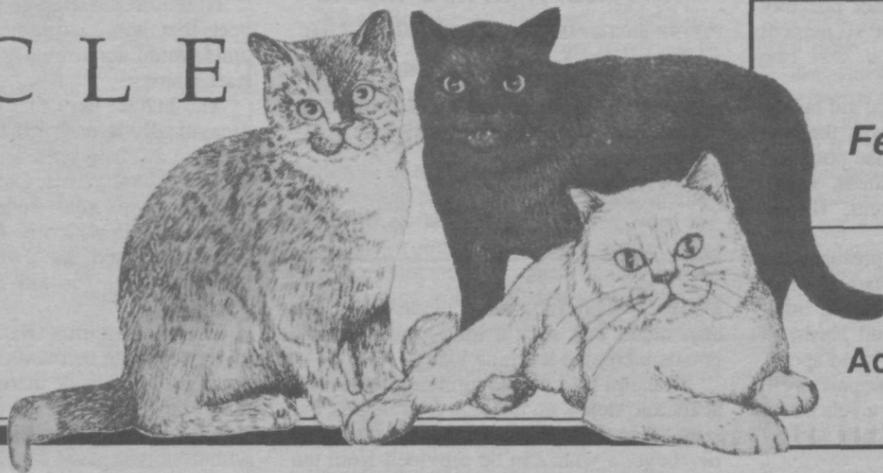


# CORNELL CHRONICLE



Hospital  
case-study

3

Feline facts

3

Acidic clouds

7

Volume 21 Number 16 December 21, 1989

## Sleep loss affects our well-being, film reports

More than 100 million Americans — virtually all American adults and teenagers — do not get enough sleep, damaging their psychological and physical well-being and costing the United States \$50 billion a year in lost productivity and medical and accident costs, experts say.

By losing one to two hours of sleep a night, almost all American adults deprive themselves of a better quality of life, according to Cornell psychologist James B. Maas, producer of the film "Sleep Alert," which will be aired next year by Public Broadcasting Service stations nationwide.

"Sleep Alert," a 27-minute documentary on sleep deprivation, focuses on how America's sleepiness affects the judgment and reaction time of millions of workers, including those trusted with the lives of others. Pilots, police officers, medical interns and operators of nuclear power plants are just a few of the professionals interviewed who admit to falling asleep on the job.

"It's not unusual to fall asleep in the cockpit and then wake up a little while later and look around and see that your other two crew members are also asleep,"



James B. Maas reviews the film from his new documentary, "Sleep Alert," which will be broadcast by the Public Broadcasting Service.

Charles Harrington

commercial 747 pilot Kenneth Kahn says in the film.

Maas is chairman of the Psychology Department and founder of Cornell's Psychology Film Unit. "Sleep Alert" is the unit's eighth national television documentary. Maas' films have won 38 major film festival awards for work by its crews of undergraduate and graduate students.

"Our society abuses sleep by demanding around-the-clock factory work and store hours. We do not realize the penalty this lifestyle takes on our behavior

and performance," Maas said in an interview.

Most people who get sleepy during a boring class or meeting or from a glass of wine attribute it to outside factors when, in fact, the root cause is not boredom or alcohol but sleep deprivation, he added.

"If you need an alarm clock to get up in the morning, or if you feel more than a minor energy sag in the middle of the day, you need more sleep," Maas said.

About one-quarter of the nation's

Continued on page 2

## Salary hike will not match FCR proposal

As next year's endowed general-purpose budget becomes more defined, it is clear that salaries will have high priority but will not command the full budget dollars requested by the Faculty Council of Representatives (FCR).

"The budget outlook is not at all dismal, but it is still very tight," Provost Malden C. Nesheim said this week.

"Thanks to the base budget cuts we imposed last year, we won't have to undergo the same degree of belt tightening this year, but discretionary funds from the general-purpose budget will be very limited, with our highest priority being salary improvement for faculty and staff, including significant improvements for graduate-student stipends," Nesheim added.

He emphasized, however, that the general-purpose budget could not supply the 10 percent increases recently requested by the FCR. He added that some salary-increase funds would have to come from reallocation of salary dollars within individual endowed colleges and administrative units.

Nesheim also emphasized that long-term budget stability would require bringing financial-aid costs under tighter control.

The general-purpose budget supports operations of the College of Architecture, Art and Planning; College of Arts and Sciences; College of Engineering; and of various central-administration functions. (Budgeting for the state-supported colleges will remain uncertain for some time. Gov. Cuomo offers his executive budget in January, and the Legislature concludes the process in April.)

In the year starting next July 1, the endowed general-purpose budget is expected to increase to about \$245 million from this year's figure of \$228.3 million. The administration will send specific allocations to individual units in mid-January, following months of discussions with the FCR, faculty and assembly committees and deans.

Senior Provost Robert Barker, who talked about the budget at a Dec. 13 meeting of the FCR (see Chronicle of Dec. 14), said in discussions this week that "Cornell's basic financial structure is sound as rock." But he added that even with a projected tui-

Continued on page 2

## Perestroika, Costa Rican birds become best-selling topics for University Press

Cornell University Press has two best sellers on its hands. "Gorbachev's Struggle for Economic Reform" and "A Guide to the Birds of Costa Rica" are selling more copies per month than many academic paperbacks sell in a year.

John Ackerman, director of Cornell Press, acquired the Gorbachev book for the Studies in Soviet History and Society series. He said that, although he knew at first reading it was a unique and important book, he has been surprised by the amount of attention it has received.

A London Financial Times review called Swedish economist Anders Aslund's description of perestroika and the obstacles it faces "brilliant and incisive"; another review in The New York Times declared that "there is no better, more politically sophisticated account of Gorbachev's economic program." A prominent article in Newsweek carried a picture of the book and a headline that read: "At the Top of Washington's Reading List."

"We were pleased by all the reviews, but the Newsweek article was really wonderful!" Ackerman said.

He attributes its success simply to being the right book at the right time, pointing out that since "Gorbachev's Struggle for Economic Reform" was published in June, "The pace of change in the Soviet Union quickened, and the debate about the outcome of that change became front-page news, so the timing couldn't have been better."

Ackerman said Aslund's book is popular among Washington policy-makers — it was the only book mentioned in Secretary of State James A. Baker's recent major speech on American policy toward the Soviet Union — because it gives a clear and well-

organized historical overview of how Gorbachev's reforms developed, while presenting information heretofore unavailable to the West.

Aslund, who is now a professor at the Stockholm School of Economics, was an economics analyst at the Swedish Embassy in Moscow from 1984 to 1987. "As a diplomat from a neutral country, he had access that Westerners have never had to some very-highly-placed officials. So there's a lot of insider information in the book," Ackerman noted.

"What's more, Aslund, who is very well versed in the history of the Soviet economy and its current problems, realized that the question of economic reform is also and always a political question," the press' director continued.

"In the book, he identifies differing schools of thought within the Soviet Union and then maps out the nature of the Soviet debate on the subject. This has never been done before."

Although the book is clearly on the side of Gorbachev and perestroika, it paints a very sober, but not discouraging, picture of the chances of success for those reforms, according to Ackerman.

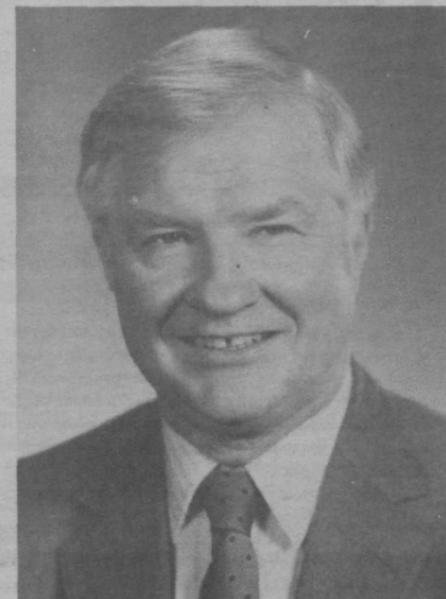
Cornell Press' other hot seller is also a new and comprehensive source of information. "A Guide to the Birds of Costa Rica" by F. Gary Stiles and Alexander F. Skutch includes detailed descriptions of more than

Continued on page 2

### GORBACHEV'S STRUGGLE FOR ECONOMIC REFORM



ANDERS ÅSLUND



Malden C. Nesheim

Salary *continued from page 1*

tion increase in the range of 8 percent, and with some net reductions in numbers of faculty and staff, the budget cannot possibly meet FCR recommendations for 10 percent salary increases in each of the next two years.

"With undergraduate financial aid taking such a huge bite out of the budget, the best we can see for the salary-increase pool is a percentage slightly above inflation, which we're projecting at about 5 percent," Barker said.

The FCR recommendations presupposed that Cornell's salaries were relatively low and slipping compared to those at peer institutions, Barker said. Barker and Nesheim said that while there are a few "cold spots" where Cornell salaries don't compare well, still the deans report that salary levels cause few recruiting problems or faculty defections.

Nesheim agreed with the FCR that more salary dollars can be made available only through net reductions in the work force, but he stressed that cuts must be made se-

*'It is clear right now that to raise salaries beyond what can be provided from the budget, it will be essential that the deans do some reallocation on a carefully selective basis.'*

— Provost Malden C. Nesheim

lectively, in consultation with the deans. He also noted that such a long-range strategy entails increased teaching loads.

Nesheim said he is continuing talks with academic deans about salary strategies but said, "It is clear right now that to raise salaries beyond what can be provided from the general-purpose budget, it will be essential that the deans do some reallocation on a carefully selective basis. They will have to reinvest salary dollars, for instance, in areas

of greater demand or in younger faculty who may replace retirees."

Nesheim and Barker said that they expect that administrators of non-academic units would act similarly to add dollars for staff salaries.

The budget item that is increasing most dramatically is undergraduate financial aid. Because of long-term and continuing erosion of federal grants, Cornell — to keep its doors open to able students from middle-income and low-income families — has increasingly used its own general-purpose budget to pay for aid once provided by Washington.

In the long run, Barker and Nesheim look to keeping increases for financial aid to about the percentage increase in tuition. For nine years, however, the actual increase has about doubled tuition's increases; next year, with tuition targeted for an increase of about 8 percent, the financial-aid budget will be about \$21 million, an 18.2 percent increase above the budgeted figure for this year.

— Sam Segal

Sleep *continued from page 1*

work force is on shift work, the film points out. Of these 20 to 30 million workers, 56 percent fall asleep on the job at least once a week. Studies show that on night and rotating shifts, the accident rate is 40 percent higher than on daytime shifts.

In a confidential survey of police officers, researchers found that four out of five officers on night shifts admitted to falling asleep one to three times per week.

"The American public doesn't know that sleep debt can slowly and insidiously pile up until it's near bankruptcy," Dr. William Dement, director of the Sleep Disorders Center at the Stanford University School of Medicine, says during the film. "In my opinion, the national sleep debt is larger and more important than the national monetary debt."

By losing one or two hours of sleep a night, or eight to 10 hours a week, the ma-

majority of American adults suffer the comparable debilitating effects of staying up all night. In other words, when adults chronically don't sleep enough, they drive and work with impaired reflexes, equivalent to having stayed up all night.

Sleep deprivation can cause loss of initiative, loss of energy, lapses of attention, distractibility and, "finally, that overwhelming agony of wanting to go to sleep no matter what you're doing," Dement tells viewers. "Daytime sleepiness . . . is like playing Russian roulette with your life at times," he said, referring to car and industrial accidents.

Unlike most other documentaries, "Sleep Alert" was produced by a student crew, with the exception of Maas' photography, and without any narration or interviewer in the film.

"Our research on the effectiveness of

media-based educational programs in producing attitude and behavioral change shows that when experts and individuals deliver the information from their own experiences and feelings, it's a much more personal experience for the viewer and more likely to change attitudes and behavior," Maas explained.

The Cornell psychologist pointed out that almost everyone could use another hour of sleep each night.

"Our society needs to rethink how it equates naps and staying in bed late with laziness," Maas said.

"We should be just as concerned about our sleeping patterns as we are about our diet and exercise."

The film received funding from Abbott Laboratories, a worldwide pharmaceutical and health care product company.

— Susan S. Lang

Books *continued from page 1*

830 species, illustrated in 52 pages of color plates. Unlike most field guides, it provides practical tips for trips into the field along with directions to and brief write-ups of 70 birding localities.

It's really a portable encyclopedia, according to the marketing manager for Cornell Press, Cynthia Gratton. The soft-cover book costs \$35, but nearly all of the first printing of 5,000 copies have been sold in less than three months.

"Trade publishers often print 5,000 for a first novel and are then hard pressed to sell them all," she said. "So we're very pleased to have to go back to press after only two months."

Because Costa Rica has an excellent park system and an enormous population of birds and is "relatively safe politically, naturalists and bird fanciers of all kinds are eager to travel there," Ackerman said.

Cornell University Press was founded in 1869 as the first university press in the

United States. It releases about 150 titles each year and records annual sales of more than \$4 million, placing it among the top six university publishers in the nation. "We've had five major reviews in the Sunday New York Times since August and, in addition to these two, have a bunch of books doing extraordinarily well at this time," Ackerman said.

"Gorbachev's Struggle for Economic Reform" and "A Guide to the Birds of Costa Rica" are sold through co-publication arrangements with publishers in Great Britain. Acquisition and development of the field guide originated here, and distribution rights were subsequently sold to Helm Publishers. The reverse is true of the Gorbachev book, which was originally published by Pinter Publishers. Ackerman purchased copies bearing the press' imprint for sale in North America, Canada and its dependencies.

The success of "Gorbachev's Struggle for Economic Reform" is particularly grati-

fying to Ackerman, who said that, "When a university press book is really contributing to and raising the quality of debate in the highest policy-making centers of this country, then the press is doing its job in the very best way possible."

— Metta Winter

## GRADUATE BULLETIN

**January Degrees:** Friday, Jan. 12, is the deadline for completing all requirements for a January graduate degree, including the submission of the final copies of theses and dissertations to the Graduate School. During the university winter holiday, the thesis office will be open on Friday, Dec. 29, from 8:15 a.m. to 4:15 p.m. for submission of theses and dissertations.

**Registration:** Spring 1990 registration for graduate students will be in The Henry, Sage Hall, on Thursday, Friday and Monday Jan. 18, 19 and 22, from 8:15 a.m. to 4:15 p.m. Bring the student identification card and registration admission form sent by the university registrar.

**Enrollment:** Course enrollment will be held from Thursday, Jan. 18, through Friday, Feb. 9. Bring completed course enrollment forms to Sage Graduate Center. Forms are available at graduate field offices or Sage Graduate Center.

**Fellowships:** The application deadline will be early February for Jacob K. Javits Fellowships for doctoral students in the arts, humanities and social sciences who are U.S. citizens or permanent residents and have fewer than 20 credits. The award is a stipend of up to \$10,000 plus \$6,000 tuition, supplemented by the Graduate School to full tuition.

The award is renewable. Applications will be available in early January in graduate field offices and in the Graduate Fellowship Office.

**Teaching Assistants:** Teaching assistant workshops will be held on Feb. 3. For information and registration forms, inquire at B-41 Day Hall, 255-8427.

## BRIEFS

■ **Power outages delayed:** One-minute electrical outages will occur on campus in early January in order to place the university's new electric substation on-line. The outages originally were scheduled for December. The substation will provide higher quality electric power to the campus. The outages will occur at a time that will cause minimum inconvenience to faculty and staff while allowing them to reset their equipment. Building managers will be notified once specific dates and times are selected. Questions should be directed to Facilities Engineering Customer Service, telephone 255-5322.

■ **Messenger Lectures nominations:** The University Lectures Committee is seeking nominations for a Messenger Lecturer for the 1990 fall term. The lecturers are among the world's foremost scholars and public figures and give either three or six lectures in the series, which dates back to 1924. Nominations and inquiries should be addressed to Judy Bower, coordinator, University Lectures Committee, 315 Day Hall, telephone 255-4843. All nominations should be submitted by Jan. 19.

■ **Meals with Morley:** Senior Vice President James E. Morley Jr. will serve as host for a monthly breakfast or lunch through May for employees, beginning with a lunch on Friday, Jan. 12. To sign up for a breakfast or lunch, call 255-3621. Other dates include a Feb. 12 lunch, March 12 lunch, April 16 breakfast and May 18 lunch. Those who sign up to attend a meal will be notified of meal locations.

## PROMOTIONS

The following faculty members have been promoted to the rank of professor by President Frank H.T. Rhodes. Promotions are effective Jan. 1 unless otherwise noted.

Gerald W. Feigenson, Department of Biochemistry, Molecular and Cell Biology; Edward M. Gunn, Department of Asian Studies; Sheila S. Jasanoff, Program on Science, Technology and Society; G. Peter LePage, Department of Physics; and Jonathan P. Tittler, Department of Romance Studies. Stanley J. Bowman was promoted to professor in the Department of Art, effective July 1, 1989.

## BARTON BLOTTER

A rash of wallet and purse thefts on campus during the past week has triggered the repeat of an often-made warning by the Department of Public Safety's Crime Prevention Unit:

- Never leave a purse on or under a desk.
- Lock all offices and laboratories when they are not in use, even for a moment.
- Notify Public Safety if you see a person in your area who you think doesn't belong there.

According to Crime Prevention Officer George L. Sutfin, professional thieves and others continually wander through the campus picking up wallets, purses, clothing and any other small items they can carry off inconspicuously.

According to the morning reports of the Department of Public Safety for Dec. 11 through 18, four persons were referred to the judicial administrator on separate charges, two for possession of stolen property and two for petit larceny. Safety is also investigating an area youth who is expected to be charged this week with a series of thefts on campus this fall.

There were 24 thefts reported on campus with losses in cash and valuables of \$5,298. The thefts included a safe with \$2,100 in movies burglarized from the Big Red Barn and a \$54 table taken from the community room of University Hall No. 1.

Five other persons were referred to the judicial administrator, four for disorderly conduct and two for reckless endangerment.

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

CORNELL  
CHRONICLE

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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.

## Einaudi honored



Charles Harrington

Mario Einaudi (center), the Goldwin Smith Professor Emeritus of Government, holds a book of essays compiled in his honor titled "Comparative Theory and Political Experience: Mario Einaudi and the Liberal Tradition." He is flanked by government Professors Sidney Tarrow (left) and Peter J. Katzenstein, who edited the volume with another Cornell colleague, Theodore J. Lowi, who is on leave in France. The book is scheduled for publication in January by Cornell University Press.

## Record number leave rural areas during 1980s, professor reports

More people moved from rural to urban areas annually in the 1980s than in any period since the end of World War II, as economic opportunities in rural America have deteriorated, according to a recent book by a Cornell professor and two other experts on rural America.

The country's return to its century-long trend of a net flow of people from rural to urban areas came only one decade after an unexpected increase in rural population during the 1970s, said David Brown, a professor of rural sociology and associate director of research in the College of Agriculture and Life Sciences.

The book, "Rural and Small Town America," examines population flows between rural and urban areas, as well as the demographics and economics of those areas in the 1980s. The book contains analyses of the 1980 U.S. Census and later data; it is one of a series of census monographs com-

missioned by the Social Science Research Council and the Russell Sage Foundation.

Co-authors with Brown are Glen Fuguitt, a professor at the University of Wisconsin, and Calvin Beale, a senior demographer with the U.S. Department of Agriculture.

What this book shows is that, while the 1980s marked a return to urbanization, the social and economic links forged between rural and urban America in the 1970s endured — and proved to be a double-edged sword. In the 1970s, they were favorable to rural areas. In the 1980s, they were not.

The 1980s saw a net exodus from rural areas of more than 500,000 people a year and a deterioration of the economy of rural areas, said Brown. These areas experienced difficulty bouncing back from the recession and increased sensitivity to changes in the business cycle, global competition and macroeconomic policies.

—Lisa Bennett

## Students help hospital streamline procedures

Administrators at Tompkins Community Hospital are constantly seeking new ideas to streamline their operations to cope with rising health-care costs and demand for services.

This year, thanks to students in Russell Barton's operations research class, they have several new ideas to consider, including methods to speed specimens from the emergency room to the laboratory for testing, more convenient scheduling of outpatient tests and improved staffing patterns for the hospital's new Convenient Care Center on Warren Road.

In return, Barton's students learned what it was like to be thrust into a complex, real-world enterprise.

As one of three case studies in their master's degree-level course last semester, student teams addressed problems in key hospital areas.

"The problems I asked our hospital administrators to identify [for the students] had to meet two criteria," hospital assistant administrator Joe Fitzgerald said. "They had to be real issues whose solutions the administrators were willing to look at and follow up on. They also had to be problems that the students could do something with in the 30 days they had for their case studies."

The hospital invited the student teams to tackle specific management problems in the emergency and operating rooms, for inpatient and outpatient tests and in the hospital's Convenient Care Center.

In the emergency room, student teams developed suggestions to reduce delays in supplying physicians with the results of tests of blood and other specimens.

One team came up with a system using small signal flags and pneumatic tubes to speed specimens to the laboratory. They tested the idea of having the doctors raise a small signal flag outside the emergency room station when they needed a test. The nurse would immediately see the flag, arrive to draw the specimen and have it transported to the laboratory.

"Since the students couldn't install a pneumatic tube system, they tested their idea by simulating the system," Barton said. "They had volunteers running the specimens to the lab to see how a tube system might reduce waiting time."

Another team explored improving outpatient testing by establishing a central scheduling system for all outpatient services and by grouping facilities on the same floor.

Thus, patients and physicians would need only make one phone call to arrange X-rays, same-day surgery or wellness program visits, among other services. And patients could have all their tests done in one area of the hospital.

Another team studied the hours of operation, staffing and scheduling of the Convenient Care Center. The students suggested overlapping staff schedules to handle peak loads, new hours to eliminate slow periods and ways to collect data on the facility to better manage the increasing patient load.

"The hospital administrators were really generous and supportive in these projects," Barton said. "They gave of their time, even though they were trying to run a busy hospital, produce a budget and handle inspections at the same time."

*'It was very helpful to have somebody with a clean, clear perspective take a look at these issues. We're sometimes too close to the forest to see the trees.'*

—John Fitzgerald

Said Fitzgerald: "It was very helpful to have somebody with a clean, clear perspective take a look at these issues. Since we see the hospital every day, we're sometimes too close to the forest to see the trees." Keeping that fresh perspective was one problem, said Barton.

"I had to remind the students that the best insights were often those they had in their first two hours on the project; that they shouldn't forget them as they got deeper into their study," he said.

The hospital administrators now are studying the students' ideas, which were presented at a formal daylong seminar last week. Hospital administrators expect to implement those ideas that prove workable. And the students are reflecting on a valuable experience in the real world.

"I think they realized that a hospital's a very sophisticated and intricate network," said Fitzgerald. "They learned that if they made a change in one area it could affect many others."

—Dennis Meredith

## 'Book of Cats' covers feline health from head to tail

How to resuscitate a cat, how to take its pulse, how to brush its teeth and how to cope with the death of a beloved feline are among the tips in the ultimate handbook of cat care from Cornell experts.

"The Cornell Book of Cats: A Comprehensive Medical Reference for Every Cat and Kitten" is scheduled for publication in January by Villard Books of New York.

The 608-page book contains detailed cat care information — including nutrition, reproduction, medical disorders, first aid, behavior and misbehavior — as related by more than two dozen veterinarians and scientists who work with the popular pets every day at the Cornell Feline Health Center in the New York State College of Veterinary Medicine at Cornell.

"For years, as we published our scientific bulletins for veterinarians and our newsletters and brochures for cat owners, we recognized the need for a reference book that would draw together the latest information from specialists on the care of a very complex animal," said Dr. Fred W. Scott, a virologist who is the director of the Cornell Feline Health Center.

"We think we have written a reference book that is equally useful to the owners of one or two pet cats, to cat breeders and to cat-health workers."

Mordecai Siegal, the author and magazine columnist who edited the volume, cautioned that the book "cannot replace professional veterinary care. We've tried to give conscientious cat owners the medical information they need to determine whether their pet should see the veterinarian, and to care for the cat after it has."

A portion of the royalties from the sale of the \$24.95 book will benefit the research and extension activities of the Cornell Feline Health Center, Scott noted. The veterinarians volunteered their time in preparing sections on their specialties.

"The Cornell Book of Cats" contains chapters on acquiring a cat, pediatrics, misbehavior, diseases of dietary origin, sex and reproduction, anatomy and skin disorders, geriatrics, disease and surgery, and medical emergencies. There also is a list of diseases that humans can catch from cats, a glossary of terms and a list of recommended vaccinations and diagnostic tests.

—Roger Segelken

### Cat facts:

- Feline vital signs (temperature, pulse and respiration rate) vary from cat to cat, so owners should determine their pet's normal levels before the cat becomes ill.

- Cats that chew valuable — and possibly poisonous — house plants should be offered greenery of their own in the form of safe plants available at pet suppliers.

- Cats don't get cavities in the visible parts of their teeth but cavities below the gums are very common. To avoid dental problems throughout a cat's lifetime, its teeth can be brushed daily with a piece of gauze soaked in a dilute solution of hydrogen peroxide or with a child-sized toothbrush and special feline toothpaste.

- The cat that rubs the side of its head on a person is demonstrating possession as well as affection.

- Cats' eyes are five times as sensitive to low levels of light as are humans' eyes, thanks to a reflective layer within the eye called the tapetum which intensifies any incoming light.

- Cats' hearing is better than that of humans. Cats can perceive the ultrasonic calls of rodents as well as those of their kittens. Knowing that, cat owners might avoid using ultrasonic rodent repellents in their homes because those devices "could be stressful to cats."

- By one measure, cats are the brainiest of all domestic animals. One percent of a cat's weight is brain tissue compared with 2 percent in humans, 0.1 percent in horses and 0.002 percent in some breeds of dogs.

- Contrary to popular belief, the traditional "Halloween cat" with its arched back, erect tail, flattened ears and hair standing on end is just as fearful as aggressive. The arched back is the result of the hind feet advancing while the front feet are retreating. Like a "fear-biting" dog, a Halloween cat will demonstrate aggression if its "critical distance" is invaded.

- Cats (and dogs, too) respond to silhouettes of their

# THE CORNELL BOOK OF CATS

A Comprehensive Medical Reference for Every Cat and Kitten

BY THE FACULTY AND STAFF CORNELL FELINE HEALTH CENTER & CORNELL UNIVERSITY

Edited by Mordecai Siegal

species as if they were actual animals. Cats' eyes have the cones in the retinas to absorb green and blue light; however, vision tests have demonstrated that they seldom use their sense of color.

- Cats that never had the opportunity to play as kittens will not be playful adults. Although all cats have the necessary genetic information for social behaviors such as play, playing must be learned during a critical period as kittens.

# CALENDAR

All items for the calendar should be submitted (typewritten, double spaced) by campus mail, U.S. mail or in person to Chronicle Calendar, Cornell News Service, Village Green, 848 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.



"It's more relevant than some of the other theme parks we've been to."

Drawing by Stevenson; © 1989 - The New Yorker Magazine, Inc.

## EXHIBITS

### Johnson Art Museum

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

"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.

### 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.

## FILMS

The film listed below is sponsored by Cornell Cinema. 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, 12/21

"The Accused" (1988), directed by Jonathan Kaplan, with Jodie Foster and Kelly McGillis, 8 p.m., Uris.\*

## MUSIC

### Bound for Glory

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

## RELIGION

### Sage Chapel

There will be no Sage Chapel service until Jan. 28.

### Catholic

Intercession Mass: Saturday, Dec. 23, 5 p.m.; Sunday, Dec. 24, 10 a.m., auditorium, Anabel Taylor Hall

Christmas Midnight Mass: Dec. 24, 11:40 p.m., chapel, Anabel Taylor Hall.

Christmas Day Mass: Dec. 25, 10 a.m., chapel, Anabel Taylor Hall.

Intercession Masses: Dec. 31, 10 a.m., auditorium; Jan. 1, Holy Day Mass, 10 a.m., chapel; and Jan. 6, 5 p.m.; Jan. 7, 10 a.m.; Jan. 13, 5 p.m.; Jan. 14, 10 a.m., auditorium, Anabel Taylor Hall.

### 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.

## SPORTS

### Friday, 12/22-Sunday, 12/24

Men's Basketball, at Chaminade Tournament, Hawaii

### Thursday, 12/28-Friday, 12/29

Men's Hockey, Riverfront College, Hockey Invitational at Cincinnati

### Friday, 12/29

Men's Basketball, at Calif.-Berkeley, 7:30 p.m.

### Friday, 12/29-Saturday, 12/30

Women's Basketball, Dole Pineapple Classic, at Richmond, Va.

### Monday, 1/1

Women's Basketball, at Liberty, 3 p.m.

### Tuesday, 1/2

Men's Basketball, at U.S. Intl., 7:30 p.m.

### Friday, 1/5

Women's Basketball, at Vermont, 7:30 p.m.  
Men's Hockey, RPI, at home, 7:30 p.m.

### Saturday, 1/6

Men's Gymnastics, at Princeton  
Women's Hockey, at Harvard, 1 p.m.  
Men's Basketball, Army, at home, 6:30 p.m.  
Men's Hockey, Vermont, at home, 8 p.m.

### Sunday, 1/7

Men's Track, at Syracuse Invitational  
Women's Track, at Syracuse Invitational  
Women's Basketball, at LIU, 1 p.m.  
Women's Hockey, at Dartmouth, 1 p.m.  
Men's Swimming, at Navy, 1 p.m.

### Monday, 1/8

Men's Basketball, North Carolina-Greensboro, 7:30 p.m.

### Friday, 1/12

Women's Hockey, Princeton, home, 1:30 p.m.  
Women's Basketball, Harvard, home, 6:30 pm  
Men's Basketball, at Harvard, 7:30 p.m.  
Men's Hockey, Army, at home, 7:30 p.m.

### Friday, 1/12-Sunday, 1/14

Men's Squash, USSRA Team at Cleveland

### Saturday, 1/13

Men's Gymnastics, at Dartmouth w/Vermont  
Men's Track, Cornell Invitational  
Women's Track, Cornell Invitational  
Women's Swimming, Princeton, at home, noon  
Women's Hockey, Brown, at home, 1:30 p.m.  
Men's Fencing, at Yale, 2 p.m.  
Women's Fencing, at Yale, 2 p.m.  
Women's Gymnastics, at Maryland-Baltimore Co., 2 p.m.  
Men's Swimming, Princeton, home, 3:30 p.m.  
Men's Basketball, at Dartmouth, 6 p.m.  
Women's Basketball, at Dartmouth, 6:30 p.m.  
Men's Hockey, Princeton, at home, 7:30 p.m.

### Sunday, 1/14

Women's Gymnastics, at Navy, 1 p.m.

### Tuesday, 1/16

Men's Basketball, Vermont, at home, 7:30 pm

### Wednesday, 1/17

Men's Squash, at Yale, 3 p.m.

## SYMPOSIA

### Plant Breeding

"Toxicology and Vegetable Breeding," Jan. 16, 8:30 a.m. to 12:30 p.m., 135 Emerson Hall. Topics and participants include: "Regulation of Foods Developed through Plant Breeding and Biotechnology," James Maryanski, coordinator, Center for Food Safety and Applied Nutrition, FDA; "Carcinogens in Vegetables: Natural versus Synthetic," Joe Hodgekiss, food science; "Potato Breeding and Screening for Toxics," Robert Plaisted, plant breeding; "Squash Breeding and the Cucurbitacin Story," Richard Robinson, horticultural sciences; and moderated by Gill Stoewsand, food science.

## THEATER

### Department of Theatre Arts

During the month of January, cable Channel 13 will show videotaped performances of "An American Festival," presented last September. Because many of the shows were sold out, this presentation will give those who were not able to attend the performances a chance to see the cultural diversity and artistry presented by these unique groups. For more information, please contact Graham Stewart at 254-2730, or Lauren Steffanelli at cable Channel 13 at 272-7272. The schedule through Jan. 18:

Jan. 4, 7 to 11 p.m., "Leaving Egypt," with the Roadside Theatre and Junebug Jabbo Jones III with John O'Neal; Jan. 10, 6 to 9 p.m., "Indian Blood," with Robbie McCauley & Co. and "Snake Talk," with A Traveling Jewish Theatre; Jan. 11, 7 to 11 p.m., a concert of Mexican and Chicano music with Francisco Gonzales Y Su Conjunto, and Dance Concert with Urban Bush Women.

Also, Jan. 17, 6 to 9 p.m., Dance Concert with Liz Lerman & the Dance Exchange and "Holy Food," with Jessica Hagedorn & Co.; Jan. 18, 7 to 11 p.m., Junebug Jabbo Jones III with John O'Neal and "Indian Blood" with Robbie McCauley & Co.

# Paying a visit to some Cornell classrooms

## Debunking nutritional misconceptions

True or false? Vitamin C supplements help ward off colds . . . Using artificial sweeteners can help shed pounds . . . Extra protein enhances an athlete's performance . . . Dieting is the final solution for weight loss.

Answer: false. These are all nutritional myths that consumers commonly believe. With the glut of health information in the media these days — and much of it contradictory or confusing — consumers hardly know what to think about food and health.

Students enrolled in the course "Nutrition and Health: Concepts and Controversies," however, not only learn what the latest contemporary thought is on nutrition and health but how to think about health information they receive.

"This course is the closest students are going to get at the university about how to live the most healthful lives they can," said David Levitsky, the professor of nutritional sciences and psychology who teaches Nutritional Sciences 115. The class is one of the most popular courses in the College of Human Ecology; about 200 students from throughout the university enroll each year.

Levitsky has a reputation for surprising students with information that goes against the grain of mainstream thinking and for frequently jumping into health controversies.

To teach more than the nuts and bolts of basic nutrition, Levitsky uses an interdisciplinary, global approach to his course by addressing contemporary controversies and sociological, political, economic and medical aspects of issues related to nutrition and health whenever appropriate. He'll bring up the promotion, use and dilution of infant feeding formulas in Africa in a discussion about infant protein needs, for example, or the impact of dietary guidelines on the welfare of American farmers.

But he worries that "students are apt to forget much of the material or some of the information may change in the future," Levitsky explained. "So if they can also learn how to sharpen their thinking skills and their ability to persuade using logic, scientific evidence and good writing skills, they will have learned skills for a lifetime."

That is why Levitsky requires his students to use leading-

edge technologies in the pursuit of information. Students must use computers to analyze the nutrient composition of the foods they eat and data bases to do research.

"By requiring us to use computers and by bringing in a lot of controversial economical and political issues related to nutrition, Professor Levitsky really enriches the course with information you'd never get out of a textbook," said Rebecca Warne, a junior majoring in policy analysis.

In a lecture about dietary protein, for example, Levitsky covered the basics — how one's DNA dictates amino acid construction in the body, complete vs. incomplete proteins, how animal and plant sources of protein compare — but he also talked about why astronauts have to exercise in space (to prevent calcium and nitrogen losses that occur without the pressure of gravity), why anabolic steroids are hazardous to one's health (they can cause deadly atherosclerosis), why children who don't get enough protein look like they have "pot bellies" (as the protein levels in the blood slump, water seeps in and causes edema) and more.

Levitsky also pointed out that Americans eat too much protein, particularly from animal sources.

"But we've created an industry around animal protein," he said. "What would happen if everyone started following the contemporary advice of nutritionists? The economic and political consequences would be fairly enormous."

"He makes you realize that there's so much involved in nutrition," said Benjamin Doranz, 19, a sophomore in the College of Arts and Sciences. "But it's hard to see his biases; you have to think these issues through yourself."

"This course is making me more aware of what I eat and is pushing me to reflect about my life and lifestyle," said Kelsey Granville, a junior majoring in facilities planning and management.

As far as the nutritional myths mentioned above: No matter how much vitamin C one consumes, the excess will be excreted in the urine, and scientific evidence still doesn't support the claims that this vitamin can protect against colds . . . Artificial sweeteners have been shown to actually end up causing overeating and excessive weight gain . . . Extra



Don Albern

David Levitsky helps students learn to live healthful lives by teaching them sound nutrition practices.

protein will not help an athlete; most consume too much protein already . . . Dieting may result in temporary weight loss, but the pounds are bound to return unless more exercise and revised eating patterns change one's lifestyle.

— Susan S. Lang

## Angry historian teaches the truth about American Indians

Just in time for the 500th anniversary of Christopher Columbus' discovery of the New World, Cornell students of American Indian history are learning why Native Americans won't be celebrating 1992.

More than 300 students a year — most of them non-Indians — are packing university classrooms for a view of history that is rarely taught in American high schools and colleges. Offered through Cornell's American Indian Program, a division of the College of Agriculture and Life Sciences, the course is the product of one angry historian's research into 500 years of annihilation by people the Indians greeted in peace and friendship.

Students are initially attracted to "An Introduction to North American Indian Studies" by the campus grapevine, which touts Robert W. Venables as a dynamic and impassioned teacher, a professor who's not afraid to profess. Somewhere between discussions of the Conquistadors' holocaust (which from 1519 to 1620 reduced the Aztec population from 30 million to 1.6 mil-

lion) and the Red Diaspora (the result of 19th century U.S. government policies to disperse and resettle tribes), students find that Venables' outrage is contagious.

"The glory of God" was the Europeans' convenient excuse to do what they wanted to do anyway — rape and plunder," Venables insisted in one lecture. "The cruelty of the Spaniards in the 1500s was incredible to describe," he said, launching into a graphic description of the mastiff dogs imported from Europe to tear apart Indian men, women and children.

"The Alamo was just a bunch of white guys on land that didn't belong to them," Venables said, comparing that famous 13-day siege to the little-known, 50-day-long defense of their village by Pueblo Indians in Puaray (New Mexico).

"Until the history books talk as much about Puaray as the Alamo, you are not getting anything more than full-moon history. It's all white and it looks complete, but it's only half the story."

"He sure shouts a lot," said one student

who was still catching up on her notes, 10 minutes into the break in a Wednesday night lecture. "But he gets into things my history teachers never told us about."

She was being polite. Actually, Venables rants and raves. He paces about the room and mutters impatiently when the slide projector doesn't focus promptly; he has, after all, a lot of shameful history to cover.

Venables had just finished describing "The Requirement," a document that Spanish explorers were required by law to read aloud, in order to assert their God-given right to conquer heathens, before landing in a new territory. "The Requirement" demanded that Indians surrender their lands voluntarily or be conquered by "war against you in all ways and manners that we (the Spanish) can."

"They would anchor offshore, read the document in a language nobody could understand — and nobody would come out of the woods — so a notary would witness the reading, and they would go in and take

over," Venables told the class. "You wonder why I get angry about American Indian history? My culture wrote that document, not somebody from the moon."

Venables, as a non-Indian historian, is highly respected in many Indian communities and among Indian educators and tribal leaders, according to Ron LaFrance, acting director of Cornell's American Indian Program and a Mohawk tribal leader.

"He's not talking through some kind of cultural filter," LaFrance said. "When Bob Venables tells you a historical fact, you can believe it."

Word-of-mouth made the course so popular in the fall 1989 semester that the classroom had to be changed two times. Venables co-teaches with the assistance of two American Indian graduate students — Stephen Fadden, a Mohawk, and Carol Cornelius, an Oneida, who often give lectures themselves and meet with students in office hours — as well as visiting lecturers and artists. They emphasize the contributions of Native Americans to fields of human endeavor, from architecture and poetry to philosophy and law.

Venables' view of history is not a narrow one. A typical lecture managed to connect Spanish explorer Francisco Coronado; Hernando Cortes, the Spanish conqueror of Mexico; Wall Street criminal Ivan Boesky; Chief Pontiac, the Indian leader memorialized with an automobile hood ornament; religious reformer Martin Luther; Aristotle; John Major, the Scotsman who argued against enslaving Indians; Bertolome de los Casas and the Bishop of Darien, who debated whether Native Americans should be treated as equals; Adolf Hitler; Karl Marx; Italian political thinker Niccolo Machiavelli; and the English saint and humanist Sir Thomas More.

"You may think you have a wide range of philosophies between Machiavelli and More," Venables challenged the students. "Machiavelli believed that you can do anything because success is measured by success. But what do More's Utopians do when they encounter people who will not trade with them or give them land? They believed that a just war was fought to dispossess people from land they did not use and were keeping others from using."

"It's pretty clear whose side he's on, and I'm not sure I always agree with him," said one student. "I'm beginning to realize there can be even more than two sides to a story. It makes me want to explore this further and make up my own mind."

The angry historian wouldn't object.

— Roger Segelken



Charles Harrington

Robert Venables (second from left) with (from left): Kay WalkingStick, assistant professor of art at Cornell and a visiting lecturer in his history class; Onondaga Indian Chief Irving

Powless Jr. and his wife, Helen; and teaching assistants Stephen Fadden and Carol Cornelius, both of whom are American Indians.

## CUMC performs eye surgery on 106-year-old woman

Doctors at The New York Hospital-Cornell Medical Center performed cataract surgery last month on a 106-year-old female patient, making her perhaps the oldest person ever to undergo surgery.

Clara Bertheim of Manhattan, lively and alert despite her advanced years, had the operation just nine days after her 106th birthday and is recovering at home. Dr. David Abramson, clinical professor of ophthalmology at New York-Cornell, performed the surgery.

Abramson said he hopes that Bertheim will regain her sight in at least one eye by the holidays, leading her to exclaim, "What an incredible Christmas gift that would be!"

Bertheim has had a lifetime of adventures and misadventures worthy of a novel. Born Oct. 28, 1883, just outside of Berlin, Germany, her childhood was filled with music, poetry, animals and sports. It was early on that she developed what became her lifelong love of Shakespeare, German song and the stage, not to mention skiing, mountain climbing and poodles.

In 1907 she married Dr. Alfred Bertheim, a well-known German scientist who, with Paul Erlich, invented the "magic bullet" (one of the first successful drugs) against syphilis. With the death of her husband in World War I came the first of several misfortunes in her life.

Persecuted by the Nazis, she was forced to leave Germany in 1937. Her mother and two sisters were later deported and died in Nazi concentration camps. She went to France and then to America in 1939. She has been living in New York since then.

The death of a son in 1981 produced the second major loss in her life. Her daughter, Madame Lily Paul de Passe, of Paris, France, is now her life's joy. "Now, I have only to live for her," she said.

Madame Paul de Passe, who was with her mother during her surgery and recovery, recounted stories about her mother's incredible vitality, humor and will to live. "Not only to live but to live life to the fullest," she said.

Her mother's one regret was never acting on the stage, she noted, both because of her family's opposition and a nearly lifelong hearing affliction.

Despite her misfortunes, however, Mrs. Bertheim continues "to live life to the fullest," observing "My aim in life is to be positive." She was still skiing in the winter and mountain climbing in the summer into her 50s. She



Clara Bertheim (center), a 106-year-old eye-surgery patient, is examined by Dr. David Abramson, clinical

professor of ophthalmology, as her daughter, Madame Lily Paul de Passe, looks on.

Richard Nadel

still quotes Shakespeare and the classics on demand — and in several languages. She knows the full repertoire of German opera and popular song. And she is anxious to regain her sight so she can continue reading the newspapers and following the current political excitement in Germany.

And nothing deters her, not even her hearing and sight problems. The weekend before her surgery she walked 10 blocks to get her hair done so "I would look good for my operation."

And she shops for herself throughout New York. Last summer in Paris (where she vacations with her daughter), Hermes, the elegant fashion house, made a film about her and included photos in its international catalog. "Being the oldest shopper in New York has its advantages!" she said.

For her 100th birthday party, which coincided with that of the Brooklyn Bridge, she said, "If the Bridge can have a party, why can't I!"

—Jonathan Weil

## Cornell's paper-recycling effort is studied by Harvard, MIT

Cornell Recycles, the paper-recycling program that is cutting the university's waste stream by separating and marketing paper products that can be reused, may become the model for recycling efforts at other universities, including Harvard and the Massachusetts Institute of Technology.

At the same time, Cornell departments are being encouraged to move ahead in the recycling effort by beginning to buy recycled paper for their printing needs. This marks a recent improvement in the price and quality of such supplies.

After an October visit to Ithaca by Harvard officials, Cornell Recycles co-directors Robert C. Osborn and Teresa Hargett gave a two-hour presentation on their program to 90 Harvard administrators and students at the John F. Kennedy School of Government in November. They spent another day advising Harvard on how recycling could be implemented at the Cambridge, Mass., campus.

"Harvard University is even more decentralized than Cornell, with the various schools and colleges operating very autonomously," Osborn commented. "They may choose to implement recycling on a school-by-school basis, and they may have to per-

form more 'source separation' of different kinds of paper."

By comparison, Cornell's paper-recycling program is centrally administered. It is believed to be the first program to achieve near-total recovery of recyclable paper from all classroom, laboratory and office buildings on a large university campus. One key to Cornell's success, Osborn said, was finding a market that would accept mixed paper — rather than requiring Cornell Recycles participants to separate paper by color and type in each building.

Cornell Recycles, which began as a pilot program in the fall of 1988 and had spread across the campus by spring 1989, replaced every campus wastebasket with a pair of containers labeled "Recyclable Paper" and "Non-Recyclable." Paper products that can be recycled are deposited in the larger containers, which are emptied by custodians into special bins at each building. The recyclable paper is collected on campus by a private firm, which separates materials into more than a dozen categories and sells the paper for a variety of uses.

Recyclable paper, which makes up more than half the university's waste stream (by volume), has all but disappeared from trash

bins of academic and office buildings. The program is expected to save Cornell tens of thousands of dollars a year when tipping fees — the charges for each ton of trash dumped in municipal landfills — go into effect in March 1990.

Officials from the Rochester Institute of Technology also have visited Cornell to see how the recycling program works here, and officials from McGill University will visit Cornell in January.

Paper recycling has become an agreeable habit to most Cornell's 9,000 employees, Osborn reported, citing the cooperation of custodians, administrators and everyone with a "Recyclable Paper" container at hand. In the meantime, departments here are being encouraged by the university's Graphic Purchasing unit to consider the supply side of the equation, according to its director, Richard Gingras.

"It doesn't do any good to recycle our paper if we don't buy recycled paper," said Gingras. "We're saying, 'Think about this option because the more we use, the more the suppliers in the area are going to stock. And the more they stock, the more other people are going to want to use recycled paper and that will help to keep the price

down."

Among the departments using recycled paper for part or all their printing jobs are the Center for Environmental Research, the Laboratory of Ornithology and the Cornell Class Programs division in the Office of Alumni Affairs.

Gingras said the price of recycled paper is getting closer to the price of non-recycled stock. Furthermore, the printing-quality problems once associated with recycled paper are being resolved, he added.

Cornell's Center for Environmental Research, which includes the Waste Management Institute, has been using recycled paper for its copying machines and some stationery for about a year and has experienced no problems, according to Susan Merkel, program development coordinator. Initially, the price of recycled paper was about 40 percent higher, Merkel noted, but administrators at CER felt it was important for a research institute concerned with the environment to set an example.

Using recycled paper is "very painless for all of us," said Anne Benedict, director of Cornell Class Programs. "My sense is this will spread very rapidly."

—Lisa Bennett and Roger Segelken

## More waste-management engineers are needed, study finds

Not enough specially trained environmental and waste-management engineers are available to handle the waste-management crisis, a Cornell survey of consulting firms in the United States and Canada predicts.

"Almost all the 51 firms we surveyed project new employment opportunities for environmental and waste-management engineers. The number of students preparing to enter the field of waste management is far from sufficient to meet current and future demands," said Kate Skelton, research director for the Cornell Waste Management Institute, which conducted the survey. The survey was conducted in the spring of 1989 for the School of Civil and Environmental Engineering.

Waste-management engineers plan, design, construct, monitor and solve siting problems for all kinds of waste facilities. These include those for handling solid, municipal, industrial, hazardous, agricultural,

sewage and radioactive wastes.

The Cornell survey, which asked consulting firms about recent and projected hires, salary increases and education requirements, made these findings:

- More than half the firms anticipate hiring up to 10 engineers in waste management in the next two years, and 42 percent project adding up to 10 in the next five years.

- All firms responding to the survey expected that half to three-quarters of new employees in the next five years would be specialists in thermal or combustion engineering — the specialty involved with waste incineration. Forty-two percent anticipate that the majority of new hires (between 76 and 100 percent) in the next five years will be general engineers, and 24 percent indicate that the majority will be environmental engineers.

- In the past two years, 86 percent of the firms had hired professionals in waste-management engineering, with a quarter of the

firms adding more than 50 employees in that field.

- The majority — 60 percent — of new hires in the past two years enter the job with a B.S. degree. In the future, however, 92 percent of firms surveyed said they would seek employees with master's degrees.

- The average starting salary for new hires at the firms surveyed by Cornell was \$27,518 for a B.S. with two years or less experience and \$30,403 for an M.S. with the same experience.

- All firms surveyed indicated that between 26 and 50 percent of new hires would need expertise in the recycling and planning, and that the same proportion would have expertise in business management.

"The demand for waste-management engineers may be even greater than we found in this survey," Skelton said. "We polled only established consulting firms that have already carved out their stable share of the market, and we know we are missing the

many new firms entering the field of waste management and environmental engineering.

"The Congressional Office of Technology Assessment, for example, estimates that in the areas of hazardous waste clean-up alone, the demand for environmental engineers will be 1,200 new professionals each year for the next five years and 2,300 a year for the following five years," Skelton added. "We expect a long-term, increasing demand for environmental and waste-management engineers."

Cornell graduates about 55 students a year in civil and environmental engineering, and this year added a special course on Systems Perspectives on Solid Waste Management to its curriculum. Nearly four dozen colleges and universities in the nation offer waste-management education, a four-fold increase over offerings available only five years ago.

—Roger Segelken

## Chemists should battle 'chemical illiteracy,' Hoffmann says

Chemists should see environmental controversies as an opportunity to learn and to teach, rather than as an occasion for railing against environmentalists, Nobelist Roald Hoffmann told an international meeting of chemists in Honolulu.

Speaking at the opening symposium of the 1989 International Chemical Congress of Pacific Basin Societies, he urged his colleagues to "sublimate your anger against unreasonable environmental activists into an opportunity to teach chemistry."

Hoffmann, who is the John A. Newman Professor of Physical Science, decried some prevailing attitudes among chemists that they do not receive the respect due them.

"We're typed by society, so the complaint goes, as the producers of the unnatural, collectively labeled as polluters," he asserted, adding that, according to some chemists, "We're surrounded by chemophobia, by unreasonable, irrational fear of what we do."

Hoffmann said that, rather than "blowing off steam" against environmentalists, chemists should battle the current, dangerous tide of "chemical illiteracy."

*University research and teaching are inseparable, according to Nobel chemist Roald Hoffmann. For a reprint of his op-ed in the Boston Globe, see Page 8.*

He told the audience that such ignorance among citizens is alienating and that, "If we do not know the basic workings of the world around us, especially that component that human beings themselves have added to the world, then we become alienated. We are distanced from our tools and from the effects of our actions."

"Alienation . . . makes us feel impotent, unable to act," Hoffmann continued. "Not understanding the world, we may invent mysteries, new gods, much as people did around lightning and eclipses, around St. Elmo's fire and volcanic sulfur emissions a long time ago."

"Ignorance of chemistry poses a barrier to the democratic process," he told the chemists. "I believe deeply . . . that 'ordinary people' must be empowered to make decisions on genetic engineering, waste disposal sites, on dangerous and safe plants."

"They can call on experts to explain the advantages and disadvantages, the options, benefits and risks. But experts do not have the mandate; the people and their representatives do."

Hoffmann urged his fellow scientists to develop chemistry courses that are attractive, stimulating and intriguing to a



Don Albern

Roald Hoffmann with a model of a molecule with a tetrahelix geometry, which could be made using copper and iodine.

wide audience. He also suggested that they participate in their own children's classrooms, encourage their local newspapers to have a science page, suggest high school teaching as a career to their students, and write popular accounts of their work.

Hoffmann is the host of a 26-part video series for laymen, "The World of Chemistry," that is scheduled to be broadcast on public television and cable channels beginning late next year.

—Dennis Meredith

## Chemist foresees making unusual molecular shapes

Rings of "bow ties," ribbons of linked triangles and graceful spirals of tetrahedral blocks are among the as-yet-unmade, hypothetical molecular shapes that could be produced by chemists, Roald Hoffmann told the 1989 International Chemical Congress of Pacific Basin Societies.

Hoffmann discussed his calculations of electronic structures that show how a number of exotic molecules that have not yet been synthesized could exist stably. The molecules, which have sheet- or string-like geometries, could prove to be useful as magnets or as electrical conductors, Hoffmann said.

Chemists have made considerable progress in producing plastics that can conduct electricity as metals do. Some such plastics are on the market in batteries and soon will appear as shielding for electronic equipment, "smart" thermal windows and lightning-resistant airplane bodies.

"Some of the molecules I've concentrated on are likely to be made because their pieces already exist, and one can think about extending them," Hoffmann said. "Or else, the molecules are totally new but are likely to be made just because they look pretty."

In the former category, Hoffmann cited a theoretical chainlike molecule consisting of triangular-shaped units of a metal attached to an organic molecule called acetylene. Individual units of this type already have been produced, and studies show that a string of these units made using certain metals would be stable, Hoffmann said.

Such a short string could be folded upon itself to produce a ring of "bow ties," Hoffmann theorized. Hoffmann and his colleagues, former postdoctoral fellow Dennis Underwood and former undergraduate Michael Nowak, developed the theory for these molecules.

In the category of simply aesthetic molecules waiting to be made, Hoffmann cited the so-called tetrahelix. This string of tetrahedrons, or triangular solids, each sharing a face with its neighbor, could assume a gracefully winding, triple-stranded spiral. Calculations by Hoffmann, graduate student Chong Zheng and Harvard physicist David Nelson show that a molecule containing copper and iodine could have the right chemical bonding characteristics to make such a shape possible.

During their research, Hoffmann discovered that artists already have recognized the aesthetics of the tetrahelix. The shape was discovered independently and named by architect Buckminster Fuller. Also, sculptor Ted Bieler had created a large set of three winding tetrahelices for a public sculpture in Toronto.

—Dennis Meredith

## BTI studies show how acidic clouds harm Eastern forests

Scientists have shown for the first time how acidic clouds that frequently shroud high mountain forests can kill red spruce trees by damaging their foliage, thus impairing photosynthesis, and by upsetting their nutritional balance.

The finding constitutes strong evidence that such clouds are killing red spruce trees in the forests of the eastern United States, from Maine to Tennessee, according to scientists at the Boyce Thompson Institute for Plant Research (BTI) here. The scientists found that two key ingredients of acid rain — sulfuric acid and nitric acid — are detrimental to the red spruce and are contributing to forest decline, a slow death of forests at high elevations.

Scientists have long suspected that acid rain, snow, sleet, hail, mist and clouds may cause forest decline in the region, resulting in the death of untold numbers of trees at high elevations over the past three decades.

Jay S. Jacobson, a plant physiologist at BTI, based his finding on five years of controlled field and greenhouse experiments

conducted at the institute. Three scientific papers discussing his research findings are scheduled for publication in early 1990 in the Canadian Journal of Forest Research; the Water, Air and Soil Pollution Journal; and Physiologia Plantarum in Sweden.

"We have demonstrated that sulfuric acid, at concentrations similar to those found in acidic mist and cloud-water, seriously weakens the foliage," Jacobson said. "At high concentrations, it kills the needles outright."

Jacobson found that, while sulfuric acid destroyed the trees' foliage, nitric acid upset the balance of essential nutrients, causing chronic nutritional deficiencies. Nitric acid also may be implicated in the weakening of the tree's ability to cope with frigid winter cold, he said.

According to Jacobson, red spruces growing at low elevations in the coastal areas of Maine and Nova Scotia also are dying possibly because of ground-level fogs that are heavily laced with air pollutants.

Hardest hit are red spruces at high alti-

tudes in the Northeast, including New York's Adirondack Mountains. A dominant tree species in the region, the red spruce is an important commercial tree for the pulp and paper industries. Other kinds of trees, including sugar maples, balsam fir and Fraser fir, also are dying in the Northeast as well as in the southern Appalachians of North Carolina and Tennessee.

Sulfuric acid is formed in the atmosphere when sulfur oxides emitted during the combustion of coal and oil at power plants undergo chemical reactions. Nitric acid, also a major component of acid rain, is the product of emissions from internal combustion engines, such as those in automobiles, and from the combustion of coal and oil.

"These pollutants end up in clouds that envelop trees growing on mountaintops for a good part of the year," Jacobson explained. In field and greenhouse experiments conducted over the past five years, red spruce seedlings were sprayed with acidic mist containing sulfuric acid, nitric acid or both.

The average pH level for cloud-water at high elevations is 3.5, Jacobson said. In his experiments, red spruce seedlings were treated with mists ranging in acidity from pH 2.5 to pH 4.5 for 35 percent of the time during the growing season from June to September. Acidity and alkalinity are measured on a scale of 14, with pH 7 being neutral. A pH below 7 is acidic and above 7 is alkaline.

At pH levels of 2.5 to 4.5, the mist treatment injured the needles, impairing the tree's capacity to manufacture life-sustaining food, Jacobson said. This may hamper it in developing adequate tolerance to freezing temperatures in winter, he added.

"This finding is a surprise, because sulfuric acid from acid rain was shown in previous studies to be harmless to crop plants," he noted.

The red spruce needles died when exposed to high concentrations of sulfuric acid at pH 3 or below, which is 10 times more acidic than pH 4, Jacobson said.

He also found that nitric acid upset the delicate balance of nutrients required by trees for growth and development. Nitric

acid is a form of nitrogen fertilizer for plants.

"All plants need nutrients from the soil to grow. If we give them too much of one nutrient such as nitrogen fertilizer from the atmosphere and not enough of others, the trees would develop chronic nutritional deficiencies, a factor detrimental to the health of the affected tree in the long run," Jacobson explained.

Some scientists theorize that the atmospheric nitrogen fertilizer also may stimulate tree growth well into the fall when the tree is supposed to go dormant in preparation for cold winter months. Continued growth in the fall may jeopardize the tree's ability to survive winter's frigid weather.

However, Jacobson is reluctant to draw such a conclusion. He believes further studies are needed on how atmospheric nitrogen fertilization might affect cold hardiness and on the validity of methods scientists now use for measuring the cold tolerance of affected trees.

"We need to gain a better understanding of the so-called 'electrolyte leakage method' used for measuring the tree's cold tolerance, because the method is not understood thoroughly," Jacobson argued. "It is too early to say conclusively that the atmospheric nitrogen from acid rain affects the cold tolerance."

To determine the validity of the methodology, among other things, Jacobson has just begun a new research project with a \$140,000 grant from the Andrew W. Mellon Foundation. Co-principal investigator in this project is James P. Lassoie, an associate professor of forest science and chairman of the Department of Natural Resources in the College of Agriculture and Life Sciences.

Jacobson's work, begun in 1985, has been supported by the Mellon Foundation, the U.S. Forest Service and the Agricultural Experiment Station at Ithaca. It is part of a larger research effort at BTI to understand the cause of forest decline. Other BTI studies focus on the effects of ozone and acid precipitation on red spruce and sugar maple trees, two commercially important species in the Northeast.

—Yong H. Kim



Don Albern

Jay Jacobson with red spruce seedlings used in his experiments.

## COMMENTARY

# University research and teaching are inseparable

by Roald Hoffmann

Reprinted from the Nov. 5 Boston Globe.

A damaging misconception about modern universities is that research dominates and diminishes teaching. Defenders of the universities argue that the two functions are complementary. I go further: I say research and teaching are, quite literally, inseparable.

A root of the error is thinking of learning in terms of place rather than audience. Places (classrooms, labs, library, carrels) are, indeed, circumscribed. But the audiences of learning (undergraduates, graduate students, faculty, our minds) always shift, overlap and enrich each other, like the colored-glass bits of a kaleidoscope.

As I reflect on the possibility of a separation of research and teaching, I look at my research group. We meet twice a week — four graduate students, four postdoctoral associates and I. One time we talk about the incredible, fertile literature of chemistry, while in the other session one of the people in the group reports on her work in progress. We also ask why marzipan pigs are popular in Denmark, explain to our foreign group members all those football and baseball metaphors in colloquial English, and try to guess who is likely to be the author of those scurrilous referees' comments on our last paper. In these group meetings, half the time I'm giving a monologue; the rest of the time, the hardly-shy rest of this research family speaks. Is that research; is that teaching?

I travel to Stanford to lecture about my work, about making and breaking bonds in the solid state. Ninety percent of the audience consists of graduate students, with a sprinkling of undergraduates. I talk to them. Is that research, is that teaching? I think the answer in both cases is yes. It's research and it's teaching.

## Teaching helps the teacher

Interestingly, I am certain that I have become a better researcher, a better theoretical chemist, because I've had to teach undergraduates. When I began at Cornell, for instance, I thought I knew all about thermodynamics, all those beautiful partial differential equations that related the derivative of A with respect to B to C. But thermodynamics is a subject of great richness, with practical, common-sense roots (steam engines, the boring of cannon) and a mathematical structure of breath-taking sophistication. I had only followed the latter, and hadn't really understood the full empirical

beauty of "thermo" until . . . I had to explain the subject to students without the crutch of mathematical apparatus. The more I taught beginning classes, the more important it became to me to explain. The rhetoric of pedagogy permeated my research.

In the beginning is research or discovery, a gleam of the truth, or of a connection, within an individual's mind. Actually, I've experienced such moments, and so have others, most often not in isolation, but in the course of discourse with another person. Or when I sit down to write a paper, before me the draft or progress report by one of my students.

In fact, understanding already formed in the inner dialogue between parts of me, me and an imagined ideal audience of one, or of a multitude, in the lonely dialogue with the voices of skepticism and self-doubt that are all me, all of me.

## Deeper understanding

In the next stage, the audience expands to my research group. In the process of talking to them, the depth of my understanding of the discovery deepens, takes a stronger hold on reality. Then I write a technical paper. Now my audience is out of my control. Writing is the message that abandons, as Jacques Derrida has put it. I can't grab that removed reader in Poznan or Puna and tell him, no, you must read it that way, and not this way. It has to be all there, in the words with which I struggle. It has to be there — the substance of what I found, and the argument to convince him or her, the absent reader. And I write for that audience from a position of substantive ignorance about them — I don't know their preparation, their level of sophistication, their willingness to work to reach enlightenment! It begins to sound an awful lot like teaching.

The writing of a research paper to me is in no way an activity divorced from the process of discovery itself. I have inklings of ideas, half-baked stories, a hint that an observation is relevant. But almost never do I get to a satisfactory explanation until I have to, which is when I write a paper. Then things come together, or maybe I make them come together.

A technical seminar at another university introduces another audience. Sure, I want to impress my colleagues, claim precedence, power, please real or constructed parents. Many things go on subliminally in the course of any talk. Yet, most of all I want to impart real, significant new knowledge. But the audience includes people of

disparate backgrounds. The organic chemist may not know much about my present loves, which are surface and solid-state chemistry. Depending on their backgrounds, different parts of the audience may attach different meanings to the plain English words at my disposal. There are many graduate students here. I want to teach all, convince all. Remarkably, we can do it, speak to many audiences at the same time. That's what teaching is all about.

## The shifting audience

To me, the steps from a research seminar to teaching a graduate course, then an undergraduate one, are small moves in interacting with the continuous, overlapping spectrum of audiences. In the theater of the mind, the audience is always shifting, never constant. There are different strategies — call them tricks, the stuff of experience — that one applies with these audiences of young people and that one might not try in a research group meeting. But the similarities of pedagogical strategy across the spectrum of teaching/research far exceed the differences.

I wish to argue that the desire to teach others, enhanced by being obliged to teach others, leads to greater creativity in research. The rhetorical imperative operates to make a scientist or scholar examine widely the potential responses (objections?) of his or her audience. Having to teach enlarges one's encounters with real audiences, therefore sharpens the imagined audience one engages in the inner dialogue in the course of research.

As my friend R. Freis has pointed out, following Aristotle, teaching is truly a cooperative art. It works together with the nature of the student as learner, knower, apprentice, in order to bring that nature to its perfection. Teaching is clearly also a rhetorical act. But it is more than mere persuasion, because of the empathetic, reflexive aspect of it being cooperative. The mind that faces up to the problem of teaching a novice something new and difficult cannot possibly avoid using the same strategies in explaining to itself something still more new, more difficult. Which is what people call research.

Much has been written about the ways in which state-of-the-art research enhances teaching. The evidence for a direct link is not clear to me; obviously the meld between teacher and student matters. How else could one explain the tremendous success of the graduates of City College in New York (which 60 years ago had little research ac-

tivity) or the many small colleges that are the baccalaureate source of our best researchers. Nevertheless, I do think that there are certain ways in which education flourishes in the intellectual climate of a major university.

## Living, thinking creature

First of all, it takes little to make a student aware that his instructor is not just reading an old set of lecture notes, but is a living, thinking creature in an active intellectual community. A small comment suffices, along the lines of: "I just heard in a seminar that this law we've been talking about, while in general quite reliable, is not universal. A group at Konstanz . . ." Or, "Incidentally, next week we have a seminar speaker from Harvard, Dick Holm, who is an expert on electron transport by metal clusters in biological systems. Those of you who are interested . . ."

Second, undergraduates take in not only the subject matter of their courses; they are also extraordinarily sensitive to the person of the professor outside the classroom. Do you realize what an effect it has on an undergraduate to go into a library to study on Saturday afternoon, everyone else at the football game, and see there his organic chemistry professor sit for two hours looking through, and taking notes on, the new journals that have come in that week? Or in the course of a summer job to sit in on research group meetings, hear the familylike banter, feel what it is like to learn that you've been scooped, sense the single-minded concentration on the new?

The usual advantages of the active researcher as teacher, often cited, are authoritativeness, proximity to the sources and a sensitivity to what is and is not important in the current state of the science. I think the intangibles, a selection of which was given above, are equally important.

It seems an imperfect system, this concentration of research, scholarly and teaching functions at one place, the research university. It is also an idea that inherently generates stress for the individuals who make it go, with minimal financial encouragement. But what a place! The exciting, tense, productive research setting in which professors do their balancing act, the university, is correctly seen by most students as what it is, the world of mind and hands learning, teaching. Both. I wouldn't want to be anywhere else.

Roald Hoffmann is the John A. Newman Professor of Physical Science.

## CU gives \$18,000 grant to housing program

Cornell will provide an \$18,000 grant to Ithaca Neighborhood Housing Services (INHS) as seed money for its Mutual Housing Association, beginning next year.

For every two dollars donated by local individuals and businesses, the university will donate one dollar. When the challenge is completed in 1992, Cornell's gift to INHS will result in \$54,000 total contributions for the Mutual Housing Association, according to David I. Stewart, director of Community Relations at Cornell.

"These funds will assist the INHS Mutual Housing Association in addressing the affordability, availability and displacement problems in the local rental market," he said. "The alternative that mutual housing provides to renting or owning clearly is one that will benefit many low- and moderate-income families in the community."

Mutual housing offers a middle ground between renting and ownership, combining many of the best features of both, said Dennis Wille, mutual housing coordinator for INHS. Mutual housing associations are democratic, not-for-profit, community-membership organizations that own and develop properties with the sole purpose of providing long-term, affordable housing for tenants. The concept was developed more than a century ago in Europe. In the United States, several large cities such as Boston, Baltimore and Madison, Wisc., have adopted the concept, but Ithaca is one of the first small cities to proceed with mutual housing, Wille said.

Cornell's seed money will help provide construction and engineering funds for the

development of 14 duplex units of mutual housing targeted for low-income households, families and disabled residents. The mutual housing units will be constructed on a seven-acre parcel of INHS-owned land on lower West Hill between Chestnut Street and Floral Avenue, according to Wille.

The MHA is being developed under an agreement among INHS, the city of Ithaca and the Neighborhood Reinvestment Corp. In September, Ithaca Mayor John C. Guttenberger convened a meeting of Cornell and INHS representatives to discuss the concept of mutual housing, the first phase of construction and possible Cornell support, Stewart explained.

"The principles of the association promote long-term affordable housing, security from displacement and the empowerment of residents," Wille said, noting that future MHA residents have been working on committees with INHS, community leaders and government representatives for the past year to shape the future of mutual housing.

"These partners have worked together to develop by-laws, management policies and even the architectural design for the units," Wille said.

Keith Scholes, executive director of Ithaca Neighborhood Housing Services, said that "the Cornell commitment signifies that the university has accepted a major partnership role with Ithaca residents, city government, Neighborhood Reinvestment Corp. and other local institutions to strengthen the Mutual Housing Association and transform the first phase of this model for long-term affordability into reality."

"We are pleased that the university's contribution of seed money can help make the difference in getting local projects and programs such as this off the ground," Stewart said. "It is the university's hope that our voluntary leadership gift will encourage others in the community to pledge their support to the good work of Ithaca Neighborhood Housing Services."

The challenge gift is in addition to the university's annual contribution toward operating costs at INHS. The university was a founding member of INHS and, over the years, has contributed about 10 percent of the agency's annual private support.

Earlier this year, the university donated 50 smoke detectors to elderly, disabled and single-female heads of households participating in the INHS mini-repair program. Last year, Cornell made a \$5,000 challenge grant to INHS. As a result, INHS raised another \$11,729 from other private sources for a total of \$16,729 to help offset the loss of federal funds. Also in 1988, the university granted INHS the salvage rights to the former Cornell Quarters graduate-student housing complex.

Cornell support also comes from the Cornell Tradition, CIVITAS (Cornell-Ithaca Volunteers in Training and Service) and work-study programs that provide students who work at the service.

"This is a model partnership that benefits the community in a time of increasing concern about housing for lower-income neighborhood residents," said H. Matthys Van Cort, director of planning and development for the city of Ithaca.

## Experts discuss outlook for agriculture

About 150 agribusiness people, including bankers and farm suppliers, met here on Dec. 19 to discuss the prospects facing agriculture and the national and state economies.

The outlook for the dairy, livestock, poultry, vegetable, fruit and wine industries and for the grain, feed and farm economies was discussed, according to conference chairman Andrew Novakovic, an associate professor of agricultural economics in the College of Agriculture and Life Sciences.

Speakers included agricultural economists, animal scientists and poultry scientists from Cornell.

Guest speakers were Michael Fleming of the Business Council of New York and Derl Derr, president of the International Institute, a trade group for the apple industry.

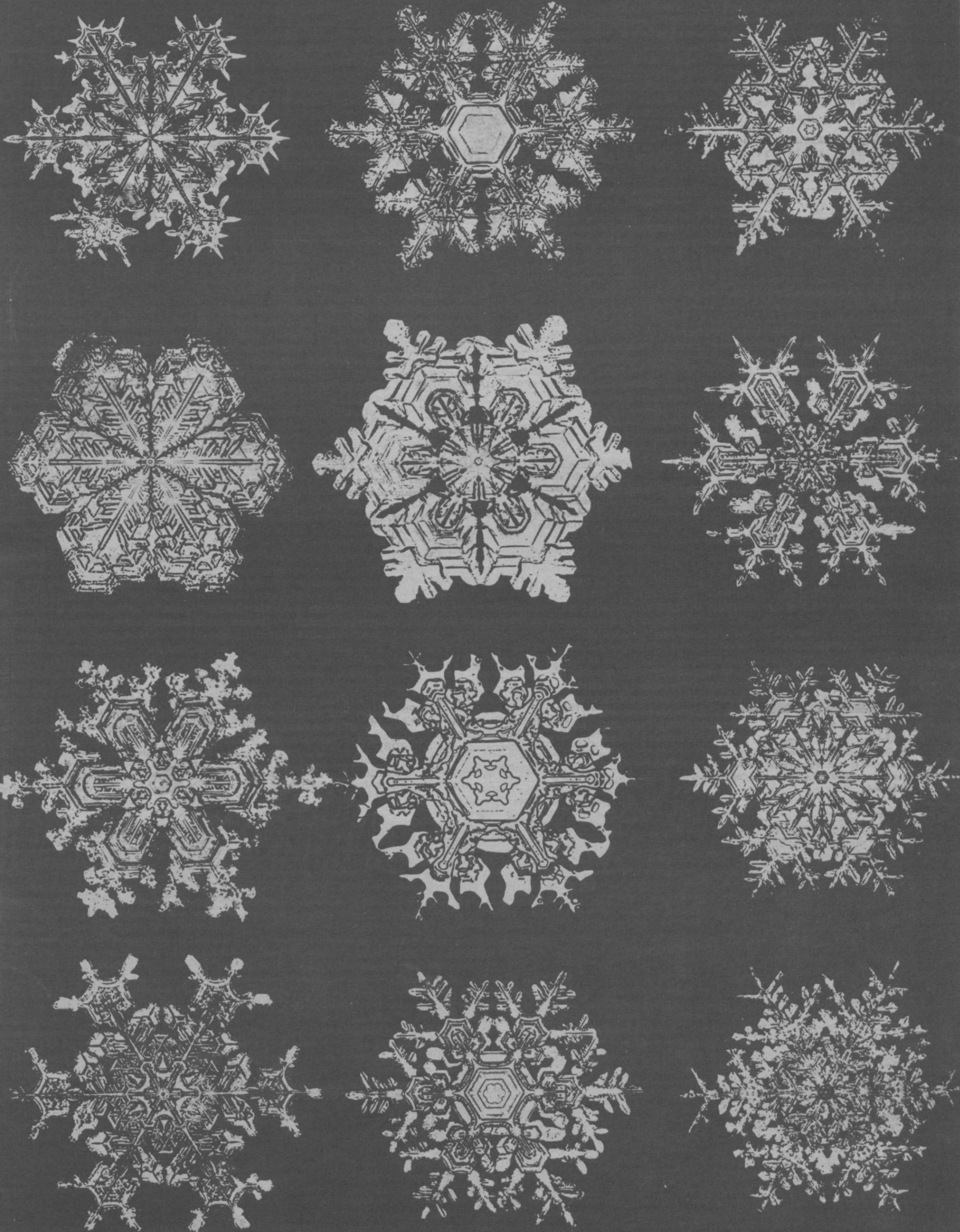
Fleming reviewed the state's economy; Derr discussed "What We Learned from Alar."

The manufacturer of Alar, Uniroyal Chemical Co., stopped selling the chemical domestically this summer amid charges by consumer groups that Alar may cause cancer.

# *Networking Holiday Issue*

Volume 10, Number 21

Thursday, December 21, 1989



*'Sometime during the holiday season, take a moment to gaze into the night sky. Observe the stars and the snowflakes. Observe the beauty.'*

# Holiday Greetings from Your Networking Board Members

The Networking board members would like to extend our individual holiday messages to you the Cornell Community. We volunteer our time, energy and effort to continue providing this community with a publication that is for everyone.

"The holidays are such a brief time. The exchange of gifts, visits and goodwill ought to be but a token of the spirit of giving that lasts year round. As we realize how much we rely on each other, and how intricately woven our society is, we should express that realization through a profound and expressed consideration of each other's needs and concerns. Business and family, individual and

*Judy VanDermark*  
*Robert P. Little*

group, elderly and young - these seemingly disparate groups depend on each other for their own success. Only when each takes up the other's cause, will solutions be found. Looking forward to a year in which we exchange not only greetings, but real and lasting consideration."

"Your contributions and involvement in Networking are the best ways to strengthen our mission. Networking is the one university publication dedicated to the concept of communicating in multi-directions. Plan to communicate with us in the coming year."

"Sincere holiday greetings to all members of the Cornell family from the

*Sigrid Peterson*  
*Theresa C. Pollard*

editorial board of Networking. Holiday is almost synonymous with family. It is proper to remind each other that the main purpose of Networking is to strengthen the concept of family. We do this by emphasizing that each of us plays an important role in the larger family called Cornell."

"Sometime during the holiday season, take a moment to gaze into the night sky. Observe the stars and the snowflakes. Observe the beauty."

"May the joy, peace and happiness of the holiday season be with you today and

*Kathleen C. O'Brien*  
*George Peter*

all through the coming year. We hope everyone has a very festive and safe holiday."

"May the New Year bring even greater success to Cornellians everywhere and bring us all closer together."

"May the lights of this holiday season brighten your way to a happy and healthy New Year."

"May you have the best of everything in 1990."

"On behalf of all of us on the Networking Board may your holidays be filled with serene memories and we will see you in 1990."

*Bernadine Aldwinckle*  
*Anne B. Yose*

## Holiday Greetings from the Cornell Administration

The holiday season is a time for all of us to rejoice and give thanks for our many blessings. At Cornell, one of the greatest blessings, and the one that has ensured the continuing strength of the university over the years, is the skill and dedication of those who serve in the various staff positions.

In this joyous season, I want to salute you and to thank each of you for all you do for Cornell, day in and day out, and to wish you and your loved ones the happiest of holidays.

Frank H.T. Rhodes,  
President

*Frank Rhodes*

My thanks to all for making 1989 an outstanding year for Cornell and my good wishes to all for the Holiday Season and for the New Year.

1990 promises to be busy, productive and full of challenges, it's good to know you will be helping to meet them.

Again, my thanks and best wishes. Enjoy!

Robert Barker  
Senior Provost

*Bob Barker*

The holiday season is upon us. At this very special time of the year, many of us

look back and reflect on the highlights - and perhaps a few difficulties - that have been a part of this unique year. In the end, it appears we've all been blessed in many more ways than we realize. Beyond our campus, the world seems on the edge of a new era of peace. This is a time for family, friends, and good health, three blessings we sometimes tend to overlook, but are most important to all of us.

In the true spirit of the season, I send best wishes for a happy, joyous and safe holiday season and a prosperous new year.

James E. Morley, Jr.

Senior Vice  
President

*James E. Morley, Jr.*

"This holiday season comes at the turn of the decade, when we reflect upon our progress and look toward the new century. During this time of greater perspective, I want to thank you for your many kindnesses, your unnoticed efforts, your patience with each other and your understanding. May these seemingly little gifts brighten each day of the year."

Joycelyn Hart

Associate Vice President for Human  
Relations

*Joycelyn B. Hart*

"One of Cornell's greatest strengths is its diversity - of people, programs, and diversity. The thread of commonality among these differences is the caring, dedication, and commitment which is so much a part of the Cornell community at all times of the year. Thank you for your individual contributions to Cornell's excellence. As this year reaches a close, the staff of Human Resources and I extend our best wishes for your health, happiness and success in the new year.

Lee Snyder

Director, Office of Human Resources

*Lee Snyder*

As the holiday season approaches, we take special effort to remember our family and friends as we prepare for our personal celebrations. It is important to recognize that Cornell's employees, faculty, staff and students, alumni and friends also represent a family that work together to make this one of the world's great universities. I wish to express my thanks for their dedicated efforts during the past year which are so essential in making Cornell University the unique and special place that it is. I wish all the Cornell employees and their families the

very best for the holiday season and the coming new year."

M.C. Nesheim  
Provost

*M.C. Nesheim*

As 1989 comes to a close please join me in taking time to reflect upon the positive changes occurring around the world. May all of us continue to work in sharing hope for peace, joy and happiness here at Cornell and throughout the world.

Dwight Widger

Employee Elected Trustee

*Dwight Widger*

If there were one wish I could make during this season and throughout the year it would be that we all take the time to look around us and appreciate our differences and see that as being very special. And that we find in that diversity peace and serenity. Take a moment and allow other people's worlds to touch yours. Happy Holidays!

Judy VanDermark  
Networking Editor

*Judy VanDermark*

## Safe Winter Travel

by George Sutfin  
Public Safety

Again, it is the time of year for rain, snow, ice and frigid temperatures, which will make walking and driving treacherous. Public Safety would like to help you prepare for winter travel by offering the following tips.

For safe, comfortable walking during the severe weather, a person should wear warm, comfortable, loose fitting clothes, including hat and gloves. Boots should be insulated with flat, treaded soles.

Both the driver and vehicle must be prepared for winter driving. Prior to the foul weather, the vehicle should be checked to make sure the following are in working order: Electrical system, brake system, tires (good snow tires or all season), exhaust, heating and cooling systems and windshield wipers and washers. The vehicle should contain a winter driving kit consisting of:

- Tire chains
- Snow shovel
- Extra clothing
- Traction mats
- Ice scraper-snow brush
- Booster cables
- Flares
- Bag of abrasive material
- Flashlight
- Blanket
- Cloth or paper towels

Drivers must prepare themselves both mentally and physically. Mentally, they should be prepared to leave early and be alert at all times. The driver must dress comfortably and avoid bulky or tight clothing that will restrict movement.

The most important driving technique is to slow down and use caution. Acceleration and braking should be slow and smooth.

For more information, you may attend one of Public Safety's Safe Winter Driving Seminars or contact the Crime Prevention Unit at Public Safety. Any group interested in scheduling a seminar should also contact this unit at 255-7404.

## Cornell After Hours: Peggy John

By William Herman

Peggy John believes she might be the queen of the part-time jobs because of the variety she has held. Her part-time jobs include beginning in 1967, measuring tree growth by the day and counting voles in Fernow Hall; then in 1976 in Olin Library proofreading LaFayette's letters; running a conference; coordinating a history program; editing a book; and generally doing what ever needed to be done around the office at the New York Historical Resources Center.

At home she enjoys writing - a little of everything - poetry, children's stories, magazine articles, plays, short stories, and one of her favorite things, mysteries. Not the "tough-gangster-blood-and-guts type," not the "English-tea-and-corpses-in-the-drawing-room type," but what Peggy calls "what if" stories about rather ordinary people.

What if you won the lottery? What if an honest cabbie finds a purse in his taxi and has trouble returning it? What if a new restaurant has someone drop over right in his dinner? What if your computer starts talking back?

These are all plot themes for TIMEKILLERS, stories that Peg had written and that her friend and partner Joe Leeming reads on audio cassette tapes. "I like how the stories sound when Joe reads them; he has a deep authoritative voice and doesn't try to overdramatize the conversations."

The stories don't have a mastermind detective or a sweet old lady sleuth; the plot itself unfolds and moves along to a solution. "I have a son-in-law who can think up plots faster than I can write them down - he's wonderful!" says Peg.

She credits her Irish background for her story-telling and gift of gab that show up in extensive of dialogue in her stories. She also credits her encouraging family for urging her on.

Her husband Jim teaches at Cornell and four of their six children are graduates. One renegade graduated from Yale and the youngest has just begun at Cornell. More time to write? She hopes so. She doesn't like to miss out on some of her other favorite activities - the Service League and FISH - but she does have two

more TIMEKILLERS in the works.

"If the tapes relieve the boredom of a long car trip or the misery of cleaning the oven or, if you're safely tucked in, they put you to sleep, I'm happy," she says.

Incidentally, TIMEKILLER tapes make excellent gifts for any occasion. Look for them at your favorite bookstore.



Peggy John

Photo by Sigrid Peterson



### Cornell Meet Your Employees...

Networking Roving Photographer Asks:

## "What are you looking most forward to in 1990?"



**Lisa Dyer**, "My daughter, Jenna Rae's first birthday and taking a trip to Florida in April."



**Debbie Scott**, Accounting/RPU  
"Spending more time with my daughter, Amber."



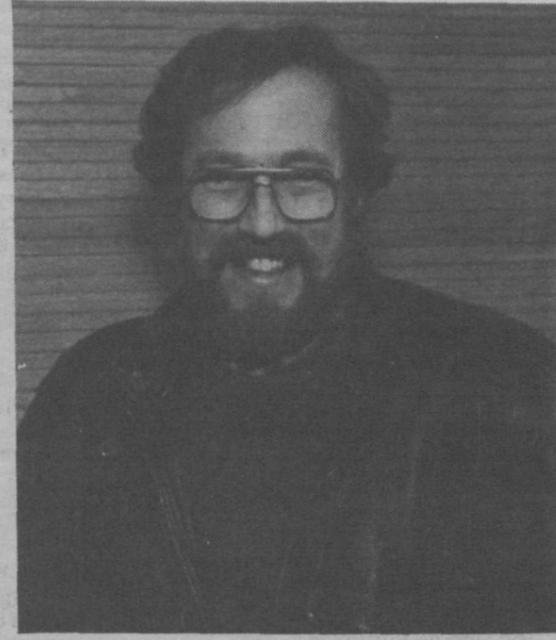
**Donna Coye**, Res. Life/North Campus  
"Enjoying youth, as my daughters leave the nest and join the real world."



**Laurie Howe**, Dining Services  
"Looking forward to my fiance graduating from Cornell in May, and setting a wedding date!"



**Andrea Petersen**, Res. Life/North Campus  
"Watching my four year old daughter, Alexa, develop as she grows from an infant to a toddler."



**Charles Sumner**, Family Housing  
"Certificate of occupancy at Maplewood Park."



**Terry VanZile**, Bear Necessities/RPU  
"Making lots of money and less grey hair."



**Don Scanlon**, Res. Life/North Campus  
"One more year closer to retirement."



**Mindy Tollner**, Unions & Activities/RPU  
"The start of the New Year - just knowing it's a new one."



Photographer: Doug Hicks  
Reporter: Judy VanDermark

## Help Protect Our Campus Trees



**By George Sutfin  
Cornell Public Safety**

Cooperation of everyone in and around the Cornell community is being sought again this year to prevent the destruction of decorative evergreens on campus. Each year around holiday time these valuable trees are cut down by individuals to be used as their Christmas tree. Many of these trees are valued in the hundreds of dollars.

There are numerous places in the area to purchase trees and the cost is minimal compared to the expense and embarrassment of being caught in possession of a stolen tree. The Department of Public Safety encourages anyone who sees a tree being cut down, or knows or suspects that one has been cut down unlawfully, to call Public Safety at 255-1111. All information will be kept strictly confidential.

The theft of trees is a violation of both civil and criminal laws, as well as the University Judicial Code.

Computer Art by Diane Semple

## Employee Spotlight

**By Kathleen O'Brien**

This issue's Employee Spotlight will delve into not only what the employee's duties are, but some of the outside interests as well.

For nine years, this employee has been employed in various sections in the Office of Human Resources. For three years, Cindy Fitzgerald, research aide, has worked for the Compensation section in the Office of Human Resources assisting in the development of salary improvement programs, running surveys and assisting universities nationwide, as well.

Cindy's duties involve answering general Compensation questions, conducting surveys for Cornell as well as participating in those from other universities, analyzing the survey results, and helping out with the Cornell Employment News and Networking in her 'spare' time.

Cindy has to be able to interpret the survey data to come up with readable results. This involves using and developing Lotus and SAS programs, knowledge of statistics, and keeping her sense of humor. Cindy talks to other

universities all over the country and communicates with other organizations, and answers questions.

Now for the burners! Cindy stated, "I turn sweaters!" Angora wool (when you raise the term is wool, not felt) (called harvests).

For a spinner to get at least 2' long. "Angora is warmer than sheep's wool."

"The amount of garment is determined by the outside garment you are making. For a garment inside, you would use a lot more of Angora wool!"

Cindy had some she'd spun using Angora and it was very soft sweater almost did not own.

Angora wool is not used in a knitting machine because of its 'fuzzy' qualities. Getting clogged up.

## Registration for Extramural Study

Through the Office of Extramural Study, you can register to take a Cornell course during the 1990 spring term.

Registration is Monday, January 22 and Tuesday, January 23.

The Office of Extramural Study makes available the extensive course offerings of the university to employees and area residents who are interested in taking a course for their own interest and advancement and who are not enrolled in a Cornell degree program.

With department approval, regular full-time and part-time nonacademic employees of Cornell may enroll in on-campus courses and have tuition waived for up to four credits. Application forms are

available in the Extramural Study Office, B12 Ives, and in the Training and Development Office, 107 Day Hall. Application forms must be completed prior to registration.

The instructor and the employee's supervisor and department head must sign the form. Some colleges have additional requirements for registering in their courses. Employees are encouraged to pick up the application form as early as possible to allow time to complete these steps.

For more information, come to B12 Ives Hall or call 255-4987.

## Nutrient Analysis Laboratory (Alias The Spec Lab) Pomology

**By Kathleen O'Brien**

How many individuals, do you suppose, know that there exists on campus, a laboratory that tests different types of materials (blood, feces, leaf matter or concrete) for nutrients and other elements?

Did you also know that from late August to late January, boxes and envelopes containing leaves from fruit plantings throughout the country parade into the Pomology Department's Nutrient Analysis Laboratory for fertilizer recommendations?

Elizabeth (Beth) Babcock is the first person encountered along the route that samples, such as leaves, will take. Beth codes the samples, oversees the grinding, and weighs them on a Metler balance.

The amount of sample to be used depends on the particular analysis

requested by the client. Beth also does the billing and enters the grower's name, address, variety, date of arrival, etc. in the computer.

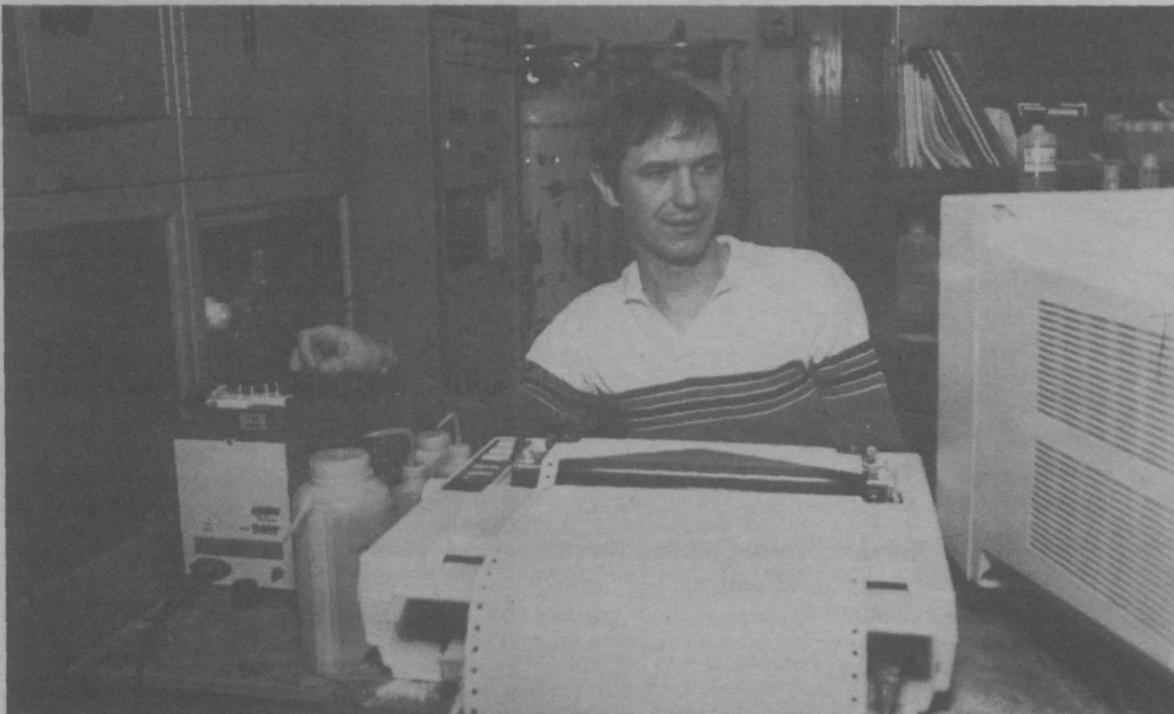
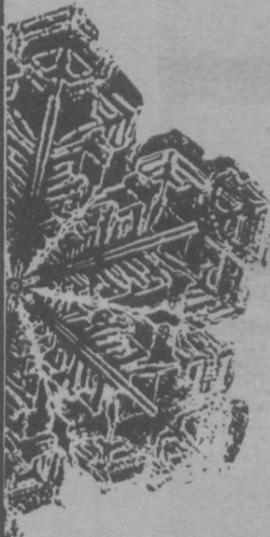
Bonnie Lucas then prepares the sample for either nitrogen analysis or inductively coupled argon atomic emission spectroscopy (ICP) analysis. For nitrogen analysis, sulfuric acid is placed in the test tube containing the ground sample; for mineral analysis, peroxide and hydrochloric acid are used.

The ICP is a complex machine which contains a fire-like plasma which is as hot as the surface of the sun (20,000 degrees F). The plasma ionizes the sample and causes the elements to emit specific wave lengths of light. The light is then separated by a defraction grating (similar to a prism) and a photomultiplier tube detects the light and emits a voltage. This

voltage is read by the computer and converted to the concentration in the sample.

After analysis, the sample is no longer needed but the information generated goes to the lab's computer programmer, John Edelman. John develops and writes programs to provide fertilizer recommendations for growers, researchers and extension agent based on the submitted samples.

John receives input from various individuals on how they need the information presented, writes the programs, tests them, and then rewrites them if necessary. The computer system he uses can make a specific recommendation depending upon predetermined internal calculations in the data base program.



Mike Rutzke



John Edelman

# Cindy Fitzgerald

country.  
community  
employees

es, bunnies. As  
gora bunnies into  
ies shed their  
gora bunnies the  
times a year

fiber it must be  
wool is 7 times  
Cindy stated.  
wool used in a  
its use. For an  
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es of the fibers  
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commended for  
because of its  
gears, etc.

Now, just how many colors Angora rabbits can there be? Well, if you are going for color - solids: black, blue, chocolate, lilac, opal lynx, cinnamon, etc.; other- chinchilla patterns, himi-point (like a Siamese cat); etc., etc., etc. Of course if you can't find a natural color wool, it can be easily dyed.

Cindy has been known to purchase an Angora rabbit sight unseen, have a friend enter it in a show, win and then be on hand at the airport to pick up the rabbit. Now, what else does this busy lady do? How about raising champion Belgian Malinois dog? If you want to know about those, ask her!

Involved, knowledgeable, and great to talk to - this Cornell is one of your employees!

Networking needs your support (GENEVA AND OTHER CORNELL LOCATIONS - ARE YOU LISTENING?), 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!



Cindy Fitzgerald

## Recipes and Timesaving Hints

Any recipes or timesaving hints that you would like to share with our readers would be appreciated. Please send any ideas to Barbara and Nancy, Public Affairs Records, 83 Brown Road.

### Lemon Chicken Garlic

- Boneless Chicken One-quarter Cup
- Flour
- 3-4 Large Cloves Garlic Thinly Sliced
- 1-2 Eggs Beaten
- one-quarter to one-half cup Olive Oil 1
- Lemon for each

### Seasoned Bread—Cracker Crumbs Chicken Breast

Slice chicken into strips 2' wide, heat oil in frying pan and saute garlic over low heat until brown. Remove garlic. Dip chicken pieces in egg, flour; egg and crumbs. Add to oil and fry until golden brown. Remove, drain and squeeze lemon over chicken.

### Never-fail Chocolate Fudge

- 5 Cups Sugar 1 13 oz. Can Evaporated Milk

- one-quarter pound butter 1 13 oz. Jar of Marshmallow Fluff
- 1 tsp. Salt 1 tsp. Vanilla
- 2 Large (12 oz. packages) Chocolate Chips

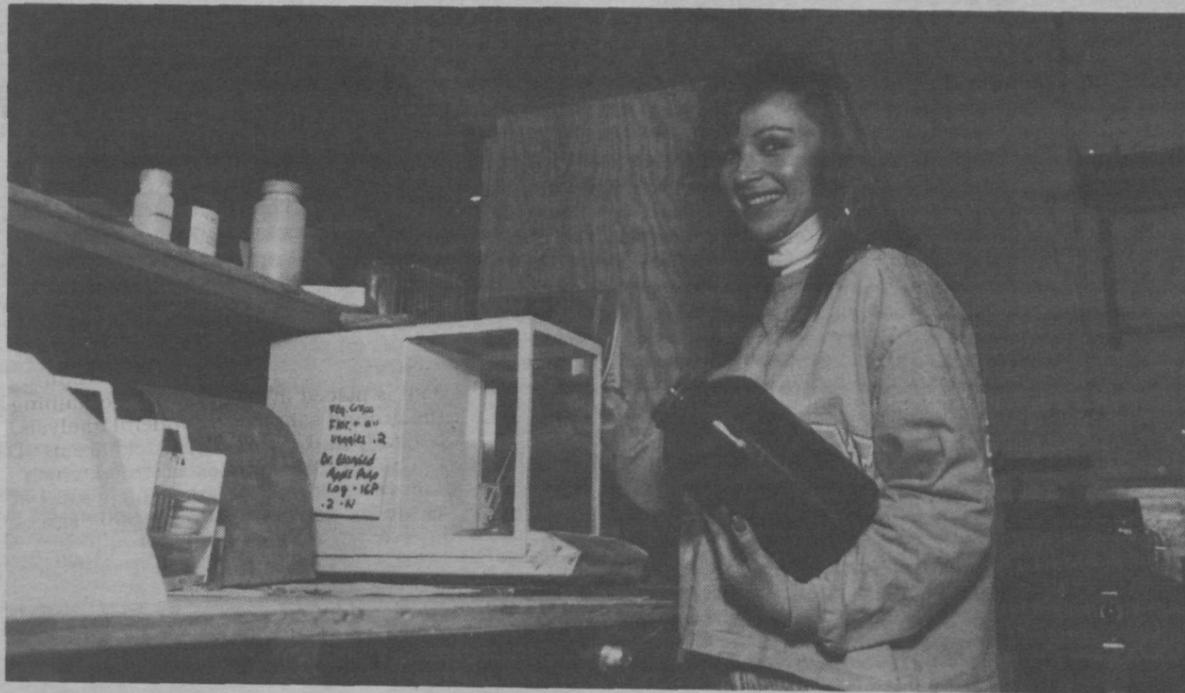
Combine first 5 ingredients in 4 quart sauce pan. Stir over medium heat until blended. Bring to boil over medium-high heat and continue boiling for 5 minutes. Do not mistake escaping air bubbles for boiling. Over cook rather than under cook. Remove from heat. Stir in chocolate chips and vanilla until chocolate is melted. (add chopped nuts if desired) Pour into 2 buttered 9x9' pans and cool. Yield approximately 5 lbs.

# Technology Department

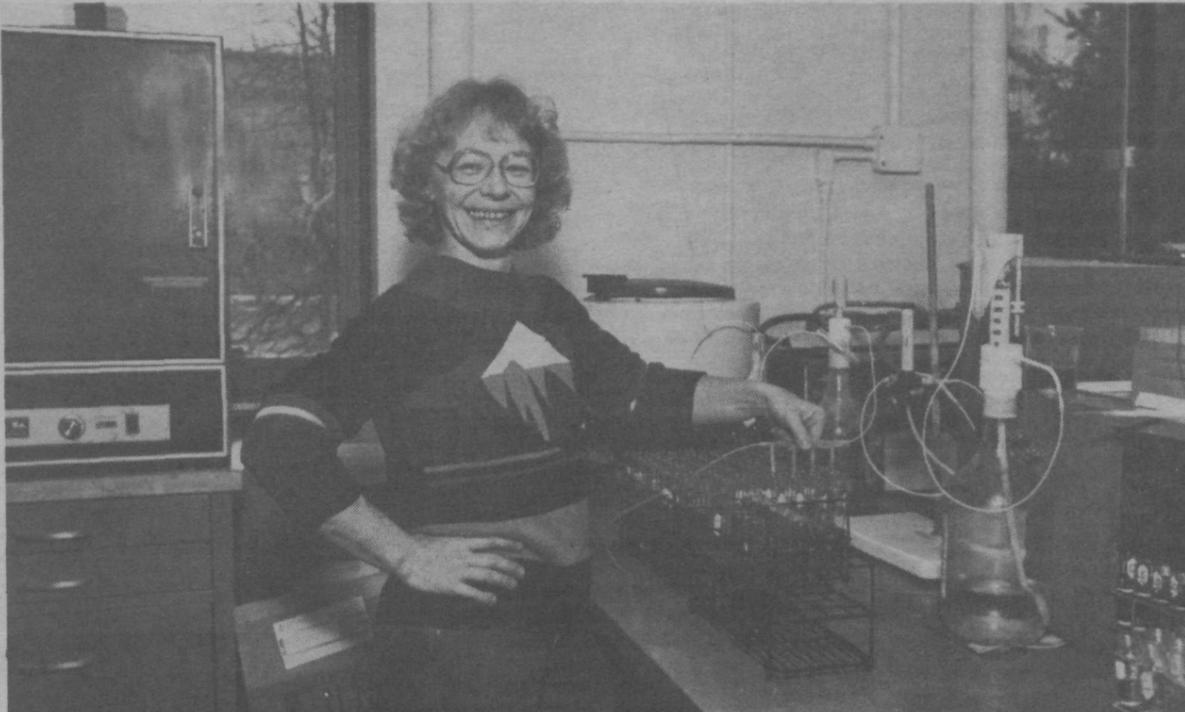
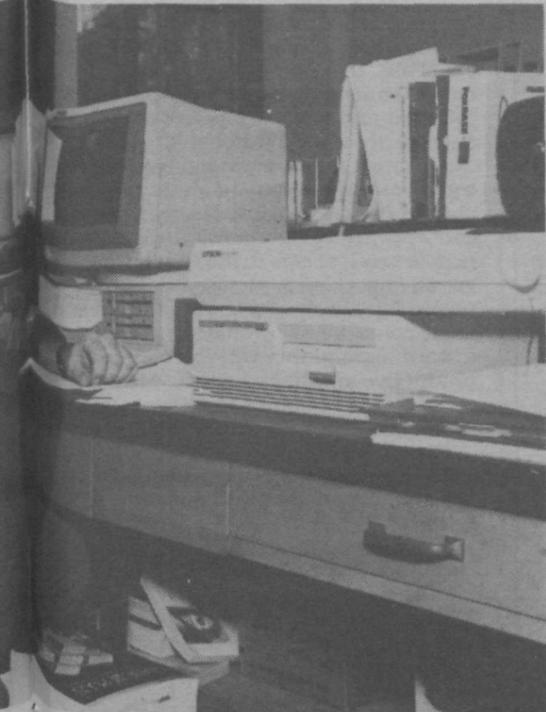
For unusual analyses Mike Rutzke, the lab manager, provides assistance. Materials that have been analyzed include: oil (to determine how it was formed), concrete and cement, and enzymes. Mike also assists the Chemistry Department's graduate students in quantifying information from their secondary Ion Mass Spectrometer.

As Mike explained, "People come to this lab because of the personal attention and communication between the analyst and the person submitting the sample. Our expertise is helpful in the design of researchers' projects."

So, if your tree or grapevine need fine-tuning, consider a plant analysis to find out which nutrients may be deficient or excessive. It couldn't hurt!



Beth Babcock



Bonnie Lucas

# Returning to the Classroom

By Valerie Sellers

The prospect of returning to the classroom can be exhilarating, but also intimidating. What class should I take? Does it have to be job-related? How do I register? How do I know if I can handle the work? What if my supervisor won't support my taking a course? Do I have to pay for the course if I don't pass? Will Cornell pay for a course I take at TC3?

These are just some of the many questions employees find themselves asking when they are thinking about returning to the classroom. While it is impossible for me to answer all of the questions you may have in this one column, let me touch on some of the basics for registering in classes at Cornell. What may feel like an overwhelming process can be quite manageable if broken down into steps.

**Step One:**  
Call the Extramural Study Office at least three weeks prior to the start of a semester to request registration materials, including a course roster and a Course of Study. The course roster will tell you what courses are being offered and the Course of Study will give you course descriptions. At the very start, speak to your supervisor to request support for taking a course.

**Step Two:**  
Select several courses that are of interest to you. They may either serve to improve or maintain your current job skills, help you pursue a formal education program, or you may simply want to take them for the joy of learning something new.

**Step Three:**  
Contact the instructors of each the courses you are interested in. Ask for a course syllabus. Review your academic background with the instructor and ask for feedback as to whether you are adequately prepared for the course work.

**Step Four:**  
Select your course of preference and review your selection with your supervisor. You may need to discuss arrangements for making up time away from the work, if your supervisor feels that time away from the office may adversely affect your department's operation.

**Step Five:**  
Read through the Extramural Study brochure and employee application form for information pertaining to rules, regulations, deadlines, etc.

**Step Six:**  
Register!  
Still not sure? There are some other resources that can help you. If you would like one-on-one counseling or would just like to have a specific question answered, contact the Extramural Study Office at 255-4987 and ask for continuing education counseling assistance. For information pertaining to study at other colleges or universities as well as career development counseling, contact the Training and Development Office at 255-7170. (If you are considering taking a course at another college, it would also be helpful to consult representatives of the continuing education office at that specific college and ask for information regarding registration for part-time, non-matriculated study.) And finally, if you would like to participate in a formal workshop preparing employees for returning to the classroom, watch for the 'Returning to the Classroom,' a workshop offered through the Office of Training and Development in January.



## Congratulations to All Recent Transfers and Promotions



Sketches by Marcia Eames-Sheavly

- |                     |                        |                    |                        |                     |                        |
|---------------------|------------------------|--------------------|------------------------|---------------------|------------------------|
| Lynne Abbott        | Adult University       | Richard Grant      | Hotel Administration   | Kim Phelps          | Telecommunications     |
| John Ackerman       | University Press       | Katherine Gray     | Cash Management        | Karla Pickett       | Diagnostic Lab         |
| Larry Albro         | Statler Hotel          | Deborah Grover     | Dining Services        | Alan Pierce         | Nutritional Science    |
| Renee Alaimo        | Financial Planning     | Henry Hansteen     | Nuclear Studies        | Geraldine Pinkham   | Appl & Eng Physics     |
| Catherine Alvord    | IPR                    | Sharon A. Harris   | CIT                    | James Putnam        | Poultry Science        |
| Paula Andary        | Poultry Science        | Mary Hartley       | JGSM                   | James Quiggle       | CIT                    |
| Laurie Arnold       | Campus Store           | Cheryl J. Hartz    | Johnson Museum         | Vivian Rappleye     | Accounting             |
| Karen Atkins        | Health Services        | MaryBeth Healy     | Bursar's Office        | Sharon Ray          | University Libraries   |
| W. Ronald Babuka    | CIT                    | William Herman     | CU Transit             | Jean Reese          | Residence Life         |
| Carla Bahn          | University Libraries   | Albert J. Hile     | Facilities             | Richard Rice        | Nuclear Studies        |
| Chris Bailey        | Accounting             | Bonnie Hilliard    | CHESS                  | Katherine Roberts   | ILR                    |
| Judith Baker        | CIT                    | Cheryl Hine        | Biotechnology          | Marvin Roberts      | Grounds                |
| Linda Bancroft      | Campus Store           | Josephine Holly    | Campus Store           | Mark Rondinaro      | Nuclear Studies        |
| Kathy Barbieri      | Theory Center          | Gerald Hone        | Statler Hotel          | Mary Roth           | CRSR                   |
| Neva Barham         | Bursar's Office        | James Honness      | CIT                    | Claire Rudnick      | University Libraries   |
| Cherylene Barrett   | Facilities             | Laurie J. Horner   | University Libraries   | Lynnette Rumsey     | Facilities             |
| Lori-Jan Barton     | University Development | Jay Howell         | CIT                    | Jolene Scaglione    | Registrar              |
| Cheryl Baudenistle  | Health Services        | Joseph Hughes      | University Development | Katherine Schaubler | Maintenance & Svc Op.  |
| Jennifer Beardsley  | Residence Life         | Eugenia Hurme      | University Relations   | Katherine Scheuer   | University Press       |
| M. Benjamin         | Financial Aid          | Juan P. Infante    | University Libraries   | Josef Schmidt       | Nuclear Studies        |
| Richard Bennett     | Statler Hotel          | Ellen Ingersoll    | University Libraries   | Louise Schulden     | CIT                    |
| John D. Black       | Law School             | Roger Jagoda       | CIT                    | Mary Sczepanski     | Assemblies             |
| Regula Boothroyd    | Chemistry              | Norma Jayne        | Financial Aid          | Kathleen A. Seamon  | Statler Hotel          |
| Jean Bordenet       | Construction Mgmt      | Bonita Johnson     | Vet Central Facilities | Michele Second      | Dining Services        |
| William Brangan     | Nuclear Studies        | Frederick Jones    | CIT                    | Rheta Shepardson    | Statler Hotel          |
| Susan Bristol       | Unions & Activities    | Sherri Jones       | Alumni Affairs         | Frances Shumway     | Alumni Affairs         |
| Kelly Brower        | Biological Sciences    | Lynne Jordan       | Admissions             | Paula Sidle         | University Development |
| Carol Bruno         | Statler Hotel          | Tami Jordan        | NAIC                   | Mark Sincock        | CIT                    |
| Lisa Bruno          | Statler Hotel          | Debra Kastenhuber  | Sociology              | Amy Sindone         | Admissions             |
| Wendy Bursh         | JGSM                   | Kathleen Kearns    | University Press       | Commie Smiley       | Dining Services        |
| Tammy Butler        | Animal Science         | Joan P. Keith      | Campus Store           | Karen Smith         | University Libraries   |
| Rena Caldwell       | Statler Hotel          | Kimberly Kern      | Performing Arts        | Malinda Smith       | COSEP                  |
| Mark Cardin         | Statler Hotel          | Lynda Kiester      | Statler Hotel          | Rebecca Smith       | Facilities             |
| Marianne Carpenter  | CISER                  | Mary Knapp         | JGSM                   | Rebecca Smith       | CIT                    |
| Audrey Celentano    | Dining Services        | Sharon Krellner    | Geneva                 | Susan Snyder        | Hotel Administration   |
| Timothy Ceurter     | Grounds                | Kim Kuno           | University Development | Michael Stevens     | Nuclear Studies        |
| Scott Chapman       | Nuclear Studies        | Shirley Kupst      | CIT                    | Susan Stevenson     | Sociology              |
| Karen Chimento      | Campus Store           | Beth Lamb          | Career Center          | Ricky Steward       | Mann Library           |
| Sue Christofferson  | Diagnostic Lab         | Randall Lane       | Engineering            | Susan Stolov        | Chemistry              |
| Janet Christopher   | Ornithology            | Elaine LaRocque    | Sponsored Programs     | David Stoner        | Statler Hotel          |
| Kelly Clarke        | Bursar's Office        | Ralph Lobdell      | Nuclear Studies        | James Storelli      | CIT                    |
| Pamela Coil         | Neurobiology           | Billie Lott        | Romance Studies        | Paula Sullivan      | Bursar's Office        |
| Sally Compton       | University Development | Patricia Luccioni  | Geological Sciences    | Patricia Swartout   | Anatomy                |
| Janice Conrad       | University Development | Sally Mancil       | Neurobiology           | Mary Sweetland      | Animal Science         |
| Carrie Corbin       | Trustee's Office       | Jeffrey Mangus     | Nuclear Studies        | Russel Swick        | Dining Services        |
| Barbara Corradino   | Arts & Sciences        | Judith Mangus      | Residence Life         | A. Swisher-Williams | Accounting             |
| Jesse Cortright     | Statler Hotel          | Kristine Marsh     | Natural Resources      | Karen Sykes         | Traffic Bureau         |
| Jacqueline Cosgrove | Statler Hotel          | Kelly Masonic      | Animal Research        | Susan Taggart       | Residence Life         |
| Glenn Cotterill     | Facilities             | Katherine May      | Environmental Research | Daniel Talmadge     | University Libraries   |
| Howard Crum         | Residence Life         | Karen Mayne        | University Development | Reva Teeter         | Ornithology            |
| Rebecca Dana        | Unions & Activities    | Sandra McCabe      | Public Affairs         | Tammy Terwilligar   | University Development |
| Cynthia A. Daniello | Equine Drug Testing    | David McGraw       | Nuclear Studies        | Cheryl Thompson     | University Development |
| Pamela Davis        | Nuclear Studies        | Roxanne McHugh     | Dining Services        | Tina Thompson       | Animal Science         |
| Vicki J. Davis      | CIT                    | Martha Miceli      | Unions & Activities    | Tracey Thompson     | Bursar's Office        |
| Donna-Lyn Decker    | Campus Store           | Mary Jane Michaels | Engineering            | Teresa Thresher     | Economics              |
| Luis Del Rosario    | Dining Services        | Joann Milks        | Physics                | Donna Thurman       | Health Services        |
| Maryann DeMarco     | Health Services        | Jeanne Miller      | JGSM                   | Lori B. Todd        | Media Services         |
| Debra Denman        | Telecommunications     | Catherine Mink     | Engineering            | Mindy Tollner       | Unions & Activities    |
| Susan Detzer        | Public Affairs         | Arthur Mintz       | CIT                    | Linda Tompkins      | Dining Services        |
| Denice DiPietro     | Hotel Administration   | Resa Monticello    | Academic Programs      | Richard Truitt      | Public Affairs         |
| Sherry Dodge        | Diagnostic Lab         | Joanne Moore       | Theory Center          | Kenneth Tryon       | Nuclear Studies        |
| Pamela Dollaway     | Athletics              | Alison Moore       | Graduate School        | Gary Tucker         | Statler Hotel          |
| Diane Downing       | Mathematics            | Kurt Moore         | University Development | Susan Ulrich        | Summer Session         |
| Dawn Drost          | Public Affairs         | Rosie Moore        | Statler Hotel          | Gwen Urey           | Mann Library           |
| Susan Dubreuil      | Dining Services        | Amin Moslehi       | Statler Hotel          | Jane VanDerzee      | Campus Planning        |
| Debra Dwyer         | Animal Science         | Kathleen Mospan    | Mathematics            | Linda VanDyke       | Building Care          |
| Lisa Dyer           | Residence Life         | M. Mountain        | Law School             | Barbara Warner      | Graduate School        |
| William Edwards     | Nuclear Studies        | Cheryl Muka        | Johnson Museum         | Jill Welch          | Public Affairs         |
| Thomas Erickson     | CIT                    | Rosanne Murphy     | CIT                    | Francine Whitted    | Plant Biology          |
| Mark Fabrizi        | Arts & Sciences        | Frederick Myers    | Public Safety          | Margery Wilson      | CIT                    |
| Kimberley Fassett   | Admissions             | Ursula Nanna       | Vet Pathology          | A. VanWinkle        | Ornithology            |
| James Ferguson      | Vet College            | Teresa Natoli      | Neurobiology           | Kristen Wright      | Geological Science     |
| Terence Fernon      | CU Transit             | Richard Nichols    | Athletics              | Joy Veronneau       | CIT                    |
| Ruth Finnis         | Health Services        | Carolyn O'Brien    | Statler Hotel          | Steven Ward         | Public Affairs         |
| Margaret Fluman     | CIT                    | Carolyne O'Donnell | Maintenance & Svc Op.  | Mary Weber          | Summer Session         |
| Cynthia Ford        | University Libraries   | Deborah Oplinger   | Accounting             | Thomas Weyer        | CIT                    |
| Debra Fox           | Operations Research    | Heidi Ostrander    | Facilities             | Lynnette Whitmarsh  | Statler Hotel          |
| Marva Francis       | Campus Affairs         | Mary Ott           | Investment Accounting  | Lisa Wilcox         | Unions & Activities    |
| Cynthia Frazier     | CIT                    | Letha B. Padgett   | Geneva                 | Robert Wilkinson    | Public Affairs Records |
| Dennis Frederick    | CIT                    | Robert Paratley    | Vet Virus Research     | Robert Willits      | Hotel Administration   |
| Nancy Frederick     | Arts & Sciences        | William Passmore   | Johnson Museum         | Yvonne Wilson       | Statler Hotel          |
| Rosemary French     | Physics                | Michael Patten     | Dining Services        | Diana Wixson        | Patents & Licensing    |
| Deborah Friends     | CIT                    | Sheila Patterson   | CIT                    | Deborah Wood        | Ornithology            |
| Kenneth Gabard      | Arts & Sciences        | Karen Pearson      | CIT                    | Doralee Wooding     | Arts & Sciences        |
| Billie Gabriel      | CIT                    | Leilani Peck       | Financial Planning     | Jacqueline Wright   | University Development |
| Surrinder Ghangas   | CIT                    | Kenneth Pendell    | Neurobiology           | William Young       | CIT                    |
| Penny Givin         | University Relations   | Irene Petito       | CIT                    | Edward Zieba        | University Libraries   |
| Robert Gombas       | CU Transit             | John Petrillose    | Campus Store           | Eugene Ziegler      | JGSM                   |
| Jean Gortzig        | University Development |                    | Dining Services        | Miriam Zubal        | Public Affairs         |
| Joel Govostes       | Ornithology            |                    |                        |                     |                        |

## Leaderships Leads: There are Basics

**By George Peter**  
Quite often this column has quoted some of the accepted experts on the subject of leadership. Kenneth Blanchard, Tom Peters, our own Professor Jim Maas, Warren Bennis and Burt Nanus are some of the names that come to mind. Recently, I was praising Tom Peters to a friend. The friend wasn't that impressed with the man. His response was, "It's easy to tell someone how to be a good leader but it is another thing to be one." He pointed out correctly that no two situations or people are the same and that one must take all of these factors into consideration. Cultures are different and what works in one won't necessarily work in another.  
Although what my friend said is true, there are a whole lot of factors that remain constant. Some of the basic concepts are valid regardless of who the people are. It seems to me that if we could get all supervisors, at all levels, to understand and act according to these basic concepts, we would go a long way toward making the workforce a more productive and happy entity. Most of the concepts are so simple that it doesn't take much effort to understand them.  
Here are a few:  
- Treat people with respect  
- Create a climate that encourages feedback  
- Ask for input and ideas  
- Share and give credit  
- Use power wisely by empowering others  
- Gain respect for fairness  
- Promote the TEAM concept of leadership  
- Be upbeat with a positive attitude.  
It's a good start toward being a successful leader and not just a manager.

# Life Safety Lines Tips for a Safe Holiday Season

By Paula Madey  
Life Safety Services  
December 1989

Although the Christmas and New Year holidays are a time of merriment, festive parties, and being with family, the holidays can also be one of the most dangerous times of the year. All too often tragic fires have destroyed homes and taken lives. Many times these tragedies could have been avoided by using simple common sense. Here are a few reminders:

## Trees

In the selection of a live tree, check needles. If fresh, the needles should bend back easily without breaking. Tap the tree lightly against the ground and shake it. A tree that is too dry will lose a quantity of needles. Also, check and make sure the butt of the tree is sticky with sap.

Before mounting the tree in a sturdy, water-holding stand, cut approximately two inches diagonally off the trunk. Check the tree daily to insure it has an ample supply of water.

When selecting a location for the tree remember to keep it away from heat and drying sources such as woodstoves,

fireplaces, registers, and radiators. Also, do not block doorways and exit routes.

## Decorations

If decorating outdoors, use only Underwriter Laboratories (UL) approved outdoor lights.

Before decorating with any lights, check the light strings and extension cords for frayed wires, loose connections, and broken sockets. Replace any that show signs of wear. Use only UL approved lights and extension cords. Do not overload the circuits by plugging too many cords into one outlet. If a fuse is blown, find the source of the problem before replacing fuses. Always unplug Christmas lights and electrical decorations when leaving your home and before going to bed.

Candles should be out of reach of small children, away from curtains, the tree and other combustible materials. Before lighting, candles should be placed in a candle holder and enclosed in a glass globe.

## Plants and Animals

Poinsettias, mistletoe, and holly add a festive flow to the home during the holiday. Parents and pet owners should be aware that all three of these plants can

be lethal to both children and animals. The bright colors of tinsel, small lights, and decorations are appealing to inquisitive animals and can also be deadly.

## Babysitters

Holidays are the time for festive gatherings. For those with children, babysitters become an essential part of the household. Take a few minutes before you leave to make sure that the babysitter is aware of your home address and phone number, the fire department phone number, the emergency escape

routes and meeting place, the Poison Control Center of Center New York (1-800-252-5655), and where you can be reached. These numbers should also be left with a neighbor.

The holidays are a time for celebration. By using good judgment and by applying these safety tips you can make these holidays a safe and happy time for the entire family.

All of us at Life Safety Services would like to take this opportunity to wish everyone a happy, joyous, and "SAFE" holiday season.

## The Fire Safe Night Before Christmas

'Twas the night before Christmas and all through the house Not a creature was stirring not even a mouse. When down through the chimney, all covered with soot, Came the "Spirit of Fire" -an ugly galoot.

His eyes glowed like embers, his features were stern. As he looked all around for something to burn. What he saw made him grumble, his anger grew higher. For there wasn't a thing that would start a good fire.

No door had been blocked by the Christmas tree; It stood in the corner, leaving passage- ways free. The lights that glowed brightly for Betty and Tim Had been hung with precaution so none touched a limb.

All wiring was new, not a break could be seen. And wet sand at its base kept the tree nice and green. The tree had been trimmed by a family insistent That the ornaments used be fire resistant.

They had known the things to avoid, Like cotton and paper and plain celluloid. Rock wool, metal icicles, and trinkets of glass Gave life to the tree; it really had class. And would you believe it, right next to the tree Was a suitable box for holding debris! A place to throw wrappings of paper and string From all of the gifts that Santa might bring.

The ugly galoot was so mad he could bust, As he climbed up the chimney in utter disgust. For the folks in this home had paid close attentions, To all the rules of good "Fire Prevention."

"The Nation Board of Fire Underwriters"

# Focus on the Employee Assembly

By William Herman

Please accept my apologies for the lack of news from the Employee Assembly. It has been some time since a column has appeared so I'll try to update everyone.

At our October meeting, the Internal Operations Committee recommended Henry De Vries II fill the vacant Statutory seat. This recommendation was accepted, approved and Henry was seated at our November 8 meeting.

Also, a resolution was passed and forwarded to the Office of Human Resources requesting a copy of the Campus Code of Conduct be included in the Personnel Manual at all campus work stations. The Assembly also reviewed the draft report from the Task Force on Working Families for their perusal and possible inclusion in their final report.

On November 15, the Assembly passed a resolution supporting divestment that was originally passed by the Faculty Council of Representatives and the Student Assembly. We also heard from Manager of Benefits Jean Samuelson regarding changes in the Endowed Health Care Plan.

Our December 6 meeting was a busy one, since we tried to clear the slate in preparation for our holiday luncheon on December 20. At that meeting, we heard from Director of Human Resources Lee Snyder regarding the Personnel Support

Group. Many of our members were not familiar with the composition of this group and what they do. We learned that the group is composed of representatives from all the schools and colleges and that they serve in an advisory capacity on policies affecting all employees.

We also received a recommendation from the Internal Operations Committee regarding staffing for the Task Force on the employee newspaper. This recommendation was accepted and the charge amended to change the date of the final report. The Assembly also took under consideration a resolution regarding the Proper Use of Computers and Networking Systems.

Also, I would like to ask all of you to consider running for a seat on the assembly for the coming year. The election schedule will be mailed to you sometime next month. It's a good time to get involved, either by serving on a committee or as a member of the Assembly. Nine seats are open for the Assembly and it would be very rewarding to see a lively campaign this spring.

# Holiday Travel Checklist from the Cornell Travel Office

Always check your tickets for accuracy  
Obtain boarding passes prior to departure  
Always reconfirm your flight with the airline  
Check in early? Airlines do overbook - Lines will be long!  
Leave phone contracts with the

airlines  
Clearly tag all baggage with your name, address, and phone number  
Lock your baggage!  
Carry on all fragile, valuable and medicinal items  
Plan ahead with carry-on gifts. Try to ship whenever possible

# Remember Others at This Time of Year

Here are some agencies in Ithaca, where gifts and food for this holiday season may be donated:

Southside Community Center 301 South Plain Street 273-4190 Audrey Cooper, Director

The Friendship Center 138 West State Street 273-4417 Terry Pasco, Director

The Tompkins County Task Force for Battered Women 277-3203 Joanne Farbman, Director

The Red Cross Emergency Shelter 201 West Clinton Street 273-1900 Rick Dean or Cathy Richardson

# Getting to Know Cornell at Geneva



With Partial Thanks to Edmund Gwenn

Yule Movie Inspired Station Employee To Embark on Sharing, Caring Mission  
The perennial holiday TV favorite, "Miracle on 34th Street" has done more than merely entertain. It has been an inspirational motivator for at least one couple in northern New York. And, it has brightened many a home at Christmas time.

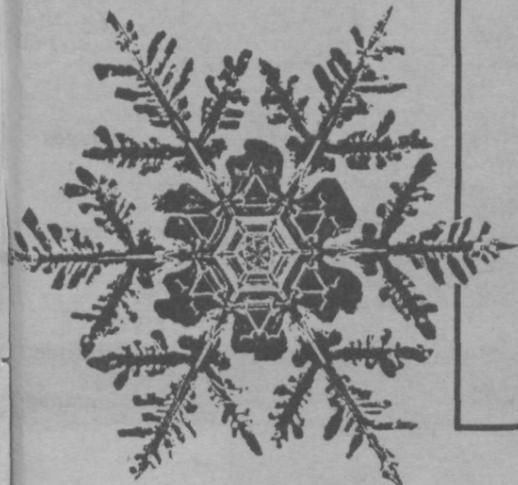
It all began 18 years ago when Bob Nellis and his wife Audrey agreed with actor Edmund (Kris Kringle) Gwenn that the spirit of Christmas was getting lost in a sea of commercialism. Nellis, a member of Cornell's Geneva Experiment Station staff, contacted a local radio station owner, Lou Schwartz of WGVA, and together they planned to deliver toys and gifts, donated from many sources but largely from Station employees, to disadvantaged families in the areas.

Like a winter snowball, the project grew. And grew. Donations poured in. The volunteer team swelled. Poinsettias and meals for the sick and elderly were added. To date, Nellis estimates that nearly 55,000 toys have been distributed.

And the project that has brought smiles to the faces of thousands of young and old in the Geneva community promises to continue, thanks to Bob and Audrey Nellis.

And, of course, to Edmund Gwenn.

Bob Nellis



## Cornell Recreation Club: New Park Well On Its Way

Did you know that the Cornell Recreation Club has been working on its very own park? The CRC park is located on Monkey Run Road, which is off Hanshaw Road, just past the SPCA. Karl Pendleton is the chairperson of the park committee. CRC members have been

busy adding a kitchen to the pavilion; as well as buttoning up for the winter.

Last June the CRC annual picnic was held at the park. As the park gets closer to completion, more and more events will be held there.

In October the fund-raising committee held a phonathon for CRC members. Chairperson George Peter is delighted to inform you that over \$7,000 was raised for the CRC park. THANK YOU for your tremendous outpour of support for the CRC park.

A special thanks to all of the CRC volunteers throughout the year. Your efforts make the club the success that it is.

DECEMBER 30. Don't Forget! CRC is having an ice skating party at Lynah Rink on Saturday, Dec. 30 from 7:00 pm to 9:00 pm. Please bring snacks to share, drinks will be provided. You may bring your own skates, or rent skates for a small fee.

JANUARY 13 -- SCOTCH DOUBLES BOWLING AT HELEN NEWMAN LANES: Two people make up a team for this event. The price is only \$5.00 per team. There are two bowling times: 3:00 pm and 5:00 pm. Prizes will be awarded to the first three teams. Call Janet Beebe at the CRC office to sign up.

JANUARY 20 -- EMPLOYEE NIGHT AT THE COURT: A very special evening has been planned this year. The dedication of the new Alberding Field House will be held on January 20. The chicken barbecue will be held at Barton Hall beginning at 4:30 pm. We will need several volunteers for this event -- please call 255-7565 to volunteer your time!

## Co-alcoholics the Partner Paradox - Part II

### Are You a Co-alcoholic?

- Do you get angry or defensive if family or friends suggest that your spouse or significant other has a drinking problem?

- Do you ever blame yourself for your spouse's drinking?

- Do you try to control your spouse's drinking by pouring out alcohol or monitoring drinks?

- Have you ever lied or made excuses to your spouse's boss regarding drinking-related tardiness or absences?

- Do you cover up your spouse's drinking behavior so your children will not know?

- Do you cover up for your spouse when he or she is caught in a lie or embarrassing situation related to drinking?

- Have you ever offered your spouse a "social drink" when he or she was on the wagon?

- Have you minimized the role alcohol plays in family arguments?

If you answered yes to two or more questions, you may be a co-alcoholic. For your own sake (and the sake of your dependent spouse) please contact Al-Anon or another alcoholism treatment organization or support group. Your marriage, relationship, health, and peace of mind depend on it!

### Love and Recovery

Co-alcoholic partners usually do not want their marriages to fall apart, even though in moments of anger and frustration they may threaten divorce. The most common reason co-alcoholics give for staying with a drinking spouse or significant other is the simplest reason of all: Love.

Because of love, they will hang on to each shred of hope that their partner will straighten up and quit drinking altogether or somehow magically transform into a social drinker. In the meantime (and while waiting for the miracle to happen), the co-alcoholic makes excuses to the children, to relatives and friends, to the boss or supervisor.

When the alcoholic partner comes along, remorseful and contrite, after yet another drunken fiasco, the co-alcoholic accepts the tearful apologies and believes the heartfelt promises.

But when the alcoholic gets drunk again (as every drinking alcoholic will), the co-alcoholic feels betrayed, resentful, angry and alone.

The spouses of co-alcoholics are sick and so are the co-alcoholics. They can both recover. But co-alcoholics must understand that only they can help themselves.

That is why they need to seek help for their problem. The problem does not belong to their spouses exclusively, and does not just involve drinking, not any more. The problem is their own fear, their own anger their own anxiety, their own resentments.

### Steps: To Take and Avoid

- Learn all you can about alcoholism.

- Talk to a therapist who specializes in alcohol problems.

- Contact a local chapter of Al-Anon and attend meetings.

- Be honest with your children.

- Be patient.

In learning to manage the alcoholism of a spouse—significant other, there are also specific things to avoid doing. Key ones include:

- Do not lie, make excuses, or cover-up your spouse's drunken behavior.

- Don't blame yourself for your spouse's alcoholism.

- Don't make threats, unless you fully intend to follow through.

- Don't try to control your spouse's drinking, you will only fail.

- Don't protect your spouse from the consequences of his or her behavior.

- Don't allow yourself or your children to be physically or sexually abused.

- Don't nag, criticize, or argue over trivia. It solves nothing and usually makes matters worse.

- Don't give up! Recovery can be a long, slow process, but is worth every minute of the struggle.

## Technicians: Sign Up Now for Courses

A series of courses aimed at upgrading the career skills of electronics technicians and mechanics will be offered by the Office of Human Resources beginning in mid-January. Basic Electronics, Advanced Electronics, Digital Electronics, Advanced Digital Electronics, Microprocessors, Basic Mechanical Design, and Basic Mechanics Training will be available depending upon the number of participants who register for the various programs.

This program has been conducted in the past with excellent results. Many electronics technicians who participated in the program have advanced to design engineers and administrative positions. In addition, a network of common interests and acquaintances has developed through the program which has served as a basis of sharing of ideas and information.

Supervisors are encouraged to support the interest of their personnel in this opportunity. Interested employees should discuss their interest with their supervisors and call Joe Lomax at Training and Development, 5-6880 for enrollment forms and information.

## Meals with Morley

Meals with Morley: Employees may sign up for breakfast or lunch with Senior Vice President James E. Morley, Jr. by calling the Office of Human Resources at 255-3621. The meals will be held each month during the academic year and will begin with a Friday, January 12, 1990 lunch at noon. Other dates include a Monday, February 12 breakfast at 7:30am; a Monday, March 12 lunch at noon; a Monday, April 16 breakfast at 7:30am; and a Friday, May 18 lunch at noon.

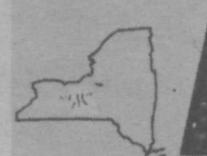
## Poster of Finger Lakes Region Available

By popular demand, once again CLEARs is offering copies of the unique poster "A View of Central New York" for holiday gift giving. This unique poster measures 18x24 and shows the heart of the Finger Lakes Region in Central New York as photographed by astronauts on NASA's Skylab satellite on September 10, 1973 from an altitude of 250 miles.

Recognizable are water bodies, farm fields, roads and an occasional cloud. Cornell's CLEARs promotes the value

and applications of remote sensing through formal academic classes, short courses, workshops, newsletters, fact sheets and brochures. The poster is available through CLEARs at 464 Hollister Hall for \$6. For mail order, add an additional \$2.50 to cover shipping and handling; checks should be made

payable to Cornell University. Inquiries can be directed to Eugenia Barnaba, (607) 255-0800.



A VIEW OF CENTRAL NEW YORK

## Responsible Drinking for the Holidays

By George Sutfin  
Cornell Public Safety

Holiday entertaining and alcohol consumption go hand-in-hand. However, alcohol consumption and driving do not. Public Safety wishes you a happy holiday season and urges you to be a responsible host and-or guest. We offer the following suggestions to encourage moderation at holiday parties:

1. Serve rich, starchy, or fatty protein food. Meats and cheeses are good. These slow down the absorption of alcohol into the blood stream.

2. Use a noncarbonated base in alcoholic punches. Preferable, one mixed with fruit juice. Food high in fructose help the body metabolize alcohol and reduce the possibility of hangover.

3. Offer nonalcoholic alternatives such as soda and coffee. Also offer a nonalcoholic punch or nonalcoholic mix drinks.

4. When mixing drinks, do not "guesstimate" the amount of alcohol. Use a standard 1.5 oz. jigger to measure.

5. If, despite following the above, a guest overindulges, call a cab, drive them home, or put them up overnight.

6. If you are planning on driving home from a party, either abstain from drinking or average no more than one drink per hour.

REMEMBER: Driving while intoxicated is a crime in New York State. Also, under the "Dram Shop Act," you may be held liable for certain acts committed by a person you serve alcohol to.

If you have any questions or desire more information, please feel free to contact the Public Safety Crime Prevention Unit at G-9 Barton Hall, 255-7404.

Let this holiday season be one of life's happy memories, not a tragic one. Please don't drink and drive.

## Select Benefits Account Balances

As the end of this year approaches we'd like to remind you to check your account balance. Federal law prevents the return of unused balances to participants. You have until December 31 to INCUR costs that are eligible for reimbursement through your spending account.

To find out your account balance, either check your most recent statement or call the Benefits Office (Statutory 5-4455, Endowed 5-3936). Remember, you have until March 31, 1990 to submit claims incurred in 1989 for reimbursement.

# CORNELL EMPLOYMENT NEWS

January 11, 1990

Including Job Opportunities

Volume 2, Number 1

## Notes on Dr. Martin Luther King, Jr's Birthday January 15, 1990

by William M. Thompson, director  
Office of Equal Opportunity



Dr. Martin Luther King Jr.  
January 15, 1929 - April 4, 1968

January 15 marks the observance of the national holiday honoring Dr. Martin Luther King, Jr. We can honor him by working to make his dream come true.

When Dr. Martin Luther King, Jr. accepted the 1964 Nobel Prize for peace, he acknowledged the contributions of hundreds of other persons to the struggle for equal rights in the United States and around the globe. He understood that the civil rights movement was part of a universal quest for economic and social justice. Everyone who had ever participated in a sit-in at a lunch counter, or went on a freedom ride, or assisted with voter registration, or marched against racism, or spoke out when silence was expedient, knew that Dr. King was accepting the Nobel Prize for them also.

This sense of a global context for the civil rights movement was very characteristic of Dr. King. He observed in *Why We Can't Wait* (1964) that African Americans were dissatisfied because they "saw black kings and potentates ruling from palaces—and knew they had been condemned to move from small ghettos to larger ones."

Dr. King often wondered why black men were good enough to fight and die defending freedom on foreign soil, but in the United States were not considered worthy to raise their families in certain neighborhoods, to earn a decent wage, to attend the best schools, or to register to vote without barriers. He spoke eloquently against racism and sexism. He spoke in favor of a society that would include persons based on the "content of their character."

Nonviolent direct action, for Dr. King and his followers, was a powerful instrument of change. "I have earnestly opposed violent tension," he wrote from his cell in Birmingham, "but there is a type of constructive, nonviolent tension which is necessary for growth." He expressed surprise and disappointment when a group of "moderate" white Birmingham clergy publicly criticized his methods and his mission. Dr. King excoriated them for their "appalling silence" and inaction in the face of injustice. "Shallow understanding from people of good will is more frustrating than absolute misunderstanding from people of ill will," he wrote.

Yet, even as he chastised these religious leaders for their lukewarm acceptance of the correctness of the black protest in Birmingham, Dr. King continued to treat them as human beings. He was exceptionally hard on their behavior, but never tried to dehumanize them or diminish their dignity through personal attack or character assassination.

Gandhi has written, "Man and his deed are two distinct things. Whereas a good deed should call forth approbation and a wicked deed disapprobation, the doer of the deed, whether good or wicked, always deserves respect or pity as the case may be." Dr. King, a student of Gandhi, actualized this aphorism. He was not petty.

Dr. King would certainly appreciate the democratic reforms now taking place in Eastern Europe. In *Letter From a Birmingham*...

Continued on page 4

## Training & Development Offers Seminars

Training and Development is sponsoring the following programs on income tax information, continuing education, relaxation techniques and quitting smoking. Registration is necessary for the programs except the IRS income tax information seminar. For more information, call Training and Development at 5-7170.

### IRS Income Tax Information Seminar

An income tax information seminar presented by the Internal Revenue Service will be held on Thursday, January 18, 1990 from 9:00 a.m. - 12:00 noon and again from 1:00 - 4:00 p.m. in Goldwin Smith Hall, Auditorium D. No registration necessary.

### Returning to the Classroom

January 25, 1990  
12:30 - 4:30 p.m.

Whether seeking to improve current job skills or chances for future advancement, continuing education is becoming a part of life for many Cornell employees. Re-entering the classroom after years away can be an exciting, yet potentially intimidating experience. This special program is designed to help you prepare for moving back into the "student" role.

Learn how to evaluate your readiness for returning to the classroom and set specific learning goals and objectives. Find out how to choose the courses that offer the best opportunities for achievement and success. Explore how to develop good study and note-taking skills. Educational opportunities available to Cornell employees as well as the logistics of registering for courses at Cornell will also be discussed. The opportunity to arrange for a one-on-one counseling will be available. One-session program. (\$20 charge to dept.) Instructor: V. Sellers

### Bring Awareness & Ease to Your Everyday Activities Alexander Technique (refresher course)

January 29, 1990  
1:00 - 3:00 p.m.

Many of us go about our daily activities using too much effort and energy. This program is aimed at increasing our sensory awareness so we can learn to recognize and eliminate unwanted patterns of behavior and movement. This is a refresher course on the Alexander Technique for those who have gone through the eight-week course offered through the Calendar of Workshops and Seminars. One-session program. (\$15 charge to dept.)

### Smokestoppers

February 14, 19-22, 26;  
March 5 and 12, 1990  
9:00 a.m.

Presented by the Health Education Department at Tompkins Community Hospital, this program is designed to help you stop smoking. The program consists of an initial one-hour information session; attendance at four consecutive days during week two for 1.5 hours each day; and one-hour sessions (once weekly) for the remaining three weeks. (\$80 charge to dept.; \$45 charge to individual)

## Important Information for Empire Plan Enrollees

Recently Statutory Empire Plan enrollees were informed that premiums would not increase for calendar year 1990. We have just been notified by the New York State Department of Civil Service that the Major Medical Deductible has increased to \$148 per enrollee, \$148 per enrolled spouse, and \$148 per all dependent children combined. This change is effective January 1, 1990.

Also, as of January 1, 1990 the coverage for routine mammograms has increased. Coverage is now available for mammograms provided by nonparticipating providers under the following conditions:

- Under the recommendation of a physician, a mammogram for covered persons at any age having a prior history of breast cancer or whose mother or sister has a prior history of breast cancer;
- a single baseline mammogram for covered persons 35-39 years of age;
- a mammogram every two years for covered persons 40-49 years of age, or more frequently upon recommendation of a physician;
- an annual mammogram for covered persons 50 years of age and older.

This coverage is subject to the annual deductible and coinsurance provisions. At a participating provider, services are covered subject to the applicant copayment.

**IMPORTANT REMINDER:** Metropolitan claims for 1989 services and Equicor/paid prescription drug claims for 1989 must be submitted by March 31, 1990.

## Employee Night at the Court Tickets on Sale Until Tomorrow

Buy tickets at the Campus Store; the CRC Office, 165 Day Hall; and the Athletic Ticket Office

For information call 255-7565



## Disability Notebook

by Joan B. Fisher  
Coordinator of Disability Services

Many of the employees classified as disabled at Cornell have illnesses such as arthritis, multiple sclerosis, lupus or other conditions which may be classified as chronic illnesses. Because they often have exacerbations which may cause them to use above the average number of sick days or have need for special accommodations, it's very important that employees and supervisors work together to arrive at solutions which are most beneficial for everyone involved.

Karen Schaufler, administrative aide in Health Education at Gannett Health Center, has agreed to share her personal experience with one such condition.

### Arthritis Fatigue

We have each said, "I'm exhausted" at some time during our work career—possibly weekly, or even daily. If one is a healthy individual who becomes tired at the end of a day, usually getting a good night's rest will serve to alleviate the condition.

I have found that the physical exhaustion accompanying my particular arthritis condition is more than being tired at the end of a day; it can be a grueling, ongoing experience. My fatigue is experienced in episodic and unpredictable ways, which may make full time work difficult or even impossible. Daily rest periods can be beneficial; however, because the fatigue may be unpredictable, I am not always able to gauge in advance my ability to perform or my stamina level.

Those of us with arthritis are able to and do function as full or part-time employees, many days by simply making ourselves get out of bed, get dressed and get on with the day at hand. However, by choosing to use a large part of our energy for work, there may be times when we have less energy for family and personal life activities. To alleviate the problems that may arise

from making this choice, we can find solutions such as reduction of hours of work, job sharing, or flexible time.

As employees, our high quality of skills can continue, but re-evaluation of the quantity of workload may have to change. Priorities can be set, tasks can be reassigned, and cooperation can take place if honest communication about and acceptance of varying energy levels is shared, by both the employee with arthritis and our supervisors and coworkers.

I have a strong bias against calling persons with arthritis "sufferers" or "victims" of their chronic condition. For the most part, we are individuals who have had to make some adjustments in our lives; we do live life to the fullest within our individual abilities. No disabled person wants to ask for special favors; we do want to be honest about our ability to function and be accepted for whatever level this ability is. Whether or not we appear to be or are officially classified as "disabled" we need the support of our coworkers, supervisors and the of Cornell.

Recently a support group was begun for cancer survivors and caregivers. They have established two primary goals:

- 1) To establish a peer support network in which persons with similar problems can contact one another for reassurance, information or simply sharing.
- 2) To develop a handbook for persons who are diagnosed as having a potentially disabling condition. The handbook will share information on hot lines, insurance and compensation, parking, contact persons, and other information at Cornell and in the community.

Members of this group would like to invite faculty and staff with chronic illnesses to join with them in these efforts. The next meeting will be held on Thursday, January 26 from 12:00 noon-1:00 p.m. in the Day Hall Board Room. Additional meetings have been scheduled for the fourth Thursday of each month during the noon hour. Please plan to come and share your concerns or write or call Joan Fisher at 255-3976.

# JOB OPPORTUNITIES

January 11, 1990

Volume 2, Number 1

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

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

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

## Professional

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

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

### Director, College/Unit Public Affairs (PA0111) HRII College/Unit Public Affairs-Endowed

In conjunction with deans and directors, direct and/or coordinate public affairs efforts in colleges and academic support units. Liaison with central Public Affairs offices; represent unique concerns and interests of college and unit offices to central Public Affairs. Plan, develop and implement a comprehensive program, incorporating Development and Alumni Affairs objectives for each unit.

**Requirements:** Bachelor's or equivalent. At least 5 years experience in public affairs or related areas. Excellent administrative, planning and organizational skills. Must be able to work effectively with diverse groups (deans, directors, alumni, college and unit staff). Excellent communication, interpersonal and managerial skills necessary. Experience in CU Public Affairs highly desirable. Send cover letter and resume to Cynthia Smithbower by Jan 22.

### Assistant Coach, Football (PA0115-PA0019) HRII Athletics-Endowed

Assist head coach in the planning and operation of men's intercollegiate football program. On field coaching, scouting, recruiting and other administrative duties as assigned by head coach.

**Requirements:** Bachelor's or equivalent. Advanced coursework preferred. Proven skills in coaching, teaching, recruiting and in working with college-age students and athletes. Send cover letter and resume to Cynthia Smithbower.

### Chef (PG0119) HRII Dining-Endowed

Coordinate, supervise and train a dining unit's production staff in the quality preparation and presentation of food. Maintain food and labor costs in accordance with unit and department goals; utilize computer system for menu planning and forecasting; recruit; train; supervise and evaluate kitchen staff; develop, test and revise recipes; assist in overall supervision of dining unit.

**Requirements:** Associate's or 2 year culinary degree plus 3-5 years food service supervisory experience or the equivalent. Completion of an apprenticeship program and/or certification by a recognized culinary institution (e.g. American Culinary Federation) is preferred. Extensive work as a Chef is desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Research Support Specialist III (PT9614) HRII Center for Environmental Research-Endowed

Implement and monitor Solid Waste Combustion Institute's \$1.7 Million Research Awards Program. Develop corporate fund raising effort and pursue foundation and additional governmental support. Provide general administrative support to program including writing technical and program reports, and monitor budgets.

**Requirements:** Bachelor's minimum, Master's engineering or MBA preferred. Considerable related experience including 2 years of administrative or business experience with an educational program. Ability to understand and communicate technical and scientific issues essential. Send cover letter and resume to Sam Weeks.

### Project Leader II (PT9603) Level 36 CIT/IR-Endowed

Responsible for maintenance, changes and enhancements of Student Information System. Assist in definition and implementation of interfaces with SIS.

**Requirements:** Bachelor's or equivalent required. 3-5 years of experience in programming, analysis, design and project management required. Considerable experience with large interactive application systems required. Proven ability to deal effectively with users, programmers, peers and management required. Knowledge of IBM MVS operating system and JCL required. Experience with student records system or other student-related systems desirable. Experience with microcomputers as user workstations desirable. Knowledge of CMS, PL/1 and ADABAS/Natural desirable. Send cover letter and resume to Sam Weeks.

### Area Manager I (PT0117) Level 35 JGSM-Endowed

Provide general systems and software support for the Johnson School's microcomputers, networks and intelligent printers, & provide systems consulting to the Johnson School community.

**Requirements:** Bachelor's in computer science or equivalent coursework. 2-4 years work in computer systems. Knowledge of systems programming practices. Exposure to several different systems desirable. Experience with some subset of MacOS, DOS, Unix, VMS, Appleshare, TCP, and Decnet. Send cover letter and resume to Sam Weeks.

### Project Leader I (PT9602) Level 35 CIT/IR-Endowed

Oversee the user area and insure that the system is performing to specifications agreed to by the user department. Organize, schedule and supervise workflow of subordinate programmers working on user area applications. Maintain close communication with personnel from various user offices so that more efficient solutions to problems can be developed. Investigate and evaluate outside software systems.

**Requirements:** Bachelor's or equivalent combination of education and 3-5 years experience. Extensive computer and systems experience, including considerable experience in the design of major systems is necessary. A thorough technical knowledge of COBOL, PL/1, IMS, ADABAS, NATURAL and CU operating systems is required. Send cover letter and resume to Sam Weeks.

### Systems Programmer/Analyst III (PT0102) Level 34 Computer Science-Endowed

Help Computer Science researchers design, develop, and implement large Lisp software programs. Provide support, maintenance, and installation of Lisp software systems on the research facility computers. This includes the complete Symbolics operating system, Lucid Common Lisp on the Sun, Allegro Common Lisp on the NeXT, and a variety of related software systems. Support activities would include work on Macintosh, UNIX, and TCP/IP networking.

**Requirements:** Bachelor's in math or computer science or equivalent experience; ability to communicate with researchers; significant experience with development and maintenance of large computer software systems; and Lisp and Lisp development environments. Helpful: UNIX operating system, TCP/IP networks and distributed computing, Ethernet, and NFS. Send cover letter and resume to Sam Weeks.

### Systems Analyst III (PT9401) Level 34 HRII DL-Quality Milk Promotion Services-Statutory

Analyze, design, develop, implement and document computer applications for Quality Milk in a network and micro environment having interaction with other hardware and software systems. Work with staff to analyze project data.

**Requirements:** Bachelor's or equivalent with 3-5 years experience required. Statistical experience desirable. 1-2 years experience in analytical/problem solving with micros. Strong background and knowledge of DBASE III+ as well as experience in editing existing DBASE program required. Knowledge of word processors, utility programs, MS-DOS operating sys-

tem, and IBM compatibles required. Strong interpersonal and communication skills. Send cover ltr & resume to Sam Weeks.

### Instructional Support Coordinator (PT9604) Level 33 Information Technologies-Endowed

Support faculty in the use of information technologies to improve instruction. Seek, evaluate and disseminate courseware; coordinate instructional accounts in mainframe environments; support technologies such as computer projections.

**Requirements:** Bachelor's or equivalent experience 2-3 years experience preferably in an educational setting or with instructional software. IBM and MAC microcomputer experience. Excellent organizational and communication skills (oral and written). Ability to work effectively with faculty. Creative, resourceful problem solver. Send cover letter and resume to Sam Weeks.

### Applications Programmer/Analyst II (PT9605) Level 33 CIT/IR-Endowed

Under direct supervision, design, develop, modify, maintain and document straight forward applications software in support of a major administrative system.

**Requirements:** Bachelor's or equivalent with computer related courses. 2-3 years related experience. Knowledge of applications for interactive and batch administrative systems, data base management systems, machine architecture, system utility programs, VM/CMS. Knowledge of at least 2 languages-PL/1, Natural and COBOL. Send cover letter and resume to Sam Weeks.

### Systems Programmer/Analyst II (PT9608) Level 33 Engineering College Educ. Computing-Endowed

Provide system management for a network of UNIX-based graphics workstations; install and maintain system software and utilities, keep hardware operational and assist and consult with staff and users.

**Requirements:** Bachelor's in computer science or equivalent. 2-3 years programming; 2 years system management, familiarity with UNIX (prefer several versions), C, HOOPS and interactive graphics; excellent communication and interpersonal skills. Send cover letter and resume to Sam Weeks.

### Applications Programmer I (PT0113) HRI Level 32 Division of Nutritional Sciences-Statutory

Provide applications programming, networking, training, consulting, and other support services to staff and faculty. Develop applications using relational database programs. Manager local area network. Support microcomputer usage.

**Requirements:** Bachelor's or equivalent. 1-2 years experience in administrative or academic environment. Proficiency with microcomputers, especially software. Programming and database experience. Good interpersonal skills. Send cover letter and resume to Sam Weeks.

### Extension Support Aide (PT0118) HRI Center for Environmental Research-Statutory

Assist Water Resources Institute Director in preparing educational materials (e.g., regional slide sets) with aid of Cooperative Extension agents; write summaries for publications; prepare questionnaires and compile results. Represent WRI for on-going Cooperative Extension in several regions and on campus.

**Requirements:** Bachelor's or equivalent; environmental sciences background. Macintosh word processing essential; graphics helpful. Excellent writing and verbal communication skills. Send cover letter and resume to Sam Weeks.

### Photo Specialist I (PT0116) HRI Media Services-University Photography-Statutory

Produce high quality photographic images to be used for public relations, News, publication, annual reports, exhibits, and slide shows for the entire CU community as well as external requests. Mon-Thur, 8-5; Fri, 8-4. Some eves and weekends.

**Requirements:** Bachelor's in Photographic Arts and Sciences or equivalent. Minimum 3 years experience in photojournalism, commercial photography, studio photography, location photography, and color process monitoring. Experience with optical printing methods preferred. Send cover letter and resume to Sam Weeks.

### Terrace Restaurant Manager (PA0121) HRI Stater Hotel-Endowed

Plan, coordinate, schedule and manage the food production in the Terrace Restaurant. Hours flexible; nights and weekends.

**Requirements:** Associate's in restaurant management; Bachelor's preferred. 1-2 years experience in food production and cafeteria service; proven ability to assume responsibility, exercise authority and use good financial management and planning skills. Send cover letter and resume to Cynthia Smithbower by Jan 19.

### Supervisor, Technical Services III (PT0107) HRI Division of Biological Sciences-Endowed

Manage instrumental repair and development facility. Assemble, repair and maintain analog, digital, and mechanical lab equipment. Design specialized equipment for researchers and technicians.

**Requirements:** Associate's or equivalent and 2 years of repair and maintenance experience are required, Bachelor's preferred. Knowledge of lab equipment and computer based data acquisition are very desirable. Good interpersonal and communication skills are essential. Send cover letter and resume to Sam Weeks.

### Training Manager (PA0104) HRI Buildings Care-Statutory

Direct department's training and safety program for 275 custodial employees. Supervise training staff. Test products and supplies for department use; manage purchasing process. Coordinate Right-To-Know training and interface regularly with Environmental Health regarding safety issues or accidents. Mon-Fri, 6 a.m.-2:30 p.m.

**Requirements:** Associate's or equivalent. Bachelor's preferred. 3-5 years experience managing and training employees in custodial field; strong leadership skills. Excellent communication skills, both verbal and written. Experience with PC's preferably Macintosh. Send cover letter and resume to Cynthia Smithbower by Jan 25.

### Public Affairs Assistant (PA0113) HRI Development Office-CU Library-Endowed

During 80 million dollar campaign, oversee and coordinate all correspondence to donors and university officials. Serve as primary liaison with CU publications staff, central development support services, and human relations. Monitor gift giving for the Public Affairs Unit of Library; prepare quarterly gift reports and diverse gift correspondence. Manage unit databases and assist in planning and execution of events, publications and mailings.

**Requirements:** Bachelor's or equivalent. 1 year experience. Strong writing, editing and proofreading skills; strong interpersonal and verbal communication skills. Experience with Apple/MAC software including database, spreadsheet and wordprocessing programs. IBM PC experience helpful. Knowledge of academic research libraries, experience with CU community helpful. Experience in public affairs or development work preferred. Send cover letter and resume to Cynthia Smithbower by Jan 26.

### College Registrar (PA0105) HRI Hotel Administration-Endowed

Provide, develop, maintain, and interpret all academic records student files, and related course scheduling and registering procedures for approximately 650 undergraduate students. Coordinate Hotel School and University registration process with the University Registrar.

**Requirements:** Bachelor's or equivalent of at least 2-3 years experience working in a Registrar's Office. Supervisory and management experience in the area of office management and student recordkeeping at the college level is necessary. Excel-

lent communication and interpersonal skills. Ability to work independently. Experience with course pre-registration which involves advising and counseling with students. Familiarity with computerized recordkeeping. Send cover letter and resume to Cynthia Smithbower by Jan 25.

### Staff Auditor (PA0109) HRI University Audit Office-Endowed

Under the direction of a Senior Auditor, conduct financial, compliance, and operational audit procedures of the University's operating units and colleges.

**Requirements:** Bachelor's or equivalent in accounting with educational requirements for CPA completed. Minimum 1 year auditing experience. Knowledge of IBM PC's, Lotus desired; progression towards CPA required. Send cover letter and resume to Cynthia Smithbower by Jan 19.

### Dining Supervisor (PA0106) HRI Dining-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.

### Supervisor, Dvlpmt Systems Operations (PA0103) HRI University Development-Endowed

Develop and manage enhanced gift acknowledgment, prospect identification and clearance coordination systems. Manage special projects as required. Work with staff, faculty and volunteers in support of fund-raising activities and Development systems needs.

**Requirements:** Bachelor's or equivalent required. 1 year development/Public Affairs experience desirable. Knowledge of CU Public Affairs mainframe system; experience with Macintosh software and local area networks; familiarity with database management and data transfer. Must be able to handle high volume with accuracy and attention to detail. Excellent interpersonal communications skills. Supervisory experience helpful. Send cover letter and resume to Cynthia Smithbower by Jan 25.

### Research Support Specialist I (PT9706) HRI CRSR-Endowed

Manage a large chemical lab. Design and construct apparatus. Coordinate research experiments and present data. Write/develop computer programs and supervise lab staff and graduate students.

**Requirements:** Bachelor's or equivalent in the physical sciences or engineering. Master's desired. Experience with gas handling systems, analytical instrumentation (including computer use) and metal/glass fabrication techniques essential. Electronics background desirable. Computer experience preferred. Send cover letter and resume to Sam Weeks.

### Budget Analyst (PC9624) HRI Finance and Business Services-Statutory

Provide budget and financial analysis in the development and execution of the Statutory Colleges and Departmental budgets. Produce reports; generate financial analyses; provide leadership on assigned projects; develop and maintain effective working relationships, understanding the State system and complying with regulatory requirements.

**Requirements:** Bachelor's or equivalent in business administration or related field preferred; MBA or Master's in related field desirable. 2 years related experience in university accounting, budgeting, and/or administration is preferred. Good communication (oral and written) skills essential. Must be able to work accurately and effectively with a multiplicity of financial data; computer systems skills are necessary. Must be able to demonstrate ability to work as part of a team. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Budget Analyst II (PC9625) HRI CALS Dean's Office (Administrative Services)-Statutory

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

**Requirements:** Bachelor's or equivalent in accounting or business administration. 2-3 years progressively related experience in budgeting. Good communication (oral and written) skills. Working knowledge of microcomputers necessary. Experience in Lotus 1-2-3, DBASE III, FOXBASE, mainframe to microcomputer applications, and familiarity with CU budget process desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Research Support Specialist II (PT9616) HRI Agricultural and Biological Engineering-Statutory

Maintain large database on microcomputer for Small Business Energy Efficiency Program. Design computer programs to analyze data and create statistical reports. Communicate with state officials, technicians in the field, and country Extension agents. Provide overall computer support and training to the statewide program. Some overnight travel a few times a year.

**Requirements:** Bachelor's in mathematics or computer science. Master's desired. Minimum 2 years experience in database management or computer support position. Proficient knowledge of dBase III Plus, Lotus 1-2-3 and Wordperfect 5.0 on IBM PC's. Experience with electronic communications required. Ability to prioritize and work under minimal supervision. Good organizational and interpersonal skills. Send cover letter and resume to Sam Weeks.

### Financial Analyst I (PC9413) HRI Veterinary Administration-Statutory

Provide support to the Director of Financial Services and Veterinary College Administration with financial and other data analysis and reporting. Develop and maintain College database resources and procedures.

**Requirements:** Bachelor's or equivalent in accounting or business administration. Associate's or equivalent combination of education and experience required. 2-3 years related experience. Very strong analytical ability. Able to manage long-term goals within a context of busy day-to-day deadlines. Good working knowledge of PC/MS-DOS and spreadsheet and/or database programs. Strong interpersonal and communication (written) skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

### Senior Writer II/Editor (PC9504) HRI University Development-Endowed

Take ultimate responsibility for producing 4 to 6 annual issues of Communique—University Development's chief communication to 12,000+ donors and volunteers—either delegating or taking direct responsibility for all stages from conception through publication. Write proposals, biographies, and draft presidential correspondence. Manage department in director's absence, provide guidance to staff members on fund-raising and communications issues, and represent department at occasional meetings.

**Requirements:** Bachelor's or equivalent. 2-3 years related writing/editing experience. Experience in publications management. Sophisticated knowledge of fund-raising and communications strategies. Superior writing and editing ability. Ability to sustain high work quality and meet deadlines during peak work-load periods. Familiarity with CU's academic and administrative departments helpful. Send cover letter, resume and writing sample to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

## Professional Off-Campus

### Extension Support Specialist II (PT9704) NYC Cooperative Extension-Statutory

Assist in the planning, implementation and evaluation of a series of nutrition activities related to the Heart Health Program in East Harlem.

**Requirements:** Bachelor's or equivalent in food/nutrition, health education or home economics. Master's preferred. 2-4 years demonstrated ability as a teacher. Ability to communicate both orally and in writing. Organizational skills, ability to work independently and as a member of a professional team. Ability to speak Spanish. Send cover letter and resume to Nilda Tirado, NYC Cooperative Extension, 15 East 26 Street, New York, NY 10010.

## Professional Part-time

### Technical Consultant III (PT9615) Level 34 CIT-Endowed

Present current CIT services and programs to CU departments and groups; plan and execute informational events; document CIT services and products to meet specific user needs; help evaluate current CIT services and define new services.

**Requirements:** Bachelor's or equivalent experience. Breadth of technical knowledge; exceptional communication skills. 3-5 years experience assisting individuals to use information technologies in a university environment. Send cover letter and resume to Sam Weeks.

### Student Development Assistant II (PA0108) HRI Learning Skills Center-Endowed

Conduct study skills workshops and provide individual consultations to students in need of academic skills development. Mon-Fri, 1-5 p.m.; some evenings (9 months).

**Requirements:** Bachelor's or equivalent in education or social science. Master's preferred. Several years working with college students. Send cover letter and resume to Cynthia Smithbower by Jan 26.

## Professional Temporary

### Technical Consultant I (PT0109) CISER-Endowed

Handle walk-in computing consulting for CISER members. Provide internal computing support for CISER staff; teach computing skills via preparation of printer documentation; organize special education activities for users. 20 hours per week. Until 7/11/90.

**Requirements:** Bachelor's or equivalent in computer science or social science required. Experience with microcomputers, mainframe data tape and file management. Social science experience with CU's IBM mainframe, CMS, SAS/SPSS, JCL, MVS. Send cover letter and resume to Sam Weeks.

### Applications Programmer/Analyst I (PT9707) Level 32 Public Safety-Endowed

Under direct supervision, design, develop, modify, maintain and document computer applications as needed for the Division of Campus Life. Temporary until 7/1/90.

**Requirements:** Associate's or equivalent with computer related courses. 1 year programming experience preferred; some working knowledge of applications for batch and interactive systems, JCL, database concepts. Hardware experience on IBM systems/36 and micros preferred. COBOL and 1 other programming language required. Send cover letter and resume to Sam Weeks.

## Technical

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

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

### Animal Technician, GR18 (T0106) Lab Animal Services-Statutory

**Minimum Biweekly Salary: \$529.35**  
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. 5 days per week including weekends.

**Requirements:** HS diploma or equivalent. Associate's in Animal Science required. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunizations required.

### Research Aide, GR18 (T9609) Entomology-Statutory

**Minimum Biweekly Salary: \$529.35**  
Assist in lab and field research on management of biting and non-biting flies, including chemical, biological, and cultural control. Maintain insect colonies and rearing facility. Field research with external parasites of livestock.

**Requirements:** HS diploma or equivalent experience; eligibility for NYS certified commercial pesticide applicator's license; valid driver's license. 1 year experience with insect rearing and identification necessary. Experience with dairy cattle or other large animals desirable. Send cover ltr and res to Sam Weeks.

### Technician, GR18 (T9611) Plant Breeding and Biometry-Statutory

**Minimum Biweekly Salary: \$529.35**  
Analyze potato tubers; perform sampling, greenhouse culture, inoculation, evaluation of plant reactions; grow plants in greenhouse, extract seeds, inoculate and transplant seeds. Plant, harvest and maintain seed plots and trials.

**Requirements:** Associate's degree, courses in plant breeding or related discipline desired, pesticide applicator's license. Class 3 NYS driver's license which can be obtained on the job. 1 year experience in agriculture research operation; experience driving a tractor. Able to lift 60 pounds. Send cover letter and resume to Sam Weeks.

### Histology Technician, GR20 (T0115) Veterinary Pathology-Statutory

**Minimum Biweekly Salary: \$575.30**  
Prepare high quality microscopic slides for interpretation by Pathologist. Primary duties include embedding, sectioning and staining of animal tissue sections.

**Requirements:** Bachelor's or equivalent in medical lab technology with coursework in histological techniques. HT (ASCP) certification or eligible preferred. 1-2 years experience as a histology technician in a hospital or research lab preferred. Send cover letter and resume to Sam Weeks.

### Electrical Technician, GR20 (T0112) Hotel Administration-Endowed

**Minimum Biweekly Salary: \$575.30**  
Provide support for all Macintosh microcomputers (this includes programming, software and hardware support), and coordinate the support of the Appletalk network for faculty and staff.

**Requirements:** Bachelor's or equivalent coursework in computing or related fields. 1 year related experience with computer facility operations. Familiarity with hardware maintenance activities required. Experience with the Macintosh required. Some knowledge of networks desired. Send cover letter and resume to Sam Weeks.

**Animal Health Technician, GR20 (T9705)****Veterinary Medical Teaching Hospital-Statutory  
Minimum Biweekly Salary: \$575.30**

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty.  
**Requirements:** Associate's in animal health technology, NYS Licensure or eligible. 2 years experience working with small animals preferred and an interest in teaching critical care techniques. Send cover letter and resume to Sam Weeks.

**Receiving Technician Floater, GR20 (T9613)****Diagnostic Lab-Statutory****Minimum Biweekly Salary: \$575.30**

This position backs-up all specialized functions in the Receiving Section as well as provides primary interface with clients, faculty and other staff in the Veterinary College on problem submissions. Review submission forms for completeness and appropriateness, label and prepare specimen submissions for testing. Perform preliminary data input to lab computer. Assist the Medical Records section with the result data input. Resolve special submission problems. Assist in development and distribution of information regarding correct specimen collection and mailing procedures to assure clients receive useful test results. Back-up to Serum Splitter. Back-up for Export Technician and Referral Technician. Open, sort and distribute mail.  
**Requirements:** Associate's or Bachelor's in animal science or related animal health field. Licensed Animal Health technician preferred. 1-2 years related experience in veterinary practice or in large animal health facility helpful. Excellent interpersonal and communication skills. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T9610)****Poultry and Avian Sciences-Statutory****Minimum Biweekly Salary: \$575.30**

To organize and perform research in avian reproductive endocrinology. Experimental approaches require the ability to work independently and to provide technical expertise in a variety of methodologies including molecular endocrinology techniques, RIA, some animal work and data analysis.  
**Requirements:** Bachelor's in biology or biochemistry. 1 year experience in lab procedures. Send cover letter and resume to Sam Weeks.

**Medical Technician, GR21 (T0114)****Health Services-Endowed****Minimum Biweekly Salary: \$599.73**

Perform lab tests in hematology, serology, urinalysis, bacteriology, parasitology, chemistry for diagnostic and treatment purposes. Reap microbiology cultures, perform venipunctures and EKG's.  
**Requirements:** Bachelor's in medical technology plus ASCP certification preferred. 2 years related hospital lab experience desired. Send cover letter and resume to Sam Weeks.

**Computer Operator, GR21-24 (T0111)****Information Technologies/Computer Resources-Endowed****Minimum Biweekly Salary: \$599.73**

Operate large scale computer systems and associated peripheral equipment; monitor data communications networks; consult with vendor customer engineers and dept support staff.  
**Requirements:** Associate's or equivalent combination of education and experience in large data processing facilities. Computer operating experience required; data communications experience helpful. Knowledge of computer hardware, software, operating systems, and programming languages. Send cover letter and resume to Sam Weeks.

**Computer Operator, GR22 (T9607)****Animal Science-Statutory****Minimum Biweekly Salary: \$625.24**

Responsible for computer night shift, putting out daily run, distribute output and listings, run tests and jobs submitted by programmers and keep shelves supplied with forms. Mon-Wed, 11:30 p.m.-8:00 a.m.; Thur and Fri, 11:30 p.m.-7:30 a.m.  
**Requirements:** Associate's or equivalent in data processing. 3 years experience desirable particularly with IBM mainframe. Send cover letter and resume to Sam Weeks.

**Technical Off-Campus****Technician, GR20 (T0110)****Plant Pathology-Geneva-Statutory****Minimum Biweekly Salary: \$575.30**

Assist in the design and implementation of lab and greenhouse research on bacterial and fungal pathogens of fruit crops. 1 year, continuation contingent upon availability of funding.  
**Requirements:** Bachelor's in biology, microbiology or plant science. Valid driver's license. 1 year experience required in sterile techniques for culturing of bacteria and fungi, preparation of culture media, dilution plating and isolation of microorganisms from plant material. Experience in isolating bacterial DNA, gel electrophoresis, mating of bacteria. Southern analysis and colony hybridization and ELISA desirable.

**Technician, GR23 (T0101)****Horticultural Sciences-Geneva-Statutory****Minimum Biweekly Salary: \$651.82**

Conduct semi-independent research on the genetics and biotechnology of fungi in the genus *Trichoderma*.  
**Requirements:** Bachelor's with training in microbiology and biotechnology is required. 3-4 years related research experience desirable. Able to work effectively with others essential.

**Technical Part-time****Technician, GR21 (T9703)****Microbiology-Statutory****Minimum full-time equivalent: \$599.73**

Assist with enumeration, isolation, and characterization of bacterial isolates and with record keeping and data analysis tasks associated with grants and contracts of the PI. Mon-Fri, 20 hours per week.  
**Requirements:** Bachelor's or equivalent in microbiology or related discipline. 1-2 years related experience. Good organization ability and experience with isolation, maintenance, and characterization of bacterial cultures are required. Knowledge of procedures employed in bacterial physiology and genetics is desirable. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T9612)****Avian and Aquatic Animal Medicine-Statutory****Minimum full-time equivalent: \$599.73**

Provide technical assistance in ultrastructural studies of fish pathology. Assist in all phases of transmission and scanning electron microscopy sample preparation, examination of specimens, photography, ultramicrotomy, preparation of prints of electron micrographs. Develop histochemical assays for ID of cell types in fish histo sections. 30 hours per week between 8 a.m.-5 p.m.  
**Requirements:** Bachelor's required in 1 of the biochemical sciences. 1-2 years related experience in all phases of scanning and transmission electron microscopy. Experience in immunoperoxidase techniques desired. Send cover letter and resume to Sam Weeks.

**Technical Boyce Thompson Institute****Electron Microscopy Research Assistant****Boyce Thompson Institute****Salary: Commensurate with experience.**

Conduct studies on scanning and transmission electron microscopy of animal and plant specimens. Work independently and be responsible for daily routine operation of electronic microscopy service lab.

**Requirements:** MS or equivalent experience in cell biology, microbiology, or biochemistry. 2-4 years training and experience in electron microscopy desirable. Contact Dr. Robert R. Granados, 607-254-1265.

**Office Professionals**

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

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

**Secretary, GR16 (C0118)****Diagnostic Lab-Statutory****Minimum Biweekly Salary: \$498.94**

Type basic accounting forms; purchase requisitions, vouchers and various other forms; post financial transactions to college based accounting system, use IBM type computer and WordPerfect software to assist in preparation of form letters and correspondence; photocopy accounting transactions; prepare calculator tape of cash receipts; answer the phones; pick up and deliver mail; collate financial statements; assist in various clerical duties.

**Requirements:** HS diploma or equivalent. 1 year secretarial training. Experience with statutory accounting forms desirable. Exc. typing speed and accuracy required. Heavy typing.

**Office Assistant, GR17 (C0123)****University Relations/News Service-Endowed****Minimum Biweekly Salary: \$517.66**

Assist with production of news releases; provide clerical and research support for editors and writers.  
**Requirements:** HS diploma with at least 1 year of office experience, preferably at CU. Must have good organizational skills and experience in dealing with people. Familiar with personal computer and highly accurate typing skills desirable. Medium typing.

**Alfalfa Room Cashier, GR17 (C0115)****Unions and Activities-Willard Straight Hall-Endowed****Minimum Biweekly Salary: \$517.66**

Operation of food service facility which includes cashiering; product inventory and ordering; customer service; scheduling and supervision of student employees.  
**Requirements:** Experience with cash register operation, customer service, scheduling, inventory, supervision, menu planning, pricing and product selection.

**Office Assistant, GR17 (C9712)****Purchasing-Endowed****Minimum Biweekly Salary: \$517.66**

Provide general office support for the department. Answer telephones; keyboarding; filing; handle mail. Other duties as assigned.  
**Requirements:** HS diploma or equivalent. Exc. organization, interpersonal and communication (phone) skills. Light typing.

**Office Assistant, GR17 (C9701)****CIT Services-Endowed****Minimum Biweekly Salary: \$517.66**

Perform switchboard and receptionist duties. Maintain schedules and mailing lists.  
**Requirements:** HS diploma or equivalent. 6 months-1 year experience working with the public in a service capacity. Excellent telephone answering and managing skills. Computer experience preferred.

**Senior Records Assistant, GR18 (C8715)****Veterinary Library-Statutory****Minimum Biweekly Salary: \$529.35**

Responsible for all aspects of interlibrary borrowing service. Fill interlibrary lending requests; search gift/donated books; provide circulation, directional/informational and other public service assistance to patrons at the Public Service Desk; organize and conduct annual book sales; process and catalog 4th-year student seminar papers. Other duties as assigned.  
**Requirements:** HS diploma or equivalent. Previous office and/or library experience desirable. Strong interpersonal and communication skills. Strong orientation to public service. Ability to organize and accurately perform detailed work. Knowledge of RLIN, wordprocessing, microcomputers helpful. Able to work independently. Medium typing.

**Senior Records Assistant, GR18 (C9011)****Veterinary Library-Statutory****Minimum Biweekly Salary: \$529.35**

Perform all aspects of monograph/book acquisitions and processing i.e., search for bibliographic data, select vendors, place orders using NOTIS computer based system, resolve receipt problems, mark and place volumes, and forward items to cataloging. Search and process gift book; maintain donor circulation, directional/informational assistance to patrons at the Public Service Desk. Other duties as assigned.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1-2 years office and/or library experience desirable, especially in technical services. Strong interpersonal and communication skills. Able to organize and perform accurately detailed work. Knowledge of NOTIS, word processing, and/or microcomputer applications helpful. Able to work independently. Light typing.

**Accounts Assistant, GR18 (C0128)****Travel Office-Endowed****Minimum Biweekly Salary: \$529.35**

Prepare airline tickets for distribution 4 days a week; answer telephones 4 days a week; prepare weekly ARC report on Mons, including refunds, commission checks, and debit memos; reconcile Diners Club statements and make appropriate copies for accounting; process routine bills and statements.  
**Requirements:** HS diploma or equivalent. Travel and Tourism course preferred. Working ability on Mac computer. Knowledge of CU accounting system preferred. 1 year related previous airline or travel agency exp. preferred. Light typing.

**Secretary, GR18 (C0108)****Textiles and Apparel-Statutory****Minimum Biweekly Salary: \$529.35**

Provide secretarial and IBM user support for 13 faculty and administrative/secretarial support for undergraduate advising coordinator and Administrative Manager.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1 year related experience. Proficient on IBM, Wordperfect, DBIII desirable. Able to prepare and edit manuscripts with varying formats. Quick and accurate turnaround and desire to learn new techniques. Medium typing.

**Stockkeeper, GR18 (C0107)****Media Services-Statutory****Minimum Biweekly Salary: \$529.35**

Maintain publications warehousing facility. Perform shelf stocking operations and light maintenance on equipment; maintain computerized inventory records; provide backup for courier service.  
**Requirements:** HS diploma or equivalent. 1 year related experience in stockkeeping, inventory. Some computer familiarity. Must have ability to lift up to 70 pounds. 98% of job requires standing and walking. Must have valid NYS driver's license. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Secretary, GR18 (C0104)****Natural Resources-Statutory****Minimum Biweekly Salary: \$529.35**

Provide administrative support to Cooperative Extension staff using Wordperfect 5.0. Schedule meetings; answer telephones; distribute, organize and maintain large volume of publications; prepare travel itineraries and reimbursements; use Procomm to access CENET electronic mail.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1 year related work experience. Strong computer background and working knowledge of Wordperfect 5.0. Must have excellent communication skills. Heavy typing.

**Senior Records Assistant, GR18 (C0113)****JGSM Library-CUL-Endowed****Minimum Biweekly Salary: \$529.35**

Under general oversight of Librarian, be responsible for technical processes in a medium-sized serials collection (2,800 titles) and an extensive microtext collection of over 600,000 items. Assist with public service and other library projects as needed.  
**Requirements:** 2 years of college. Able to organize and complete detailed work in a timely manner. Able to work independently and as part of a team. Strong organizational and communication skills. Light typing.

**Senior Department Assistant, GR18 (C0112)****Public Services-Law Library-CUL-Endowed****Minimum Biweekly Salary: \$529.35**

Responsible for the operation of the A-V Center. Under the general supervision of the Head of Public Services, maintain the microform collection; aid patrons in locating, reading, or copying desired materials. Provide aid to patrons using the personal computers and other equipment housed in the A-V Center. Control the flow of open reserve materials; train; oversee work-study students to operate the A-V Center in his/her absence.

**Requirements:** Associate's or equivalent. Knowledge of personal computers. Good organizational skills. Able to work with a variety of people in a public service setting. Acquaintance with word proc. software, especially Wordperfect desirable.

**Secretary, GR18 (C8504)****University Development-Endowed****Minimum Biweekly Salary: \$529.35**

Type correspondence and annual reports as they relate to scholarships, fellowships and professorships; collect and rec-

ord data to be programmed into computer; assist in preparations of special recognition events; create and update files; perform research; schedule appointments; answer telephone.  
**Requirements:** HS diploma or equivalent. Minimum 1-2 years experience. Knowledge of word processing (Olivetti) equipment. Good telephone techniques. Strong interpersonal and organizational skills. Able to work under pressure and handle confidential information. Good judgment and attention to detail. Medium typing.

**Secretary, GR18 (C9709)****Plant Breeding and Biometry-Statutory****Minimum Biweekly Salary: \$529.35**

Provide secretarial support for faculty in Biometrics Unit. Type correspondence, course materials; and technical manuscripts; schedule statistical consulting appointments; photocopy; serve as backup answering telephones and handling mail.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1 year related office experience. Familiar with word processing; preferably on IBM PCs or MACs. Technical typing desirable, (training provided). Good interpersonal and organizational skills. Medium typing.

**Office Assistant, GR18 (C9713)****Floriculture and Ornamental Horticulture-Statutory****Minimum Biweekly Salary: \$529.35**

Serve as department receptionist and resource person with responsibility for facilitating communication between faculty, staff, students, other CU departments and the public. Provide general word processing support; act as seminar secretary and Career Opportunity/Placement Program Secretary; maintain smooth operation of daily department activities.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1 year experience with IBM/PC and Wordperfect. Excellent organizational and grammatical skills. Knowledge of transcription machine required. Medium typing.

**Stockkeeper, GR19 (C0121)****Diagnostic Lab-Statutory****Minimum Biweekly Salary: \$551.86**

Manage supply receiving and shipping function. Receive and distribute all incoming packages; responsible for shipping lab specimens testing kits, etc.; prepare and ship orders for sample collection; maintain accurate records; use computer to record and retrieve client and order information; work with Vet College receiving to provide uninterrupted function.  
**Requirements:** HS diploma or equivalent. 2 years previous experience with shipping or receiving operations, data entry and personal computers desirable. Requires ability to lift up to 75 pounds on a regular basis. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Administrative Aide, GR19 (C0102)****CIT-User Services-Endowed****Minimum Biweekly Salary: \$551.86**

Provide administrative and programmatic support for CIT-User Services sections and office support for Services Division.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 2 years related office and customer support experience. Must have experience using technology and software applications, especially word processing and databases. Excellent communications. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Secretary, GR19 (C0117)****Hotel Administration-Endowed****Minimum Biweekly Salary: \$551.86**

Provide administrative and secretarial support for 3-4 faculty members. High level of confidentiality essential, requiring independent judgment and decision-making.  
**Requirements:** Associate's or equivalent experience and/or training. Computer (IBM) experience necessary. Able to organize work priorities to meet busy typing deadlines under minimum supervision. Strong written communication skills including knowledge of editing. Excellent spelling and grammar skills. Must be adaptable and willing to take on responsibility. Heavy typing.

**Advertising and Promotion Assistant, GR19 (C9503)****C.U. Press-Endowed****Minimum Biweekly Salary: \$551.86**

Provide assistance to the department in all aspects of advertising and promotion. Type letters, reports, etc.; handle mail; answer inquiries (phone and letter). Other duties as assigned.  
**Requirements:** Associate's or equivalent. Knowledge of wordprocessing. Good writing skills. Close attention to detail. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Administrative Aide, GR20 (C0122)****Administrative Operations-CUL-Endowed****Minimum Biweekly Salary: \$575.30**

Under the general supervision of the Operations Supervisor, coordinate all purchasing activities for capital equipment and computer hardware orders for the endowed library system. Process invoices for payment; monitor computer lines; prepare work orders; oversee computer maintenance, blanket orders and maintenance agreements; provide backup support for Personnel, Project Coordinator, Project Manager and Photo-copy Services Supervisor.  
**Requirements:** Associate's or equivalent. 2-3 years office/purchasing experience. Strong interpersonal, communication (written and verbal) and organizational skills. Experience with database and spreadsheet management (DBase III and Lotus 123 preferred) as well as word processing ability (Wordperfect preferred). Able to handle confidential material with discretion. Attention to detail. Familiarity with university Purchasing and Customer Service procedures helpful. Light typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Editorial Assistant, GR20 (C0119)****Nutritional Sciences/CFNPP-Statutory****Minimum Biweekly Salary: \$575.30**

Serve as project manager from manuscript's arrival through to bound book. Responsible for deadlines, design, layout, and all aspects of CFNPP publications. Organize, direct and supervise all functions of CFNPP editing office.  
**Requirements:** Associate's or equivalent experience required. 2 years related experience. Proven ability to work independently, make independent decisions, delegate authority, attend to detail, organize, coordinate, and supervise all aspects of publication projects. Must have software and graphics experience, working knowledge of statistics and publications. Able to type large manuscripts, tables and manipulate wordprocessing files. Must function effectively in a fast paced environment and handle large tasks simultaneously. Heavy typing. Send marked up editing and original writing sample to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Sales Assistant, GR20 (C9409)****Campus Store-Endowed****Minimum Biweekly Salary: \$575.30**

Provide technical information to customers in the area of photography and general customer service in the Campus Living Shop. Assist the Assistant Director of General Merchandise with buying technical photography products; act as liaison with vendors and provide functional supervision to student staff. Mon-Fri, 8:30-5, some nights and weekends.  
**Requirements:** Associate's or equivalent combination of experience. Strong interpersonal, communication and organizational skills. 2-3 years retail experience. Technical knowledge of photography. Previous buying experience including supervision. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Administrative Aide, GR20 (C7901)****Computer Science-Endowed****Minimum Biweekly Salary: \$575.30**

Provide administrative and clerical support to the Office of Undergraduate Programs; manage the department library/publications unit. Manage the production and coordination of course materials and library-related technical reports; serve as information resource; coordinate office activities.  
**Requirements:** Associate's or equivalent. Minimum 2 years related experience in a University environment. Excellent organization and human relations skills. Demonstrated ability to work with diverse groups. Attention to detail and ability to prioritize. Excellent typing and word processing skills a must. Medium typing.

**Accounts Assistant, GR20 (C0110)****CU Payroll Office-Endowed****Minimum Biweekly Salary: \$575.30**

Maintain the NYS Disability records and the Direct Bank Deposit program; sort and distribute appointment forms; mail monthly payroll reports; act as department secretary.  
**Requirements:** Associate's or equivalent. 2 years experience in payroll or accounting office. Excellent organizational, communication and interpersonal skills are essential. Medium typing.

**Secretary, GR20 (C0116)****LASSP-Endowed****Minimum Biweekly Salary: \$575.30**

Provide secretarial support for group of faculty. Assist in preparation of travel arrangements; considerable interaction with other CU departments.  
**Requirements:** Associate's in secretarial science or equivalent. 2 years secretarial experience. Good technical typing and communication skills essential. Strong organizational skills and ability to work independently. Computer experience helpful. Heavy typing.

**Accounts Assistant, GR20 (C9704)****Grounds-Endowed****Minimum Biweekly Salary: \$575.30**

Provide comprehensive administrative accounting and financial analytical support to the Superintendent and 3 other supervisory staff; monitor and audit accounting statements and income/expense records for accuracy; research problems and initiate corrective action; prepare spreadsheets, reports and material purchase orders on computer; perform cost analysis on construction jobs and budget.  
**Requirements:** Associate's or equivalent in accounting, business management or equivalent. 2 years full-time paid business experience, with a minimum of 1 year supervisory experience in an office environment preferred. Detailed knowledge of word processing, preferably on Macintosh Plus computer. Good communication, organizational and interpersonal skills. Medium typing. Submit employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Administrative Aide, GR20 (C9707)****Floriculture and Ornamental Horticulture-Statutory****Minimum Biweekly Salary: \$575.30**

Provide administrative support and secretarial support for Chairperson and Administrative Manager. Manage correspondence, calendar and telephone for Chairperson; arrange meetings, travel and department activities; coordinate faculty search and promotion packages; prepare catalog copy, annual reports and grant proposals; work with confidential and sensitive information (budget and personnel); serve as liaison to students, faculty, visitors. Perform personnel and payroll functions of department.  
**Requirements:** Associate's or equivalent, 2 years related experience. Outstanding organizational, communication and interpersonal skills. Able to interact effectively with a wide variety of personalities, exercise sound judgment, initiative and flexibility. PC experience required. Heavy typing. Internal applicants only. Submit employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Accounts Assistant, GR20 (C9706)****Floriculture and Ornamental Horticulture-Statutory****Minimum Biweekly Salary: \$575.30**

Provide support to Administrative Manager in areas of accounting, budgeting, purchasing and payroll. Process requisitions and vouchers; monitor monthly operating statements; maintain internal accounting system and provide accounting analysis.  
**Requirements:** Associate's in business or accounting or equivalent. 2 years CU accounting experience desired. Excellent organizational, communication and interpersonal skills required. PC experience essential. Able to work under pressure and independently. Medium typing. Submit employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Administrative Aide, GR20 (C9705)****Agriculture and Life Science Dean's Office-Statutory****Minimum Biweekly Salary: \$575.30**

Provide administrative and clerical support to the Associate Dean. Serve as liaison to a wide variety of students, faculty, staff and alumni visiting the Dean's office. Arrange meetings; keep appointment calendar; type correspondence; answer telephones; provide backup support for secretary and Executive Staff Assistant.  
**Requirements:** Associate's or equivalent. 2 years related experience. Knowledge of CU system desirable. Experience with IBM PC and Wordperfect. Excellent communication (oral and written) organizational, and interpersonal skills essential. Able to perform in an active, diverse environment, to present a professional image, and to work independently under pressure. Accuracy and attention to detail and ability to meet deadlines is important. Medium typing. Submit employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Accounts Coordinator, GR21 (C9619)****Finance and Business-Statutory****Minimum Biweekly Salary: \$599.73**

Responsible for maintenance of the CU Statutory equipment inventory master file. Audit equipment vouchers; input information into Property Control System in Albany; reconcile Property Control edit reports with CU statements; correspondence with CU and Albany personnel; request necessary reports for PCS in Albany.  
**Requirements:** Associate's in business or accounting or equivalent. 2-3 years office experience necessary. Strong interpersonal and communication skills. Personal computer and terminal experience required. Light typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Accounts Coordinator, GR21 (C0111)****Finance and Business-Statutory**

## King Continued from page 1

ham jail he wrote, "Injustice anywhere is a threat to justice everywhere." The principles of nonviolent direct action, used so effectively by Dr. King in this country, have proven to be just as effective against the potentially brutal forces of several totalitarian governments.

The connection between the nonviolent protests for voting rights in the United States and the nonviolent methods employed by ordinary people in South Africa and Eastern Europe to overcome great odds is as obvious as the often dramatic pictures on the television screen. Indeed, in 1989 the protest songs of South Africa and Eastern Europe are the prophetic lyrics of the Sixties: "We Shall Overcome" and "Blowing In the Wind."

Perhaps Dr. King's lasting legacy is that he has left his followers and the world with numerous examples of how personal commitment and courage can lead to successful nonviolent social change. Happy Birthday, Martin.

## Extramural Study Registration Scheduled For January 22 & 23

Through the Office of Extramural Study you can register to take a Cornell course during the 1990 spring term. Registration is Monday and Tuesday, January 22 and 23.

Courses are available to employees and area residents who are not enrolled in a Cornell degree program. With department approval, regular full and part-time nonacademic employees may take up to four credits. Applications and more information at B-12 Ives Hall or call 255-4987.

## Select Benefits Claims Schedule

The cut-off dates for remitting claims for reimbursement under the Select Benefits program are listed below. Your claim form with supporting information must be received by either the endowed or statutory Benefits Office no later than the dates shown below. Reimbursement will be delayed until the next two week cycle is completed, if materials are not in our office by the cut-off date.

1/19/90	4/27/90	7/20/90	10/12/90
2/02/90	5/11/90	8/03/90	10/26/90
2/16/90	5/24/90*	8/17/90	11/09/90
3/02/90	6/08/90	8/30/90*	11/21/90*
3/16/90	6/22/90	9/14/90	12/07/90
3/31/90	7/06/90	9/28/90	12/19/90*
4/13/90			

\*Early deadlines due to Memorial, Labor Day, Thanksgiving and winter holidays

Exempt employees enrolled for the first time this 1990 plan year will receive their first reimbursement check January 31, 1990 due to the university's payroll schedule.

## Jobs Continued from page 3

Excellent communication (written and oral) skills. Medium typing.

**Administrative Aide, GR21 (C0120)**  
**ILR/Extension and Public Service/Rochester-Statutory**  
**Minimum Biweekly Salary: \$599.73**  
Provide program and financial administration including recordkeeping and secretarial functions. Responsible for bookkeeping records and maintaining cost-control of noncredit programs. Process instructor's appointments and contracts, program agreements, etc. Assist in design and planning of programs. 9-5, 35 hours per week.  
**Requirements:** Associate's or equivalent. 3 years secretarial and administrative experience. Knowledge of IBM-XT computer for word processing. Medium typing.

### Office Professionals Part-Time

**Stockkeeper, GR17 (C9710)**  
**Division of Nutritional Sciences-Statutory**  
**Minimum full-time equivalent: \$517.66**  
Maintain food, equipment and supplies for DNS labs, seminars and other events. Clean, maintain, and secure lab supplies, appliances, and equipment. Schedule repairs as required. Mon-Fri, 8:30-4:30, 35 hours per week.  
**Requirements:** HS diploma or equivalent. Practical training in foods desirable. Coordinate and prioritize several tasks. Must be able to work independently, exhibit initiative and address changing needs. Valid NYS driver's license required. Able to lift and carry heavy bags. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Building Attendant, GR17 (C0114, C0105)**  
**Access Services/Olin Library-CUL-Endowed**  
**Minimum full-time equivalent: \$517.66**  
Perform library security functions including working at exit control desk and stack control desk under the general direction of the Senior Evening Supervisor. Provide a variety of clerical support duties. Be responsible for opening, closing and making regular tours of the building. Other duties as assigned. 20 hours per week, 8:30 p.m.-12:30 a.m. NOTE: schedule changes during intercessions and summers.  
**Requirements:** Some college background and/or experience with academic libraries. Strong communication and interpersonal skills. Must be able to work well with sudden increases of activity at exit/entrance points while maintaining consistent procedures.

**Senior Interlibrary Loan Assistant, GR18 (C0129)**  
**Access Services/Olin/CUL-Endowed**  
**Minimum full-time equivalent: \$529.35**  
Under the direction of the Administrative Supervisor for Interlibrary Borrowing, responsible for inputting or typing all non-NYSILL and non-RLIN borrowing requests; prepare borrowing material received on loan; process RLG and NYSILL photocopy for CU patrons. 20 hours per week.  
**Requirements:** Associate's or equivalent. Able to work under pressure while maintaining accuracy. Experience with microcomputers highly desirable. Able to work with foreign languages. Aptitude for detailed work. Strong organizational, communication and interpersonal skills. Light typing.

**Senior Information Assistant, GR20 (C0127)**  
**Reference Department/Olin Library/CUL-Endowed**  
**Minimum full-time equivalent: \$575.30**  
Assist library patrons, in person and on telephone, in using CU Libraries by providing information about the libraries' organization and services; handle complex bibliographic and government document questions; recommend and provide instruction in the use of manual library files and the online catalog; search in automated files; review and verify Interlibrary Services borrowing requests; assist with bibliographic, collections or instruction projects. 20 hours per week/evenings and weekends.  
**Requirements:** Bachelor's or equivalent in social sciences or humanities preferred. Previous work in an academic library or familiarity with bibliographic verification sources desirable. Strong interpersonal and communication skills, and ability to work calmly under pressure required. Knowledge of at least 1 foreign language. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Physical Therapist Assistant, GR20 (C0109)**  
**University Health Services-Endowed**  
**Minimum full-time equivalent: \$575.30**  
Carry out treatments as directed and supervised by the department's Physical Therapists. Mon-Fri, 20 hours per week.  
**Requirements:** Associate's in physical therapy assistantship or equivalent work experience. Athletic training preferred. Experience in orthopedic/sports medicine setting desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Senior Night Supervisor, GR20 (C0106)**  
**Circulation/Urns/CUL-Endowed**  
**Minimum full-time equivalent: \$575.30**  
Under the direction of the Administrative Supervisor, oversee the operation of the Circulation/Reserve desk and be responsible for the building during the evening hours. Supervise students and assist with desk duties, answering questions and handling problems; assist with reserve processing. 25 hours per week, evenings and weekends.  
**Requirements:** Some college coursework. Able to work well with diverse public. Supervisory experience desirable. Strong organizational, interpersonal and communication skills. Experience working with students desirable.

### Office Professionals Temporary

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

#### Records Assistant (S0117)

**Mann Library**  
Perform duties related to database maintenance and record creation. Pull catalog cards, barcode volumes, create item records and volumes holdings records. Correct information in the online records, as directed. Order replacement shelflist cards. Shelves issues of uncataloged serials and interfiles issues of microfiche. Other duties as assigned. Hours flexible, 19 hours per week. 1 year appointment.  
**Requirements:** HS diploma or equivalent. Able to perform highly detailed and repetitive tasks accurately. Send cover letter and resume to Karen Raponi, Staffing Services, EHP, Ithaca, NY 14850.

#### Receptionist (S9611)

**Information Technologies**  
1 year, Casual, 19 hours per week. Act as receptionist. Answer phone, copy, processing of department forms. Macintosh skills are helpful but not necessary. Confidentiality a must. Send cover letter and resume to Karen Raponi, Staffing Services, EHP, Ithaca, NY 14850.

#### Office Assistant (S9301)

**Material Science Engineering**  
Assist Administrative Aide in daily operations of office. Medium typing, utilizing Macintosh skills on a daily basis. Errands to campus libraries and some photocopying. Part-time, 20 hours a week. Send cover letter and resume to Karen Raponi, Staffing Services, EHP, Ithaca, NY 14850.

#### Ticket Deliverer (S9601)

**Travel Office**  
**Hourly Rate: \$4.25**  
Deliver airline tickets to various campus locations. Casual position, 10-15 hours a week. Please contact Karen Raponi, Staffing Services, EHP, Ithaca, 255-2192.

## General Service

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

#### Food Service Worker, SO01 (G0107, G0101, G0121)

**Dining-Endowed**  
**Hiring Rate: \$5.75**  
Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change.  
**Requirements:** HS diploma or equivalent. Knowledge of food preparation and presentation preferred. Good customer relation skills. Basic reading and computation skills required.

#### Custodian, SO02 (G0118)

**Buildings Care-Endowed**  
**Hiring Rate: \$6.00**  
Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thur, 6 a.m.-2:30 p.m.; Fri 6 a.m.-1:30 p.m.  
**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder.

#### Dish Machine Operator, SO02 (G0108, G0109)

**Dining-Endowed**  
**Hiring Rate: \$6.00**

Wash dishes, utensils, pots and pans. Stock assigned areas. Mon-Fri, 40 hours per week. Shift subject to change.  
**Requirements:** HS diploma or equivalent. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

#### Food Service Worker, SO02 (G0106)

**Dining-Endowed**  
**Hiring Rate: \$6.00**  
Prepare, present and serve food items for Co-op, cash, catering or special events. 40 hours per week. Shift subject to change.  
**Requirements:** HS diploma or equivalent. 1 year related experience. Working knowledge of food preparation and presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers and various hand tools. Good customer relation skills.

#### Custodian, SO02 (G0114)

**Unions and Activities-Willard Straight Hall-Endowed**  
**Hiring Rate: \$6.00**  
Provide general custodial care of buildings and grounds in assigned area. Wed-Sunday, 11 p.m.-7:30 a.m.  
**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Able to follow instruction and work for extended periods without supervision.

#### Custodian, SO02 (G0116)

**Statler Hotel-Endowed**  
**Hiring Rate: \$6.00**  
Clean public guest areas of the hotel; stock the guestroom floor closets for the room attendants. Hours flexible; nights and wknds.  
**Requirements:** Basic reading and writing skills. Hotel house-keeping experience desirable.

#### Short Order Cook, SO04 (G0103-G0105)

**Dining-Endowed**  
**Hiring Rate: \$6.58**  
Prepare and serve food directly to customers from short order area. 40 hours per week. Shift subject to change.  
**Requirements:** HS 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 (G0110)

**Dining-Endowed**  
**Hiring Rate: \$6.58**  
Receive, inspect, store and issue food products, equipment and supplies. Clean and maintain assigned areas. 40 hours per week. Shift subject to change.  
**Requirements:** HS 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.

#### Head Custodian, SO04 (G9704)

**Building Care-Endowed**  
**Hiring Rate: \$6.58**  
Participate in, direct, supervise and evaluate work of 7-10 custodians in assigned area (50% cleaning/50% supervision). Provide general custodial care of buildings and grounds in assigned area; ensure timely opening of assigned buildings; order and account for in-house supply inventories. Mon-Thur, 6 a.m.-2:30 p.m.; Fri, 6 a.m.-1:30 p.m.  
**Requirements:** HS diploma or equivalent. 2 years custodial experience required, supervisory experience preferred. Able to lift 50 pounds and climb 8 foot ladder.

#### Short Order Cook, SO04 (G9701)

**Dining-Endowed**  
**Hiring Rate: \$6.58**  
Prepare and serve food directly to customers from short order area. Shift subject to change. 40 hours per week.  
**Requirements:** HS 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.

#### Fraternity Cook, SO06 (G0113)

**Residence Life-Endowed**  
**Hiring Rate: \$7.20**  
Clean, prepare and cook food for University-owned fraternity. Clean all food preparation areas, cooking areas and assist in keeping storerooms and refrigerators sanitary; aid student steward in menu planning and food purchases as needed. Supervise student helpers.  
**Requirements:** HS diploma or equivalent. 1-3 years quantity cooking experience. Able to follow recipes accurately and operate standard food preparation and cooking equipment. Experience in large quantity preparation essential. Good organizational skills. Able to work with little supervision and with student volunteers. Experience supervising students preferred.

#### Baker, SO08 (G0102)

**Dining-Endowed**  
**Hiring Rate: \$7.91**  
Plan, coordinate and prepare full line of baked goods including rolls, breads, cakes, cookies and pastries through own efforts and through supervision of bakery staff. 40 hours per week. Shift subject to change.  
**Requirements:** HS diploma or equivalent. 3-5 years experience preparing from scratch a variety of baked goods in an institutional environment. Working knowledge of use and maintenance of mixers, dough sheeters, cookie machine, steam jacket kettles, rack oven, proofing cabinet, buffalo chopper, meat slicer and scales. Supervisory skills desirable.

#### Vehicle Mechanic, SO08 (G0122)

**Agronomy-Statutory**  
**Hiring Rate: \$7.91**  
Inspect and maintain vehicles, tractors and equipment for the department of Agronomy. Assist in design and fabrication of research equipment; assist in field operations as required including fitting ground for research, agronomic purposes, etc.  
**Requirements:** HS diploma or equivalent; Class III driver's license. Knowledge in operation and maintenance of tractors, plows, cultivators, harrows, discs, cultipackers, drills, cultimulchers, corn planters, mowers, hay rakes and hay balers. Skill and aptitude in mechanical repairs, metal lathe, sheet break, metal and equipment fabrication. Automotive mechanical courses. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Svcs, EHP, Ithaca, NY 14850.

#### Maintenance and Service Operations-Endowed

**Hiring Rate: \$8.29**  
Able to maintain boilers, burners, and other mechanical and HVAC equipment found in commercial, industrial, residential and research institutions. Monitor equipment, building and utility systems; inspect, lubricate and repair all mechanical equipment; install and read electric, water and steam meters. Hours will vary according to shift duty.  
**Requirements:** HS diploma or equivalent. Knowledge of HVAC, utilities, controls, and other support systems in a high technology environment. 3 years experience in building trades and mechanical maintenance with boilers and burners. NYS driver's license required. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

## General Service Part-time

#### Food Service Worker, SO01 (G0115)

**Dining-Endowed**  
**Hiring Rate: \$5.75**  
Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change. 30 hours per week.  
**Requirements:** HS diploma or equivalent. Knowledge of food preparation and presentation preferred. Good customer relation skills. Basic reading and computation skills required.

#### Dish Machine Operator, SO02 (G0123)

**Dining-Endowed**  
**Hiring Rate: \$6.00**  
Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change. 30 hours per week.  
**Requirements:** HS diploma or equivalent. Able to learn proper use of dishwashing equipment and cleaning agents. Able to lift 35 pounds.

#### Dish Machine Operator, SO02 (G0117)

**Statler Hotel-Endowed**  
**Hiring Rate: \$6.00**  
Maintain a consistent supply of clean dishes, glassware, flatware, pots and silver. Keep work area and garbage area at an acceptable level of neatness and cleanliness. Hours flexible, nights and weekends.  
**Requirements:** Basic reading, writing and math (counting, recording) skills. Able to learn proper use of dishwashing equipment and cleaning agents and lift up to 60 pounds.

#### Cook, SO06 (G0120)

**Statler Hotel-Endowed**  
**Hiring Rate: \$7.20**  
Work with cook to provide high standard of hot food service. Hours flexible; nights and weekends. 30 hours per week.  
**Requirements:** HS diploma or equivalent. Basic reading and writing skills. 1 year experience in food preparation.

## 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.

#### Animal Attendant (S0107)

**Baker Institute**  
Temporary Casual. The Baker Institute is seeking an individual to feed and clean beagles. Sat and Sunday, 8:00am - 2:00pm. Some holidays. Please contact Karen Raponi, Temporary Services Coordinator, Staffing Services, EHP, at 255-2192.

#### Summer Job Network Counselor (S0118)

**Financial Aid/Student Employment**  
Assist with the evaluation of summer job network student applications. Review job descriptions; keying on line selections. Pre-screen applicants on computerized listings. Pulling appropriate student folders for review. Oversee and/or assist with referral mailing. Provide employment counseling for Summer Job Network applicants during walk-in appointments. Answer phone. Handle special projects as needed. Send cover letter and resume to Karen Raponi, Temporary Services Coordinator, Staffing Services, EHP, Ithaca, NY 14853.

#### 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. Mon-Thur 6:00am-2:30pm, Fri 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, EHP, 255-2192 for an interview.

## Academic

#### Extension Associate-Insect Pest Management

**Entomology**  
3 year, renewable, non-tenure track appointment in the Department of Entomology. Located at Long Island Horticultural Research Lab, River Head, Long Island, NY. Available: March 1, 1990. Extension responsibilities (60%) include the interpretation of research findings and their demonstration and implementation in pest management programs. Research responsibilities (40%) support insect pest management techniques for major insect pests of woody and herbaceous plants and vegetables.  
**Requirements:** PhD or MS in entomology or related discipline plus training and research experience in applied aspects of insect pest management. Strong commitment to extension. Willingness to seek external grant support and to contribute to interdisciplinary projects. Send cover letter, CV, copies of publications, transcripts and 3 letters of recommendation to Quentin D. Wheeler, Chair, Department of Entomology, CU, Comstock Hall, Ithaca, NY 14853-0999 by Feb 1, 1990.

#### Lecturer

**Education Department**  
Part-time. Team teach the course Instructional Applications of Microcomputers in Spring 1990 and teach alone in Fall 1990. Assist in course-related computing and research activities. 1 year appointment, extension possible.  
**Requirements:** Master's or equivalent required, with courses or equivalent experience in computer science applications. Send vita, transcripts, and names of 3 references to Dean Sutphin, Education Department, CU, 302 Roberts Hall, Ithaca, NY 14853 by Jan 19.

#### Senior Extension Associate I

**NYSSILR, Human Services Administration Program**  
Assist with development and administration of a national grant on the management of Independent Living Programs.  
**Requirements:** Bachelor's required, MS preferred, in education, business administration, rehabilitation services or administration. 3 years experience with Independent Living Center management is desirable. Respond to Ronald House, ILR/CU, P.O. Box 1000, Ithaca, NY 14851-0952.

#### Assistant or Associate Professor, Tenure-track

**Pathology**  
Develop a high quality, independent research program applying morphological, biochemical and molecular approaches to the study of specific disease processes. Provide a strong commitment to graduate education in Cellular and Molecular Pathology; share responsibility for DVM and resident teaching.  
**Requirements:** DVM and PhD or equivalent degrees. Board certification by the ACVP is preferred. Send CV, description of career goals and future research plans, copies of significant publications, and the names of 3 references to Donald Schlafer, Chairman, Pathology Search Committee, Room E205 Schurman Hall, College of Veterinary Medicine, CU, Ithaca, NY 14853-6401 by March 15, 1990.

## Cornell Employment News

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