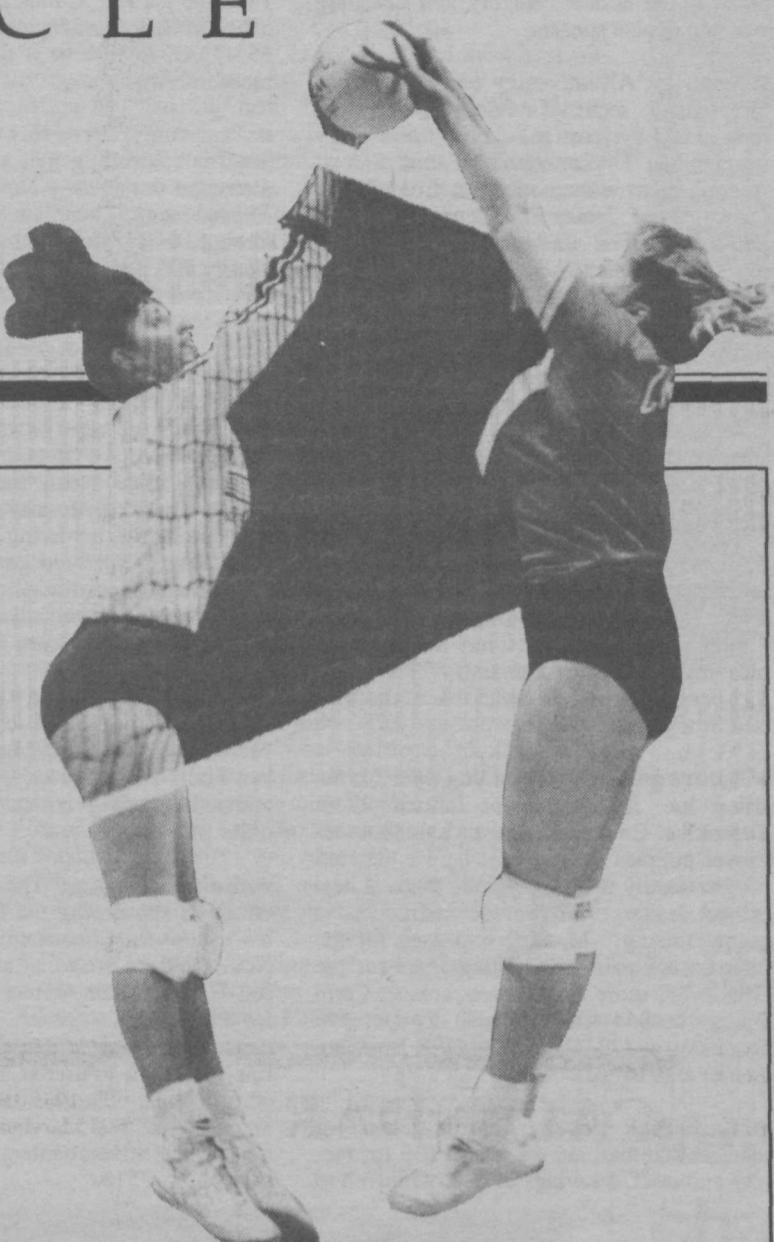


# CORNELL CHRONICLE

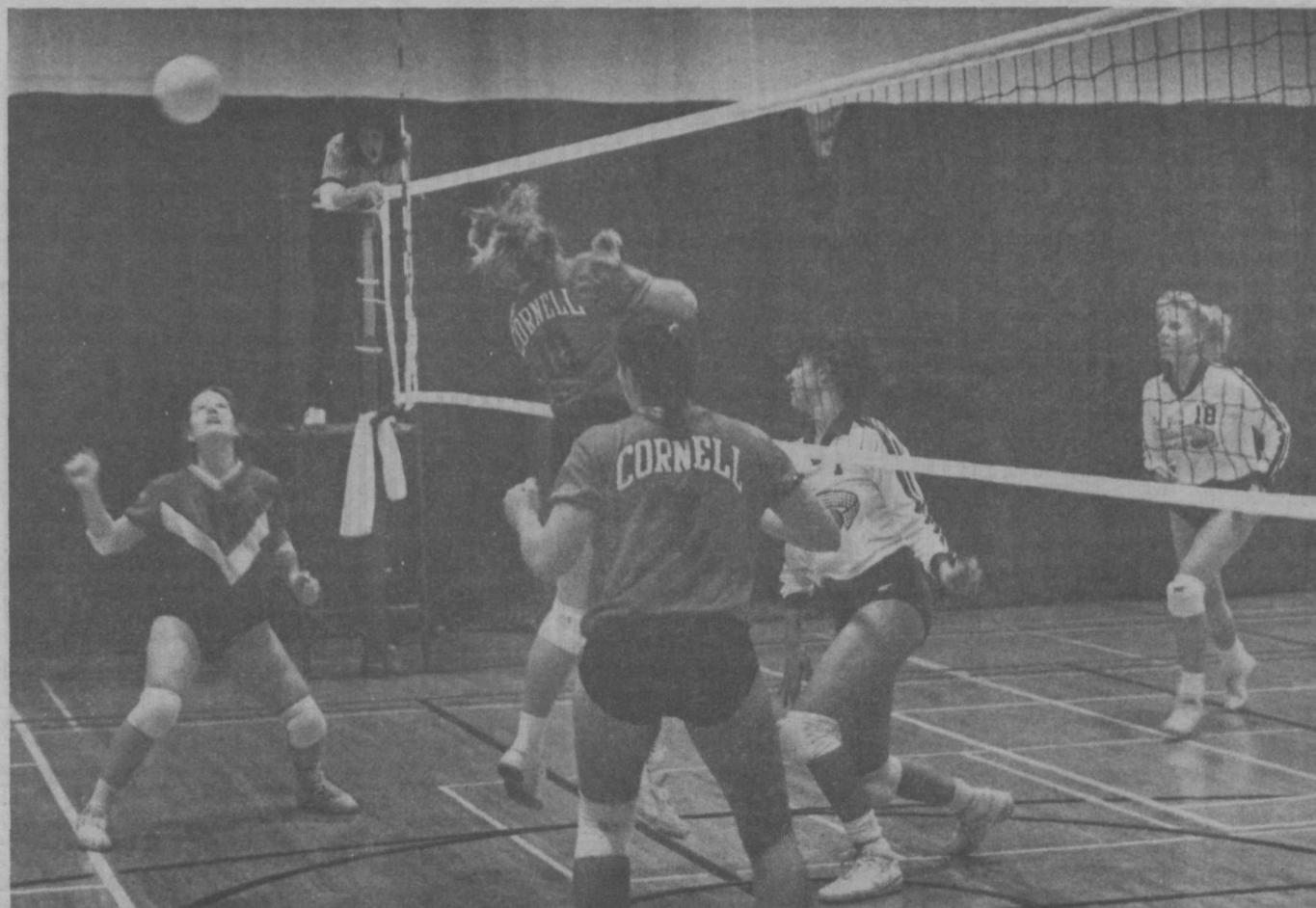
Volume 21 Number 11 November 9, 1989



## Champions

Cornell's women's volleyball team won its sixth New York State Invitational Tournament title last weekend and raised its overall record to 22-5. Five other teams — New York Institute of Technology (pictured playing Cornell), C.W. Post, Colgate and Columbia — participated in the tournament, held in Helen Newman Hall. The Big Red, who completed their first undefeated Ivy League regular season (6-0), will compete in the Ivy League Tournament this weekend at the University of Pennsylvania.

Photos by Charles Harrington



## Sagan to journalists: Pay more attention to the scientific process

Science writers may think they are writing about science when they report on technological breakthroughs or medical advances, but they're missing the mark, Carl Sagan told 140 science writers at the Council for the Advancement of Science Writing's annual banquet on Nov. 7.

"That's not science," said Sagan, the David Duncan Professor of Astronomy and Space Sciences. "Science is a way of thinking — not a body of knowledge."

He appealed to the writers who gathered here from all over the nation not to report just on "immediate threats to our health or the prospects for nice new gadgets or the

looming catastrophes we face ahead," but on the process behind the facts.

"We very rarely see in the media the scientific ideas, the scientific thinking, the debate behind the facts — how a set of facts leads to two alternative hypotheses and how one emerges as a better match," Sagan asserted.

He pointed to news coverage of last month's Nobel Prize for the discovery that RNA has catalytic and reproductive properties and of recent UFO sightings in the Soviet Union as examples of missed opportunities. Why weren't there articles discussing the present state of knowledge regarding

the origins of the genetic code? he asked. Or, why weren't there stories about paranormal psychology or convergent evolution (why extraterrestrials always look like us)?

*For more stories about the New Horizons in Science Briefing of the Council for the Advancement of Science Writing, turn to Pages 6 and 7.*

If journalists would pay more attention to the process used by scientists, they could help science make its greatest contribution to society: the application of the scientific

2  
Track coach to retire

3  
Making better decisions

3  
Healing and medicine

## Bush names Rhodes to policy panel

President Frank H.T. Rhodes has been named by President Bush to his President's Education Policy Advisory Committee. Rhodes is one of three university presidents among the 23 people on the committee.

The Executive Order signed by President Bush on Aug. 15 establishing the committee says that its function is to advise the president "with respect to the objectives and conduct of the overall education policies of the United States."

It directs the committee to "conduct a continuing review and assessment of education policy" and to report on the review to the president when requested.

The date for the first meeting has not been set, but the committee is expected to meet four times a year, according to a White House spokesman.

"Education is the foundation on which the future strength of our society and the health of the economy will be based," Rhodes said in commenting on his appointment to the committee.

"In an increasingly complex and competitive world, our greatest resource will continue to be our young people. I hope this presidential advisory committee will be able to contribute to the important national debate about education and that, with the leadership of the president and the governors, we can forge a partnership of business and labor leaders, teachers, school administrators and parents to reform our education system to meet the challenges that lie ahead."

The two other university presidents on the committee are University of Tennessee President Lamar Alexander and Florida International University President Modesto Maidique.

Other members of the committee include International Business Machines Corp. Chairman John F. Akers; Jaime Escalante, an educator whose success in teaching calculus to students at a high school in Los Angeles was publicized in the movie "Stand and Deliver"; New Jersey Gov. Thomas H. Kean; and American Federation of Teachers President Albert Shanker. The chairman is Paul H. O'Neill, chief executive officer of the Aluminum Co. of America.

Rhodes also was one of 10 education leaders who met at the White House with President Bush on Sept. 20 before the president held his education summit with the nation's governors.

—Barry Gross

method — forming a hypothesis, testing it and then improving upon it only to test it again — to fields such as politics and economics, Sagan suggested.

If the majority of readers of daily newspapers can understand how baseball is reported, with its "very small print and all these abbreviations that are never explained," then why couldn't readers cope with a daily dose of science? he asked.

"If we have goals other than to make money, if our goal is the health of this country, the satisfaction of its citizens and their ability to understand the world we live in,

*Continued on page 6*

## BRIEFS

**AIDS teleconference:** Students, faculty and staff will be able to view and participate in a nationwide teleconference covering aspects of AIDS on Thursday, Nov. 16, from 12:45 to 5 p.m. in Room 120 of the ILR Conference Center. The conference, "AIDS in the College Community: From Crisis to Management," will center around a panel of experts meeting at Ohio State University. Members of the audience here will be able to question the panel during the session. Viewers will be able to enter and leave ILR 120 throughout the telecast.

**Lecture nominations:** The University Lectures Committee is accepting nominations from the faculty for the Messenger Lecture Series and for the University Lectures. Nominations and inquiries should be addressed to Judy Bower, coordinator, University Lecturers Committee, 115 Day Hall (255-4843). Nominations should be submitted by Dec. 7 and should document the candidate's professional stature and his or her ability to deliver a lecture to a general audience. The Messenger Lecture Series brings to campus some of the world's foremost scholars and public figures to deliver a series of three to six lectures. The University Lectureship is the most prestigious forum that Cornell can offer a visitor invited to give a single lecture. About 12 University Lecturers are selected each year.

**Speakers and debaters win:** The Cornell Speech and Debate Team was the overall winner at the Suffolk Invitational in Boston in late October, competing against teams from schools such as West Point, Syracuse and Columbia. Ken Rosen, a junior in the School of Industrial and Labor Relations, won first place in persuasive speaking, rhetorical criticism, extemporaneous and overall speaking. Laura Leasburg, a senior in the College of Agriculture and Life Sciences, and Jane Davenport, a senior in the

College of Arts and Sciences, took second place in the debate category and Leasburg won top debate speaker.

**Security:** All university units wishing to hire outside security services or to install new alarm systems must clear their plans through the Department of Public Safety. According to a memorandum from Public Safety Chief James W. Cunningham, "If you have special needs or concerns regarding security, please contact the crime prevention section at 255-7404."

**Fun for charity:** The Victory Club, a student-run philanthropic and social organization on campus that dates to World War I, expects to raise as much as \$5,000 at a Charity Ball and legal casino open to students beginning at 9 p.m. on Saturday, Nov. 11, at 777 Stewart Ave., the home of Alpha Delta Phi Fraternity. All house winnings from the casino games will be turned over to Literacy Volunteers of Tompkins County. There will be free champagne and hors d'oeuvres and live jazz and dance music plus nightclub entertainment. Tickets are \$35 per couple and are available at the Willard Straight ticket office.

**Future guide dogs:** Guiding Eyes for the Blind Inc. is looking for individuals in Tompkins County to raise Labrador retriever puppies for one year before they are professionally trained as guide dogs. Local project leaders will provide instruction in puppy raising. Medical expenses for the puppies are paid by Guiding Eyes for the Blind. For more information, contact Carol Barton at 844-4068, Cornell Cooperative Extension at 272-2292 or the GEB Breeding Center at (914) 878-3330.

**Basketball tickets:** Season tickets for men's basketball are on sale at \$35 for faculty and staff, a savings of \$30 compared to

purchasing tickets at the gate for each of the 13 home games. Contact the athletic ticket office in Grumman Squash Court, telephone 255-7333, to reserve a ticket or to obtain more information.

**Pest conference:** New biological methods for controlling agricultural pests were discussed at the 1989 New York State Pest Management Conference held Nov. 6 through today at the Ithaca Sheraton Inn. Nearly 400 persons attended the conference sponsored by Cornell Cooperative Extension, the College of Agriculture and Life Sciences and the Agricultural Experiment Stations at Ithaca and Geneva.

**Parking garage gates:** Traffic Bureau personnel will be at both entrances of the parking garage during peak hours for several days starting Monday, Nov. 13, to assist with problems involving operation of the new ID-card-operated gates at the garage. In addition, direct-line phones to the Traffic Bureau have been installed at the gates and will be in operation from 7:30 a.m. to 5 p.m.

**Aging issues:** The Caregiver Support Group will meet on Tuesday, Nov. 14, at 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.

**Editors' group:** The Cornell Editors' Group is sponsoring the first in a series of workshops for Cornell editors on Thursday, Nov. 16, from 9 a.m. to noon in 135 Emerson Hall. Jo Ann Wimer, managing editor for Publication Services, will lead participants in a series of exercises to help them fine-tune their grammar and improve other editing skills. Those interested should call Wimer at 255-9452. For further information on the series, contact Carrie Koplinka-Loehr, 255-7518.

## NOTABLES

**Gerhard H. Jirka,** professor of civil and environmental engineering, has received the Arthur T. Ippen Award of the International Association for Hydraulics Research in recognition of his research contributions in stratified flow and air-water-sediment transfer processes, for his innovation in experimental techniques and for his applied research contributions in the areas of waste heat disposal and the environmental impact of energy facilities.

A book written in honor of **Edward W. Fox**, professor emeritus of history, has been published by Basil Blackwell. The volume, "Geographic Perspectives in History," consists of 16 essays that discuss the interaction among space, place, distance and environment in conditioning the histories of the peoples of the world. Edited by Professors Eugene D. Genovese of the University of Rochester and Leonard Hochberg of Stanford University, the work is a multi-disciplinary discussion of the interaction between history and geography as it is projected by Fox's pioneering work, "History in Geographic Perspective," published in 1971. The new book concludes with an essay by Fox: "The Argument: Some Reinforcements and Projections." Fox joined the faculty in 1946 and retired in 1977.

**Richard A.L. Jones**, a post doctoral associate in materials science and engineering, has been elected a Scientific Member of the Bohmische Physical Society. Jones was recognized for his outstanding research efforts in the field of particle-solid interactions by the international society headquartered in West Germany. The society was established "to promote the advancement of knowledge of the interaction of particles with solids and to encourage exchange of information between scientists and engineers engaged in research or development in the field of particle-solid interactions."

## Track coach Warner to retire



Jack Warner

Jack Warner, in his 23rd year as the head track coach, will retire effective June 30, according to Laing Kennedy, director of athletics.

"Over the years, I have been very fortunate to have associated with so many fine people. The athletes I have worked with have been fantastic, and I am so proud of their accomplishments on the track and in life," Warner said. "I certainly hope that these friendships will endure forever."

In accepting Warner's resignation, Kennedy said: "Jack Warner is a class coach who has performed totally with distinction and honor over a long period of time. He represents the heart and soul of Cornell track. I am understanding in his desire to retire, but at the same time, I am sad because I truly enjoyed working with Jack over the past six years."

Only the fourth head coach of track in the history of the school, Warner has a combined cross country and track record of 250-147-4. He has coached three Olympians, 17 All-Americans and 87 Heptagonal champions.

### It's really you



Freshman Elizabeth Wilson tries a hat on for size and style during last week's vintage-clothing sale in Willard Straight Hall.

## CORNELL CHRONICLE

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

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

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

## GRADUATE BULLETIN

**Survey:** A survey of graduate students' expenses and responsibilities is being mailed to all graduate students at their local address. Students for whom a local address is not available will receive the survey at the Graduate Field Office. Please return the surveys by Nov. 22. Students who do not receive a survey by Nov. 10 should phone 255-1935.

**Thesis/Dissertation:** All graduate students who plan to submit a thesis or dissertation for a January degree should see the thesis adviser in the Graduate School to ensure that Graduate School rules are being followed. Bring the entire document — title page to last page — to Sage Graduate Center on weekdays from 8:30 a.m. to noon or 1:30 to 4 p.m. No appointment is necessary. Students have only 60 days after passing the defense in which to submit a thesis or dissertation to the Graduate School without a \$100 late-filing penalty. The submission deadline for a January 1990 degree is Jan. 12.

## BARTON BLOTTER

Some \$16,000 in valuables, including a \$12,000 diamond, were lost or stolen on campus, according to the morning reports of the Department of Public Safety for Oct. 30 through Nov. 5.

The diamond ring was reported lost in Carpenter Hall. Stolen items included two boxes of computer chips worth \$2,400 taken from Upson Hall, two marble slabs worth \$200 taken from the walkway area of the Center for Theatre Arts, a \$350 bicycle stolen from Cascadilla Hall and 10 volleyballs worth \$310 taken from Helen Newman Hall.

One person was referred to the judicial administrator on a charge of harassment.

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

Recycle this paper

# On the other hand . . .

## Professor's book tells how to overcome common decision-making pitfalls

Why are decisions about who gets credit cards made more systematically than who gets surgery? Why was critical data ignored that might have prevented the 1986 Challenger disaster? Why might a less knowledgeable tax consultant make fewer mistakes than one who knows more about tax law?

The answers lie in decision pitfalls that plague managers everywhere, according to the authors of the new book, "Decision Traps: Ten Barriers to Brilliant Decision-Making and How To Overcome Them," published by Doubleday/Currency.

"Executives rank decision making as the single most important management skill," said J. Edward Russo, co-author of "Decision Traps" and a professor at the Center for Behavioral Economics and Decision Research in the Johnson Graduate School of Management.

"Although managers are typically trained in negotiating, leadership and communication skills, they are almost never taught how to make good decisions," Russo added.

Russo and co-author Paul J.H. Shoemaker of the Center for Decision Research in the University of Chicago's Graduate School of Business act like sports coaches. After studying untrained decision makers and identifying the most common and dangerous decision traps, they developed methods to help managers overcome these typical errors.

The authors have distilled their 20 years of research in the psychology of decision making into a practical manual that offers the lay reader strategies to master the decision-making process. Among the clients who have benefitted from their decision-making advice are executives from General Motors Corp., Shell International Petroleum Co., International Business Machines Corp., I. Rowe Price Associates, Chicago's Harris Trust & Savings Bank and Kidder Peabody & Company Inc.

Their book is chock full of quizzes, work sheets, checklists and exercises and dozens of examples from industries as diverse as toys, banking, soft drinks and the military. "Decision Traps" challenges the conventional wisdom about how we make decisions and dissects the reasons why pro-

fessionals often end up making bad decisions.

Why are credit cards, for example, issued more systematically than surgery? Because physicians often make their decisions by "shooting from the hip" (decision trap No. 6) — believing that they can make a decision by relying more on their opinions and intuition than on detailed analyses of similar cases and outcomes. Credit card companies, on the other hand, use a proven, data-based system for checking credit ratings and histories to make appropriate judgments.

How could critical information about the Challenger have been overlooked? By falling prey to decision trap No. 9: "not keeping track" and failing to analyze available evidence to reveal its key lessons. In the Challenger case, space officials saw no clear relationship between cold temperatures and the seven flights that had O-ring problems, even though the 17 flights that took place on warm days did not experience O-ring problems.

A more trivial example of being fooled by feedback is believing that one can always tell when someone wears a hairpiece. There's no way of knowing, however, how many people wear hairpieces that aren't detected.

And why should someone consider a less experienced tax consultant? Because decision trap No. 4 — overconfidence in judgement — trips up even the best and most experienced. One tax consultant may have more knowledge of tax law per se, but if he believes he has even more knowledge than he actually does, danger lurks. The less knowledgeable consultant who appreciates what she doesn't know, on the other hand, will be more apt to double-check her facts than be overconfident and make a critical error.

These are just three of the 10 common traps that Russo and Shoemaker identify. The others are:

- Plunging in. Charging ahead without identifying the crux of the issue or thinking about how decisions like this one should be made.
- Frame blindness. Losing sight of options because of how you structure the problem.
- Lack of frame control. Failing to define the problem in more than one way or being unduly influenced by the



David Lynch-Benjamin

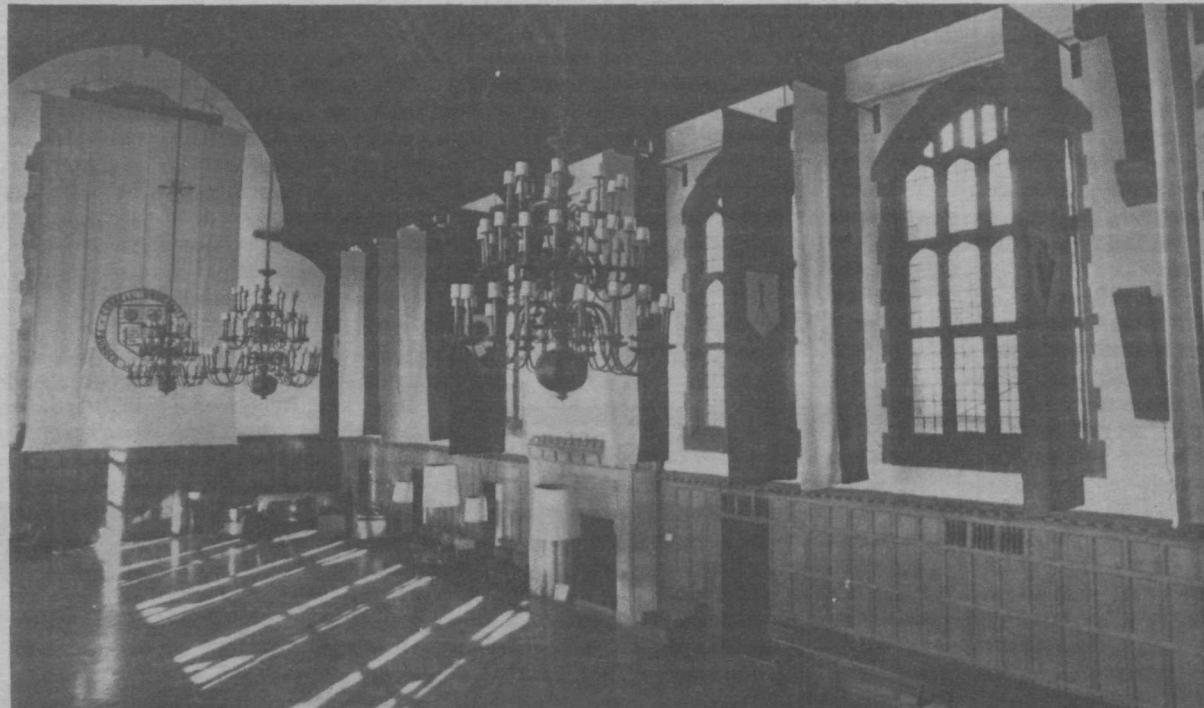
Jay Russo

frames of others.

- shortsighted shortcuts. Relying inappropriately on "rules of thumb" and other convenient information.
- Group failure. Inadequately managing a group decision skillfully.
- Fooling yourself about feedback. Failing to interpret the evidence from past experiences for what it really says.
- Failing to audit the decision process. Not using an organized approach to understanding your own decision making.

— Susan S. Lang

## Showing our colors



John Pachai

To mark the 100th anniversary of its founding, the Cornell Chapter of Sigma Phi fraternity has replaced the 23 faded banners that hung in the upper reaches of the Memorial Room in Willard Straight Hall since 1963. The new banners, purchased with gifts from current and alumni members of Sigma Phi, include a 16-by-32-foot Cornell seal and 12 banners representing the university's schools and colleges. Interspersed between the 5-by-17-foot academic banners are 10 red-and-white Cornell banners.

## Healing in the ancient world offers lessons for medicine today, scholar says

A better understanding of the conceptual bases behind the varieties of healing in the ancient world, particularly among the early Christians, is needed for creating an appropriate social context for healing and medicine today, according to theologian Pheme Perkins.

In a public lecture last week, Perkins, the Rachel Rebecca Kane Visiting Professor in Catholic Studies for 1989-90, said that the unrecognized contribution of the early Christians was the realization that ultimately the practice of healing is a communal affair that transcends but does not exclude what now is known as research medicine.

She explained that when the plague struck Rome in the second century A.D., the philosopher and physician Galen, founder of experimental physiology, fled.

But "the presbyters, deacons and lay persons of the Roman church remained in the city, nursing the victims," a response which increased the survival rate of those cared for and increased the future immunity of that community, Perkins said.

"In other words," she said, "the religious conviction that a beneficent power of healing was available to the community" did not prevent its members from administering the medical practices of the day.

This behavior, she said, "enhanced the survival chances of the whole group though, as was recognized, individuals sacrificed their own lives in so-doing."

Perkins said that Christian churches today "are generally so remiss in teaching and understanding the social and theological context of the healing miracle in their own traditions that they should be held accountable for contributing to" today's medical care problems.

"Unless we can reconfigure the social context of the arts of healing," she said, "we will remain mired in the economic crises, the individual and personal tragedies and the general susceptibility to pseudo-medicine or overt superstitions that make up much of the everyday 'news' on this topic in our culture."

— Martin B. Stiles

## Vet unit makes changes sought by U.S. inspector

The Anatomy Department at the College of Veterinary Medicine has corrected what it calls "procedural oversights" identified by an inspector from the Occupational Safety and Health Administration (OSHA). College officials were to meet informally with OSHA on Nov. 8 to discuss the inspector's findings.

The infractions, all corrected before the OSHA report arrived on Oct. 27, were:

- The use of highly flammable acetone where there were sources of ignition "within the possible path of vapor travel."
- The presence of a drill that was missing its ground pin.
- The incomplete labeling of chemicals — giving names but without adding the hazards posed by the chemical.
- Inadequate fast-flush stations — for washing eyes in case of chemical splashes — in two sites where chemicals are used.

The citation proposed a total fine of \$1,680, a figure that could be reduced following the Nov. 8 meeting with OSHA in Syracuse.

On Aug. 29, an inspector from OSHA's Syracuse office visited the department's student laboratory, teaching rooms and areas where animals are embalmed for anatomical study by veterinary students.

"OSHA's citation reflected procedural oversights that were quickly and relatively easily corrected," said Robert D. Phemister, dean of the college.

"We regret the oversights and are always eager to comply with every detail of such regulations," he added.

"Keeping the college a safe and healthy place for students, faculty and staff is obviously and continually a top priority," Phemister said. "For that reason, I think it's appropriate to note that the citations do not reflect any basic impropriety in the department's operations."

The suggestion to add more modern eyewash stations — made before the OSHA visit — required ordering hardware, which was installed in late September. One Cornell-suggested change, although not required by OSHA, is awaiting budgetary approval from Albany — a \$170,000 improvement to the ventilation system in the 30-year-old building where the Anatomy Department facilities are situated.

Last year, OSHA tightened the standard governing practices where formalin (a diluted form of formaldehyde) is used, and the subsequent OSHA report indicated no problems with the way Cornell handles the chemical, which is used for the preservation of the animals.

Cornell's Environmental Health Office had responded to the new standard by identifying places where the chemical was used and recommending changes in procedures.

In the case of the Anatomy Department, the Cornell office conducted a complete inspection and then recommended some 15 changes, most of which were made immediately.

— Sam Segal

# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

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

Advanced Balkan Folk Dance Workshop, the fourth of seven sessions, taught by Ed Abelson, Nov. 12, 6 to 7:30 p.m., North Room, Willard Straight Hall; instruction and requests, 7:30 to 10:30 p.m., North Room, Willard Straight Hall.

### Israeli Folkdancing

Israeli folkdancing, Nov. 9, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

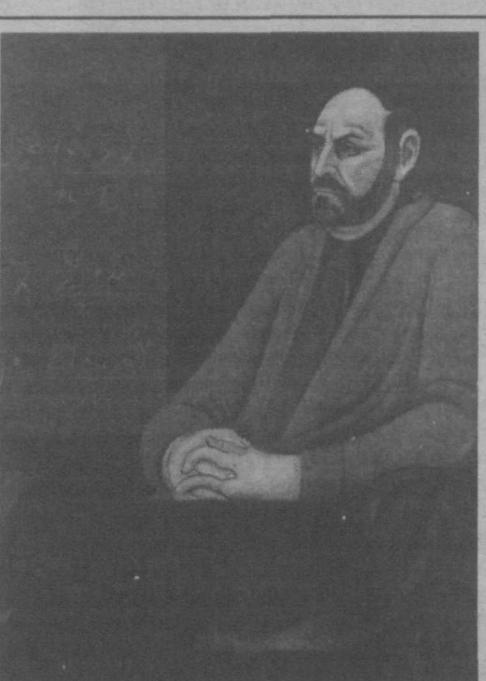
## EXHIBITS

### Johnson Art Museum

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

"Form and Function in African Art," an exhibition on view through Dec. 23, contains masks, staffs and textiles that were created to be part of everyday life and were used in ritual ceremonies, dances and other activities.

Department of Art Faculty Exhibition, featuring the work of current and emeritus members of Cornell's art department, to Dec. 22.



*Emil Ghinger*  
Professor emeritus of art Arnold Singer's painting of Sidney Saltzman, a professor of city and regional planning, is part of the Department of Art Faculty Exhibition at the Johnson Museum. The exhibition features the work of current and emeritus members of Cornell's art department, through Dec. 22.

"Council of the Creative and Performing Arts Individual Awards 1986-1989," will be on view Nov. 10 through Dec. 22. The exhibition, featuring approximately 50 projects completed by the award winners of the past three years, brings together work from a wide range of departments and colleges within the university.

"Flip Book Workshops" will be presented by John Canemaker, film animator, animation historian and writer, Nov. 18. The workshop is part of the Ithakid Film Festival, a collaborative effort of the Johnson Museum, Cornell Cinema and the Ithaca Youth Bureau. Children ages 9 and 10 meet from 10 a.m. to noon; ages 11 and 12 meet from 1 to 3 p.m. Preregistration is required by calling 255-6464.

"Framed," an experimental video installation produced by Bruce and Norman Yonemoto is the centerpiece of a six-week Asian American Film and Video Festival, Nov. 10 through Dec. 22. "Framed" explores racial prejudice and assimilation in American society, utilizing government propaganda films on the Japanese internment campus in its multimedia setting.

### Center for Jewish Living

"Portrait of A Land in Turmoil," an exhibit by Avner Moriah, through Dec. 20, Sunday through Thursdays, 1 p.m. to 5 p.m., in the Gallery of Art, Center for Jewish Living, 106 West Ave.

### Hartell Gallery

Architecture Exhibition: Calatrava, architect, engineering, through Nov. 25. The gallery is in Sibley Dome and is open Monday through Friday, 8 a.m. to 5 p.m.

### Olin Library

"Subjects into Citizens: Image and Discourse in the French Revolution," a colorful and varied exhibition from Cornell's French Revolution Collection will be on display in Olin Library Monday through Friday, 8 a.m. to 5 p.m., through Jan. 3.

### Tjaden Gallery

Photography Exchange Exhibition: students of Rochester Institute of Technology through Nov. 10; Exhibition: recent work by Helen Scammell and Kris Scheifele, Nov. 12 through 17. The gallery is in Tjaden Hall.

### Unions & Activities

The Delaware County Historical Association Quilt Exhibition with quilts, wall hangings and photographs of quilt making, through Nov. 10, art gallery, Willard Straight Hall.

## FILMS

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

### Thursday, 11/9

"Satyam Shivam Sundaram," directed by Raj Kapoor, sponsored by South Asia Film Series, 7:30 p.m., 310 Uris Library.\*

"Le Schpountz" (1938), directed by Marcel Pagnoi, with Fernandel, Orane Demazis and Charpin, 7:30 p.m., Uris.

### Friday, 11/10

"Shag" (1989), directed by Zelda Barron, with Phoebe Cates, Bridget Fonda and Annabeth Gish, 7:30 p.m., Uris.\*

"Batman" (1967), directed by Leslie H. Martinson, with Adam West, Burt Ward and Frank Goshen, 8 p.m., Anabel Taylor.\*

"Do the Right Thing" (1989), directed by Spike Lee, with Spike Lee, Danny Aiello and Ruby Dee, 10 p.m., Uris.\*

### Saturday, 11/11

"Shri Ram Bids Farewell," and "Grief In Ayodhya," parts 15 and 16 of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Library, 1:30 p.m., 310 Uris Library.

"Movies That Sing and Dance," with live musical performance by Christopher Shaw, singer and songwriter, part of the Ithakid Film Festival, 2 p.m., Uris. Five films about music and its use in storytelling and celebration; \$2, \$1.50 for children under 12.

"The Cabinet of Dr. Caligari" (1920), directed by Robert Weine, with Werner Krauss, Conrad Veidt and Lil Dagover, accompanied by the Club Foot Orchestra, 7:30 p.m., Uris.\*

"Nosferatu" (1922), directed by F.W. Murnau, with Max Schreck, with musical accompaniment by the Clubfoot Orchestra, shown with "Dr. Caligari," 9:30 p.m., Uris.\*

"Do the Right Thing," midnight, Uris.\*

### Sunday, 11/12

The Video Art of Bruce and Norman Yonemoto, tapes by the creators of the currently displayed museum video installation "Famed," co-sponsored by Asian American Film and Video Festival, 2 p.m., Johnson Museum.

"Satyam Shivam Sundaram," directed by Raj Kapoor, sponsored by South Asia Film Series, 3:30 p.m., 310 Uris Library.\*

"Do the Right Thing," 4:30 p.m., Uris.\*

"The Stunt Man" (1980), directed by Richard Rush, with Peter O'Toole, and Steve Railsback, 8 p.m., Uris.\*

### Monday, 11/13

"Zu: Warrior From the Magic Mountain," directed by Tsui Hark, with Adam Cheng and Lau Chung Yan, Films from Hong Kong, 7 p.m., Uris.\*

"Do the Right Thing," 9:30 p.m., Uris.\*

### Tuesday, 11/14

"Hearts and Minds," Southeast Asia Program, 4:30 p.m., 310 Uris Library.

Glasnost Film Festival - Program 3: "The Bam Zone: Permanent Residents," "And The Past Seems But a Dream," "Theatre Square," "The Tailor," "Early on Sunday," 7:30 p.m., Uris.

### Wednesday, 11/15

"The Boys From Fengkuei" (1983), Hokkien and Mandarin with Chinese and English subtitles, Taiwan Film Festival, Nov. 15, 4:30 p.m., Uris.

"Husbands" (1972), directed by John Cassavetes, with Ben Gazzara, Peter Falk and John Cassavetes, 7 p.m., Uris.\*

"When Harry Met Sally" (1989), directed by Rob Reiner, with Billy Crystal and Meg Ryan, 10 p.m., Uris.\*

### Thursday, 11/16

"The Trouble with Love" (1984), directed by Helke Sander, 7:30 p.m., Uris.

"Great Musicians of Our Time," sponsored by the South Asia Film Series, 7:30 p.m., 310 Uris Library.

"Sweet Country," CUSLAR Film Series, 8 p.m., Anabel Taylor Hall.

"When Harry Met Sally," 10 p.m., Uris.\*

## LECTURES

### Classics

"Gender and Ethnicity in the Public Art of the Roman Empire: the Trajanic Period," Nathalie B. Kampen, Barnard College, Nov. 9, 4:30 p.m., 22 Goldwin Smith Hall.

### East Asia Program

"New Year's Eve in Saikaku: Tokugawa Capitalism and Narrative Structure," Katsuto Iwai, economics, University of Tokyo, visiting professor, economics, University of Pennsylvania, and "Finishing the Unfinished Soseki: Writing the Continuation of Meian," Minae Mizumura, lecturer of modern Japanese literature, Princeton University, Nov. 9, 4 p.m., 374 Rockefeller Hall.

"Social Mobility in the Chinese Political Order," Andrew Walder, sociology, Harvard University, Nov. 10, 3:30 p.m., 302 Uris Hall.

"Why Do I Still Feel Hopeful?": The Current State of Chinese Women and Their Future," Kang Hong, English, People's University, Beijing Visiting Scholar, Bard College, Nov. 13, 4:30 p.m., 153 Uris Hall.

"An Economist's Views on Japan Bashing and Other Aspects of Japanese-American Relations," (in Japanese, with no translation), Akira Yamamoto, deputy director, senior advisor's office, The Export-Import Bank of Japan, Nov. 15, 4:30 p.m., G-08 Uris Hall and "Japanese Direct Investment and Management Style Abroad," (in English), Nov. 16, 4:30 p.m., Nov. 16.

### Hellenic Student Association

"Greece and Greek America: The Future of Homeland-Diaspora Relations," Harry J. Psomades, director, Center for Byzantine and Modern Greek Studies, Queens College, Nov. 10, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

### Human Ecology

Stephen Ceci, human development and family studies, will give the first Human Ecology Promotion Address honoring promotion to senior professor, Nov. 13, 4 p.m., N207 Martha Van Rensselaer Hall.

### Jewish Studies Program

"Conversos in the Land of Israel in the Sixteenth Century; Return to a Religion and a Homeland," Abraham David, The Jewish National and University Library, Nov. 14, 4:30 p.m., 374 Rockefeller Hall.

"Children with a Star: A History of Jewish Youth in Nazi Occupied Europe," Debra Dwork, The Yale Child Study Center, Nov. 15, 4:30 p.m., 374 Rockefeller Hall.

### Religious Studies Colloquium

"Theologically Unfashionable Philosophy," Norman Kretzmann, Susan Linn Sage Professor of Philosophy, Nov. 16, 4:30 p.m., A.D. White House.

### Society for the Humanities

"I Had No Nation Now, But the Imagination: A Case Study of Surinamese Literature," Ineke Phaf, Latin American and Caribbean literature, Free University of Berlin, Nov. 10, 4:30 p.m., 201 A.D. White House.

"India as the Museum of Mankind," Bernard Cohn, history and anthropology, University of Chicago, co-sponsored by the South Asia Program, Nov. 10, 5 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

### Theory Center

"Pattern and Scale in Disturbance Mediated Systems," Kirk Moloney, research associate, Center for Environmental Research, Nov. 14, 1:30 p.m., Morison Room, Corson/Mudd Hall.

### Western Societies Program

"Democracy in Poland: Can It Happen?" Helene Kozakievicz, Academy of Sciences, Warsaw, Nov. 9, 12:15 p.m., 177 Goldwin Smith Hall.

"The Search for the Sources of Donizetti's French Operas," Rebecca Harris-Warrick, music, Nov. 10, 12:15 p.m., 153 Uris Hall.

"The New Man in Modern Revolutionary Movements: New Men, New Women, and the Bourgeoisie," George Mosse, University of Wisconsin, Mellon visiting scholar, Nov. 13, 4:30 p.m., A.D. White House.

"Robberbands in the Lower Meuse Valley (1730-1774)," Anton Blok, University of Amsterdam, Nov. 14, 4:30 p.m., G08 Uris Hall.

"Watermelons or Cantaloupes a Lecture on Willem Sandberg and Michail Zosjtsjenko," Jean-Pierre Plooij, Amsterdam, Netherlands, Nov. 15, 4:30 p.m., Johnson Museum of Art.

"The Rise and Fall of Mrs. Thatcher and the Fall and Rise of the Labor Party," David Soskice, Oxford University, Nov. 16, 4:30 p.m., 153 Uris Hall.

### Women's Studies Program

"The Occidental Alice," Nancy Armstrong, English, University of Minnesota and author of "Desire and Domestic Fiction," Nov. 9, 4:30 p.m., Guerlac Room, A.D. White House.

## MUSIC

### Bailey Hall Series

Pianist Vladimir Feltsman will give the next concert in the 1989-90 "Grand Pianist Series" on Tuesday, Nov. 14, at 8:15 p.m. in Bailey Hall. His program will include the Chaconne in D Minor by J.S. Bach, the Sonata No. 8 in A minor, K. 310 by Mozart, and the Sonata in B minor by Franz Liszt.

Tickets for the concert are on sale at the Lincoln Hall ticket office, Monday through Friday, 9 a.m. to 1 p.m., 255-5144; at the Center Ithaca Box Office, Tuesday through Saturday, 11:15 a.m. to 4:30 p.m., 273-4497; and the night of the performance at Bailey Hall. Prices for the general public are from \$12.50 to \$20; for students, from \$10.50 to \$17.

### Cornell Cinema

Cornell Cinema will present the Clubfoot Orchestra in Uris Auditorium on Saturday, Nov. 11. The orchestra will accompany two of the classic German expressionist silent films, "The Cabinet of Dr. Caligari," 7:30 p.m. and "Nosferatu," 9:30 p.m. Tickets can be purchased at the Willard Straight Hall Ticket Office for either performance for \$6 or both for \$10.



Jack Mitchell

Quintet of the Americas and guest pianist Carol Archer will perform on Friday, Nov. 10, at 8:15 p.m. in Barnes Hall.

## Department of Music

### Festival of Contemporary Music

The Quintet of the Americas and guest pianist Carol Archer, will perform Nov. 10 at 8:15 p.m., in Barnes Hall. Founded in 1976 in Columbia, but currently in residence at the Center for Inter-American Relations in New York City. Karel Husa's "Recollections," Urko Mamlok's "Woodwind Quintet," Robert Sirota's "Essays," Steven Mackey's "Never Sing Before Breakfast," and John Harbison's "Quintet" will be performed. Composers Husa and Mackey will introduce their own compositions. The quintet, with Margaret Swinchoski, violin; Mathew Sullivan, oboe; Joseph Stone, cello; Harvey Feldman, bassoon; and Barbara Oldham, French horn, made its New York debut in Merkin Hall with a program featuring Karel Husa's "Serenade." In addition to traveling throughout the Northeast and its annual United States tour, the quintet has traveled throughout the British West Indies, Puerto Rico and Canada.

Cornell Musica Nova, under the direction of Edward Murray, presents an evening of 20th-century music on Nov. 11 at 8:15 p.m. in Barnes Hall. The program includes Igor Stravinsky's "Duo Concertant," "Sonata for Piano and Two Hands," by Robert Palmer, professor of music, "In Memoriam" for ensemble by Leonard Shifrin and the "Four Fancies for Harpsichord" by William Albright. Performers include Joyce Lindorff, harpsichord; Richard Dyer, violin; Greg Dubinsky, William Cowdery and Edward Murray, piano.

New Music From Cornell, a concert with premieres by composition students of Karel Husa and Steven Stucky, will take place on Nov. 12 at 4 p.m. in Barnes Hall. Featured works will be Brian Robison's "Lux Crudelitas" (Light of Cruelty), with flutist Mary Ann Christopher Kaufman's "Nocturnal Fantasy" for piano and soprano Patrice Pasquier; David Fuerzeig's "Four Homages" with composer as pianist; Mark Bradshaw's "Promises" with flutist Stacey Pelinka and cellist Michael Brown; and Christopher Morgan Loy's "Meditation" with soprano Patrice Pasquier and William Cowdery at the organ.

Nothing But Treble, Cornell's oldest female a cappella singing group, will host the Columbia Kingsmen in their third annual "Without A Cause" concert, Nov. 17, at 8 p.m., Bache Auditorium, Malott Hall. Tickets are \$4, at the door or from group mem-

### Bound for Glory

Magpie, a D.C. based duo, with a wide repertoire from political music to old jazz and swing music, will present three live sets in the Commons Coffeehouse, Anabel Taylor Hall, Nov. 12, 8:30, 9:30 and 11:30 p.m. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

### Unions & Activities

Classics-at-Noon, Nov. 15, Memorial Room, Willard Straight Hall.

Coffeehouse, Nov. 9, Michael Sonnenstein, piano, 8 to 10 p.m., Memorial Room, Willard Straight Hall.

## READINGS

### English

Tobias Wolff, English and creative writing professor, Syracuse University, sponsored by the Creative Writing Program, Nov. 14, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall. Wolff's stories have appeared regularly in *Antaeus*, *The Atlantic*, *Esquire* and *Ploughshares* and many anthologies. He is the author of the memoir "This Boy's Life," the novel "The Bar-Barracks Thief" and the story collections "Back in the World" and "Matter of Life and Death."

"Writers at Cornell," Tim Belden and Diane McPherson, Nov. 15, 4:30 p.m., Temple of Zeus, Goldwin Smith Hall.

## RELIGION

### Sage Chapel

Glenn C. Altschuler, associate dean, College of Arts and Sciences, will deliver the sermon at Sage Chapel on Nov. 12. Services will begin at 11 a.m. Music will be provided by the Sage

Chapel Choir. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

### Catholic

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

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

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

### Christian Science

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

### Episcopal (Anglican)

Sundays, Worship & Eucharist, 9:30 a.m., Rev. Gurdon Brewster, Chaplain, Anabel Taylor Chapel.

### Friends (Quakers)

Sundays, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall. Call 272-8755 for information.

### Jewish

Shabbat Services: Friday, Reform, 5:30 p.m., Chapel, Anabel Taylor Hall; Conservative, 5:30 p.m., Founders Room; Orthodox, Young Israel (call 272-5810 for times). Saturday, Orthodox, 9:15 a.m., Edwards Room; Conservative/Egalitarian, 9:45 a.m., Founders Room.

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

### 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

### Applied Mathematics

"Hydrodynamic Singularities," Stephen Cowley, Imperial College, London, Nov. 10, 4 p.m., 322 Sage Hall.

"On Kindodynamic and Near Optimal Time Trajectory Planning in Robotics," Bruce Donald, computer science, Nov. 13, 12:30 p.m., 321 Sage Hall.

### Astronomy

"Pluto," James Elliott, Massachusetts Institute of Technology, Nov. 9, 4:30 p.m., 105 Space Sciences Building.

### Biochemistry, Molecular & Cell Biology

"Microtubule-dependent Retrograde Transport of Proteins into the ER in the Presence of Brefeldin A Reveals an ER Recycling Pathway," Jennifer Lippincott-Schwartz, cell biology, metabolism branch, N.I.C.H.D., N.I.H., Nov. 10, 4 p.m., Large Conference Room, Biotechnology Building.

"Environmental Control of the Yeast Nuclear Gene PET484, a Specific Activator of Mitochondrial Translation," Donna Marykwas, biochemistry, molecular and cell biology, Nov. 13, 12:30 p.m., Conference Room, Biotechnology Building.

### Biophysics

Title to be announced, Abel Schejter, biochemistry, Tel Aviv University, Nov. 15, 4:30 p.m., 700 Clark Hall.

### Boyce Thompson Institute

"Promoter-Specific and General TRANSCRIPTION Factors for RNA Polymerase II," Phillip A. Sharp, Center for Cancer Research, biology, Massachusetts Institute of Technology, Nov. 15, 2:30 p.m., 146 Morrison Hall.

### Chemistry

General Chemistry Colloquium, "Coupled Chemical Oscillators: Dynamics, Mechanistic Studies and Applications to Biology," Irving R. Epstein, Brandeis University, Nov. 9, 4:40 p.m., 119 Baker Laboratory.

Organic Chemistry Seminar, "Mechanisms of Drug-Induced DNA Degradation," John Kozarich, University of Maryland, Nov. 13, 4:40 p.m., 119 Baker Laboratory.

### Chemical Engineering

"Applications of Neutron Scattering in Studies of Colloids and Porous Adsorbents," J.D.F. Ramsey, Harwell Laboratory, Oxfordshire, U.K., Nov. 14, 4:15 p.m., 165 Olin Hall.

### Cognitive Studies Program

"Japanese Sentence Processing: Recent Experiments in the Priming of Anaphoric Expressions," J.J. Nakayama, Ohio State University, Nov. 10, 4:30 p.m., 106 Morrill Hall.

### Design & Environmental Analysis

"Developing and Using In-House FM Research," Karen Odlum, facilities management, Aetna Life and Casualty, Nov. 13, 4:30 p.m., 200 Savage Hall.

### Ecology & Systematics

"Two-Stage Life Histories and Species Interactions in Sunfishes," Gary G. Mittelbach, Kellogg Biological Station, Michigan State University, Hickory Corners, Nov. 15, 4:30 p.m., A106 Corson/Mudd Hall.

### Electrical Engineering

"Multirate Versus Periodic: Any Differences?" David G. Meyer, electrical engineering, University of Virginia, Charlottesville, Nov. 14, 4:30 p.m., 219 Phillips Hall.

### Environmental Toxicology

"The Effect of Air Pollution on Red Spruce," Robert Kohut, Boyce Thompson Institute, Nov. 10, 12:20 p.m., 304 Femow Hall.

### Epidemiology

"Maternal Weight Gain and Risk of Preterm Delivery: An Analysis of the 1980 National Natality Survey," Heidi Kalkwarf, nutritional sciences, Nov. 10, 12:20 p.m., 260 Warren Hall.

### Floriculture & Ornamental Horticulture

"Use of Degree Day Forecasting and Horticultural Oils for Pest Management," Warren Johnson, entomology, Nov. 9, 12:15 p.m., 404 Plant Science Building.

"Groundcovers: Annual Rates of Spread and Weed Suppression," Duncan Himmelman, grad student, floriculture and ornamental horticulture, Nov. 16, 12:15 p.m., 404 Plant Science Building.

### Food Science

"Food Extrusion Fundamentals," Robert E. Altomare, General Foods U.S.A., Nov. 14, 4:30 p.m., 204 Stocking Hall.

### Genetics & Development

"How a Nematode Makes Different Muscle Cell Types," Andrew Fire, embryology, Carnegie Institution of Washington, Nov. 13, 4 p.m., Conference Room, Biotechnology Building.

### Geological Sciences

"The Mass Extinction Controversy," Tony Hallam, University of Birmingham, Birmingham, England, Nov. 14, 4:30 p.m., 1120 Snee Hall.

Title to be announced, Alain Vauchez, Laboratoire de Tectonophysique Montpellier, France, Nov. 16, 4:30 p.m., 1120 Snee Hall.

### Hillel

"Judaism and Christianity," Topics in Jewish Tradition, Nov. 13, 8 p.m., 314 Anabel Taylor Hall.

"Shattered Vessels: Heresy and Jewish Tradition," Nov. 15, 7:30 p.m., G-34 Anabel Taylor Hall.

### International Nutrition

"A Proposed National Nutrition Policy for Gambia," Pap J. Williams, principal health planner/deputy manager, Medical and Health Department, Ministry of Health, Environment, Labour & Social Welfare, Canada, Nov. 9, 12:40 p.m., 200 Savage Hall.

### Latin American Studies Program

"Indigenous Agricultural Practices and Modern Applications," Jorge Quintana, research associate, agronomy, NUCLEO VERDE, Nov. 16, 12:15 p.m., 114 Martha Van Rensselaer Hall.

### Materials Science & Engineering

"Computer Simulation of Phase Transformations," Marcia Grabow, AT&T Bell Labs, Nov. 9, 4:30 p.m., 140 Bard Hall.

"Metastable Synthesis of Diamond," Tom Anthony, GE, Nov. 16, 4:30 p.m., 140 Bard Hall.

*Continued on page 8*

## NEW HORIZONS IN SCIENCE

**'Cornell is a strange place,' provost tells science writers**

Scientists and public-information specialists from America's largest centrally isolated research university, Cornell, spent the week as hosts to 140 journalists who came to Ithaca for a series of lectures, tours and banquets as part of the 27th annual New Horizons in Science briefing of the Council for the Advancement of Science Writing.

"Cornell is a strange place," Senior Provost Robert Barker acknowledged in his Monday morning welcoming address to the science journalists. Drawing their attention to two locally popular bumper stickers — proclaiming that "Ithaca is Gorges" and that it is "centrally isolated" — Barker said the university combines big science and a little

town. "We grow our own apples and we make our own quarks."

The provost said this "university of extremes" produces temperatures of 10 million degrees in the Plasma Studies Laboratory and less than a degree above absolute zero in the Microkelvin Laboratory. "It is also one of two universities where the provost drives a pickup truck," Barker added.

"Society has a great need for the services you provide," Barker told the science writers, most of whom work for newspapers, magazines and radio stations around the country. "Society is not able to digest the output of science very well; if it were not for people like you, society could not digest

it at all."

Ben Patrusky, executive director of the Council for the Advancement of Science Writing, said that the total attendance of 140 at the four-day briefing was a record for the organization and a surprise to the organizers. When Cornell was proposed as a venue for the annual briefing, Patrusky noted, "Several council members said, 'Who would go to Ithaca?'"

The council's executive director credited the large turnout to the public's and the news media's increasing receptivity to science information; to the fact that it is harder than ever for journalists to get the full, eclectic sweep of science; and to Cornell

being "a fabulous hotbed of science."

Students in the Department of Communication's science journalism course covered the Nov. 6 sessions of the briefing with the assignment of writing stories that were critiqued the next day by the managing editor of *Science News* magazine. Four students in the science-communication concentration were matched up with science writers and public information specialists to learn how journalists do their jobs.

The meeting received funding support from International Business Machines Corp., Eastman Kodak Co., Monsanto Co. and the National Science Foundation.

—Roger Segeken

**Eisner urges searching nature for new medicines, chemicals**

Endangered species and ecosystems could be preserved and poor countries could profit if Third World nations, corporations and universities joined to search for useful new chemicals before the plants and animals containing them become extinct, according to Cornell scientist Thomas Eisner.

He advocated "chemical prospecting" — systematically searching nature for undiscovered medicines, food chemicals and other compounds — to help the economies of Third World countries where many new chemicals are likely to be found.

Speaking Nov. 6 at the New Horizons in Science Briefing of the Council for the Advancement of Science Writing here, Eisner, the Jacob Gould Schurman Professor of Biology, outlined a plan that would return profits from the commercialization of nature-derived chemicals to cooperating countries that set up screening laboratories.

As examples of profitable natural compounds, Eisner cited such recently developed "miracle drugs" as vincristine, the anticancer treatment isolated from the Madagascar periwinkle; cyclosporin, the immunosuppressant used to prevent organ rejection in surgical transplants that came from a Norwegian fungus; and invermectin, the drug now used to treat river blindness that was derived from a Japanese bacterium.

"We're not just talking about drugs, either. We may find better pesticides, natural food flavorings, more healthful cooking oils, even perfume components," said the biologist, who is a pioneer in the field of chemical ecology.

The greatest variety of plants, animals and natural chemicals is found in tropical areas — the same impoverished, debt-ridden countries where short-sighted notions of progress such as burning the rain forests are obliterating natural habitats, Eisner told the science writers.

"We are beginning to grasp that extinction is indeed forever. Species are disappearing faster than evolution can regenerate them. But we have yet to comprehend what

we lose when species disappear," said Eisner in an interview before the meeting. "The loss of a species means the loss of chemicals that are unlikely to be invented independently in the most sophisticated of laboratories."

Chemical prospecting would begin at screening laboratories set up where the plants and animals live, the Cornell biologist suggested. Rather than test chemicals at random, the field scientists would look for "biological activity" as a sign that compounds developed by the organisms have some unusual effect on others.

"When you see berries being selectively consumed by one kind of bird, when you see one plant overrun by fungi and another not affected, that tells you something about the chemical defenses and counterplays that have evolved," Eisner said. "Then you determine which chemical is causing the biological activity."

Some of the field tests could be rather low-tech, the biologist said. One test for potential insect repellents, for example, involves repeatedly scratching a headless, living cockroach with different plant materials to see which ones irritate the bug.

Compounds selected for further testing would be sent to the analytical laboratories of pharmaceutical and chemical companies, which have the facilities and expertise to synthesize useful materials, improve them or produce chemical analogues. Another approach would take the genes that code for production of the chemical in the tropical plants or animals and use them to produce the material in other organisms, Eisner said.

"Chemical prospecting is not invasive," he said. "You don't harvest the species to extinction. You take enough to know what you have, and then comes the synthesizing effort."

Exploration rights would be sold to companies by individual countries, perhaps on a profit-sharing basis, according to Eisner. Those payments would reward conservation of natural resources rather than their de-



Charles Harrington

**Professor Thomas Eisner (left) speaks with science writers (from left): John Burgeson, Bridgeport (Conn.) Post-Telegram; Leonard Zahn, freelance writer; Larry Sanata, Sharon (Pa.) Herald; and Charles Petit, San Francisco Chronicle.**

struction.

Debt-ridden nations would have the chance to convert part of their indebtedness to local-currency investments by establishing and staffing the local screening laboratories. And the screening effort would provide employment for Third World scientists, thus helping to halt the "brain drain," he suggested. "Developing a scientific infrastructure can only have positive effects."

Eisner said he sees roles for philanthropic foundations and universities in training Third World scientists in the art of chemical prospecting. Scientists who would lead the search for plants and animals that exhibit biological activity probably would come from universities, at least at first, he added.

National governments and multinational corporations would have to be convinced that chemical prospecting is in their mutual, long-term interests, the biologist said.

"It would set an extremely valuable

precedent if industry were to lead the way in recognizing that the mere custodianship of the natural chemical treasury requires financial commitment," Eisner said. He pointed to the government of one country, Costa Rica, which has set aside one-fourth of its land for conservation and is attempting an inventory of biological resources. That inventory should be expanded to chemical resources, as well, and other countries should emulate Costa Rica, he said.

"Conservation takes money, and where conservation is most needed there is no money," Eisner said. "At the same time, hundreds of thousands of useful compounds are waiting to be discovered. Chemical prospecting is the answer."

Eisner will discuss his proposal for chemical prospecting in a seminar sponsored by the Program on Science, Technology and Society at 12:15 p.m. on Tuesday, Nov. 14, in 701 Clark Hall.

—Roger Segelen

**Animals use cost-benefit analyses to survive, biologist reports**

The more closely sociobiologists examine complex social interactions among animals, the more evidence they find that animals engage in "adaptive decision making," according to biologist Stephen T. Emlen.

"We can now look at highly variable behaviors, where an individual organism has a choice of several possible actions available to it, and use adaptive reasoning to predict which behavior the animal will adopt under which social circumstances," Emlen said. "This is very different from the approach employed 15 years ago when the discipline of sociobiology originated. At that time, much of animal behavior was being interpreted in terms of fixed stimulus-response patterns, and highly variable behaviors were seen by some as resisting evolutionary interpretation."

In a talk delivered to the Council for the Advancement of Science Writing's New Horizons in Science Briefing, Emlen said that popular articles on sociobiology helped to perpetuate an early, mistaken notion that sociobiology — the study of the adaptive significance of social behaviors — claimed a rigid, deterministic, genetic basis for every kind of behavior.

"Sociobiologists are finding that individ-

ual organisms can 'turn on' or 'turn off' behaviors such as territoriality, parental behavior and helping one another, and appear to do so according to changing costs and benefits of the particular situation," said Emlen, a professor of animal behavior. "Selection seems to have fine-tuned the assessment capability that enables the animal to switch on and switch off the expression of behavior under the adaptively appropriate circumstances."

Natural selection has produced animals

that are genetically predisposed to make choices that almost always benefit themselves and their kin, a fact that sociobiologists have come to appreciate by adopting economic models of decision making, Emlen said.

"Economists measure various costs and benefits that accrue to humans when they engage in different behaviors, the effects on wealth or power or some other culturally derived payoff," he added. "Sociobiologists who study animals now measure the impact

of behaviors on survival and reproduction, the currency of classic Darwinian fitness. We are finding that animals — without any state of rationality or consciousness that we know of — act as though they are assessing their options and usually 'choose' the alternative that maximizes their fitness."

"We have discarded the old approach of thinking that territorial behavior per se is the key thing being selected for," Emlen said.

—Roger Segelen

**Sagan continued from page 1**

then we have to do a lot more serious science reportage," he said.

There are few science pages in newspapers but most newspapers carry horoscopes, Sagan noted. To tip the scales out of astrology's favor, he pointed to the efforts of the Committee for Scientific Investigation of Claims of the Paranormal, a "tripsnorting, radical organization I belong to, real-life ghostbusters." The organization asked newspapers either to omit running horoscopes or at least to print a cautionary note

denying endorsement of such starry soothsaying and explaining that they are published for entertainment only.

"This was a Ma and Pa effort to combat sleazy pseudoscience, yet only three papers adopted our useful suggestion," Sagan recalled. "This pervasiveness of horoscopes around the nation only encourages the antithesis of scientific thinking, yet nobody recognizes this as a problem."

Astrology "shares with racism and sexism the idea that you can divide the human

community into a few slots and think you know them — it's egregious, it's dreadful and it's out of date," Sagan said.

Although Sagan told the group that he does see an overall, long-term decline in "magical thinking," he emphasized that skepticism must become more mainstream and that the scientific approach — not the opinions of famous, beloved scientists — be used regularly to seek the truth and form public policy.

—Susan S. Lang

## NEW HORIZONS IN SCIENCE

# Chilling out

## *Push toward absolute zero will reveal new properties of matter, physicist says*

Unexpected new properties of matter, from crystals that behave like fluids to novel kinds of superconductivity, could appear as scientists push back the frontiers of the ultracold, according to physics Professor Robert Richardson.

Speaking on Nov. 8 at the Council for the Advancement of Science Writing's meeting here, Richardson described how he and his colleagues use a sophisticated magnetic refrigerator mounted on sand, wooden "butcher block" and sewer pipe to achieve temperatures down to ten-millionths of a degree above absolute zero.

At those temperatures, the structures of materials may change as they lose vibrational energy. Also, subtle effects may become evident that were masked by the "noise" of thermal motion at higher temperatures, he said.

Absolute zero, or minus 273.15 degrees Centigrade (minus 459.67 degrees Fahrenheit), is the temperature at which theoretically all molecular motion stops. While absolute zero is impossible to attain because of basic physical laws, scientists hope eventually to come within one-millionth of a degree, or a microkelvin.

The scientists' refrigeration apparatus here cools an arm-sized copper chamber to microkelvin temperatures using a two-stage process. In the first pre-cooling stage, a mixture of liquid helium isotopes, pumped within a mechanism similar to a home refrigerator, cools the chamber down to ten-thousandths of a degree above zero. The scientists then apply to the copper a magnetic field about 1,000 times that found on an ordinary refrigerator door magnet. At such low temperatures, the magnetic "moments" of the copper nuclei align themselves in a highly ordered array.

When the scientists quickly lower the magnetic field, the copper nuclei resume a more random magnetic orientation, absorbing heat in the process and cooling the apparatus to microkelvin temperatures.

To damp unwanted vibration, the apparatus' support structure is cushioned on air springs and the apparatus itself is mounted on sewer pipes filled with beach sand. It is surrounded by a sound-absorbing "butcher-block," laminated wooden beams that anchor plumbing lines.

The scientists install several experiments simultaneously within the copper chamber. They may study the behavior of different samples of matter over experimental runs as

long as a month.

The Cornell scientists currently have installed three experiments within the refrigeration chamber. Each illustrates a different property of matter under scrutiny, Richardson said.

- To explore the possibility of new kinds of superconductivity, they have mounted a sample of an alloy of the metal cerium. This metal, known as a "heavy fermion material," has one of the lowest transitions to superconductivity.

- To understand the properties of crystals at low temperatures, a sample of solid helium has been produced in the chamber. Such crystals may become more fluidlike at microkelvin temperatures.

- To study the magnetic properties of matter, the scientists will cool an instrumented sample of scandium metal.

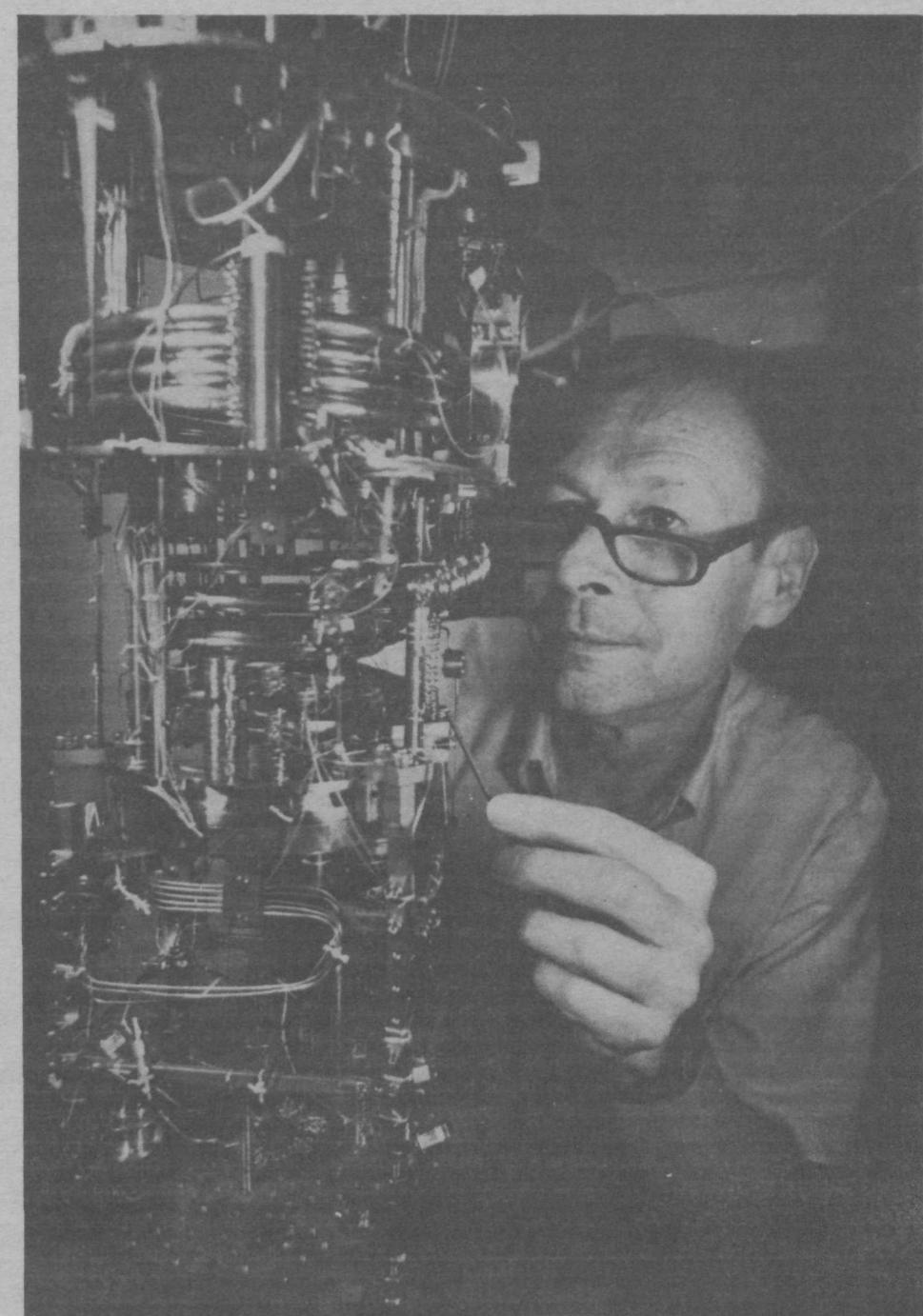
About five such refrigeration systems are now operational around the world. The only other such device in the United States is at the University of Florida. The Cornell research is sponsored by the National Science Foundation.

So far, the Cornell scientists have operated routinely at 100 microkelvin. The refrigeration unit is being modified, and over the next several months it will be reassembled and aimed at 10 microkelvin. While individual atoms have been cooled to within a microkelvin, cooling large samples down to low temperatures is the key to understanding the properties of matter at those temperatures, Richardson said.

Right now, the principal barrier to achieving lower temperatures is stray heat from measuring instruments within the chamber, he said. However, even if this detector heat source is eliminated, the apparatus could still be limited by unwanted heat from cosmic rays or radioactive decay of materials in the apparatus itself.

Richardson said he believes that the progress to lower temperatures will continue. Cryogenic research has achieved regular technical breakthroughs leading to lower temperatures, he noted. For the last 150 years, scientists have lowered the temperature frontier by tenfold each decade.

"We can never predict what we will find," Richardson said. "We do know, however, that low-temperature research has historically been a very scientifically fertile area." He cited the stunning discovery of superconductivity in 1911 by Dutch scientist Kammerling-Onnes as an example of



Chris Hildreth

**Professor Robert Richardson inspects the low-temperature apparatus, which reaches temperatures of nearly minus 459.67 degrees Fahrenheit.**

the surprises that may await scientists.

Richardson also cannot predict the technological spinoff from such studies. He noted that Kammerling-Onnes's discovery of superconductivity in liquid helium at 4 degrees Kelvin remains the basis for a range of important applications. Perhaps the most important of these are magnetic resonance imaging machines for medical diagnosis.

Richardson emphasized, though, that the possibility of spinoffs is not what drives his

research. It's the prospect of "finding something that nobody knew and nobody expected." He compares microkelvin research to astronomy:

"When scientists build a new telescope or space probe and launch it into space, they don't know what they'll find," he said. "But they do know that past results have included images of stars, planets and moons that have been incredibly exciting."

— Dennis Meredith

## *Technology of ultrasmall will yield new physics, expert says*

From a pocket-sized supercomputer to an "artificial leaf" microterrain that tests how crop-killing fungi infect plants, the remarkable possibilities of ultrasmall devices have only begun to be exploited, the director of Cornell's National Nanofabrication Facility (NNF) told the journalists attending the Council for the Advancement of Science Writing's meeting here.

In a wide-ranging talk on how scientists build and visualize tiny structures, applied and engineering physics Professor Harold Craighead showed the journalists the future of the "nanorevolution" that aims at structures no larger than a virus. "Nano" is a prefix that means billionth, referring to the billionth-of-a-meter (nanometer) scales at which leading-edge research operates.

Craighead explained the many new tools researchers have developed for building and visualizing structures at these dimensions. The basic nanofabrication methods involve shining beams of electrons, charged atoms called ions or of X-rays through templates, or "masks," that are the patterns for the circuits or structures. In complex ion etching processes, the researchers use reactive ion beams to develop the intricate microchip structures.

These tools will allow the construction of devices at such small dimensions that they will be governed by new physical phenomena, Craighead said. Specifically, they will operate at the "quantum-effect" level, where electrons will behave more as waves than as particles.

Researchers are now able to "see" the

individual atoms of such structures using new microscopic techniques for visualizing what they have constructed. They routinely use devices that bounce electrons off surfaces to be studied, beam electrons through the objects or probe them with tiny electrified tips. Respectively, these methods are known as scanning electron microscopes, scanning transmission electron microscopes and scanning tunneling microscopes.

Craighead also cited a "superoptical microscope," being developed by Cornell applied and engineering physics Professor Michael Isaacson and his colleagues, that allows tenfold greater resolution than with conventional microscopes. The new optical microscope is capable of resolutions about one-tenth the wavelength of light, or about 50 nanometers (about one-thousandth the diameter of a human hair).

Superfast transistors and tiny "nanobridges" are among the other tiny devices being constructed at the NNF. The nanobridges, built by Professor Robert Buhrman, director of Cornell's School of Applied and Engineering Physics, and his colleagues, are metal constrictions only atoms wide between metal contacts. When the scientists pass current through these nanobridges, they can observe the behavior of individual atomic defects in the bridge. Thus, they will be better able to understand the cause of the deterioration of the tiny wires connecting microelectronic components.

Shrinking whole table-top-size optical circuits to fit on a chip is another objective of the nano-engineers, according to

Craighead. Such integrated optoelectronic chips — those with lasers and other optical devices combined with electronic components in the same circuit — could become the basis for superfast computer networks. The first examples of such technology are used in the extensive fiber-optic communications systems and compact-disk audio players and computer storage systems now in use.

Biological sciences also will benefit from the new nanoconstruction techniques, Craighead said. He cited the recent construction at the NNF of a microscopic artificial terrain that helped scientists discover how the bean rust fungus finds its way into the pores of leaves to infect them. The fungus is responsible for hundreds of millions of dollars in crop damage each year.

The researchers, including plant pathology Associate Professor Harvey Hoch of Cornell's New York State Agricultural Experiment Station at Geneva, discovered that the fungus reacts only to ridges of a certain height, the same height of the lip that surrounds leaf pores called stomata. The researchers are planning more complex "artificial leaf" surfaces to explore the phenomenon further.

Micromechanical devices also are being built using nanotools, including minuscule motors and gears and tiny tweezers that can manipulate individual cells, Craighead said. The tweezers were built by Professor Noel MacDonald, director of Cornell's School of Electrical Engineering, and his colleagues.

Other institutions leading such studies

include AT&T Bell Laboratories, the University of California at Berkeley and the Massachusetts Institute of Technology, Craighead said.

Incorporated into microelectronic chips, such mechanical devices will find important uses as sensors, transducers and actuators, Craighead said. The devices will be used as tactile, strain, flow and acceleration sensors, he predicted.

He cautioned the science writers, however, against overselling such devices as "nanorobots," tiny self-governing machines envisioned by some researchers. He noted that robotic engineers have encountered enormous problems building and programming reliable, sophisticated robots at the macro scale, and that there also is substantial difficulty involved in fabrication at the micro level.

He also warned that the United States lags behind Japan in most areas of nanotechnology, pointing out that many of the commercially obtained machines used for nanofabrication are from other countries, with the majority from Japan.

The NNF, the country's premier national laboratory for constructing supersmall devices, includes some 30 machines housed in the Knight Laboratory on campus. The machines are used by university, government and industry scientists to fashion devices ranging from many micrometers down to a few nanometers in size — hundreds of times smaller than a human hair and smaller even than many viruses.

— Dennis Meredith

## Experts to discuss use of computers in personnel management

Human resource experts from nine universities will meet with top executives from International Business Machines Corp. on campus on Monday and Tuesday, Nov. 13 and 14, to explore how computer systems can enhance the management of people in organizations.

To date, IBM has donated 700 personal computers valued at \$10 million to those human resource programs represented at the forum here. Scholars at these schools are using the computers to help teach personnel management and discover new ways to use computers in the field. The project is an outgrowth of the first partnership forged with the School of Industrial and Labor Relations in 1984 by Walton Burdick, IBM senior vice president, personnel.

Among the topics to be discussed at the meeting will be the use of OS/2, a computer

operating system for personal computers; how to incorporate multimedia audio, video, voice and text into one system; advances in using computer systems in human resource education; using computers to manage a business in such areas as estimating the costs of business reorganizations including downsizing; and issues pertaining to organizational behavior, organizational effectiveness, compensation, benefits and staff training.

Computers already have changed how some personnel departments operate: Employees can use computers to answer questions about their benefits package, and prospective employees can answer questions at a computer terminal instead of filling out job applications. When an opening becomes available, a supervisor can use the computer to match the job with the most

qualified candidates.

Representatives from eight schools in addition to Cornell — the University of Illinois, the University of Michigan, Michigan State University, the University of Minnesota, Purdue University, Rutgers University, the University of South Carolina and the University of Wisconsin — will be on campus for the forum to learn about Cornell's experience and share ideas for the future.

"With the entire discipline of human resources changing with technological advances, we hope to use the expertise of each of these universities to help us determine the future direction of computer applications in human resources," said Burdick, the keynote speaker at the upcoming conference.

David Lipsky, dean of the ILR School, said that, "As the pioneer in incorporating

personal computers into human resources education, we have found that the joint project with IBM has enhanced virtually every aspect of the school, including research, teaching, the ability of our students to compete for jobs, and the effectiveness with which we can bring discoveries by our faculty and students to bear on actual problems faced by practicing professionals in the field."

The conference coincides with the opening of a new Executive PC Education Laboratory at Cornell's Center for Advanced Human Resource Studies in the ILR School's Extension Division. The laboratory contains 20 new IBM PS-2 computer workstations that are linked through a network to provide an interactive learning environment.

— Susan S. Lang

## Genes lecture at BTI Nov. 15

How genes are turned on in cells will be discussed at the next Boyce Thompson Institute for Plant Research Distinguished Lecture. The lecture will take place on Wednesday, Nov. 15, at 2:30 p.m. in Room 146 of Morrison Hall.

Molecular biologist Phillip A. Sharp, director of the Center for Cancer Research and a professor of biology at the Massachusetts Institute of Technology, will lecture on "Promoter-Specific and General Transcription Factors for RNA Polymerase II." He is the 1988 recipient of the prestigious Albert Lasker Award.

## Conference will encourage girls to pursue math and science

It is in the middle school years that girls begin closing the door on future careers in science. Encouraging them to keep their career options open is the goal of "Expanding Your Horizons in Math, Science and Engineering," a conference for middle school girls and their parents to be held here on Saturday, Nov. 11.

"Beginning in the sixth grade, girls stop taking math and science courses if other electives are available," said Patricia Schoknecht, a graduate student in the Department of Animal Science and chairwoman of the conference, which will begin at 9 a.m. in the Schwartz Auditorium of Rockefeller Hall.

"We'll provide opportunities for girls to see how much fun science is," she explained. "We want to stimulate their interest enough that they'll continue to take math and science courses throughout high school."

During this second annual conference, 75 local middle school students will use ultrasound to determine the number of fetuses in a pregnant sheep, design a building on a computer and then submit it to a simulated earthquake and will analyze the fibers used in making space suits, among other activities.

In addition, scientists working in seven of Cornell's laboratories will lead tours of

their facilities and demonstrate work in progress. Conversations with women scientists about their work and family life will be an important part of the day, Schoknecht said.

More than 50 women faculty, staff and graduate and undergraduate students at Cornell volunteered to run the conference, Schoknecht said.

Support for the conference is being provided by the College of Engineering, College of Agriculture and Life Sciences, College of Human Ecology, College of Arts and Sciences, and by the Office of Vice President for Academic Programs.

— Metta Winter

## CALENDAR

continued from page 5

### Mechanical & Aerospace Engineering

"The Role of Particle Collisions in Pneumatic Transport," J.T. Jenkins, theoretical and applied mechanics, Nov. 14, 4:30 p.m., 107 Upson.

Manufacturing Seminar, "New Product Guerrillas," John R. Boehringer, Boehringer Labs, Nov. 9, 4:30 p.m., B14 Hollister Hall.

### Microbiology

"Molecular Biology of Marek's Disease Virus: Identification of Cis-Acting Regulatory Sequences," Robin W. Morgan, animal science and agricultural biochemistry, University of Delaware, Nov. 13, 12:15 p.m., G-3 Vet Research Tower.

### Modern Languages & Linguistics

"Festival," Nov. 9, 3:30 p.m., 111 Morrill Hall.

"The Role of Theory in Lexicon Research," Joseph Grimes, Nov. 14, 4:30 p.m., 111 Morrill Hall.

### Natural Resources

"Agroforestry: A Sustainable Approach to Kenya's Fuelwood Crisis for Rural Households," Tere Shelly-Moody, research associate, agricultural economics and rural sociology, Pennsylvania State University, Nov. 14, 12:20 p.m., Fennow Hall.

### Neurobiology & Behavior

"Reproduction in a Montane Sparrow: Environmental and Hormonal Effects," Martin L. Morton, biology, Occidental College, Nov. 9, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"The Neuronal Network for Locomotion in Lamprey," James Buchanan, biology, Marquette University, Nov. 16, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Nutrition

"Very Low Calorie Diets and Obesity Treatment," Fran Peterson, director, technical development manager, Sandoz Nutrition, Nov. 13, 4:30 p.m., 100 Savage Hall.

### Ornithology

"Twitchin' Bonxies and Tistles at Fair Isle," Bernie Heyman, Nature Photographer Valley Visuals, Nov. 13, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

### Peace Studies Program

"Reconsidering the American Nuclear Mo-

nopoly: 1945-1949," George Quester, University of Maryland, Nov. 9, 12:15 p.m., G-08 Uris Hall.

### Pew-Cornell Lecture Series

"The Importance of Non-Agricultural Income Sources for the Rural Poor in Africa and Implications for Food and Nutrition Policy," Joachim Von Braun, research fellow, International Food Policy Research Institute, Washington, D.C., Nov. 14, 2:30 p.m., 166 Martha Van Rensselaer Hall.

### Pharmacology

"Nicotinic and NMDA Receptors in Chick Retina," Ralph Loring, Pharmacology, Northeastern University, Nov. 13, 4:30 p.m., G-3 Vet Research Tower.

### Plant Biology

"Photoregulation of the 32kDa Photosystem II Reaction Center Protein Turnover," Autar K. Mattoo, USDA/Plant Molecular Biology Lab, Beltsville, Md., Nov. 10, 11:15 a.m., 404 Plant Science Building.

### Plant Pathology

"Effect of Ozone on the Susceptibility of Hybrid Poplar to *Septoria musiva*," Peter Woodbury, and "Temporal Aspects during Appressorium Formation of *Uromyces appendiculatus*," Young H. Kwon, Nov. 14, 4:30 p.m., 404 Plant Science Building.

"Temporal Aspects during Appressorium Formation of *Uromyces appendiculatus*," Young H. Kwon, Nov. 15, 3 p.m., A-133 Barton Lab, NYS Agricultural Experiment Station, Geneva.

### Poultry Biology

"The Aquaculture Industry in Maine," Linda Kling, animal and veterinary sciences, University of Maine, Orono, Nov. 9, 4:30 p.m., 300 Rice Hall.

"The Continuing Mystery of Pigeon Navigation," Charles Walcott, director, Laboratory of Ornithology, Nov. 16, 4:30 p.m., 300 Rice Hall.

### Rural Development

"Natural Resources and Rural Poverty: Marginal People or Marginal Land," Chuck Geisler, Nov. 16, noon, 250 Caldwell Hall.

### Rural Sociology

"Physical, Academic and Personality Characteristics of Only and Non-Only School Children in China," Toni Falbo, educational psychology and sociology, The University of Texas, Austin, Nov. 10, 12:20 p.m., 32 Warren Hall.

### Science, Technology & Society

"Chemical Prospecting: How to Link Nature Conservation with the Search for New

Drugs," Tom Eisner, the Jacob Gould Schuman Professor of Biology, neurobiology and behavior, Nov. 14, 12:15 p.m., 701 Clark Hall.

### Sociology

"Social Mobility and the Communist Political Order," Andrew Walder, Harvard University, co-sponsored by East Asia Program, Nov. 10, 3:30 p.m., 302 Uris Hall.

### South Asia Program

"Regional Identity in Colonial India: A Theoretical Perspective," Bishnu Mahapatra, history, St. Anthony's College, Oxford, England, Nov. 9, noon, 153 Uris Hall.

"Places for Observation - Photographic Projects in India and Nepal," Barry Perlus, art, Nov. 15, 12:15 p.m., 153 Uris Hall.

### Southeast Asia Program

"The Advent of Modern Power in the Philippines," Emmanuel Lallana, University of the Philippines, Nov. 9, 12:20 p.m., 102 West Ave. Extension.

"Fieldwork in Maluku," David Baldwin, grad, anthropology, Nov. 16, 12:20 p.m., 102 West Ave.

### Stability, Transition & Turbulence

Presentation of talks to be given at the APS/DFD meeting, Nov. 14, 1 p.m., 203 Thurston Hall.

### Statistics

"Statistical Tolerances: Theory and Applications," Viorel Voda, Center of Mathematical Statistics, Bucharest, visiting through National Academy of Sciences, Nov. 15, 3:30 p.m., 250 Caldwell Hall.

### Textiles & Apparel

"On The Mechanism by Which Polymer Molecules Produce Fiber Physical Properties," Hawthorne A. Davis, E.I. DuPont de Nemours & Co., Nov. 9, 12:20 p.m., 317 Martha Van Rensselaer Hall.

### Theoretical & Applied Mechanics

"Dynamics of Modal Interactions in the Non-linear Schrodinger Equation," S. Wiggins, CalTech, Nov. 15, 4:30 p.m., 205 Thurston Hall.

### Urban Affairs & Planning

"Los Angeles and the Future of Urban Policy," Derek Shearer, Occidental College, Nov. 10, 12:15 p.m., 115 Tjaden Hall.

### Vegetable Crops/Pomology

"Solutions to Problems Associated with Various Methods of Plant Tissue Analysis," Mike Rutzke, pomology, Nov. 9, 4:30 p.m., 404 Plant Science.

"Pesticides and Produce: Present Crisis...Future Trends," William Smith, CALS

Chemicals-Pesticides Office, Nov. 16, 4:30 p.m., 404 Plant Science.

## SPORTS

### Home contests:

#### Friday, 11/10

Men's Polo, Skidmore, 7:30 p.m.

#### Saturday, 11/11

Fr. Football, Columbia, 9:30 a.m.  
Varsity Football, Columbia, 1 p.m.  
Women's Polo, Skidmore, 8:15 p.m.

#### Sunday, 11/12

Men's Jr. Varsity Hockey, Elmira, 2 p.m.

## THEATER

### Center for Theatre Arts

"The Dance and the Railroad," written by David Henry Hwang and directed by Keith Grant, Nov. 9 and 10 at 8 p.m., Nov. 11 at 5 and 9 p.m., in the Flexible Theatre, Center for Theatre Arts. Tickets are available by calling the Center Box Office at 254-ARTS.

A discussion, co-sponsored by the Asian American Coalition and the Department of Theatre Arts, will follow the Nov. 10 performance. A workshop will be held Nov. 12 at 2 p.m. To register call 255-8626, or stop by 540 Willard Straight Hall.

"The Frog Prince," by David Mamet and directed by Ken Westerman, Nov. 11 and 12 in the Class of '56 Flexible Theatre, Center for Theatre Arts, 430 College Ave. Tickets are available at Center Box office, 12:30 to 5:30 p.m., Monday through Friday, or by calling 254-ARTS.

### Cornell University Program Board

The National Shakespeare Company, which is currently on its 27th national tour, will present "Hamlet," on Nov. 16 at 8 p.m. in Bailey Hall. Tickets for the performance can be purchased for \$6 at the Willard Straight Ticket Office, Rebob Records, Borealis Books or at the door.

# Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 21

Thursday, November 9, 1989

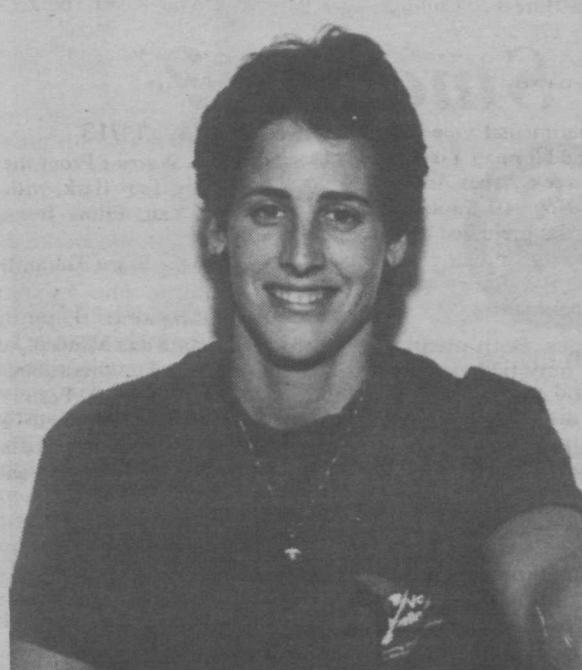
## Cornell Meet Your Employees...

Networking Roving Photographer Asks:

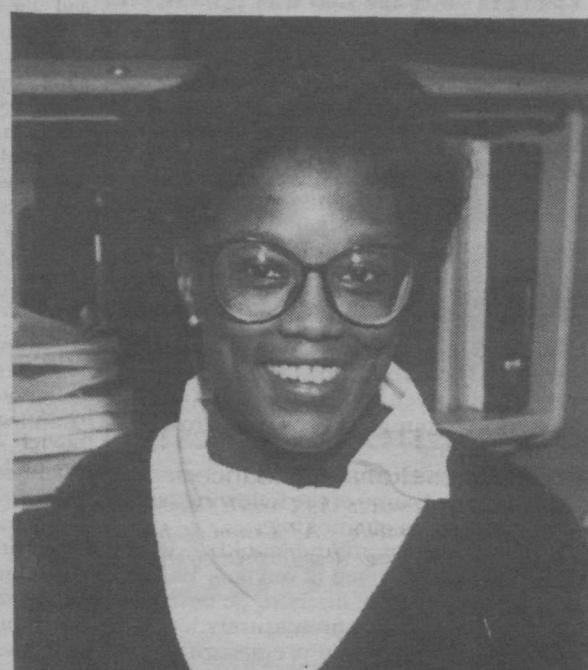
**"What is the most memorable phrase from your childhood?"**



**H. Patricia Lord, Residence Life**  
My dad told me, "Be the best you can be."



**Toni McBride, Wellness Program**  
My Grampop said, "Never settle for anything that you are not happy with."



**Pat Cooke, Benefits**  
My mother told me, "Never be afraid to try anything that you want to - just go for it."



**Holly Craft, University Development**  
My mother said to me, "I hope when you grow up you have a daughter just like you."



**Bill Huling, Alumni Affairs**  
My father told me, "To really try hard and if I failed to get up and try again."



**Janiece Oblak, Cornell Tradition**  
My father told me, "Stand up straight, put your shoulders back and look the world in the eye."



**Charlie Flores, Statler**  
My uncle always said, "Life is totally awesome."



**Sylvia Stockholm, Unions & Activities**  
My mother said, "Get to work and stay busy."



**Steffi Lehman, Alumni News**  
My mother said, "You should not be afraid to try anything once - marriage, children, you name it."

Photographer: Doug Hicks  
Reporter: Judy VanDermack

More on page 3

# Fall Gathering for Vietnam-era Veterans Scheduled

**By Kathleen O'Brien**

The Office of Equal Opportunity, Office of the Associate Vice President for Human Relations and the Office of the Senior Vice President cordially invite all Vietnam-era veterans to a fall gathering on Tuesday, November 14, 1989 from 2:30-5 pm in the Founder's Room of Anabel Taylor Hall.

Some of the Vietnam-era veterans on

campus have already received the green invitation card to this event. If you are wondering why you, as a Vietnam-era vet, did not receive it probably because you have not identified yourself as yet. There is no rule that says you are required to, but to benefit yourself, as well as meet with other Vietnam-era veterans, why not take a few minutes to stop by and



chat with the individuals at the gathering?

This gathering is, according to Mary A.

DeSouza, Cornell's way of recognizing the Vietnam-era veterans for their contribution to the country. As the Vietnam-era veteran is part of a protected class, this is also a way to try and reach out with an affirmative action to bring people on board. This is a way to get people involved in employment practices, training, developing, and promotions.

The gathering is an informal get-together for Vietnam-era (V-E) veterans to meet other V-E vets, have questions answered, and maybe pick up some information about the resources available on and off campus.

Joycelyn Hart, associate vice president for Human Relations, will be attending. Ms. Hart is interested in how veterans interact with one another and whether they are being discriminated against based on veteran status.

Harry DeLibero, Division of Veterans' Affairs, State Veteran counselor, will answer questions about regulations, mortgage-education loans, agent orange information, stress disorder, and other issues. Harvey Baker, Jr., president for Finger Lakes Chapter 37 of the Vietnam Veterans of America, will be available to discuss networking with other V-E vets: opportunities, program development, local concerns and issues.

Bill Thompson, director of the Office of Equal Opportunity, is interested in whether you, as a V-E veteran, are having difficulties with promotions, hiring, post-traumatic stress disorder, or whatever. There will also be a representative from a health organization there to answer questions on health issues.

The organizers want to emphasize that there will be no speeches (planned, at any rate). This is a come-as-you-are, informal gathering. Talking and networking with other V-E veterans will be top priority. Pamphlets, brochures, and other literature will be available to take with you.

Again, since there is no other way to identify a V-E veteran, unless you step forward, you won't be identified. This gathering will be an ideal opportunity to meet with other V-E veterans, talk about the concerns you have, and become part of a special community on the Cornell campus.

Hope to see you there!

## In the Parent's Corner

### Is Baby Smoking?



Opmental challenges. Both mean that mother and baby may be separated at birth while the baby spends time in a neonatal ward. That separation is very hard to bear, emotionally and financially, and well worth the efforts to avoid it. Above all, the main reason to avoid anything that may cause prematurity or low birth weight is that babies deserve ALL the time and assistance they need to develop fully and normally in utero.

Babies under one year of age are the most vulnerable to the damage of second-hand smoke. Since an infant's breathing passage is so small, even slight swelling and irritation causes problems that could involve chronic illness or hospitalization.

Toddlers end up breathing in even more of the toxins than other people in the room because they spend more time on the floor, where smoke particles settle. So, not only is smoke dangerous for babies, but babies get more of it.

Children whose parents smoke are hospitalized for respiratory illness more often than children of nonsmokers. And children of smokers are more likely to become smokers themselves.

Children subjected to secondhand smoke come down with more frequent and more serious coughs, throat and ear infections, bronchitis, and tonsillitis. There is evidence of impaired lung functioning in the children of smokers.

Because cigarettes are legal, there is a feeling that they are less harmful than illegal substances, that they are "okay." Cigarettes are not okay. Cigarettes deliver the drug nicotine to the body. Nicotine is a powerful, addictive and destructive drug. Drugs, which include nicotine and alcohol, are destructive to the life of a child.

There are a number of programs designed to help the smoker control his or her addiction. Contact your physician or campus health center to find out more.

Babies and children deserve to be protected from all drugs, including nicotine and alcohol, before as well as after birth. The children are worth it.

Fraser, Laura. "Snuffing Out Second-hand Smoke." Parenting, August 1989, 92.

## Brown Bag Luncheon

**By Dwight Widger  
Employee Elected Trustee**

November 14 - Transportation: A look toward the future will be the brown bag luncheon on Tuesday, November 14. William Wendt, director of Transportation will start at 12:10pm in room 190 Statler Hall. This presentation will include the parameters and trends concerning campus and local mobility.

November 28 - Employee Assistance Program (EAP) coordinator Ellen Stotz will be at the November 28 brown bag luncheon. This will start at 12:10pm and present information concerning how EAP can assist any employee of Cornell University. This service is provided to you year round as a university benefit. Dis-

that you would like me to voice, please do not hesitate to send me a note. Your concerns can be sent to Dwight Widger, Employee Elected Trustee, Wilson Lab. Campus. My computer address is DWWRCNLNS.

**By Kathleen O'Brien**

As I am sure you have, at one time or another, ridden the bus, this week's Employee Spotlight just might be a face you recognize, that is, if you are awake enough in the morning to see straight. How would you like to be at work at 4:15 am? This week's Spotlight does just that to ensure that fellow employees get to work on time.

For ten years, Richard L. Merrick (Dick) has been on the job driving the campus roads. His workday starts early. Not only does he chauffeur employees to their drop-off corner near their building, but has other duties as well. Each bus driver is responsible for the bus he/she drives. The oil, gas, tires, lights have to be checked. Buses have to be cleaned inside and out, windows included.

Before turning the bus over to the next driver, it has to be swept out and refueled. Dick also helps to get the other fleet buses started if they are being cranky. Another assignment that the bus drivers have is keeping an eye out at the parking lots for people in trouble and those that are looking for trouble. The drivers have a pretty good idea of just who owns which vehicle in that lot.

Now, other than being able to handle such a large vehicle (how many of you could back that big thing in a parking space?), what requirements are needed for this job? Well, a Class 2 drivers license is one requirement. Most employees learn on the job when it comes to maneuvering the bus. Those with any record of DWI on their license after you have been hired, you could receive time-off without pay for several days.

If a driver receives any type of ticket, whether driving the bus or personal vehicle, they must report it immediately to their supervisor or they could also receive disciplinary action. Classes are given each year to review what is going on on campus.

In the future, there will be a written driving test that all bus drivers have to

pass to retain their jobs. Okay out there - still want to be a bus driver? Dick says that, "It's not very hard to drive a bus, you have to know where the bus is at all times, be aware of where it is."

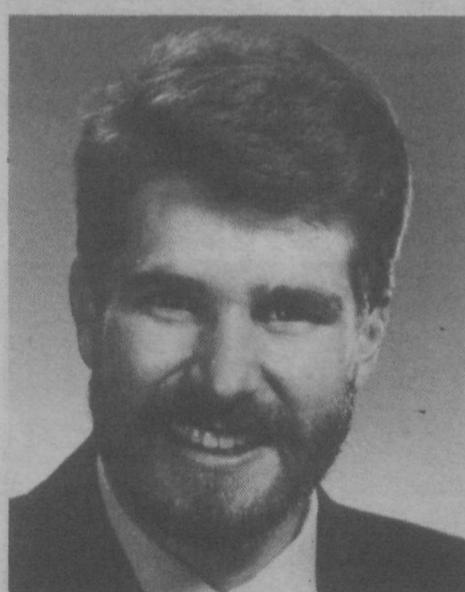
"The employees, of course!" was Dick's remark about what he likes best about the job. "Every once in a while you get someone who is nasty to you but you just shrug it off." And, yes fellow employees, the bus drivers are very aware of the problem with bus service toward the end of the day.

The drivers have weekly discussion sessions and the one item that keeps occurring is the service after 3:00 pm. There are the same number of buses in the morning that there are in the af-

ternoon; but maybe when we are going to work we don't notice whether the bus is early or not. And, as we all know, at quitting time everyone is super anxious to get home. If you have a complaint about the time schedule - don't take it out on the driver, call or write the bus garage (author's note).

Caring, cheerful and a gentleman - this Cornell is one of your employees!

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



Dwight Widger

cover what this service offers by attending the luncheon in room 190 Statler Hall. Room 190 is located in the corridor next to the auditorium.

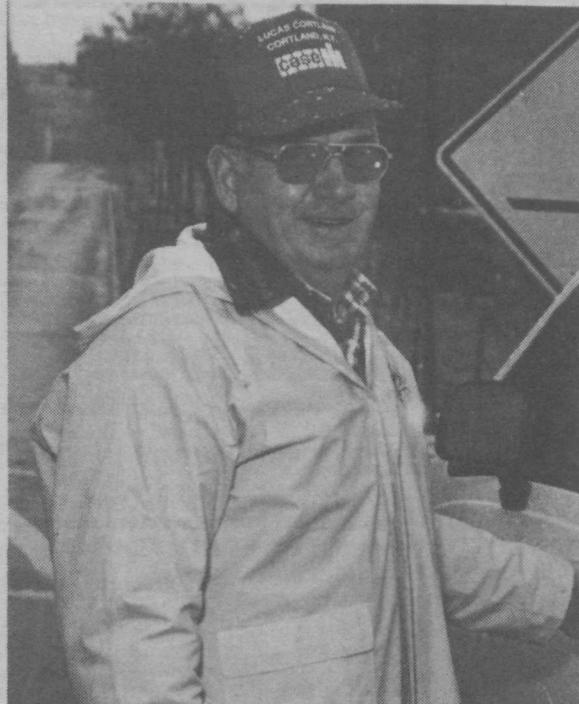
The Olin Library expansion project is moving along as scheduled. Trees presently located upon the site will soon be removed. Utility lines running through the site will be moved around the site during the semester recess. All of these steps are necessary to accommodate a 95,000 gross square foot building that will be underground between Stimson and Goldwin Smith Halls. The start of the excavation is expected to begin approximately June 1, 1990. This will be a major project on center campus and there may be disturbances caused by drilling and blasting the rock. If you have specific concerns



Dick Merrick

Photo by Sigrid Peterson

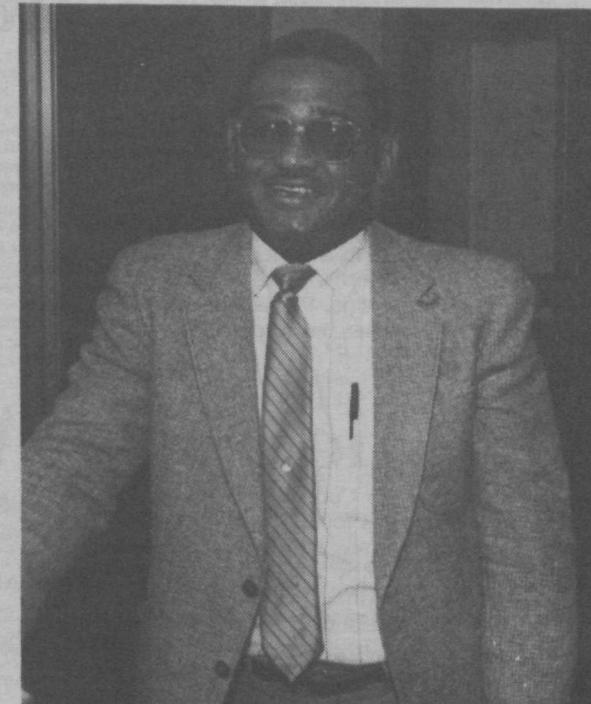
"What is the most memorable phrase from your childhood?"



**John Cleveland, Materials Mgmt.**  
My father told me, "Save your money it's later than you think."



**George Sutfin, Crime Prevention**  
My father told me, "What goes around comes around."



**Joe Lomax, Training & Development**  
My gramma said, "Do unto others as you would have them do unto you."

Continued from page 1

## Task Force for Battered Women Helps Employee

By Andy Noel

During the course of the United Way Campaign we have brought you glimpses of some Cornell people who volunteer their time and talents to United Way funded organizations - Kelly Behan of Admissions serves on the Board of Family and Children's Center and Cornell student Vajezatha Payne volunteers over five hours a day to the children at the Southside Community Center. Today's article was written following an interview with one of our current Cornell employees, one who received help from a United Way funded organization - The Task Force for Battered Women - and one who now regularly donates a portion of her salary and her time to helping women who have been battered. Our colleague whose story we hear today was physically abused and nearly beaten to death by her alcoholic husband. Out of concern for the privacy of the many individuals whose lives were touched by this relationship, her name will remain anonymous.

**"I don't think I could have made it without them - the Task Force for Battered Women. Now I am happily remarried, have a wonderful husband and a great life. I could not ask for more. I would not have these things if it were not for the Task Force. I might be dead."**

The pleasant smile that greeted me as I entered the office of our featured Cornell employee had been missing from her face for nearly nine years. She had been physically abused and mentally maligned by her husband who, when not intoxicated, was a kind and good man.

Unfortunately, after three years of a relatively happy marriage his "rages" while under the influence of alcohol increased from once a month to as frequently as every other day. She ran away for a year after five years of marriage, but returned following promises from her husband and his completion of a counseling program.

**"The last night that I was beaten, it was so bad and he threw me into walls and broke walls out... It was terribly violent, terribly violent. He was choking me and my son had to physically try to stop that."**

Before long, however, the alcohol-induced anger continued and worsened. The final episode occurred one evening in full view of the children, when their father forgot to pick up milk for one of the younger daughters. Somehow it was his wife's fault. Unknown to her, the eldest son tape-recorded the incident at the prompting of school counselors who were about to intervene on the son's behalf.

"The last night that I was beaten, it was so bad and he threw me into walls and broke walls out... It was terribly violent, terribly violent. He was choking me and my son had to physically try to stop that. That was all on the tape recorder. I was so badly beaten and bruised. The State Police saw all the damage, the marks on my throat and the black and blue marks..."

The Task Force for Battered Women provided her and the children a "safe house," which is one of many homes in Ithaca made available to hide individuals or families.

We are made up of a number of separate entities which come together to form one nation." Who is to say which is the best part of the salad. It's personnel preference. Crystal is a most vivacious and dynamic speaker. It will be a well-spent hour of your time!

On Thursday, November 30, the C.U. Wellness Program will be sponsoring an American Red Cross Blood Drive. It will be held at the Helen Newman Hall

Lifestyle Appraisals are now available to all interested employees. This appraisal includes a self-scoring lifestyle questionnaire which examines your exercise habits, nutritional habits, stress management techniques, etc.: blood pressure and heart rate screen; body composition analysis; flexibility assessment and a private consultation session to discuss results. The appraisal takes approximately 45 minutes and your cost is \$15.00.

Generally, people move from the "safe house" to a shelter within three days. Normally, their stay in the shelter ranges from one to six months. During this period, individuals and families organize and stabilize their lives for future months of living independently.

"I thank God that the people from the Task Force for Battered Women were there when I needed them and that they are still there. If people don't support this agency, if they don't give, it may be too late for many women... Before I got into this situation, I never realized how important it was to give to United Way agencies. Now I give through payroll deduction every two weeks and will continue as long as I live and work... I could never give enough to repay them."

**"You don't want to go advertising to everybody that you have been a battered wife, but if people would realize how serious the problem is and how much the agency helps, they would give!"**

The Task Force for Battered Women provides extensive services ranging from "safe houses" and the shelter to individual and group counseling, financial assistance and legal advice. Our colleague whose story we hear today is very passionate in her desire to have other women on the Cornell campus realize that they are not alone with their problems and that the Task Force is a well-run agency that may have saved her life.

"With the help of the Task Force for Battered Women, which is absolutely fantastic, you realize that you can do what's necessary... that you can make it on your own, that you don't need abuse in your life and that you can have a better life. And they give you the confidence, the courage, the financial assistance and any other assistance you and your children need to start over. The most important thing is your physical and mental health, and that of your children."

**"I never realized how important it was to give to United Way agencies. Now I give through payroll deduction every two weeks and will continue as long as I live and work... I could never give enough to repay them."**

She emphasizes that the program offered by the Task Force is geared for almost every circumstance in which you could find yourself. They help you do everything and get back on your feet. She states that the need for the agency is even greater than the statistics show because many women from all walks of life are abused but afraid to come forward.

"If everyone had the guts to stand there and tell everyone in their department, 'Look, give to this agency because they help people and they helped me,' we would be all set. You don't want to go advertising to everybody that you have been a battered wife, but if people could realize how serious the problem is and how much the agency helps, they would give!"

**"When you give to the United Way, you give to many worthwhile causes that help your friends and neighbors. Someday you might be helped because you do not know what tomorrow will bring."**

Our employee is certainly doing well in her new life and so is her ex-husband. He does not drink anymore because of help he received and is a good father to his children by this former marriage and to his new son from his current marriage. She has contributed her United Way dollars each year to the Task Force for Battered Women and volunteers her time to speak to women referred to her who are in a similar situation.

She reminds us: "When you give to the United Way, you give to many worthwhile causes that help your friends and neighbors. Someday you might be helped because you do not know what tomorrow will bring."



One additional United Way notice: We would like to say many, many thanks to members of Cornell's Sororities and Fraternities who contributed \$1500 to this year's United Way fund. Members of the Greek societies collected money at home football games this fall, sponsored a race and donated the money raised from the entry fees to the United Way. Thanks.

### Blood Pressure Clinics

November 13 - 305 Newman Hall, 12:30-2:30pm.

November 14 - Wilson Hall, 3rd Floor Conference Room, 12:30-3:30pm.

November 14 - Dining & Unions and Activities, Loft 2nd Floor, 8:30-11am.

November 20 - Morrill Hall, Room 208 - 1:30-4pm.

November 21 - Carpenter Hall, Room 241 - 9:15-11:30am.

November 28 - Snee Hall, Room 4144 - 10:30am - 12:30pm.

## Wellness Update

The C.U. Wellness Program along with the Africana Studies Institute, Residence Life, the Learning Skills Center, the Johnson School Minority Business Association and the Office of Human Relations cordially invite all Cornell employees and students to attend a lecture entitled, "Wellness in a Multi-Cultural World" presented by Dr. Crystal Kuykendall on Thursday, November 16 in room 120 Ives Hall at 5 p.m.

Dr. Kuykendall is currently the president and general counsel of her own firm, Kuykendall, Ltd., in the Washington D.C. area. She has gained national recognition for her work in the area of human resources among many other professional accomplishments.

Our theme, wellness in a multi-cultural world, is a most sensitive and enlightening topic. Being "well" is not or should not be based solely on physical testing re-

As Dr. Kuykendall has stated, "The U.S. is not a melting pot, it's a salad bar.

## Workshop

The Cornell Editors' Group is sponsoring an editing workshop on Thursday, November 16 from 9am-12 pm in 135 Emerson Hall. Jo Ann Wimer, managing editor for Publication Services, will lead participants in a series of exercises to help them fine-tune their grammar and improve other editing skills. Ample time will be allowed for discussion. Interested people should call Jo Ann (5-9452) so she can prepare enough material. This workshop is the first in a series for Cornell editors; the second workshop will concern typesetting tips. For further information on the series, contact Carrie Koplinka-Lohr, 5-7518.

## Questions and Answers About Alcohol

The Advisory Committee on the Status of Women has formed a sub-committee to study Women and the Effect of Substance Abuse in the work place and the effect that addictions and substance abuse may have in the everyday work world. This is a column that will be used to educate the general public in areas that may directly affect you or indirectly affect you.

### QUESTIONS

1. Alcohol is an addictive drug?
2. A wine cooler has less alcohol in it than a shot of whiskey?
3. It takes about one hour for a person's body to eliminate the alcohol in one drink?
4. High school students use cocaine and marijuana more than alcohol?
5. People who have alcoholic parents are more likely to develop the disease of alcoholism than other people?
6. Most alcoholic people are skid row bums.
7. Alcohol is a factor in violent crime.
8. Using alcohol is more dangerous for young people than adults?
9. People suffering from alcoholism can be cured?
10. Most alcohol-related deaths occur in motor vehicle accidents.
11. Using alcohol during pregnancy increases the risk of birth defects.
12. Four drinks a day is a safe level of alcohol use.
13. Alcoholism and alcohol-related problems are the third leading cause of death in the country?

### ANSWERS

1. TRUE. Alcohol is a depressant drug that affects the central nervous system, just like tranquilizers and sleeping pills. It is also just as addictive.
2. FALSE. A 9-ounce wine cooler has the same amount of alcohol as 1-2 ounces of liquor or a 12-ounce beer.

## Leadership Leads

### By George Peter

Dr. Natasha Josefowitz has written many articles and books about how to be a good boss and how to adjust from worker to boss after being promoted to that position. She says that being a boss is a role and that a role is a prescription for behavior. The role is a new one which requires a certain amount of aloofness from the people you supervise.

I say, "Humbug!" Dr. Josefowitz sounds too much like European concepts of management which don't fit into American thought. Workers should be made to feel that they are a part of a team, that they are valued and that they are appreciated. Teams work together with the boss acting as a facilitator.

Professor Nick Collins described the effects of racial and sexual discrimination. He said that first a loss of respect (by both parties involved) occurs. Next there is a breakdown of communication and finally there is a lowering of productivity and effectiveness.

The same scenario takes place when bossism is present. Bossism is defined as treating subordinates with disrespect and disdain. It is similar to sexism and racism but it seems to happen even more often. No institution can afford for any of the "isms" to exist - classism, sexism, racism, bossism, etc. The boss who treats people as equals and solicits opinions, ideas and even direction is the successful one.

In America there is no room for the creation of social barriers and the establishment of caste systems. A boss can be a friend and a colleague and a confidant.

## Unclassified

### Ads

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

### For Sale

- 1988 Ford Escort LX sedan, dark red, 2 door, automatic, AM-FM cassette, 4,300 miles, asking \$6,800. Dan 5-5014 days or 257-6537 after 6pm.  
 1986 Samuri JX \$x4. H-top, 5 spd. AM-FM cassette full spa, DLX interior, immaculate, 32k miles, 539-7227 after 6pm.  
 1982 Monte Carlo, runs good, body good, needs some work, asking \$750 OBO. Dawn 3-3062 days or 589-6827 eves.  
 GE upright freezer, frost-free, 19.1 cu ft, 5 yrs old, \$200. works great. Dawn 3-3062 days or 589-6827 eves.  
 King size waterbed, baffled waves, heater included, lifetime guarantee, wooden frame headboard, nightlight, one in each side, six drawers, nice bargain, \$350. 5-3197 (Eliana) days or 257-4497 after 5pm.  
 Used double bed set, good cond. frame included, \$60. also brand new single bed set (frame not included) \$60 OBO, 5-3197 (Eliana) days or 257-4497 after 5:30pm.  
 13" zenith color TV, \$80. 5-3197 days or 257-4497 after 5:30pm.

Pr 5-60-13 Bridgestone W.W. snow tires on Datsun rims, like new, \$40. 594-2849 eves.  
 Apple II Plus computers with single disk drive and carrying case, purchased in 1981, sold as is, \$150. 5-2559 9-4pm.  
 Arai snell-approved full-coverage motorcycle helmet, used one summer, like new, \$50 firm. Shelley 5-1509.  
 2 snowmobiles, 1 1973 snow Jet, 1 1973 Skidoo, Skidoo rebuilt last winter, trailer to carry both, pkg for \$500. Karen 5-7627 or 589-4536 after 5:30pm.  
 New (still in boxes) vinyl skirting and track (dk brown) for 14x80 trailer, \$450 OBO. 564-9375.

Storage shed, 8x8, Grossman type, all wood construction, shingle hip roof, double doors, mounted with hinges, hasps, painted, you purchase, you move, \$300. Jim 5-8580 days or 273-2710 eves.

Hot water heat boiler, combo wood-coal-propane fired, 100,000 BTU output, 4 yrs old, controls included, \$1,000. Jerry 5-2329.

In Florida, 1986 Park Model trailer, Parkway, 12x33, living room, kitchen, bath, bdrm, 8x28 screened porch, forced to sell due to illness, 5-3136 or 315-889-5487.

Airplane ticket, Ithaca to Tampa, November 28, \$75. 539-7432 after 5pm.

Red braid rug, 10x13, \$75. 25" console color TV, \$100. 539-7432 after 5pm.

Love seat hide-a-bed, \$35; platform rocking chair, \$15. 273-0940 after 5pm.

House, lease-option, by owner, new energy efficient 3 bdrm, 3 bath, contemporary, 10 min to CU, 10 yr warranty, \$198,500-\$1,100 month. 277-6933 or 5-4088.

Piccolo, Ebonite with silver keys, new pads, exc cond, \$200 OBO. 539-6342.

Sell or trade, spirited sorrel gelding, 15 hands, 4 yrs, \$750; weanling Palomino filly, \$350; Nubian filly goat, \$55. Frigidaire clothes dryer, Kenmore dishwasher, 5-3214 days or 272-6086 eves.

14' Sea Nymph boat with 18 hp Johnson motor and Shore Boat trailer, \$1,750. 273-7968 anytime.

Lowrey elec organ, 273-7968 anytime.

1986 Polon mobile home, 56x24 double wide, located on pond in Varna Park, two bdrms, two full baths, lg. family room, deck, shed, awning carport, window AC, \$53,000. 273-6465 eves.

### For Rent

Trailermate to share new large trailer on country lot, private bedroom and bath, female preferred, \$200 plus per month. 564-9375.

House to rent, 3 bdrms, 1 1-2 baths, garage and/or basement, up to \$500 per month not including utils, within 10 mile radius to CU or downtown Ithaca, mature, childless couple, willing to lease with option to buy, Jim 5-8580 days or 273-2710 eves.

Back issues of computer's Gazette for Commodore 64-128, \$44-8102 eves or weekends.

### Wanted

Two bdrm apt, near CU, nice view, 5-3214 days or 272-6086 eves.

Charming lakefront cottage, 3 bdrm, 2 full baths, furnished, quiet, West Shore, near town, avail by the week or wknd, through 12-89, \$200 week or wknd. Mary 257-6150.

### Car Pools

To Syracuse, drivers and riders needed, 539-6342.

### Day Care

Part-time daycare on Dairy Farm, 3.5 miles from CU, one opening for toddler avail, 273-4342.

## Employee Calendar

Sunday, November 12, Ice Capades, six seats available to Syracuse show, price for members is \$18.50 for ticket and transportation.

Monday, November 13, Open blood pressure clinic, 305 Newman Hall, 12:30-2:30pm.

Tuesday, November 14, Open blood pressure clinic, Wilson Hall, 3rd Floor Conference Room, 12:30-3:30pm.

Tuesday, November 14, Open blood pressure clinic, Dining & Unions and Activities, Loft 2nd Floor, 8:30-11am.

Tuesday, November 14, Brown Bag Luncheon, Transportation: A look toward the future 12:10pm, 190 Statler Hall.

Monday, November 20, Open blood pressure clinic, Morrill Hall, Room 208-1:30-4pm.

Tuesday, November 21, Open blood pressure clinic, Carpenter Hall, Room 241-9:15-11:30am.

Tuesday, November 28, Open blood pressure clinic, Snee Hall, Room 4144-10:30am-12:30pm.

Tuesday, November 28, Employee Assistance Program (EAP) coordinator Ellen Stotz will present information concerning how EAP can assist any employee of Cornell, 12:10pm, room 190 Statler Hall.

Wednesday, December 6, Employee Assembly meeting, 1:15pm, 3rd floor Conference Room, Day Hall, Business of the day: Personnel Support Group.

Friday, December 8, CRC Community Bell Ringing for the Salvation Army, CRC will be ringing the bells for Salvation Army from 3-7pm at Woolworths, and near McDonalds on the Commons. Please volunteer to help by calling Janet Beebe at 255-7565.

Saturday, December 9, Holiday Dinner Dance, tickets on sale at CRC Office, 165 Day Hall. Call Janet to reserve your space.

Saturday, December 16, Children's Christmas Party, food, games, entertainment and gifts, Helen Newman Lounge. You must sign up with Janet at the CRC Office.

Saturday, December 30, Ice Skating at Lynah Rink, keep watching for more information on this event.

Saturday, December 30, Rose Bowl and Hawaii, this once in a lifetime trip will end the 80's for CRC on a high note.

## Recipes, Etc.

### Banana Split Cake

1 stick butter (melted) 1 tps. vanilla  
one-half cup walnut (finely chopped)  
7 bananas (sliced)

1 cup flour 2 cans crushed pineapple  
2 stick margarine (drained)  
2 cups confectioner's sugar 1 large  
container Cool Whip  
2 eggs nuts (chopped)

Combine butter, walnuts, and flour for crust. Mix together and press into 13x9 pan. Bake at 350 degrees for 15 minutes; cool. For filling, combine margarine, confectioner's sugar, eggs, and vanilla. Beat

on medium speed of electric mixer until fluffy and light; spread over crust. Put sliced bananas over this mixture. Add pineapple. Spread Cool Whip on top; sprinkle with nuts.

### Radiator Car Leak

Instead of buying radiator sealant try this:

1 egg white  
1 teaspoon pepper

Mix with a fork; pour in radiator and then add water. This can last for a year!!!

# CORNELL EMPLOYMENT NEWS

## Including Job Opportunities

November 9, 1989

Volume 1, Number 44

### An Update on the Classification Review Study

This fall Cornell will begin a job classification review study which will examine the accuracy of the classification of most exempt and nonexempt positions in the university. As has been noted in previous communication material, the project is expected to take 18 months to complete.

The goal of the study is two-fold: to assure accuracy and fairness in Cornell's classification of jobs and to provide employees a clear, up-to-date description of career paths they can follow.

The purpose of this article is to fill you in on what has been happening and to remind you of the upcoming employee informational meetings which are scheduled for later in November.

**So far:** In early September, 50 Cornell employees were randomly selected to test the first draft of the employee questionnaire. Members of this group, who represented a cross-section of the university, completed the questionnaire and gave suggestions to the consultants on how to improve the clarity of the questionnaire. The questionnaire is now being revised for distribution in late November to participating employees.

A reclassification freeze on all nonacademic, exempt positions and all academic extension associate positions has been announced and is scheduled to take effect on November 30.

**What's next?** The next step of this project is to bring employees together during a series of on-campus meetings to discuss the project and answer questions.

#### *When will the employee meetings begin?*

The employee meetings will begin in mid-November after the revisions to the pilot test questionnaire are completed.

#### *How will I know where and when meetings will be held?*

If you are a participant you will receive at your campus address a letter with the schedule of meetings within the next week or so.

Some work units have requested special meetings for their own workforce. In addition to the information in the letters, more details on these meetings will be noted in upcoming issues of *Cornell Employment News* and *Chronicle*.

#### *How long will the employee meetings run and what is the agenda?*

The meetings will be approximately one hour long and time spent at the meetings will be considered time worked as described in Policy #408 "Release Time from Work."

At the meeting, you will see a 12-minute videotape which has been prepared to explain the main features of the Classification Review Study. After seeing the videotape, a general review of the project goals and objectives will be covered. Since all employees scheduled to participate in the study will receive a questionnaire at the campus address, the process of completing the questionnaire will be reviewed and the remaining time will be spent in answering your questions.

#### *Will meetings be scheduled for off-campus locations such as Geneva or New York City?*

In addition to the meetings scheduled for on campus, at least two or three meetings will be held at the Experiment Station in Geneva. The Coopers and Lybrand consultants are located in New York City and will schedule meetings, as needed, at a central location for employees in the city. The introductory videotape is also available to those who are unable to attend a meeting.

#### *When will I receive the questionnaire?*

Questionnaires will be mailed to participating employees after all the informational meetings have been completed which we anticipate will be in late November.

### Tuesday, November 14 Fall Gathering for Vietnam-era Veterans

Employees who are Vietnam-era veterans and other interested persons are invited to attend a fall gathering for Vietnam-era Veterans on Tuesday, November 14, 1989, from 2:30-5:00 p.m. at the Founders Room of Anabel Taylor Hall.

University administrators and representatives from the local Division of Veterans Affairs and the Finger Lakes Chapter 377 Vietnam Veterans of America will be on hand to answer questions from veterans. RSVP by November 10 at 255-3976.

### Winter Holiday Schedule

Below are the remaining official university holidays for 1989:

Holiday	Day(s) of Observance
Thanksgiving	Thursday, November 23, 1989 Friday, November 24, 1989
Winter Holiday Period	Monday, December 25, 1989 Tuesday, December 26, 1989 Wednesday, December 27, 1989 Thursday, December 28, 1989 Friday, December 29, 1989 Monday, January 1, 1990

If you have any questions concerning this matter, please contact Employee Relations at 255-7206.

### Gannett Health Center Cornell University Health Service for Staff and Faculty

#### Clinical Services

The Department of University Health Services (UHS) offers primary care medical services for all regular Cornell employees. The center also provides access to emergency and specialty medical care and offers clinical and health education services oriented to the particular needs of the campus community. The staff tries to be conscious of the diversity of the population they serve and the many ways in which health and well-being can affect an employee.

Medical appointments can be made with a UHS clinician of the patient's choice for assessment, evaluation, or follow-up care. Staff and faculty seeing a UHS clinician will be charged fees for the services rendered. The length of the appointment depends on the nature of the problem. A receptionist or nurse will help patients determine which clinician is most appropriate and how much time may be needed.

The Walk-In Service provides care to patients with urgent problems that cannot wait for a regular appointment. Patients are seen on a first-come-first-served basis, except for more urgent problems, which are given priority.

#### After-Hours Care

During the academic year a nurse is on duty twenty-four hours a day in the center's Overnight Unit and can be reached by calling 255-5155. Patients with urgent health care problems after clinic hours will be evaluated by the nurse who can make arrangements for emergency care if needed.

In addition to general medical care of the type usually received from a family doctor, UHS provides the following services:

#### Allergy Shots

Employees who want their allergy shots administered can make arrangements with a nurse at the health center. The nurse will explain the procedure. Employees must provide their own vaccine and written physician's orders that include dosage schedule and directions for overdue and missed shots. Arrangements for allergy tests to be performed either at the center or locally can be made by a UHS clinician.

#### Travel Shots

- Immunizations for most preventable diseases are available at the center.
- Vaccines for travel abroad are available from the Travel Clinic by appointment. Anyone planning a trip should call 255-6961 at least four weeks prior to departure, for up-to-date information on immunization requirements and helpful travel tips.

#### Physical Therapy

The center provides physical therapy for patients referred by UHS clinicians or any physician. Patients need to cancel an appointment no later than the day before the appointment is scheduled; otherwise they will be charged.

#### Psychological Services

In personal crisis situations, the UHS staff provides emergency assistance and referrals if appropriate.

#### Sexuality Services

The Contraception, Gynecology and Sexuality Service (CGSS) provides confidential counseling and medical services for men and women, including services related to sexually transmitted diseases, HIV antibody testing, contraception, morning-after birth control, routine gynecological care and annual examinations and pregnancy testing and referral. Counseling is provided for problems concerning sexual harassment, rape, sexual identity, sexual dysfunction, and personal relationships. Moderately priced contraceptive prescriptions and over-the-counter supplies are also provided. For urgent concerns, appointments, and information on the scope and cost of services, call 255-3978.

#### Referrals for Other Medical Services

UHS staff members assist patients who need services not provided at the center by making referrals to community practitioners. Referrals are regularly given for the following:

- obstetrical care
- dental care
- eye examinations
- orthopedic care

### Joan Fisher Receives Award



Joan Fisher

The Southern Tier Office of Vocational Rehabilitation (OVR) recently presented an award to Joan Fisher, coordinator of disability services in the Office of Equal Opportunity, commanding her for sharing her talents and expertise to assist their agency in serving individuals with handicapping conditions.

In presenting the award, Edward Patten, OVR vocational rehabilitation counselor, said, "We appreciate Joan Fisher's work with people with disabilities who have been referred to her to explore career opportunities at Cornell. She explains the hiring process at Cornell and provides practice interviews for persons with disabilities. She also talks with people about how to deal with their disability in a job interview."

"In addition to helping people who would like to work at Cornell," he continued, "Joan assists Cornell employees who become disabled and unable to continue in their current jobs by helping them explore other job opportunities."

In the community Joan Fisher is president of the Board of Directors of the Finger Lakes Independence Center, associate member of the Challenge Industries Board of Directors and a member of the Employee Advisory Committee at Challenge Industries.

### Thoughts . . .

#### "I am more a Person"

Stereotypes are such confining little boxes.  
Expectation and judgment closing in . . .  
Which way out?  
Do you see me  
As a certain minority  
with certain traits  
and certain attitudes  
that fit into your box?

Individuality cannot be bounded  
And we are all  
Individuals.  
Open the box  
Widen your vision . . .  
I am more a person  
Than a stereotype.

Monica Quock '93

#### Support Services Drug Dispensary

Many over-the-counter preparations and most medications prescribed by UHS clinicians are available from the dispensary for a fee that is usually less than retail price. Prescriptions from out-of-town physicians must be rewritten by UHS clinicians before medications can be filled legally at the center. Appointments may be necessary. The dispensary provides medications after payment is made at the Cashier's Office. Employee drug cards are accepted.

#### Laboratory Services

The health center provides licensed laboratory services and performs many routine diagnostic tests, including those ordered by community physicians. The center will make arrangements and referrals for specialized tests that cannot be performed on site. After hours, urgent laboratory tests are sent to Tompkins Community Hospital.

#### Medical Records/Requirements Office

All new patients are asked to submit a completed health history form. This office also can counsel patients who have questions about the center or need assistance with problems related to the center's services. Patients' suggestions are always welcome.

#### Radiology (X-rays)

Most diagnostic examinations are available during normal hours. Special procedures or X-rays required after hours are referred by UHS clinicians to Tompkins Community Hospital.

Continued on page 4

November 9, 1989

# JOB OPPORTUNITIES

Volume 1, Number 44

**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.**

**The Thanksgiving Holiday Schedule:** Requisitions received by noon Thursday, November 16, will be posted November 30. Requisitions received after noon, Thursday, November 16, will be posted December 7. Due to the Thanksgiving Holiday, there will not be a Cornell Employment News on November 23.

The hiring freeze, which affects the hiring of external candidates for regular positions, will be from November 30-December 1. However, interviewing may continue during this period of time and offers, effective January 1, can be made. Hiring employee candidates and temporary employees is not affected by the hiring freeze.

## 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 of Development (PA9203) HRIII****School of Hotel Administration-Endowed**

Director of Development manages the day to day operation of the Hotel School Development office and is the principle liaison between the School, and the Central Development staff.

**Requirements:** Bachelor's required, advanced degree preferred. 5-7 years of broad-based fund-raising and marketing activities. Experience in working with and developing volunteer committees. Excellent communication skills. Knowledge of hospitality industry preferred. Send cover letter and resume to Cynthia Smithbower.

**Associate Director (PA9309) HRII****Campus Store-Endowed**

Manage all facets of the following support areas of the Store: the Business Office, Operations, Warehousing and Systems. Provide leadership, participate in storewide planning, financial analysis and decision making. Serve as University and industry liaison.

**Requirements:** MBA or equivalent 5 years of experience in a retail and/or business environment. Supervisory and financial experience essential. Excellent verbal and written communication skills. Planning, negotiating, organizational, and general administrative skills required. Familiarity with automated systems preferred. Send cover letter and resume to Cynthia Smithbower by December 8.

**Associate Director for Employer Relations (PA9310) HRII****Career Center-Endowed**

Oversee University Employer Relations program, which includes coordination of all logistical aspects of scheduling employers for six college-based recruiting programs and establishing an employer-oriented marketing service; secondary responsibility includes overseeing departmental budget matters.

**Requirements:** Master's or equivalent experience. Minimum 5 years administrative experience preferably in placement or recruiting. Excellent communication, organizational, interpersonal and quantitative skills. Familiarity with Macintosh environment helpful. Send cover letter and resume to Cynthia Smithbower by November 24.

**Events Manager (PA9202) HRII****University Development-Endowed**

Plan and direct all aspects of special events, lectures, and conferences. Coordinate regional campaign activities, kickoffs. Work with regional directors and college and unit development officers to create other high visibility Public Affairs events designed to enhance Cornell's fundraising programs.

**Requirements:** Bachelor's or equivalent. Ability to communicate effectively and persuasively. Tact, good interpersonal skills, ability to work with many different "clients." 3-5 years development experience including working with volunteer group organizations. Established writing skills, successful gift solicitation experience, and prospects management expertise. 2-3 years experience in planning and direction of major hospitality events. Send cover letter and resume to Cynthia Smithbower by November 9.

**Accountant III (PC8901) HRII****CIT/Management Business Office-Endowed**

Assist in identifying, planning, and developing M&B/O financial management and business operations systems. Prepare specifications, document and maintain systems. **Requirements:** Bachelor's or equivalent in accounting. Master's preferred. In-depth knowledge of accounting. 3-5 years proven accounting experience plus knowledge of micro and mainframe computer applications important. Excellent communication (written and oral), interpersonal and organizational skills. Knowledge of University desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

**Research Support Specialist III (PT8908) HRII****Agricultural Economics-Statutory**

Using a large farm-level data set, plan and conduct research on the economics of electric energy use in commercial agriculture; assist in the preparation of research reports and articles for extension audiences. 3 year appointment.

**Requirements:** Master's or equivalent in agricultural economics or related field. 3-4 years experience. Working knowledge of both micro and mainframe computing. Send cover letter and resume to Bill Webster.

**Project Leader II (PT9307) Level 36****Information Technologies-Endowed**

Negotiate contracts for and coordinate delivery of a broad range of services provided via the CIT Facilities Management Program. Assess feasibility and desirability of providing specific levels of support to the Cornell community. Serve as contact for all facilities management negotiations, prepare contracts, define service terms and conditions, provide expert technical support, assist in policy/procedure development.

**Requirements:** Bachelor's or equivalent; coursework in information technology, computer science or engineering

desirable. 3-5 years of computer systems management/administration and support delivery (training, consulting, documentation). Prior supervisory experience preferred. Strong interpersonal, communication and organizational skills. Ability to work with faculty/staff in a variety of circumstances. Knowledge of DEC VAX, HP, SUN, systems. Send cover letter and resume to Bill Webster.

**Area Manager I (PT9308) Level 35****Information Technologies-Endowed**

Design, develop, and implement service delivery plans. Supervise full and part time consulting staff, and assist in the on-going development and assessment of the CIT Service HelpDesk. Provide technical consulting support for students, staff, and faculty. Develop/maintain several database systems.

**Requirements:** Bachelor's or equivalent; coursework in information technology, business administration or computer science. 3-5 years client support services delivery (training, consulting, documentation) in a technology based organization or highly similar environment. Excellent written/oral communication, supervisory skills and computing experience. Send cover letter and resume to Bill Webster.

**New Technologies Specialist (PT9105) Level 34****CIT-MOS Consumer Services-Endowed**

Coordinate the definition, development and implementation of new information technologies programs, such as facsimiles, high performance workstations and local area networks.

**Requirements:** Bachelor's or equivalent; experience in area supervision preferred. Experience with complex applications and platforms of a wide range of integrated information technologies critical. Ability to work with public and determine priorities. Excellent communication and writing skills desirable. 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.

**Applications Programmer/Analyst II (PT5133) Level 33****Finance and Business Office-Statutory**

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

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

**Technical Consultant II (PT9309) Level 33****Information Technologies-Endowed**

Provide direct support to the CU community via the CIT Service HelpDesk. Consult and provide general information on both technical and policy/procedural aspects of information technologies. Consult with students, staff and faculty users of CIT systems and services regarding a broad range of hardware systems, software applications and support services.

**Requirements:** Bachelor's or equivalent; coursework in business, computer science, education or social sciences with application of information technologies preferred. 2-4 years of computer service delivery (consulting, instruction) or related client support services. Demonstrated general knowledge of CIT supported hardware (IBM 4381, VAX, Macintosh, IBM-PC, and a variety of peripherals) and software (wordprocessing, DBMS, communications, spreadsheets, programming languages). Outstanding oral and written communication skills. Send cover letter and resume to Bill Webster.

**Technical Consultant I (PT9303) Level 32****School of Hotel Administration-Endowed**

Under the supervision of the area manager, provide assistance in the installation and maintenance of application software and hardware enhancements. Provide consultation with students, faculty and staff on computer problems; trouble shoot micro/minicomputer problems. Assist users with technical problems and assist the area manager when requested.

**Requirements:** Bachelor's or equivalent in computer technology. At least 2 years experience in programming in 2 or more high level languages. Experience in computer technology covering DOS, Apple, Macintosh, VMS and Unix operating systems. Excellent communication skills and service-oriented attitude extremely important. Willingness to learn new skills and adapt to rapidly advancing changes in hotel and computer technology necessary. Send cover letter and resume to Bill Webster.

**Applications Programmer/Analyst I (PT9301) Level 32****Financial Systems Development-Endowed**

Develop, maintain, and document administrative systems software. Provide user support for various computing environments (micro/minicomputer/mainframe). Assist in insuring efficient and effective use of computer resources.

**Requirements:** Bachelor's or equivalent with computer related courses required, or a minimum of 1-2 years related experience with hardware/software, programming languages, production procedures and system utility programs. Mainframe JCL, MVS operating environment, CMS, DOS, and ADABAS with some IBM system 36 experience. Send cover letter and resume to Bill Webster.

**Applications Programmer I (PT9007) Level 32****Cooperative Extension-Statutory**

Develop, modify, implement, maintain and document soft-

ware applications on University mainframes and microcomputer system in support of Cornell Cooperative Extension's use of electronic technology.

**Requirements:** Bachelor's or equivalent in Computer Science, Engineering or Mathematics preferred. 1-2 years of experience in computer programming. Previous experience with C or Pascal languages, and with UNIX and VMS preferred. Experience with SAS and MACSYMA desirable. Send cover letter and resume to Bill Webster.

**Job Opportunities can be found on CUINFO**

**Dining Supervisor I (PA9101) HRI****Dining Services-Endowed**

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

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

**CADD Coordinator (PT8901) HRI****Facilities Engineering-Endowed**

Lead the department's effort in Computer Aided Design and Drafting (CADD). Provide the coordination for design and drafting using computer-based drawing tools. Working with Facilities Engineering designers and engineers, draft engineering and architectural drawings.

**Requirements:** Bachelor's or equivalent in engineering, construction, or architectural technology. Minimum 2-3 years related work experience. Proficient in the production of computer generated drawings. Knowledge and experience in the management of CADD records necessary. Excellent communication skills. Send cover letter and resume to Bill Webster.

**Research Support Specialist II (PT8811) HRI****Agronomy-Statutory**

Co-manage Cornell Analytical Laboratory; perform non-routine chemical analyses; maintain laboratory information management programs and computer local area network; evaluate new laboratory equipment; make recommendations for equipment needs. Responsible for overseeing maintenance and repair of existing equipment.

**Requirements:** Bachelor's or equivalent in soil science or analytical chemistry or Bachelor's with appropriate experience. 2-3 years experience in chemical analysis and laboratory 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.

**Research Support Specialist I (Laboratory Manager) (PT8502) HRI****Physiology-Statutory**

Independent, resourceful individual sought to manage (under faculty supervision) and supervise grant-related research, teaching, and technical training activities of physiology laboratory. 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.

## Professional Off-Campus

**Energy Auditor (PA9304-PA9308) HRI****NYC Cooperative Extension-Statutory**

Perform energy audits for small business and non profits in New York City. Promote the Small Business Energy Efficiency Program (SBEEP) in the area. Provide educational materials on energy conservation to target audience.

**Requirements:** Associate's degree (CORE), coursework in math and science related fields. Keyboarding skills. Send cover letter and resume to Tatjana Fabrikant, NYC Cooperative Extension, 15 East 26th Street, New York City, NY 10010.

## Professional Part-time

**Research Support Specialist I (PT9204) HRI****Division of Nutritional Sciences-Statutory**

Provide support in the planning, administration and evaluation of the New York State Surveillance Program. Travel within and outside New York State collecting state-wide data from existing information management systems. Manipulate data sets and provide descriptive data analysis. Prepare oral and written reports, including those for state agencies and various journal articles. Monday-Friday, 20-30 hours per week until 3/31/91; continuation contingent upon funding.

**Requirements:** Master's or equivalent in nutrition and epidemiology. 1-2 years experience working with nutrition, health and social science data on micro and mainframe computers. Good organizational and interpersonal skills. Send cover letter and resume to Bill Webster.

## Professional Temporary

**Research Support Specialist (S8905)****Human Development Family Studies**

Family Life Development Center is seeking an individual to assist with the National Data Archive on Child Abuse and Neglect Project. This individual should possess good computer skills.

**Requirements:** Experience with data management, data tapes. Familiar with SAS and other statistical packages. BA or BS in social sciences or related work experience required. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

## Technical

As a prominent research institution, Cornell University has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand.

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

**Technical Assistant, GR17 (T9302)****Plant Breeding and Biometry-Statutory****Minimum Biweekly Salary: \$495.36**

Provide technical support to potato breeding project; duties include greenhouse and field work.

**Requirements:** High School diploma or equivalent, coursework in plant breeding or related area desirable. NYS class 3 driver's license required. 1 year experience in an agricultural research operation desired. Ability to perform routine technical duties (greenhouse and field) relative to potato research, including growing plants, sampling and extracting seed. Ability to lift 60-100 pounds.**Animal Technician, GR18 (T9304)****Laboratory Animal Services-Statutory****Minimum Biweekly Salary: \$513.94**

Provide care (feed, water, clean and monitor) for research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals.

**Requirements:** High School diploma or equivalent. Associate's in Animal Science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. One year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunization required.**Animal Technician, GR18 (T9011)****Laboratory Animal Services-Statutory****Minimum Biweekly Salary: \$513.94**

Provide care (feed, water, clean and monitor) for research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals.

**Requirements:** High School diploma or equivalent. Associate's in Animal Science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. One year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunization required.**Technician, GR20 (T9305, T9306)****Entomology-Statutory****Minimum Biweekly Salary: \$558.78**

Provide research support for studies on genetics of plant-insect interactions using pea aphids. Assist in developing and implementing experiments on host plant performance in pea aphids. Maintain organization and administration of lab. Until 4/30/90.

**Requirements:** Bachelor's in biology or entomology. 1-2 years related experience. Knowledge of Macintosh computers; training or experience in experimental field plot techniques. Statistical experience desirable. Ability to use a microscope and computer literacy required. Valid NYS driver's license required.**Technician, GR20 (T9203)****Plant Breeding and Biometry-Statutory****Minimum Biweekly Salary: \$558.78**

Manage rice plants in greenhouse; collect, catalog and distribute seed and tissue among project participants; extract and digest DNA in the laboratory. 3 year appointment; continuation contingent upon funding.

**Requirements:** Bachelor's or equivalent in plant science, agronomy or related field. 1 year related experience in growing plants and greenhouse operations.**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 years lab experience in animal cell culture or plant cell culture; experience working with radioisotopes, preferably including Iodine-125.**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, Tuesday-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. Supervisory ability desired.**Computer Operator, GR21-24 (T9106)****Information Technologies-Endowed****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. 2-3 years related experience. Computer operating experience required; data communications experience helpful. Knowledge of computer hardware, software, operating systems, and programming languages.**Technical Part-time****Animal Technician, GR18 (T8904)****Vet Microbiology, Immunology and Parasitology-Statutory****Minimum full-time equivalent: \$513.94**

Provide care (feed, water, clean and monitor) for research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals. Valid NYS driver's license. 20-39 hours per week, including weekends and holidays; until 5/90, continuation contingent upon funding.

**Requirements:** High School diploma or equivalent. Associate's in Animal Science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. One year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunizations required.**Technician, GR18 (T8906)****Poultry and Avian Sciences-Statutory****Minimum full-time equivalent: \$513.94**

Perform microbiological procedures and aseptic techniques, including the preparation of media. Maintain records and perform statistical analysis. Other duties as assigned. 25-30 hours per week. Monday-Friday, shift negotiable. Until 9/30/90.

**Requirements:** Associate's or equivalent; coursework in microbiology. Some laboratory experience desired.**Technician, GR20 (T9202)****Biochemistry-Statutory****Minimum full-time equivalent: \$558.78**

Assist with culturing bacteria; perform enzyme purification and assay. Perform general lab duties. 30 hours per week.

**Requirements:** Bachelor's or equivalent required; coursework in biochemistry and microbiology desired. 1 year practical lab experience in a biochemical/microbiological lab including chromatography, spectrophotometer, and gel electrophoresis.**Technical Temporary****Casual Animal Technician (T8809)****Ornithology-Statutory**

Perform routine feeding and care of pigeons. Clean Cornell pigeon loft. 15-20 hours per week. 1 year appointment.

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

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

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

**Cashier, GR15 (C5801, C5803-C5806)****Dining-Endowed****Minimum Biweekly Salary: \$460.20**

Transact cash and credit sales; tabulate daily figures and prepare deposits.

**Requirements:** High School diploma or equivalent. 1-2 years related experience. Basic reading and computation skills. Good interpersonal and communication skills required.**Office Assistant, GR16 (C9205)****Animal Science-Statutory****Minimum Biweekly Salary: \$477.46**

Burst and separate material; prepare and collate the mail; general office duties when needed; light lifting (16 pounds). Tuesday-Thursday 6:30 a.m.-2:30 p.m.; Saturday 6:30 a.m.-2:30 p.m.

**Requirements:** High School diploma or equivalent. Must have valid driver's license. 1 year related office experience.**Switchboard Operator, GR16 (C8716)****Statler Hotel-Endowed****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. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.**Secretary, GR17 (C9303)****Field and International Study Program-Statutory****Minimum Biweekly Salary: \$495.36**

Provide secretarial support for the program. Word processing; receptionist support; file maintenance; coordinate student applications to Study Abroad Programs.

**Requirements:** High School diploma or equivalent. 1 year related secretarial experience. Knowledge of Wordperfect preferred. Applicant must be highly organized, detail oriented individual with the ability to work with faculty and students and meet deadlines in an often hectic atmosphere. Knowledge of or willingness to learn use of portable video equipment would be helpful. Heavy typing.**Office Assistant, GR17 (C9308)****University Development-Endowed****Minimum Biweekly Salary: \$495.36**

Assist the Tracking System Manager for the Special Gifts Program. Maintain procedures and related records; analyze and act on routine matters pertaining to the tracking system; input information; oversee procedures during manager's absence.

**Requirements:** High School diploma or equivalent. 1 year related experience preferred. Excellent communication skills. Able to work with computers, work under pressure and meet deadlines. Accuracy extremely important. Strong interpersonal skills. Maintain a high degree of confidentiality. Medium typing.**Receptionist, GR17 (C9214)****Office of Human Resources-Staffing Services-Endowed****Minimum Biweekly Salary: \$495.36**

Perform receptionist/telephone operator duties as well as data entry of all job applications, employee transfer requests, and employee requisitions for Staffing Services.

**Requirements:** High School diploma or equivalent. Minimum 1 year office experience preferred. Excellent communication and interpersonal skills. Good organizational skills. Familiarity with use of electronic multi-line telephone board helpful. Data entry experience essential. Must be able to work in a fast paced, complex environment with frequent interruptions. Medium typing.**Telephone Operator, GR17 (C8405)****Telecommunications-Endowed****Minimum Biweekly Salary: \$495.36**

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

**Requirements:** High School diploma or equivalent. Able to work independently. Good communications and interpersonal skills. CRT and keyboard skills preferred. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.**Office Assistant, GR18 (C9310)****National Nanofabrication Facility-Endowed****Minimum Biweekly Salary: \$513.94**

Principal receptionist for active research facility. Provide office assistance to administrative staff. Coordinate user research program; process proposals; initiate correspondence; maintain schedule of visits; process user charges using VAX database; coordinate publication of bi-monthly newsletter using pagemaker on MAC.

**Requirements:** High School diploma or equivalent, some college preferred. Experience with computers desirable, especially VAX systems. Strong interpersonal skills. Able to work under pressure. Knowledge of pagemaker helpful. 2 years Cornell experience desirable. Excellent telephone expertise. Medium typing.**Office Assistant, GR18 (C9312)****Arts and Sciences-Dean's Office-Endowed****Minimum Biweekly Salary: \$513.94**

Act as the primary contact for all visitors to the Dean's Office Suite. Maintain the Academic Personnel record keeping system; provide secretarial support to the Director of Institutional Planning and Analysis for the College of Arts and Sciences.

**Requirements:** High School diploma or equivalent. Some college coursework desirable. 1 year administrative/reception experience. Previous experience in an academic

environment preferred. Able to use word-processing equipment. Medium typing.

**Word Processing Operator, GR18 (C9203)****University Development-Endowed****Minimum Biweekly Salary: \$513.94**

Use Wordperfect to produce, maintain, and process class lists, letters, envelopes, proposals and reports on a PC computer network; report to the Word Processing/Technical Center Supervisor.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related work experience or education. Knowledge of DOS and Wordperfect. Experience with computer networks helpful. Able to work under pressure and juggle priorities. Accuracy, speed, proofreading, and grammatical skills preferred. Heavy typing.**Secretary, GR18 (C9206)****Human Service Studies-Statutory****Minimum Biweekly Salary: \$513.94**

Provide receptionist and secretarial support for 4-6 faculty in a large department. Type classwork, reports, manuscripts, correspondence and vouchers; answer phone; distribute mail; arrange travel, library reserve lists, conferences and meetings; order texts; make copies; run campus errands; keep faculty files and calendars. Other duties as assigned.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1 year previous secretarial experience. IBM PC and Wordperfect experience, knowledge of Macintosh desirable. Good interpersonal and organizational skills. Machine/manual transcription skills. Able to set priorities and work under pressure in a complex, active environment. Heavy typing.**Accounts Assistant, GR18 (C5802)****Dining-Endowed****Minimum Biweekly Salary: \$513.94**

Maintain financial and personnel records for the unit. Act as receptionist; answer telephones; make appointments; handle customer inquiries; reconcile and approve cash deposits. Other duties as assigned.

**Requirements:** Associate's or equivalent. Good interpersonal, computation and communication (written/oral) skills essential. Knowledge of word processors and personal computers preferred.**Night Auditor, GR18 (C8921)****Statler Hotel-Endowed****Minimum Biweekly Salary: \$513.94**

Review, verify and record revenue for the entire hotel; utilize the property management system to generate all necessary reports; perform duties as front desk clerk. 11-7, nights and weekends.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years accounting/bookkeeping experience. Knowledge of computers. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.**Administrative Aide, GR19 (C8705)****COMEPP-Endowed****Minimum Biweekly Salary: \$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.

**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.**Administrative Aide, GR19 (C9302)****Dean of Students Office-Endowed****Minimum Biweekly Salary: \$535.78**

Perform administrative and secretarial duties for 2 Assistant Deans in Counseling and Training section of the Dean of Students Office. Schedule appointments and workshop sign ups; answer telephones; disseminate information; work with walk-ins; sort mail; secure office at end of day.

## Health Services

Continued from page 1

### Billing Office and Cashier's Office

The Billing Office collects fees for services performed at the health center. Payment for charges may be made at the Cashier's Office (on the main floor). Assistance with financial concerns may be arranged at either the Cashier's Office or the Billing Office (on the administration floor). When a patient wants to defer payment or fees, several options are available, including VISA, MasterCard, and other special arrangements.

A UHS fee schedule is available upon request at the Billing Office and the Cashier's Office. The fees often may be covered by insurance. UHS is a participant in the Empire Plan. UHS will assist in filling out insurance forms.

### Confidentiality

Medical records are confidential and are kept separate from other university records. Clinical information is not released without permission of the patient. No medical information is released without the employee's

written permission, except for certain communicable diseases, as required by law.

### Location, Hours and Phone Numbers

Gannett Health Center is at 10 Central Avenue, next to Willard Straight Hall.

#### Hours for Visits

##### Academic year:

Monday through Friday 8:30-11:30 a.m.

1:00-4:30 p.m.

Saturday (Walk In Service Only) 8:30 a.m.-Noon

Thanksgiving recess Center is closed\*

December holiday recess Center is closed\*

Winter intersession (following December holiday recess): 8:30-11:30 a.m.

Monday through Friday 1:00-4:30 p.m.

#### Summer hours:

Monday through Friday 8:30-11:30 a.m.

1:00-4:30 p.m.

Center is closed weekends & after 4:30 p.m.\*

8:30-11:30 a.m.

1:00-4:30 p.m.

Center is closed weekends and after 4:30\*

\*When the center is closed, faculty and staff may reach a physician for consultation by calling the center's answering service at 255-5155.

### Telephone Numbers

Administration	255-3564
Appointments	
General Medicine	255-6958
HIV antibody testing	255-6958
Contraception, Gynecology and Sexuality Service	255-3978
Emergencies	
Gannett Health Center	255-5155
Public Safety	255-1111
Bangs Ambulance	273-1161
General Information	255-4082
Billing Information	255-7492
Health Education	255-4782
Medical Records/Requirements	255-4364
Psychological Service	255-5208

## Jobs

Continued from page 3

### General Service

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

**Food Service Worker, SO01 (G9004, G7202, G5801, G9101, G9204)**

Dining-Endowed

Hiring Rate: \$5.75

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

**Requirements:** Knowledge of food preparation and presentation preferred. Good customer relations skills. Basic reading and computational skills required.

**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.

**Food Service Worker, SO02 (G5805-G5809, 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.

**Head Waitperson, SO02 (G9205)**

Statler Hotel-Endowed

Hiring Rate: \$6.00

Under supervision, serve meals to guests in the fine dining room according to established rules of etiquette and service. Help set up and clean dining room. Some nights and weekends.

**Requirements:** High School diploma or equivalent. Able to read and write English. Minimum 1 year wait experience and ability to work well with the public.

**Short Order Cook, SO04 (G5817, G5818)**

Dining-Endowed

Hiring Rate: \$6.58

Prepare and serve food directly to customers from short order area. Shift subject to change.

**Requirements:** High School diploma or equivalent. 6-12 months related experience. Familiar with short order equipment. Able to prepare variety of short preparation foods under pressure. Good customer relations skills.

**Material Handler, SO04 (G5810)**

Dining-Endowed

Hiring Rate: \$6.58

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

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

**Assistant Cook, SO06 (G5816, G9301)**

Dining-Endowed

Hiring Rate: \$7.20

Under general supervision, prepare and present a full variety of foods, as assigned, through own efforts and through supervision of staff. Shift subject to change.

**Requirements:** High School diploma or equivalent. 1-2 years experience in food preparation; knowledge of food cooking processes (grilling, frying, roasting, steaming) in an institutional environment preferred. Skilled in presenting and garnishing food. Working knowledge of use and maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers and various hand tools. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

**Baker, SO06 (G5819)**

Dining-Endowed

Hiring Rate: \$7.20

Prepare full variety of baked goods including rolls, breads,

#### Temporary Duplicating Machine Operator (B9102)

##### Animal Science-Statutory

Hiring Rate: \$6.00

Oversee usage of Xerox 9500 and 1075 as well as other small copiers. Duplicate class, research, extension materials. Send out mail: campus, U.S., UPS, Federal Express. Receive deliveries.

**Requirements:** Some related experience with copiers preferred. Good interpersonal skills and attention to detail. Send application materials to Staffing Services, 160 Day Hall.

### General Service Part-time

#### Dish Machine Operator, SO02 (G9302)

##### Dining-Endowed

Hiring Rate: \$6.00

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change. 30 hours per week.

**Requirements:** High School diploma or equivalent. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

#### Dish Machine Operator, SO02 (G5813)

##### Dining-Endowed

Hiring Rate: \$6.00

Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change. 35 hours per week.

**Requirements:** High School diploma or equivalent. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

### 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

##### Building Care-Endowed/Statutory

Temporary Rate: \$5.00

Continuous recruitment will be done in the department of Building Care for temporary custodians. Providing general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday 6:00am-2:30pm, Friday 6:00am-1:30pm. Periodically 2nd and 3rd shift hours are available.

**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder. Contact Karen Raponi, Staffing Services, East Hill Plaza, 255-2192 for an interview.

### Boyce Thompson Institute

#### Part-time Research Assistant

##### Boyce Thompson Institute

**Salary:** Commensurate with training and experience. Supporting work in a plant molecular biology/plant virology laboratory, including limited solution preparation and general laboratory maintenance. Experimental techniques include the construction, amplification and analysis of plasmid clones; isolation and analysis of plant viruses from plant tissue; isolation and analysis of proteins and nucleic acids. Experience with nucleic acids and/or proteins, and familiarity with recombinant DNA techniques is preferred. 20 hours per week.

**Requirements:** Bachelor's in biology, biochemistry or a related field or equivalent laboratory experience. Contact Mary Westlake or Betty Panz, 254-1234.

### Academic

#### Postdoctoral Associate

##### Stable Isotope Research Laboratory/Nutritional Sciences

Develop novel instrumentation and methods in energy metabolism and the general use of stable isotope tracers in human applications.

**Requirements:** Background in both instrumentation and physiology/biology, and interest in a career in biomedical sciences. US citizenship is required. Send vitae and names of 2 references and/or direct inquiries to Professor J.T. Brenna, 116 Savage Hall, Cornell University, Ithaca, NY 14853. 607-255-9182.

### Inclement Weather Policies

It is sometimes necessary to change the university's operating schedule because of snow or other inclement weather emergencies. If conditions exist such that university services are affected, the local radio stations will announce by 5:30 a.m. one of the following situations:

**Delayed opening** - the entire University will be open and operating at a later time. Peak period bus service from A and B lots will start 30 minutes before than announced opening times.

**Partial closing** - only classes, libraries, examinations, and health service, residence life, dining unions and activities, physical plant, life safety, Cornell Information and Referral Service and public safety units will continue to operate. Regularly scheduled bus service from both A and B lots will be maintained.

**Closing of the university** - only health service, residence life, dining, unions and activities, physical plant, life safety, Cornell Information and Referral Service and public safety units will continue to operate.

The following radio stations participate in the announcements:

Ithaca	WOKW (99.9 FM)
Elmira	WENY (1230 AM)
WICB (91.7 FM)	WENY TV36
WQNY (103.7 FM)	
WTKO (1470 AM)	
WVBR (93.5 FM)	Geneva
WYXL (97.3 FM)	WGVA (1240 AM)
WSQG (90.9 FM)	WECQ (101.7 FM)
	Montour Falls
	WXXY (104.9 FM)
Auburn	
WMBO (1340 AM)	Owego
WPCX (106.9 FM)	WEBO (1330 AM)
	Syracuse
Binghamton	WIXT TV9
WNBF (1290 AM)	WSTM TV3
WQYT (98.1 FM)	WTVH TV5
WSKG (89.3 FM)	WBNG TV12
WBNG (89.3 FM)	Cortland
WKRK (920 AM)	Watkins Glen - WGMF (1500 AM)

### Cornell Employment News

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**Editors:** Laurie Roberts, Carolyn McPherson

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