excellent communication, interpersonal and organizational skills required. Computer data entry skills necessary. Attention to detail essential. Must be able to interact with diverse publics & deal with many interruptions. Med typing.

#### Secretary, GR17 (C8813)

##### NYSSILR, Extension and Public Service-Statutory

**Minimum Biweekly Salary: \$495.36**

Assist staff of Human Services Administration Program which conducts short-term continuing education training throughout the U.S. Prepare and edit general correspondence, transcribe machine dictation, grant applications, reports, manuscripts, etc., produce and mail program announcements and newsletters; tabulate and summarize evaluation records of training programs and conduct follow-up post evaluation surveys; assist in preparation and assembly of training materials. Other duties as assigned. Until 6/30/90, contingent on funding.

**Requirements:** High School diploma or equivalent. Knowledge of PCs, IBM in particular, knowledge or willingness to learn variety of word processing programs—Wordperfect and PFS software. General knowledge of office systems. Excellent organizational, interpersonal and communication skills. Medium typing.

#### Office Assistant, GR17 (C8709)

##### Office of the Bursar-Ended

**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.

#### Secretary, GR18 (C8814)

##### Communication-Statutory

**Minimum Biweekly Salary: \$513.94**

Prepare correspondence, classroom materials, scholarly publications, proposals, etc. for 3 or more faculty using micro-computer and typewriter; provide administrative support including travel arrangements and forms; assist with annual inventory review; assist with audio-visual reservation and checkout system; serve as primary receptionist (phone and in person). Other duties as assigned.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years experience with personal computers, preferably with IBM and Wordperfect required. Good interpersonal and communication (oral and written) skills. Experience with audio-visual equipment desirable. Medium typing.

#### Secretary, GR18 (C8808)

##### Physiology-Statutory

**Minimum Biweekly Salary: \$513.94**

Provide secretarial/clerical support. Organize the animal health newsletter which includes distribution and retrieval of articles from reviewer and send corrected version to publishers. Type correspondence & manuscripts; answer phone; keep appts for 2 professors.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years experience with medical terminology helpful. Excellent proofreading, organizational, interpersonal and communication (written/oral) skills. Experience with word processing using Wordperfect preferred. Heavy typing.

#### Accounts Assistant, GR18 (C8805)

##### CALS Office for Research-Statutory

**Minimum Biweekly Salary: \$513.94**

Provide administrative/secretarial assistance to the Office for Research. Type correspondence, answer telephone, process orders, make travel arrangements. Log and maintain database of all accounting transactions on microcomputer (CUA).

**Requirements:** High School diploma or equivalent. Some college coursework preferred. Knowledge of microcomputer applications essential (Mac or IBM). Knowledge of Cornell accounting system helpful. Excellent organizational, interpersonal and communication skills. Ability to maintain confidentiality. Good math and English skills. Attention to detail. Medium typing.

#### Searcher, GR18 (C8711)

##### Serials Department/CUL/Olin Library-Ended

**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 & 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-Ended

**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 and deposits; issue local "pick-up" orders and hold petty cash fund; responsible for accuracy of accounting information and 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-Ended

**Minimum Biweekly Salary: \$513.94**

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

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

#### Secretary, GR19 (C8817)

##### Graduate School/Fellowship Office-Ended

**Minimum Biweekly Salary: \$535.78**

Provide receptionist support; coordinate outside fellowship information; process award recommendation forms; review employment legislation & enforcement of hours of work. Other duties as assigned.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years office experience. Exc typing skills. Strong organizational, interpersonal and communication skills. Able to work under pressure. Thoroughness and attention to detail. Knowledge of Wordperfect essential, LOTUS desired. Med typing.

#### Customer Service Assistant, GR19 (C8815, C8816)

##### C.U. Press-Ended

**Minimum Biweekly Salary: \$535.78**

Provide customer service support. Take book orders; do order entry; answer phones.

**Requirements:** High School diploma or equivalent, business school preferred. 1-2 years experience with computers helpful. Strong organizational, interpersonal and communication skills. Med typing.

#### Service Coordinator, GR19 (C8812)

##### CIT/Workstation Support Services-Ended

**Minimum Biweekly Salary: \$535.78**

Receive and prioritize all service requests presented to the service department. Insure that all calls and carry-in transactions are handled in a timely fashion; enter and maintain all maintenance records; provide clerical support for Service unit.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1 year related experience. Familiarity with office systems technologies including microcomputers helpful. Excellent interpersonal and communications skills required. Able to work in a fast-paced service environment and understanding technical information. Some lifting involved up to 50 pounds. Med typing.

#### Stockkeeper, GR19 (C8821)

##### LASSP-Ended

**Minimum Biweekly Salary: \$535.78**

Assist in monthly billings and mailings; perform stockroom duties including stocking shelves, initiating orders and waiting on customers; handle cash transactions and enter data into computers; provide support for annual inventory.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. Minimum 2 years related experience. Mechanical, electrical and/or electronic knowledge helpful. Any related business (retail) experience desirable. Must be very flexible and highly conscientious and extremely courteous. Able to lift up to 70 pounds. Very accurate typing. Light typing.

#### Administrative Aide, GR19 (C8822)

##### University Development/Public Affairs-Ended

**Minimum Biweekly Salary: \$535.78**

Provide administrative support for the Director of Leadership Gifts. Take telephone calls and messages; schedule appointments; route material to central files; duplicate materials, arrange meetings; collect, open and distribute mail; type letters, memorandums, etc.; duplicate materials for program where needed.

**Requirements:** Associate's or equivalent experience and training. Excellent organizational, communication and interpersonal skills. Able to handle confidential information, prioritize assignments and work under pressure. Experience in office, human resource, budget management, and knowledge of Cornell desirable. Medium typing.

#### Secretary, GR19 (C8803)

##### History-Ended

## Jobs *Continued from page 3*

### Office Professionals Off-Campus

**Administrative Aide, GR20 (C8804)**  
**NYSSILR Extension and Public Service-Albany-Statutory**  
**Minimum Biweekly Salary: \$558.78**  
 Provide secretarial/administrative and clerical support for Statewide Public Employees Federation Labor Studies Program, Chemical Hazard Info. Program and credit programs in Albany Office. Handle special projects; collect, prepare course and instructor information; maintain records and files, etc.; computer based bookkeeping, billing, etc.  
**Requirements:** Associate's in administration, secretarial science or equivalent experience. 1-2 years previous experience. Demonstrated ability to use word processing and spreadsheet software (LOTUS and Microsoft Word). Willingness to learn and ability to work independently. Medium typing.

### Office Professionals Part-Time

**Blindling Assistant, GR16 (C8811)**  
**Catalog Management/CTS/CUL-Endowed**  
**Minimum full-time equivalent: \$477.46**  
 Provide bookmaking and security strips for all new material (except commercially bound serials) for endowed units of the Library. 20 hrs pr wk.  
**Requirements:** High School diploma or equivalent experience. High level of accuracy and attention to detail. Organizational, communication and interpersonal skills. Medium typing.

**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.

**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 department secretaries and department chair's secretary; other duties as assigned. Monday-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, EHP, Ithaca, NY 14850.

**Administrative Aide, GR19 (C8705)**  
**COMPEP-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. Monday-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.

**Senior Night Supervisor, GR20 (C8820)**  
**School of Hotel Administration Library-Endowed**  
**Minimum full-time equivalent: \$558.78**  
 Responsible for library operation during evening and weekend hours; daily activities including circulation and reserve operations; supervision of collection maintenance; provision of current awareness services; maintenance of the corporate information files and menu collection. Tues and Wed, 2:00 p.m.-12:midnight. Sun, 1:00 p.m.-12:00 midnight. 30 hrs pr wk.  
**Requirements:** Associate's preferred or equivalent. 2 years related experience. Strong interpersonal and communication skills. Previous library and/or supervisory experience. Able to work independently. Knowledge of computers required. Light typing.

**Editorial Assistant, GR20 (C8810)**  
**NYSSILR-School Relations-Statutory**  
**Minimum full-time equivalent: \$558.78**  
 Provide editorial assistance in writing, copy editing and production (in desktop publishing) of 3 serial publications. Help design publications in PageMaker; write Alumni Notes and news stories of ILR Alumni News; manage circulation and invoicing for ILR Report; maintain databases for ILR Report and ILR Research at Cornell; produce mailing labels; supervise distribution, correspondence and telephone communications with authors. Hours to be arranged.  
**Requirements:** Bachelor's or equivalent. Excellent technical typing skills, familiarity with Macintosh, Microsoft Word, Microsoft File, some experience with PageMaker desirable. Meticulous accuracy, good writing and other communications skills and the ability to use a research library are required. Medium typing. 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. Monday-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, EHP, Ithaca, NY 14850.

**Administrative Aide, GR22 (C8806)**  
**Division of Biological Sciences-Endowed**  
**Minimum full-time equivalent: \$607.04**  
 Provide administrative support for special program concerned with secondary and undergraduate education. Respond to inquiries; establish and maintain databases; answer telephone. Prepare correspondence, set up meetings, handle other projects as assigned. 20 hrs pr wk, hours flexible.  
**Requirements:** Associate's or equivalent. Bachelor's or equivalent preferred. 3-4 years of related secretarial/administrative experience. Experience dealing with a variety of people. Prefer some Cornell administration experience. Strong interpersonal and communication skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, 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)**  
**Mann 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 and type project correspondence. compile statistics, etc. Monday-Fri, approximately 10 hrs pr wk. Until December 15, 1989.  
**Requirements:** Associate's or equivalent required. Proficiency 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, EHP, Ithaca, NY 14850.

**Service Clerk (S8603)**  
**Crows Nest Birding Shop-Endowed**  
 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 pounds. Until 1/10/90. Send cover letter and resume to Karen Raponi, Staffing Services, EHP, Ithaca, NY 14850.

### 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 EHP office.

**Custodian, SO02 (G8804)**  
**Unions and Activities-Endowed**  
**Hiring Rate: \$6.00**  
 Provide general custodial care of buildings and grounds in assigned area. Monday-Fri, 7:00-3:30 p.m.  
**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Able to follow instruction and work for extended periods without supervision.

**Custodian, SO02 (G8805)**  
**Dining-Endowed**  
**Hiring Rate: \$6.00**  
 Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. 40 hrs pr wk.  
**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder.

**Food Service Worker, SO02 (G8802)**  
**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 (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 weekends.  
**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 setup and cleaning of the dining room. Hours flexible, some nights and weekends.  
**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 and 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 pounds and climb an 8 foot ladder.

**Custodian, SO02 (G8708, G8701)**  
**Buildings Care-Endowed**  
**Hiring Rate: \$6.00**  
 Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-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 pounds 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 pounds 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 & weekends.  
**Requirements:** Basic reading and writing skills. High School diploma or equivalent desirable. Hotel housekeeping experience preferred.

**Food Service Worker, SO03 (G8801)**  
**Unions and Activities-RPU-Endowed**  
**Hiring Rate: \$6.28**  
 Maintain stock levels; prepare and serve food; handle cash and clean-up in the RPU Diner; may also assist in catering responsibilities at RPU. Maintain a "customer first" attitude at all times. Adhere to Health Department and sanitation codes. Sun-Wed, 8 p.m.-1:30 a.m.; Thurs-Sat, 8 p.m.-3:30 a.m. 5 days pr week.  
**Requirements:** High School diploma or equivalent. 1-2 years experience in a food service operation. Supervisory and cash handling experience helpful. Should display a blend of human relations and organizational skills that allow candidate to relate to students, faculty and staff.

### General Service Part-time

**Security Guard, GR01 (G8803)**  
**Johnson Museum-Endowed**  
**Hiring Rate: \$5.80**  
 Responsible for guarding all works of art in the building following security and safety procedures; communicate with appropriate staff members on a regular basis; be available day or evenings for subbing on non-scheduled work days and for guarding at special events held in the museum. 3 days per week (24 hours) plus some evening hours.  
**Requirements:** High School diploma or equivalent. Able to work with schedules and in a group situation. Background in the security area helpful. Dependable in reporting and attentive to detail necessary. Able to communicate well with public. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### 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. Saturday 5:30 p.m.-2:00 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.

**Animal Attendant, SO04 (B8801)**  
**Clinical Sciences-Statutory**  
**Hiring Rate: \$6.58**  
 Responsible for the care and supervising the care of 80-100 horses. Assist professors and students with projects involving the use of these animals. Assist with vaccinations, worming & drawing of blood samples. 7am-4pm, some wknds.  
**Requirements:** High School diploma or equivalent required. Associate's from a 2 year Ag. & Tech. College with animal science program preferred. Practical horse farm experience desired. Pre-employment physical required. Send application materials to Staffing Services, 160 Day Hall.

**Temporary Photo Assistant (B8602)**  
**Vet Biomedical Communications-Statutory**  
**Hiring Rate: \$7.00**

### Cornell Employment News

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**Editors:** Laurie Roberts, Carolyn McPherson  
**Page Layout:** Cheryl Seland, Cindy Fitzgerald  
**Photography:** Susan Boedicker, Chris Smith, Media Services, Photo Services, Publications  
**Telephone:** Human Resources (607) 255-5226  
 Office of Equal Opportunity (607) 255-3976

**EQUAL**  
 Opportunity at Cornell

Responsible for black and white printing and use of automated processing. 20 hrs pr wk; 3 months with possible extension.  
**Requirements:** High School diploma or equivalent. At least 3 years related experience. Send cover letter and resume to Cynthia Smithbowler.

**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.

### Boyce Thompson Institute

**Lab Technician**  
**Boyce Thompson Institute**  
**Salary:** Based on experience and formal training, 6 months full-time or 1 year part-time. Experience in plant science or biochemistry; protein separation and identification of plant extracts.  
**Requirements:** Bachelor's degree. Contact Frederique Guinel, Boyce Thompson Institute, 607-254-1258.

**Research Assistant**  
**Boyce Thompson Institute**  
**Minimum Salary: \$14,000 per year**  
 Assist in conducting biochemical research on the growth of fungal pathogens on plant and insect hosts. Techniques include extraction and purification of proteins, polyacrylamide gel electrophoresis, and participation in gene cloning strategies such as preparation of libraries of genomic DNA, isolation of mRNA and synthesis from it of cDNA, preparation of plasmids and DNA sequencing. These techniques will involve use of radioisotopes, preparation of media, culture of fungi and bacteria non pathogenic to humans, and use of organic chemicals.  
**Requirements:** Bachelor's in biology or relevant field. Previous training and experience in a biochemistry, microbiology or cytology Lab would be helpful. Date available: Nov 1, 1989. 12 months; continuation beyond this period depends on funding. Contact Dr. R.C. Staples, Boyce Thompson Institute, 607-254-1251.

### Academic

**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 Oct 30, 1989, to Professor Joe P. Ball, Chair, Search Committee, Cornell University, 293 Roberts Hall, Ithaca, NY 14853.

**Assistant, Associate or Full Professor (2 openings)**  
**NYSSILR**  
**Collective Bargaining, Labor Law, and Labor History, to start September 1990**  
 NYSSILR (There is a possibility for one of the positions to be located in New York City and be associated with instruction in the ILR/Baruch Masters Program). Teaching and research interests in the area of collective bargaining. New or recent PhD's will be considered for tenure-track position. Candidates at the associate or full professor level must exhibit a record of scholarly achievement at a standard befitting a major research university. Send vita and letters of recommendation to: Prof. Harry C. Katz, Chair, Search Committee, Collective Bargaining, Labor Law and Labor History, ILR/Cornell, 293 Ives Hall, Ithaca, NY 14851-0952.

**Agricultural Economist/Economist**  
**Food and Nutrition Policy Program**  
 Cornell Food and Nutrition Policy Program is seeking a Senior Research Associate to undertake economic analysis of food and nutrition policy issues; identify potential collaborative projects; prepare project proposals and coordinate project implementation; participate in the planning of the overall direction of CFNPP. **Requirements:** PhD in economics, agricultural economics, or a related field along with extensive experience in applied empirical economics research; thorough understanding of development economics, and work experience from one or more developing countries is expected. Send letter of application, CV and references to: Per Pinstrup-Andersen, Professor and Director, Food and Nutrition Policy Program, Cornell University, Savage Hall, Ithaca, NY 14853.

**Lecturer or Senior Lecturer**  
**Near Eastern Studies**  
 Lecturer or Senior Lecturer in Arabic language for an 18 month non-tenure track appointment starting January of 1990, renewable. Supervision of Arabic language programs. Teach intermediate modern standard Arabic.  
**Requirements:** Native or near native language proficiency required; ability to teach a specific Arabic dialect an advantage. Send curriculum vitae and a letter including names of possible recommenders to Professor Ross Brann, Chair, Department of Near Eastern Studies, 360 Rockefeller Hall, Cornell University, Ithaca, NY 14853-2502.

**Non Tenure-Track Instructor**  
**Animal Physiology and Morphology**  
 Design and oversee the Lab portions of an environmental physiology course and a vertebrate functional morphology course. Participation in a fall semester graduate seminar is expected and individual or collaborative research is encouraged. 3 year renewable terms starting Fall 1990.  
**Requirements:** PhD in animal physiology and anatomy and experience with instrumentation and microcomputers. Send a letter describing teaching and research experience, a CV, copies of representative publications and the names and telephone numbers of 3 references who will be asked by the candidate to send letters of recommendation to Dr. F. Harvey Pough, Section of Ecology and Systematics, Corson Hall, Cornell, Ithaca, NY 14853-2701 by Nov 15, 1989.

**Professional Position**  
**NYSSILR, Department of International and Comparative Labor**  
 Tenured or tenure-track. Level of position dependent upon qualifications and experience. Beginning September 1990. Teaching and research in such areas as institutions and issues in industrial relations systems; historical development of labor movements and labor-management relations in industrialized countries and related areas. Send vita, letters of recommendation, and a representative paper to: Professor Gerd Korman, International and Comparative Labor Search Committee, ILR/Cornell, Box 1000, Ithaca, NY 14851-0952.

**Assistant Librarian**  
**Reference, Vet Library**  
 Under the direction of the Veterinary Medical Librarian, provide veterinary and related biomedical reference service, online searches including monthly SDI updates from DRS, DIALOG, and NLM databases, and bibliographic/end-user searching instruction to the Veterinary College community; provide information services to veterinarians and other individuals outside the University; provide backup support for interlibrary borrowing and other public services; perform some collection development and technical services functions.  
**Requirements:** M.L.S. degree from accredited ALA library school or equivalent; strong interpersonal and communication skills. Subject background or demonstrated interest in the life sciences helpful; online searching or other background in health sciences library helpful. Send cover letter and names of three references to Ann Dyckman, Personnel Director, 201 Olin Library, Cornell University Library, Ithaca, NY 14853.

**Cataloger for Electronic Resources and Monographs**  
**Tech Services, Mann Library**  
 Perform original and member copy cataloging of computer files and monographs, including description, classification, and subject analysis. Train and supervise LC copy cataloger and work closely with related staff on projects related to the electronic library and the development of technical services workstation.  
**Requirements:** M.L.S. or equivalent library degree; excellent knowledge of AACR2, LC classification schedules and subject headings and experience with automated cataloging systems, preferably NOTIS and/or RLIN; facility with personal comput-

ers, software applications, and a mainframe computing environment. Knowledge of information retrieval and relational data principles desirable. Subject background or interest in agriculture, the life sciences or related social sciences and knowledge of one or more foreign languages preferred. Excellent interpersonal and communications skills required. Send cover letter and names of three references to Ann Dyckman, Personnel Director, 201 Olin Library, Cornell University Library, Ithaca, NY 14853.

**Research Associate, Sugar Maple Program**  
**Department of Natural Resources**  
**Starting date: January 1, 1990.** Research and coordinate investigations of the biology of the sugar maple tree and related impacts on the maple industry. Analyze and publish from existing data sets; write grant proposals; initiate and coordinate further data collection. Some travel to the field station at Lake Placid and to scientific meetings to report on project results.  
**Requirements:** Degree from an accredited forestry school and an earned PhD required. Strong background in both the ecophysiology of forest tree species and domestic agroforestry; experience in silviculture and genetics of sugar maple or closely related species preferred. Publications, successful fund raising and strong skills in written and oral communication will be important. Submit a letter of application, vita, transcripts and the names of three references to James P. Lassoie, Department Chairman, Department of Natural Resources, 117 Fernow Hall, Cornell University, Ithaca, NY 14853.

**Entomologists**  
**IPM, Medical Entomology and Insect Physiology**  
**Professional tenure-track positions:**  
 Insect Pest Management in Field Crops: Develop management systems for major insect pests of field crops in close cooperation with entomology dairy/field crop extension program. Teach a pest management course, upper level course in quantitative aspects of pest management, and contributions to other courses.  
**Requirements:** PhD and research experience in fundamental and applied aspects of pest management and insect population ecology. Training/experience in quantitative disciplines such as advanced statistics, sampling methodology, of systems analysis is essential. Available April 1, 1990. Medical Entomology: Research the biology, ecology, and management of arthropods associated with humans as vectors of human diseases. Teach an upper level course in medical and veterinary entomology, a graduate-level seminar in one's areas of expertise, and lectures in a parasitology course taught in the College of Veterinary Medicine.  
**Requirements:** PhD, training/research in medical entomology, parasitology, or microbiology. Available April 1, 1990. Insect Physiology: Develop a vigorous program in any aspect of insect physiology. Teach an upper-level course in insect physiology, and a graduate level seminar in one's area of expertise.  
**Requirements:** Postdoctoral or similar experience desirable but not essential. Available July 1, 1990. Send letter describing qualifications and interest in position, curriculum vitae, list of publications (include reprints); transcripts (post-secondary education); and names and addresses of 3-5 references to Dr. Quentin D. Wheeler, Chairman, Department of Entomology, Comstock Hall, Cornell University, Ithaca, NY 14853-0999 by Oct 1, 1989.

### Caregiver Support Group

The Caregiver Support Group will meet on October 10, November 14 and December 12 from 11:30 a.m. to 1:00 p.m. in Martha Van Rensselaer NG-10. All meetings are open to anyone who is interested in aging issues or who is caring for a frail, older person. Bring a brown bag lunch and come as you like. Lunch break allows. For more info, contact Ruth Raimon-Wilson or Joy Hall at 5-9881.

### Leash Laws in Effect

Dogs roaming freely around the campus pose a threat to blind students with guide dogs, people using wheelchairs, and others. Campus and city laws state that dogs must be under the control of owners at all times. Dogs tied to trees or posts are not considered in control unless they are confined to the owner's property. Public Safety and Grounds personnel will call the SPCA to pick up dogs running free. Any person on campus who observes a dog not under owner control may call the SPCA at 257-1822.

### Performance *Continued from page 1*

change that to: "When people come into our area, I'd like for them to feel that you're delighted to see them," or words to that effect. This tactic isn't foolproof, but it should soften the blow of criticism.

If there has been ongoing communication between you and your staff, they should not be totally surprised about the areas in which they have problems. So, during performance appraisal, the timing of introducing criticism is probably most important.

Employees should know that it is coming, both through your prior communication, and by going over their self-appraisals in preparation for evaluation meetings. Make sure that some positive behavior has been mentioned and praise has been appropriately given prior to bringing up areas of concern. Try to determine, with your employees, why specific mistakes occur, or why certain deficiencies exist. Then, work on improvement plans together.

Try not to judge, blame, talk too much, interrupt employees or act like an FBI investigator. Hopefully, appraisal sessions will close with employees feeling that you are interested in helping — not judging.