

CORNELL CHRONICLE

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Poof, the magic dragon



Black-clad architecture students carry their dragon in a wooden coffin during a funeral procession across the Arts Quadrangle on March 9. This year's traditional Dragon Day parade was cancelled by the Architecture Department because of its danger and cost.

David Lynch-Benjamin

2 centers' experts join to help firms find answers

In a new approach to bringing the power of supercomputing to bear on industrial problems, Cornell's Theory Center and the David Sarnoff Research Center in Princeton, N.J., have joined to launch Project Catalyst.

The project will feature "Catalyst Teams" of technical experts from each institution who will explore engineering and manufacturing problems at candidate companies. After the participating corporation and the Catalyst Team identify an appropriate problem, Catalyst will then link the company with experts at Cornell or Sarnoff who can help the company use supercomputing to solve the problem.

"The objective of Project Catalyst is to bridge the gap between academia and industry, to remove the barriers to industry's effective use of supercomputers and to demonstrate the effectiveness of pooling resources to attack complex problems," said Linda Callahan, director of the Theory Center's Corporate Research Institute (CRI).

"Catalyst Teams will seek out particularly difficult problems that, if solved, will give a company a significant cost saving or competitive edge," she said. "The problems will be those that are within the collective expertise of the Theory Center and Sarnoff, and which require substantial computation."

According to Callahan, the purpose of Project Catalyst is not to solve the large-scale problem, but to tackle a subtask which can demonstrate the results of supercomputing within a three-to-six-month period. Solving this subtask will provide some rationale for the corporation to continue work on the problem with Sarnoff and Theory Center personnel and Cornell faculty, Callahan said.

The first Catalyst Team is selecting from among candidate problems from two companies in such areas as computational chemistry and fluid dynamics.

"We expect that this project will become a model for the kind of relationship between university and industry that must occur for industry to be competitive in today's global market," said Norman Winarsky, head of the Catalyst Team and of Sarnoff's computational research group.

The Theory Center, formally named the Center for Theory and Simulation in Science and Engineering, is one of four national supercomputer centers. It is a government-university-industry partnership funded by the National Science Foundation, Cornell, the state of New York and industry, including members of the Corporate Research Institute.

The CRI is the Theory Center's industry outreach program and has established research partnerships with companies such as International Business Machines Corp., Corning Inc., Xerox Corp., General Electric Co., Ford Motor Co., Philip Morris USA and GenCorp Inc.

The David Sarnoff Research Center, also a CRI member, is an independent contract research facility performing industrial research in consumer electronics, solid state physics, materials science and communications for military and commercial clients.

—Dennis Meredith

Day-care situation desperate: Bronfenbrenner

The well-being of tens of thousands of American families who need high-quality, low-cost day care is in limbo, according to a co-founder of Head Start.

"What is at stake is nothing less than the competence, quality and moral character of the next generation of Americans," said Urie Bronfenbrenner, a professor emeritus of human development and family studies and of psychology here. "Day care enables families to stay together to work the magic feat that only families can perform: making and keeping human beings human."

"But today, the lifeline for many families — low-cost, quality day care — is even less available than it was five years ago."

Bronfenbrenner participated in a documentary on families scheduled to be broadcast June 11 on the Public Broadcasting Service. The documentary, "Families in the Balance," paints the grim realities of what it means to this country to have the "dubious distinction" of doing less for our families and children than any other advanced nation in the world, Bronfenbrenner said.

The video, produced by PhotoSynthesis Productions Inc. of Ithaca, in association with Cornell, asserts that high-quality, affordable day care is attainable only if government, business and families make it a priority.

The House and Senate have passed dif-

ferent versions of the Act for Better Child Care, or the ABC bill, to provide funding for day care.

The House passed two versions, each costing \$14 billion over the next four years but differing in how to deliver the funds. The Senate passed a version costing about \$10 billion over the next four years and proposing a combination of tax credits and grants to be given to the states. President Bush's version would cost between \$4 billion and \$5 billion over five years and would give tax credits to low-income parents using private day-care services.

Bronfenbrenner and others hope that the

Continued on page 6

Trustees join productivity talks

As the Board of Trustees talks this weekend about next year's budget, their discussions will include a word rarely mentioned in years past — "productivity."

That productivity should be a consideration in higher education — which is a personal, even revelatory process — has been an offending thought to some academics. While success in the ball point pen business might require increased production per work-hour, few faculty have embraced the idea that they should steadily increase their hourly production of educated students.

The assembly-line analogy will probably never be popular on campuses. But to consider productivity in terms of an increased ratio of students to faculty has become accepted conversation in some quarters at Cornell.

What has altered the terms of discussion is money — both the money earned by faculty and the money charged for admission to Cornell. Since the former inevitably af-

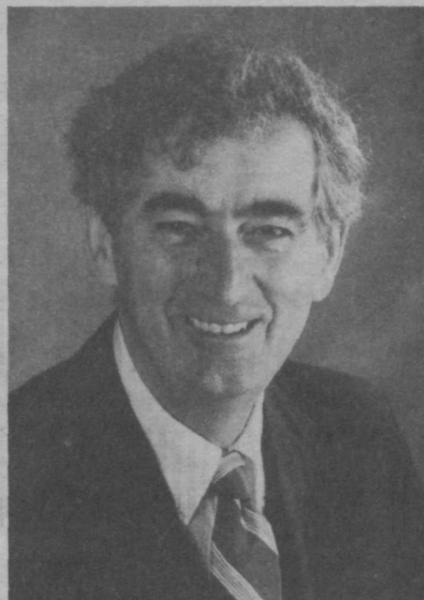
fects the latter, both teachers and taught have an interest in productivity.

Last November, the Faculty Council of Representatives (FCR) formally endorsed reducing tenure-track lines by 4 percent as part of a financial plan that also would raise salaries substantially by 10 percent a year for two years.

This unusual proposal followed suggestions by President Frank H.T. Rhodes that, among other economies, the university must consider reducing faculty ranks by 3 to 5 percent. Most recently, in a formal response to the FCR financial proposals, Senior Provost Robert Barker endorsed "a reduction in the work force or a permanent increase in the student-faculty ratio [as] an essential prerequisite to improvements in salaries and stipends."

"Indeed, we see need also to improve staff salaries and to address other unmet needs such as deferred maintenance of

Continued on page 8



Robert Barker

Chris Hildreth

Birds of a feather



Stephen Kress

The Laboratory of Ornithology will offer an eight-week, non-credit course in field ornithology from Wednesday, March 28, through Saturday, May 19. Students in last year's field ornithology course (above) observe shore birds at New Jersey's Delaware Bay. The course is for those with a beginning interest in birds. Identification and behavior of spring birds that migrate through the Ithaca area will be emphasized. The instructor will be Stephen W. Kress, laboratory associate at the Ornithology Laboratory and a biologist for the National Audubon Society.

Enrollment fee for the course, including field trips, is \$120. The fee for participating in only lectures or only field trips is \$60. Members of the laboratory receive a 10 percent discount.

Registration is at the Laboratory of Ornithology, 159 Sapsucker Woods Road. Further information may be obtained by phoning 257-7308.

BTI conference set to explore plant responses to environment

How plants sense and respond to environmental stimuli such as light, heat, cold, drought, flooding, wind and even the wounding from insects chewing on their leaves will be discussed at a national conference at the Boyce Thompson Institute for Plant Research (BTI) here on Friday, March 16, and Saturday, March 17. The conference will focus on molecular mechanisms of response that such stimuli evoke.

Unlike animals, plants cannot escape from predators, but they can respond to stimuli to protect themselves in other ways, according to BTI molecular biologist Stephen H. Howell, who is organizing the conference.

"When insects chew on the leaves of tomato plants, for example, plants respond by turning on genes that code for substances that cause indigestion in the insect," he said. Howell is director of the molecular biology program at the institute, an independent research organization on campus.

The fact that plants can react to external and internal stimuli, or signals, including hormones and even touch, is a phenomenon known as "plant signal transduction." Plant responses have long been known, but only in recent years have scientists begun to understand more fully how plants, as well as animals, sense external stimuli and process

them at the molecular level, Howell said.

The "Plant Signal Transduction: Linking Environmental Signals to Gene Expression" conference will discuss the latest research advances in this area of study. About 100 plant scientists, plant molecular biologists and geneticists from the United States and other countries, including West Germany and Canada, are expected to attend the conference, Howell said.

The conference consists of a daylong symposium, followed by a half-day session for posters and presentation of about a dozen contributed papers.

The symposium will open at 9 a.m. with a keynote address by Melvin I. Simon of the California Institute of Technology, who will discuss strategies of signal transduction in bacteria and animal cells. He is known internationally for his research showing how genes switch on and off in bacteria so that they can hide from the body's immune system.

The symposium is being held to honor A. Carl Leopold, a plant physiologist at the Boyce Thompson Institute, Howell said. Leopold is an authority on the effect of gravity on plant growth and development and the maintenance of seed for the preservation of plant genetic diversity.

—Yong H. Kim

BRIEFS

■ **Ancient astronomy:** David Pingree, professor of history of mathematics and classics at Brown University, will give a University Lecture here on Wednesday, March 28, at 4:30 p.m. in the Hollis E. Cornell Auditorium of Goldwin Smith Hall. His subject will be "Transmission and Development of Ancient Astronomy: Mesopotamia, Greece and India."

■ **Book sale:** The annual Mann Library book sale will be held in the library's McCay Room for three consecutive days starting on Monday, March 26, from 9 a.m. to 4 p.m. Books and journals on all subjects will be on sale from \$1 to \$4 on the first day and then at reduced prices each succeeding day. Also, there will be special bid items.

■ **Archaeological field work:** Hirsch travel scholarships will be granted to about 10 students in the United States and abroad for field training this summer. Undergraduates majoring in archaeology are preferred, but others with a proven interest in archaeology can apply. For details, contact Bev Phillips in Room 265 McGraw Hall.

■ **Short-story contest:** Monday, April 16, is the deadline for entering The Arthur Lynn Andrews Short Story Contest. Separate \$300 cash prizes will be awarded to an undergraduate and a graduate student winner. Submissions of a short story, a group of stories or a selection from a large work, not to exceed 10,000 words, should be left at the Dean of Faculty Office, 315 Day Hall. Each entry must be signed with an assumed name, with the real name and assumed name of the entrant in a sealed envelope.

■ **McDaniel named to board:** Richard W. McDaniel, director of the Cornell Campus Store, has been named to the Board of Trustees of the National Association of the College Stores Inc. The NACS, with some 3,900 members, is one of the largest trade associations serving higher education and is headquartered in Oberlin, Ohio.

■ **D.U.S. to move:** The Division of Unclassified Students, the university's internal transfer unit, will move on Friday, March 16, from its current location in Olin Hall to 220 Day Hall.

NOTABLES

Franklin A. Long, professor emeritus of chemistry, has won the 1989 American Association for the Advancement of Science Philip Hauge Abelson Prize for scientific achievement and notable service to the scientific community. The award, which carries with it a \$2,500 cash prize, was presented on Feb. 18 in New Orleans at the annual meeting of the American Association for the Advancement of Science. A member of the Cornell faculty from 1937 until his retirement in 1979, Long has been a leading participant in the international debate over arms control for more than 40 years. He served as founding director of Cornell's Program on Science, Technology and Society from 1969 to 1973. He continued to be active with the program until 1988, when he moved to California.

APPOINTED

The following academic and administrative appointments were approved by President Frank H.T. Rhodes during February:

Richard E. Austic, professor, reappointed chairman of the Department of Poultry and Avian Sciences, through June 30, 1990; Charles C. McClintock, associate professor, appointed associate dean for academic affairs and administration, College of Human Ecology, through Feb. 18, 1995; Robert J. Wagenet, professor, reappointed chairman of the Department of Agronomy, through June 30, 1990.

In other action, Rhodes promoted Tove H. Hammer to professor of organizational behavior in the New York State School of Industrial and Labor Relations, effective April 1, 1990.

GRADUATE BULLETIN

■ **Course changes:** The last day for dropping courses and changing grade options without a petition is March 16. A \$10 late fee is charged for any change after this date. A course dropped after March 16 will appear on transcripts with a "W" (withdrawn) unless the course instructor and committee chairperson recommend that the "W" be deleted (allowed only prior to final exams).

■ **Income tax:** Representatives from the federal and New York state tax bureaus will conduct sessions for international students and answer questions on Thursday, April 5, from 8:30 to 10:15 a.m., in the second-floor auditorium, Anabel Taylor Hall. Tax information for graduate students was a topic of the January 1990 Sage Graduate Newsletter. Copies are available in the Fellowship and Financial Aid Office, Sage Graduate Center.

■ **Fellowships for 1991-92:** Many fellowships have fall deadlines for completed applications. Plan ahead for 1991-92 by consulting the Fellowship Notebook and sending for application forms now. Notebooks are available in each graduate field office, on CUINFO under the heading Academic and sub-heading Grad, and at the Fellowship and Financial Aid Office, Sage Graduate Center. The Notebook lists over 350 graduate fellowships.

BARTON BLOTTER

A Cornell fraternity has been referred to the judicial administrator on a charge of possible hazing involving the reported forcing of a person to enter a car against his will, according to the morning reports of the Department of Public Safety for March 5 through 11.

Reports also included 17 thefts with losses in cash and valuables of \$2,572. Among the thefts was a portable compact disc player and 25 compact discs worth \$525 taken from 101 McGraw Place, a \$525 class ring stolen from the Helen Newman Hall locker room, a \$400 typewriter taken from 124 Roberts Place and a \$310 mountain bike stolen from the Snee Hall bicycle rack.

Other thefts included four out-of-state license plates and a \$115 vacuum cleaner stolen from the Sage Hall custodial closet.

Safety officers are investigating a complaint from a female student of sexual abuse by a male student.

Computerized copies of the most current safety report may be called up on CUINFO under the title SAFETY. CUINFO terminals are situated in the main lobbies of Day Hall, Gannett Clinic, Willard Straight Hall, Sage Hall (Graduate Student Lounge) and eight libraries.

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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.

OBITUARY

Professor Mary E. Purchase, a member of the Cornell faculty from 1961 until her retirement in 1986, died on March 6 at Tompkins Community Hospital after a long illness. She was 69.

In 1986, she was cited by the American Society for Testing and Materials for "her exceptional qualities of leadership, especially her acute technical and editorial insights, and for her diplomatic recommenda-

tions that bring together opposing points of view."

Upon her retirement, the Mary E. Purchase Graduate Fellowship Fund was established in the College of Human Ecology.

Born in Grandville, Mich., Purchase earned a bachelor's degree in 1942 at Eastern Michigan University, a master's degree from Cornell in 1949 and a Ph.D. from Iowa State University in 1959.

A gift and a prayer

Japanese Buddhists present facsimile of teachings by 13th century priest

Twenty Japanese Buddhists knelt on the sixth floor of the Johnson Museum of Art — their foreheads touching the floor, beads draped across their open palms, their torsos inclined with the agility only years of prayerful practice can achieve.



Charles Harrington
Kunio Kataoka speaks during the March 7 presentation.

They were offering a prayer and a gift to Cornell Libraries of a facsimile of the Nichiren Daishonin Goshinseki, the complete works by the 13th century Buddhist priest, Nichiren Daishonin, whom they follow and wish to introduce to the world.

"This gift is equivalent to the works of St. Thomas Aquinas. I am not sure that is an exact parallel, but of someone of that stature in the Western world," Charles Peterson, associate director of Cornell's East Asia Program, said during the ceremony on March 7. Cornell scholars will reciprocate by using the material to further studies of Buddhism and the Eastern world, he added.

The collection consists of facsimiles of some 740 mantras, literary works, letters, transcripts of lectures, sutras and other documents. The location and reproduction of these works reflect a 30-year, \$30,000 effort by Rissho Ankoku Kai, a religious corporation of Chiba Prefecture, Japan, which is comprised of some 3,000 families.

"The Goshinseki are not just for learning the teachings of Nichiren Daishonin; in their brushstrokes are contained the personality, the soul, the voice and the life of Nichiren. Seeing that hand is just like meeting Nichiren Daishonin himself," Kunio Kataoka, the leader of the Buddhist delegation said, quoting the now deceased founder, Zuiki Kataoka.

The group also has donated a facsimile collection to the Library of Congress, the University of Chicago, India, the British Library, the College de France and the Universitat Hamburg in West Germany.

In explaining Cornell's selection, member Motowo Nazajima said, "Cornell is most familiar with research in the Japanese language, culture, politics and economy and has the most active student and faculty here." The only Japanese-American in the



Charles Harrington

Alain Sezec (left), the Carl A. Kroch University Librarian, presents a book of photographs of the campus to Kunio Kataoka, the leader of the Buddhist delegation that presented the writings of a 13th century priest to the university.

group, Nazajima is an assistant professor in the Department of Tumor Biology at the University of Texas' M.C. Anderson Cancer Center.

The four women, dressed in kimonos; 15 men, in business suits; and the leader, in traditional Buddhist robe and cropped hair, reflected their roles as both religious people and active members of Japanese society.

"The teachings of Rissho Ankoku Kai founded by [Zuiki Kataoka] are based not on 'temple Buddhism' but on 'lay Buddhism,' in which followers live as members of society, studying at school, working in a job or doing housework, with pious faith in the Lotus Sutra of Buddha and Nichiren Daishonin," a booklet on the sect reads.

The Nichiren Daishonin Goshinseki will be maintained in Cornell's Wason Collection in Olin Library.

Nichiren taught that among the many scriptures of Buddhist canon, the Lotus Sutra represented the ultimate sacred teaching,

Kataoka explained.

"Nichiren Daishonin held that the merciful heart, wisdom, strength, virtue and indeed the very eternal life of the Buddha are completely realized in the prayer 'Nam Horenge-kyo,' literally, 'Glory to the Lotus Sutra of the Supreme Law,'" he said.

In other words, "everybody can be a Buddha" and achieve eternal life by practicing the Lotus Sutra according to Nichiren's teaching, Nazajima said.

Their literature describes the method this way: "A person who prays, believing the real existence of Buddha before him should abandon self, prostrating himself with his head, arms and legs on the ground, and, as if to contact his head with Buddha's feet (this is the supreme form of expressing respect) and also as if he is before Buddha, chant 'Nam Myo-ho Renge-Kyo' with Buddha while listening to Buddha's voice of the prayer."

—Lisa Bennett

Kellogg backs look at agency cooperation

Cornell has received a \$242,462 grant from the W.K. Kellogg Foundation, in collaboration with the Farm Foundation, to evaluate Kellogg-funded public policy education projects that promote collaboration between organizations.

"What we're doing is conducting what Kellogg is calling a cluster evaluation, looking at what factors contribute to the success and failure of 11 public policy education projects, how sustainable their coalitions are and what difference they make in the overall effectiveness of the project," said Jennifer Greene, an associate professor of human service studies.

"We're also looking at different education strategies — if you hold workshops, how does that work compared to a set of videos? — and how well they work for different audiences, from interested citizens to policy-makers," she added.

Greene is conducting the three-year study with Alan Hahn, who also is an associate professor of human service studies.

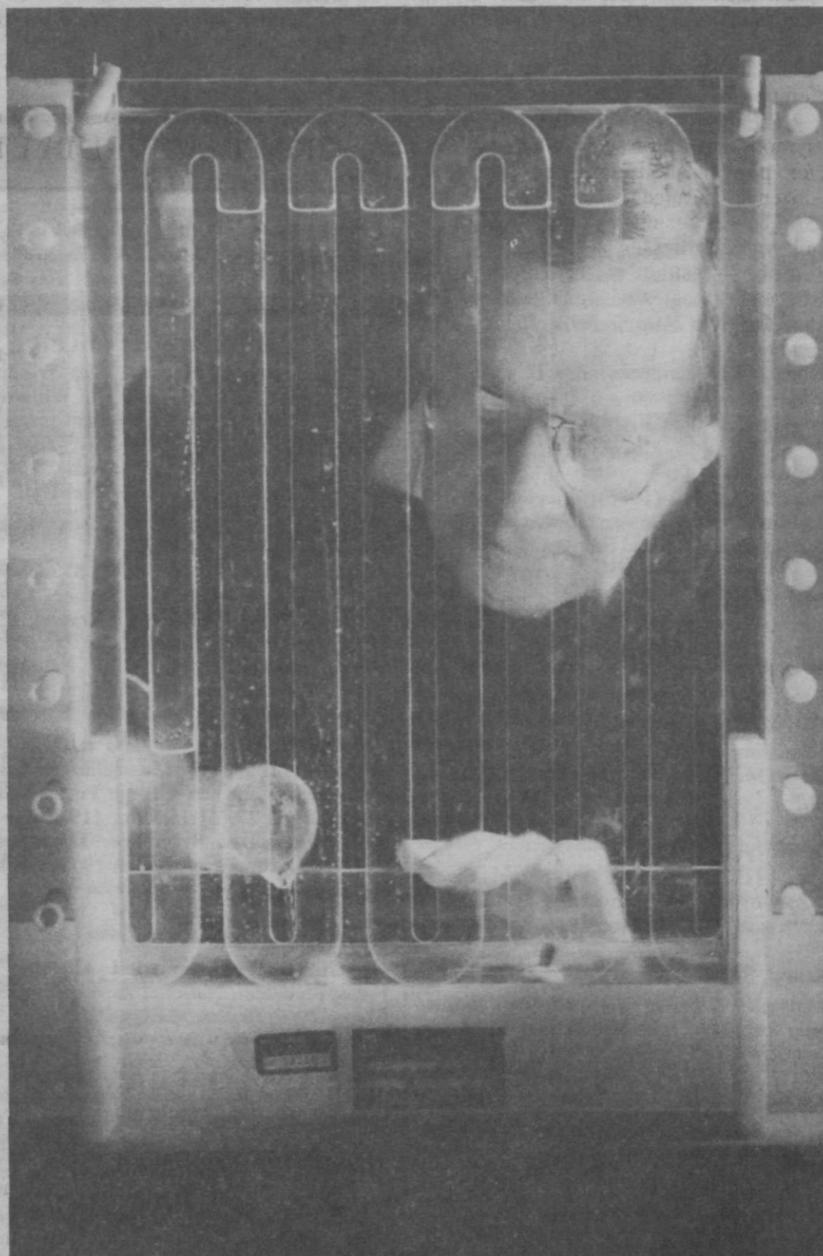
"We can learn about the relative effectiveness of the strategies employed by these projects, plus there are a host of things to be learned about public policy education in general," Greene said.

Examples of the projects to be evaluated by the Cornell study include: groundwater-quality education being conducted by Cooperative Extension at seven land-grant universities; and education on pesticide and other agricultural issues being done by the League of Women Voters Education Fund and Public Voice for Food and Health Policy.

The foundation granted funding for the 11 projects under an innovative requirement that they be developed and implemented by a coalition of two or more organizations. "The theory behind the strategy is that public policy, by definition, is contentious because it involves disparate interests. If we can get a few working together in the beginning, they may accomplish more things and come to some broader understanding," Greene said.

—Lisa Bennett

In sequence



Chris Hildreth

Richard Staples, the George L. McNew Scientist at the Boyce Thompson Institute for Plant Research on campus, prepares a sequencing apparatus used to analyze DNA in bean rust fungi.

Conference will explore 'selling' math

Amidst studies showing the United States lagging behind other countries in mathematics education, producers and consumers of mathematics will gather here from Thursday, March 29, through Saturday, March 31, to develop a more effective marketplace for their product.

The symposium, entitled "Modern Perspectives of Mathematics: Mathematics as a Consumer Good, Mathematics in Academia," will begin at 8:30 p.m. on March 29 in the Statler Hotel. It is sponsored by the Mathematical Sciences Institute (MSI) at Cornell.

Some 100 attendees from universities, industry and government will discuss the critical role mathematics is playing in some of the most important frontiers of science and technology, including supercomputing, "intelligent" robots, brain research, space exploration and environmental monitoring.

Conference speakers also will explore problems preventing the most effective use of mathematics to meet national needs, according to MSI Director Anil Nerode.

"For example, many in academia fear that the short-term-investment, immediate-payoff mentality characteristic of many U.S. businesses, industries and government agencies is being extended to the mathematical, scientific and engineering national research effort, where it may not be appropriate," Nerode said.

Malvin Kalos, director of the national supercomputer center at Cornell, will open the conference with a keynote address on "The Impact of Computers on Mathematics."

Other speakers and their topics include: • "Mathematics in a World of Mega Projects; Can it Survive?" by Edward E. David, president of EED Inc. of Bedminster, N.J.

• "Today's World and Mathematics," by Peter D. Lax, professor at the Courant Institute of Mathematical Sciences.

• "Mathematics of Intelligent Machines," by Roger Brockett, professor in the division of applied sciences of Harvard University.

—Dennis Meredith

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

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

Instruction and requests, March 18, 7:30 to 10:30 p.m., location to be announced; March 25, 7:30 to 10:30 p.m., North Room, Willard Straight Hall.

Global Dance, co-sponsored by the Cornell International Folkdancers and the Cornell Wellness Program, 7:30 to 10:30 p.m., Dance Studio, Helen Newman Hall, on the following dates: basic waltz, March 27; square dancing, April 3; advanced waltz and waltz variations, April 10; tango, April 17. Partners not necessary. For information, call 273-0707.

Israeli Folkdancing

Israeli Folkdancing, Thursdays, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

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

"Vanishing Presence," an exhibition examining blurred and out-of-focus effects in the work of 12 contemporary photographers from the United States and Europe, through March 25.

"Estilo Latino: 20th Century Latin American Art," the second annual intern exhibition concentrating on works by contemporary Latin American artists and organized by the student interns at the museum, with the guidance of museum staff members, through May 6. Compiled from the permanent collection, the exhibition will feature works from 11 countries, including Argentina, Colombia, Guatemala, Mexico and Venezuela. This year's interns are Mary Ann Hong, Clara Ines Rojas, Kathryn Butler, Alix Mellis, Rosemarie Kowalski, Julia S. Byrne, Jennifer McComb, Steve Robinson and Danielle Saba.

A Box Lunch Tour of the exhibit "Pre-Columbian Art from The Permanent Collection," featuring the hand-built sculpture and pottery of Ecuador, made before Columbus landed, will be given March 16 from noon to 1 p.m. No preregistration is necessary. Participants meet in the lobby and bring their own lunches.

Hartell Gallery

Recent paintings by Wendy Edwards, List Art Center, Brown University, through March 23. The gallery is in Sibley Dome and is open Monday through Friday, 8 a.m. to 5 p.m.

Olin Library

"The Book in Southeast Asia," uniquely beautiful early Southeast Asian manuscripts and books, fabricated from palm leaves or the bark of mulberry trees and written in exotic scripts are shown along with colonial and modern books, Monday through Friday, 8 a.m. to 5 p.m., through June 12.

Tjaden Gallery

CCPA Individual Grant Exhibition, Akemi Ohira and Jennifer Eisenpresser, through March 16. The gallery is in Tjaden Hall.

Center for Jewish Living

"Escape to Hollywood: Emigre Film Makers from Nazi Germany," an exhibit organized by the German Film Museum of Frankfurt, through March 16, 1 to 5 p.m. daily except Saturday and Jewish holidays, Center for Jewish Living, 106 West Ave.

FILMS

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

Thursday, 3/15

"The Model Couple" (1976-77), directed by William Klein, 4:30 p.m., Willard Straight.

"Diva" (1982), directed by Jean-Jacques Beineix, with Frederic Andrei and Roland Bertin, 7 p.m., Willard Straight.*

"This Man Must Die" (1971), directed by Claude Chabrol, with Michel Duchaussey and Caroline Cellier, 7:30 p.m., Uris.

"The Search for Sita in Lanka," "The Telling of Ram's Story," and "Hanuman's Adventures in Ravena's Garden," part of the video saga "Ramayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Libraries, 7:30 p.m., 310 Uris Library.

"Crimes and Misdemeanors" (1989), directed by Woody Allen, with Woody Allen, Martin Landau and Angelica Huston, 9:45 p.m., Willard Straight.*

Friday, 3/16

"Crimes and Misdemeanors," 7:15 p.m., Willard Straight.*

"Diva," 9:45 p.m., Willard Straight.*

Saturday, 3/17

"Kabhi Kabhie," directed by Yash Chopra, with Amitabh Bachchan, Shashi Kapoor, Rishi Kapoor, Raakhee and Waheeda Rehman, the South Asia Program Film Series, 3:15 p.m., 302 Uris Library.

"Crimes and Misdemeanors," 7:15 p.m., Willard Straight.*

"Diva," 9:45 p.m., Willard Straight.*

Sunday, 3/18

"Round Midnight" (1986), directed by Bertrand Tavernier, with Dexter Gordon and Francois Cluzet, 8 p.m., Willard Straight.*

Monday, 3/19

"Muhammad Ali, The Greatest" (1974), directed by William Klein, 8 p.m., Willard Straight.*

Tuesday, 3/20

"Krishnamurti: With A Silent Mind" (1989), directed by Michael Mendizza, 8 p.m., Willard Straight.*

Wednesday, 3/21

"Strike" (1924), directed by Sergei Eisenstein, co-sponsored by Democratic Socialists of America, 8 p.m., Willard Straight.*

Thursday, 3/22

"Skammen" (1968), directed by Ingmar Bergman, with Max Von Sydow and Liv Ullmann, 8 p.m., Willard Straight.*

Friday, 3/23

"The Navigator" (1989), directed by Vincent Ward, with Hamish McFarlane, 7:30 p.m., Willard Straight.*

"The Family" (1988), directed by Ettore Scola, with Vittorio Gassman and Stefania Sandrelli, 9:45 p.m., Willard Straight.*

Saturday, 3/24

"Mere Apne," directed by Gulzar, with Meena Kumari, Vinod Khanna, Shatrughan Sinha and Danny, the South Asia Program Film Series, 3:15 p.m., 302 Uris Library.

"Dragon Chow" (1988), directed by Jan Schutte, with Bhasker, Ric Young and Buddy Uzzaman, 7:30 p.m., Willard Straight.*

"The Navigator," 9:30 p.m., Willard Straight.*

Sunday, 3/25

Whitney Biennial Video: Program 2, "Blues for Piggy," produced by John Arvanites, and "India Time," produced by Ken Feingold, 2 p.m., Johnson Museum.

"Bird" (1988), directed by Clint Eastwood, with Forest Whitaker and Diane Verona, 8 p.m., Willard Straight.*

Monday, 3/26

"The French" and "Slow Motion," directed by William Klein, 6:30 p.m., Willard Straight.*

"Casualties of War" (1989), directed by Brian DePalma, with Michael J. Fox and Sean Penn, 9:45 p.m., Willard Straight.*

Tuesday, 3/27

"Thai Images of the Buddha," and "Thai Traditional Music and Classical Dance," sponsored by the Southeast Asia Film Series, 4:30 p.m., 310 Uris Library Media Center.

New Short Films from Apparatus Productions and the Jane Campion Shorts, 7 p.m., Willard Straight.*

"Casualties of War" 9:45 p.m., Willard Straight.*

Wednesday, 3/28

"Harlan County USA" (1976), directed by Barbara Kopple, co-sponsored by Democratic Socialists of America, 7 p.m., Uris.*

"Casualties of War," 9:30 p.m., Willard Straight.*

Thursday, 3/29

"Who Are You, Polly Maggoo?" (1966), directed by William Klein, 4:30 p.m., Willard Straight.

"Back to the Future II" (1989), directed by Robert Zemeckis, with Michael Fox, 7:15 p.m., Willard Straight.*

"Elmer Gantry" (1960), directed by Richard Brooks, with Burt Lancaster, 7:30 p.m., Uris.

"Hanuman Breaks Out of Bondage," part of the video saga "Rammayan," an Indian epic, co-sponsored by the South Asia Program and Cornell University Libraries, 7:30 p.m., 310 Uris Library.

"Machito, A Latin Jazz Legacy" (1987), sponsored by CUSLAR, 8 p.m., Anabel Taylor.

"Shocker" (1989), directed by Wes Craven, with Michael Murphy, 10 p.m., Willard Straight.*

LECTURES

A.D. White Professors-at-Large

"Gravitational Waves: A New Window Onto the Universe," Kip Thorne, The William R. Kenan, Jr. Professor and theoretical physics, California Institute of Technology, and an A.D. White Professor at Large, March 15, 4:30 p.m., Schwartz Auditorium, Rockefeller Hall.

Asian Studies Program

"Writing in a Women's Hand: Japanese Representations, Feminist (and other) Questions," Richard Okada, Japanese literature, Princeton University, March 26, 4:30 p.m., 230 Rockefeller Hall.

Baker Lectures

"Nuclear Magnetism and the Philosopher's Stone," John Waugh, Massachusetts Institute of Technology, and the George Fisher Baker Lecturer, March 27, 11:15 a.m., 119 Baker Laboratory; "Frames of Reference, Time Scales and Coherent Averaging," March 29, 11:15 a.m., 119 Baker Laboratory.

Bartell Lecture

"Global Environmental Change," Frank Press, president, National Academy of Sciences, March 29, 7:30 p.m., Bailey Hall.

Classics

"The Banks of Certain Rivers," Patricia Easterling, University College London, Townsend Lecture on "Regions of the Mind: Place and Places in Greek Literature," March 27, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

EarthYear 1990

Distinguished Ocean Scholar Seminar Series, "Marine Geology, Biological Oceanography and Ecological Theory: The Role of the Individual," Robert Paine, University of Washington, March 15, 4:30 p.m., ground floor conference room, Biotechnology Building.

"Studies in Marine Chemical Ecology and Biotechnology," William Fenical, Scripps Institution of Oceanography, University of California, San Diego, March 29, 4:30 p.m., ground floor conference room, Biotechnology Building.

Earthrise Lecture Series, "Indigenous Peoples Environmental Consciousness," Jose Barreiro, editor, The Northeast Indian Quarterly, and "The Sarawak Dayaks and The Poems & Their Land," Carol Rubenstein, worker with indigenous people of Borneo, March 27, 7:30 p.m., Anabel Taylor Hall.

East Asia Program

"Light Verbs in Korean," James Yoon, linguistics, University of Illinois, co-sponsored by Department of Modern Languages and Linguistics, March 15, 4:30 p.m., 220 Morrill Hall.

Law

"The Current Status of Negotiations on a Treaty for Greenhouse Gases," Susan Binnias, attorney, U.S. Department of State, March 27, 4 p.m., G-85 Myron Taylor Hall.

Religious Studies

"Chaos, Evil and the Demonic Powers of the Universe," PHEME Perkins, the Rachel Rebecca Kaneb Visiting Professor in Catholic Studies, the second lecture in the series "Magic, Science, and Religion in the New Testament World," March 28, 4:30 p.m., 156 Goldwin Smith Hall.

South Asia Program

"The Cultural Moorings of Kathakali," Sudha Gopalakrishnan, a visiting fellow with the South Asia Program, lecture-demonstration on Kathakali, a classical South Indian dance form, March 15, 7:30 p.m., 164 Goldwin Smith Hall; "Methods and Stylization in the Performance of Kathakali," March 29, 7:30 p.m., 164 Goldwin Smith Hall.

"Transmission and Development of Ancient Astronomy: Mesopotamia, Greece and India," David Pingree, history of mathematics and classics, Brown University, March 28, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Southeast Asia Program

Title to be announced, Dianne L. Wolf, sociology, University of California, Davis, March 15, 12:20 p.m., 102 West Avenue Ext.

"Ideological Contestation in the Malay Community in the 19th and 20th Centuries," Anthony Milner, Princeton and ANU, March 17, 12:20 p.m., 102 West Avenue Ext.

"State Fatherhood: The Politics of Nationalism, Sexuality, and Race in Singapore," Janadas Devan, grad student, English, March 29, 12:20 p.m., 102 West Avenue Ext.

Theory Center

"Solving Emission Tomography Problems on Vector Machines," Linda Kaufmann, AT&T Bell Labs, March 15, 1 p.m., G01 Biotechnology Building.

"Deterministic Theories of Turbulence," Peter Lax, director, Mathematics and Computing Lab, Courant Institute, March 29, 3 p.m., 1120 Snee Hall.

Women's Studies Program

Women's History Month

"Coming Out Under Fire: Lesbians and the Military During the Second World War," Alan Berube, independent historian, San Francisco, Calif., March 27, 7:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

"Sexuality and Race: Rethinking the Connections," Mab Segrest, southern writer and political activist, organizer for North Carolinians Against Racist and Religious Violence, March 29, 7:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

MUSIC

Department of Music

Violinist Sonya Monosoff and harpsichordist Joyce Lindorff, will perform a concert of 16th- and 17th-century music on March 15 at 8:15 p.m. in Barnes Hall. They will perform J.S. Bach's Sonata in G Major, BWV 1021; Biagio Marini's Sonata IV, op. 8 "per sonar con due corde"; Arcangelo Corelli's Sonata IX in

A Major; and J.S. Bach's Sonata in E Major, BWV 1016. Lindorff will be the soloist of Michelangelo Rossi's Toccata No. 7 and Corrente No. 7. Monosoff will play a 1759 Venetian violin by Domenico Busan.



Harvey Ferdnschneider

Andrea Folan
 Fortepianist **Holland Bart Van Oort** and Ithaca-based soprano **Andrea Folan** will perform music by Zelter and Mendelssohn, Weber and Schubert, March 26, 8:15 p.m., Barnes Hall. Van Oort, whose first CD will be released later this year, has played in major festivals, for radio and television in Europe. Folan has sung major roles with the Oberlin Opera Theatre, the Lancaster Opera Company, the Ithaca Opera Association, and was solo soprano in Bach's Magnificat performed in Bailey Hall.

Students from Music 120A will give a demonstration of the new computer compositions at an informal concert March 29 at 1:25 p.m., in 304 Lincoln Hall.

Bound for Glory
 Records from the studio, March 18 and 25. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Cornell Concert Commission
 Robert Fripp and the League of Crafty Guitarists, April 1 at 8 p.m., Statler Auditorium. Reserved seat tickets are \$10.50-\$12.50 for Cornell students and \$12.50-\$14.50 for the general public. Tickets are on sale at Willard Straight Ticket Office, Rebob Records, Ithaca Compact Disc, and all Ticketron/Telecharge, call 800-382-8080.

READING

English
 Poet Louise Gluck, March 28, 4:30 p.m., The Henry Graduate Student Lounge, Sage Hall.

RELIGION

Sage Chapel
 There will be no service at Sage Chapel on March 18 and March 25 due to spring break.

Baha'i
 Weekly meetings on campus. Call 257-1971 for information.

Catholic
 Mass: Saturdays, March 17 and 24 (Spring Break) 5 p.m., Anabel Taylor Auditorium.
 Mass: Sundays, March 18 and 25, (Spring Break), 10 a.m., Anabel Taylor Auditorium.
 Stations of the Cross: March 16, 30 and April 6.

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

Episcopal (Anglican)
 Sundays, worship and 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
 Spring Break: Orthodox, Saturday, 9:15 a.m., Edwards Room, Anabel Taylor Hall.
 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.

Lutheran
 Bible Study and Communion, Fridays 12:20 p.m., G-3A Anabel Taylor Hall.

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

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

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

SEMINARS

Agricultural Economics
 "Agricultural Adaptation to Urbanization in the Metropolitan Northeast," Ralph E. Heimlich, agricultural economist, Resources and Technology Division, Economic Research Service, USDA, March 19, 3:45 p.m., 231 Warren Hall.

Agronomy
 "Development of Dairy Forage Farming Systems on Heavy Clay Soils," Jack Winch, University of Guelph, March 27, 4 p.m., 135 Emerson Hall.

Applied Mathematics
 "On Time Periodic Solutions for Taylor-Couette Problems Between Infinite Cylinders," Alexander Mielke, Universitat Stuttgart, March 16, 4 p.m., 322 Sage Hall.

Biochemistry, Molecular & Cell Biology
 "Regulation of Vesicular Traffic by GTP-Binding Protein in Yeast," Peter Novick, cell biology, Yale University School of Medicine, March 16, 4 p.m., Large Conference Room, Biotechnology Building.

Biophysics
 "Photosynthetic Carotenoids: Structure, Spectrum and Photochemistry," Harry Frank, chemistry, University of Connecticut, March 28, 4:30 p.m., 119 Baker Laboratory.

Chemical Engineering
 "The Effect of Hydrodynamic Forces on Cellular Metabolism and Adhesion," George Truskey, Center for Biochemical Engineering, Duke University, March 27, 4:15 p.m., 245 Olin Hall.

Chemistry
 General Chemistry Colloquium, "Non-Linear Optics as an In-situ Probe of Buried Interfaces," Geraldine Richmond, University of Oregon, March 15, 4:40 p.m., 119 Baker Laboratory.

Committee on Women and Addiction/Advisory Committee on the Status of Women
 "Do You Take Care of Everyone But Yourself? Lets Talk About It!" Gerri Boyd, Gannett Health Clinic and Lee Moon, director, Employee Assistance Program, March 27, noon, Robinson Hall of Fame Room, Schoellkopf Memorial Building.

Ecology & Systematics
 "Burning and Grazing Effects on Clonal Reproduction in a Stoliferous Grass, *Digitaria*



Shezad, played by Bhasker (left), and Rashid, played by Buddy Uzzaman, in a scene from "Dragon Chow," directed by Jan Schutte and showing at 7:30 p.m. on Saturday, March 24, in Willard Straight Theater.

macroblephara, in Tsavo National Park, Kenya," Cynthia L. Jensen, ecology and systematics, March 28, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering
 Title to be announced, Narain G. Hingorani, EPRI, Palo Alto, Calif., March 27, 4:30 p.m., 219 Phillips Hall.

Floriculture/Ornamental Horticulture
 "Meso-Climate Attenuation in Two Street Tree Planting Systems," Wen Quan Sun, ornamental horticulture, March 15, 12:15 p.m., 404 Plant Science Building.
 "The Culture of Calla Lilies as a Pot Crop," Ramona Reiser, grad student, ornamental horticulture, March 29, 12:15 p.m., 404 Plant Science Building.

Geological Sciences
 "A New Approach to Determining Thermal Histories From Their Oxygen and Strontium Systematics," Bruno Giletti, March 27, 4:30 p.m., 1120 Snee Hall.

Hillel
 "Passover," Topics in Jewish Tradition, March 26, 8 p.m., 314 Anabel Taylor Hall.

Immunology
 "Regulation of the RB Antioncogene During Lymphocyte Mitogenesis," Andrew Yen, pathology, March 16, 12:15 p.m., G-3 Vet Research Tower.

International Nutrition
 "Socioeconomic Status, Obesity and Modernization: The Fatness Transition," Jeffery Sobal, nutritional sciences, March 15, 12:15 p.m., 200 Savage Hall.

International Studies in Planning
 "Marx, Mao and Deng on the Division of Labor in History," Maurice Meisner, March 16, 12:15 p.m., 115 Tjaden Hall.

Jugatae
 "Microbial Involvement in Bark Beetle Pheromone Production," Dave Hunt, research scientist, Agriculture Canada Research Station, Harrow, Ontario, March 26, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Microbiology
 "Evolutionary and Conservation Genetics of the Canidae," Robert Wayne, biology, University of California, Los Angeles, March 19, 12:15 p.m., Conference Room, Baker Institute.

Natural Resources
 "Nature Conservation in Iceland," Sigrun Helgadottir, substitute member of parliament, 1989, and educator for the Iceland National Park System, March 27, 12:20 p.m., 304 Femow Hall.

Neurobiology & Behavior
 "Flies That Don't Fly: Neuromuscular Development of the *Drosophila* Thorax," Anne Schneiderman, neurobiology and behavior, March 15, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.
 "Functional Regeneration of Identified Neurons in the Vertebrate Central Nervous System," Steven Zottoli, biology, Williams College, March 29, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition
 "Positive and Negative Deviance in Child Growth — Are They Simply Mirror Image?"

Meera Shekar, nutritional sciences, March 26, 4:30 p.m., 100 Savage Hall.

Ornithology
 "Research and Conservation of the Takahe (Flightless Rail) in New Zealand, James Mills, New Zealand Department of Conservation, March 26, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Pharmacology
 "Perforated Patch Recording Regulation of Intracellular Calcium in Pituitary Cells," Richard Horn, neuroscience, Roche Institute of Molecular Biology, March 19, 4:30 p.m., G-3 Vet Research Tower.
 "Modulation and Function of Potassium Channels," Peter Pennefather, pharmacy, University of Toronto, March 26, 4:30 p.m., G-3 Vet Research Tower.

Physiology
 Title to be announced, John J. McGlone, animal science, Texas Tech University, March 27, 4:30 p.m., G-3 Vet Research Tower.

Plant Breeding & Biometry
 "Breeding Research at Asgrow Seed Company," J. Sorenson, director of research, Asgrow Seed Company, March 20, 12:20 p.m., 135 Emerson Hall.

Plant Pathology
 "Development and Use of DNA Hybridization and Monoclonal Antibody Probes for the Detection and Diagnosis of Plant Diseases Caused by Mycoplasma-like Organisms," Robert E. Davies, USDA, March 27, 4:30 p.m., 404 Plant Science Building.

Rural Sociology
 "As We Forgive Our Debtors: A Sociologist Looks at Bankruptcy," Teresa A. Sullivan, sociology and law, the University of Texas, Austin, and research associate, UT, Population Research Center, co-sponsored by Population and Development Program, March 16, 3:30 p.m., 32 Warren Hall.

Science, Technology & Society
 "Robert Morris and the Internet Computer Worm," Dean B. Krafft, computer science, March 19, 12:15 p.m., 609 Clark Hall.

Statistics
 "Minimax Risk Over 1-p Balls," Iain Johnstone, statistics, Stanford University, March 28, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel
 "Textile Vascular Grafts for the Repair of Damaged Blood Vessels," Peter Schmidt, Meadox, March 15, 12:20 p.m., 317 Martha Van Rensselaer Hall.
 "Structure-Property Relationship of Liquid Crystalline Polymers," M. Jaffe, research fellow, Hoechst-Celanese, March 29, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Theoretical & Applied Mechanics
 "Non-Linear Dynamics of Excitation and Propagation in Cardiac Cells," J. Jalife, SUNY Health Services, March 28, 4:30 p.m., 205 Thurston Hall.

Vegetable Crops
 "Physiological Responses of Greenhouse Vegetables to CO₂ and Supplemental Lighting," Andre Gossefin, Laval University, March 15, 4:30 p.m., 401 Warren Hall.

Hotel School invites public to lectures on the homeless

The School of Hotel Administration is opening its popular course on housing and feeding the homeless to the public whenever there are guest lecturers.

Assistant Professor Ann Hales, one of the course coordinators, said the move was made to get the public involved in the homeless issue.

For example, the first speaker of the semester, Andy Raubeson, an expert on boarding-house and single-room-occupancy units that local community leaders are investigating as a solution to homelessness, spoke in class on Feb. 20 and during a public lecture the previous night.

"I think it's a wonderful outreach by

Cornell," said Mary Call, a member of the Tompkins County Board of Representatives and a guest at the in-class lecture by Raubeson. Call is chairwoman of the board's Human Services Committee, which deals with homelessness in the area. She said being invited to attend the lectures is a valuable opportunity, because she and other area officials generally don't have access to the expertise of leaders from across the nation.

Other guest speakers will cover topics such as renovation as a means for developing affordable housing and the role of the private sector in fighting hunger and homelessness. The class meets on Tues-

days and Thursdays at 8:40 a.m. in Room 445 of Statler Hall. The schedule of guest speakers for the remainder of the semester is as follows:

- Tuesday, March 27 — Tom Tunney of Ann Sathers Restaurant in Chicago. Tunney, a Hotel School graduate, runs two feeding programs: Meals on Wheels for AIDS victims and the Open Hand Program.

- Thursday, March 29 — Jonathan Zimmer, executive director of ACTION Housing Inc. in Pittsburgh. Zimmer will discuss the role of public-private sector partnerships in combating homelessness.

- Thursday, April 5 — Bill Shore, ex-

ecutive director of Share Our Strength in Washington, D.C., a network of restaurants fighting hunger.

- Thursday, April 19 — Maxine Johnston, executive director of the Weingart Center Association in Los Angeles. Johnston will present a new approach to housing the homeless in class and at a special evening session.

Because in-class seating is limited, visitors are requested to contact Donna Vose in advance at 255-5263. Further information and details about the guest lecturers may also be obtained at that number.

—Liz Ledkovsky

General managers program in June

Hotel general managers responsible for operating budgets of at least \$5 million or who are about to assume such a role are being invited to participate in Cornell's General Managers Program, an executive education program to be held from June 17 to 29. The program is sponsored by the School of Hotel Administration.

Prominent practitioners and faculty from the Hotel School will conduct courses "designed to help executives of the 1990s integrate fundamental management disciplines and to respond to increasing rapid changes in the business environment," said William N. Chernish, the school's assistant dean for executive education.

In addition to Hotel School faculty, speakers will include Kenneth Blanchard, an industry consultant and author of "The One-Minute Manager"; Allen Ostroff, vice president of Prudential Property

Management Co.; and Peter C. Yesawich, president of Robinson, Yesawich and Pepperdine Advertising Co.

Invitations to apply for the two-week training program have been sent worldwide to hotel general managers who meet the minimum-budget requirement and to those who expect soon to be promoted. Applications also are available upon request from the school.

Registration is limited and subject to the Hotel School's approval of applications. For large hotel properties, major department directors are eligible to apply.

The program will cover a number of topics in financial management, human resource management and marketing.

Additional details may be obtained from the Hotel School by telephoning 255-8184, by facsimile to 255-8749 or by telex to WUL6713054.

—Albert E. Kaff

Scholarships offered to hotel employees

For the third consecutive year, the School of Hotel Administration is offering seven scholarships to hotel and motel management employees in Ithaca to attend a summer class in the school's Center for Professional Development.

From Monday, June 11, to Friday, July 27, the center will offer about 80 courses lasting one or two weeks and covering a wide range of hospitality industry subjects, include marketing, human relations, tourism, food and beverage management, properties management and renovations, communications skills and computers.

The scholarships will enable recipients to take one course for \$365 plus any applicable course fees compared to the regular price of \$895 plus fees. Scholarships are being offered to managers, department heads or other qualified employees of firms that belong to the Ithaca Hotel and Motel Association.

"We believe that these scholarships represent just another way in which the Hotel School and the local hotel community can work and learn together," said Maria G. Nicolaidis, program manager in the Center for Professional Development.

"The school feels a commitment to provide continuing educational opportunities to the hospitality industry. I feel there is no better way to assist the community than to encourage local support and participation in our programs at a time when the entire industry is striving for professionalism."

The Hotel School's program of short summer courses started in 1928 and annually attracts about 600 managers from around the world.

Persons who wish to apply for the scholarships should contact Maria G. Nicolaidis, 257 Statler Hall.

—Albert E. Kaff



Charles Harrington

Professor Urie Bronfenbrenner (center) discusses day care with producer David Gluck (left) and associate producer Deborah Hoard.

Day care *continued from page 1*

bill will be a high priority in Congress. If passed, "It would represent a quantum leap forward for America's families," he said.

The 60-minute documentary shows the daily struggles of four families trying to balance work and parenting in different types of day-care situations. Their experiences illustrate how good situations enhance the family and enrich a child's development, while poor situations wreak havoc on a family's well-being and on a child's emotional and intellectual development.

Included are interviews with Bronfenbrenner and other experts on children such as Dr. Benjamin Spock and Dr. T. Berry Brazelton. Other participants include Arkansas Gov. William Clinton, whose state has made child care a priority; Ellen Galinsky, president of the National Association for the Education of Young Children and co-president of Families and Work Institute; Sen. Orrin Hatch, a member of the Subcommittee on Children, Family, Drugs and Alcoholism; and Rep. George Miller, chairman of the House Select Committee on Children, Youth and Families. The narrator is actress Ellen Burstyn.

The documentary notes that:

- More than half of all mothers return to work before their baby's first birthday; two-thirds of all women with young children

work outside the home; and, by 1995, two out of three pre-schoolers will have working mothers, as will three out of every four school-age children.

- In two-thirds of American families with small children, both parents work. More than half of parents who need child care have difficulty learning about viable options in their communities.

- One-quarter of the nation's young children live in poverty. Poor families spend one-fifth of their incomes on child care.

- Child-care providers have more education than the national average, yet are among the lowest-paid workers: 70 percent make poverty-level wages. Such low pay causes a high turnover rate in staff which undermines stability.

- Problems with child care take a heavy toll on parents' productivity, job reliability, marital accord, parenting effectiveness and stress levels.

"Our film takes a very personal approach to the day-care problem and explores the reasons behind America's shortage of adequate day care," said David Gluck, producer of the documentary. "Our hope is that, through this visual medium, viewers will care about these families and their struggles and, as a result, care about these issues."

—Susan S. Lang

European, American executives to attend JGSM seminar in Paris

European and American business executives will meet in Paris from Friday, March 16, through Sunday, March 18, to discuss international management with academic experts from Cornell and with French and British leaders.

Participants are expected to focus on how managers can take advantage of business opportunities that may develop with the political and economic opening of Eastern Europe.

"I can think of no more important issue facing the international community today than the decline of Soviet dominance in Eastern Europe and the changes that are taking place in the Soviet Union itself," said John Freeman, a professor of behavioral and organizational sciences in the Johnson Graduate School of Management and editor of Administrative Science Quarterly.

The Johnson School has arranged the series of seminars for Paris '90, its Fifth Annual European Program. Freeman has asked his co-panelists on an international

management seminar to consider the opportunities, constraints and risks of doing business in Eastern Europe, and which nations and which types of enterprises may be most suited to dealing with East Europeans. They also will discuss how advances in technology will affect management.

Joining Freeman in the seminar will be:

- Jacques Maisonrouge, chairman of Comite Image de la France, a group that promotes French trade, and a former director of International Business Machines Corp.

- Arno Nash, chairman of AVX Ltd., a high-technology manufacturer who travels frequently to Eastern Europe.

- Barry Sheerman, a Labor Party member of the British Parliament.

The Paris management program also will include seminars on management education, corporate ventures, human resource management and managing technical innovation.

—Albert E. Kaff

City approves historic designations

The Ithaca Common Council voted on March 7 to designate Cornell's Arts Quadrangle a local historic district and to confer historic designation on four other central-campus buildings.

The vote, endorsing recommendations two weeks earlier by the city's Landmarks Preservation Commission, followed months of active cooperation between Cornell and the leading local preservation group, Historic Ithaca.

The council voted 10-0 for the Arts Quad district, with Olin Library called a "non-contributing building." There was also unanimity designating Sage Hall, Barnes Hall and Sage Chapel and excluding Rand Hall, which is on the Quad's northwest fringe.

The only disagreement was over the foundry, a one-story wood structure built as a utility building for the College of Engineering and now used for sculpture studios for the College of Architecture, Art and Planning. Its designation was voted 7-3, with Council members Barbara Blanchard, Richard Booth and Robert Romanowski voting against inclusion.

Cornell, too, opposed inclusion. Walter J. Relihan Jr., university counsel and secre-

tary of the Cornell Board of Trustees, said in a letter that the building, on the south rim of Fall Creek Gorge behind the architecture buildings, was in an out-of-the-way location a century ago but now "incongruously occupies an important site at the entrance to the heart of the campus."

"Although we have no plans of any kind to build on that site, we may in the future wish to remove the building and make that area a more attractive and inviting entrance to the Arts Quad historic district and the campus," Relihan said.

In a separate letter to Mayor Benjamin Nichols and the council, John F. Burness, Cornell's vice president for university relations, noted that the city's own landmarks commission had favored the foundry's designation only by a split, 3-2 vote.

"Although we felt the foundry clearly lacks the distinction of other buildings considered, we are generally pleased with the overall progress we're making to protect these historic buildings," Burness said.

Among council supporters for designation, Susan Cummings warned against an "elitist" approach that would honor only grand buildings.

Hearing-impaired student helped by faculty, friends

Junior Karen Lauster admits that when she came to Cornell she should have followed her father's advice, but she didn't.

"He said that right from the beginning I should take advantage of whatever extra help was offered to me," she recalled. "But I guess I was denying that I had a disability. I've learned not to do that anymore."

Although Lauster was born with a severe hearing impairment, her parents did not discover the extent of the disability until she was 3 years old: their daughter had a hearing loss of 85 percent in one ear and 90 percent in the other. Lauster's parents were determined that she be raised in a hearing world. First came two hearing aids, then intensive training in speaking and lip reading at the Long Island Jewish Hospital. Lauster was ready to enter a public school kindergarten with hearing children.

"I was the ultimate tomboy," she said. "In my elementary school in Westfield, New Jersey, I was the only girl on the baseball, soccer and basketball teams. My friends and teammates all had normal hearing, and so I guess I began to think I was just like them. I was offered extra help with my school work, but I never really needed it. My grades were always above average."

"I thought I would have the same academic success when I came here. Being surrounded by so many bright people, I put too much pressure on myself. At first I didn't recognize that my disability made the work so much harder for me than it was for them."

Ironically, it was Lauster's athletic ability, her social mainstay in high school, that compounded the frustration she felt in her classes. She became the starting center on the women's varsity basketball team in her sophomore year, but academic struggles caused her to leave the team after the first semester.

"From the minute I got here my whole life revolved around basketball," she said. "Keeping up with my class work was becoming an overwhelming struggle, but I didn't have the time to check out what the Office of Equal Opportunity could do for me. The semester after I quit playing basketball and got some help from OEO, my average jumped a whole grade point."

As Lauster found, Joan Fisher, the coordinator of disability services in the university's Office of Equal Opportunity, assists students with special needs. Upon students' request, Fisher sends letters to the faculty members who will be teaching them suggesting specific things that can be done to help each student, she said.

In Lauster's case, faculty members were asked to save her a seat in the front of the class, to not speak with their backs turned and to use films with captions. Fisher also assists in hiring note-takers who attend all of Lauster's classes, helps make arrangements for her to take tests early



David Lynch-Benjamin

Student Sandy Stroope (right) takes lecture notes for Karen Lauster.

or without time restrictions and provides tutoring.

"If need be, I also work with the Department of Residence Life to provide telephone amplifiers, strobe fire alarms, light-up doorbells and any other equipment that makes a student's living situation safer and easier," Fisher said.

To cope with large lecture situations, Lauster wears a Walkman-like amplifying device called a "phonic ear" and asks her professors to wear a transmitter the size of a small microphone. As a way of helping others, Lauster founded a support group called "Lend a Helping Ear" for the 18 severely hearing impaired and deaf students currently enrolled at Cornell.

Lauster, who is majoring in human development and family studies in Cornell's College of Human Ecology, expects to use her disability as a professional advantage some day.

"One of my professors suggested that I could become a teacher, showing others how to deal with disabled people in specific settings, like therapeutic recreation," she said. To gain a better understanding of different disabilities, Lauster spent last summer as a counselor at an Easter Seal residential camp in New Hampshire.

Another career she's considering is selling specialized computers made for people with visual, physical or auditory handicaps.

"I feel like I'd know just how to deal with the people buying them," she explained. To prepare for a possible business career, where sign-language interpreters are more available than note-takers, Lauster has enrolled in a sign language class at the Board of Cooperative Educational Services, a local vocational training school.

The class has another advantage. "Signing is part of the hearing impaired and deaf culture, so learning to sign is another step in accepting myself."

With her course work more under control, Lauster has time to more fully enjoy the lighter side of college life. "I have the two greatest friends in the world that I met the first two days I was here, and we've been together ever since," she said. Lauster is also an active member of Delta Gamma sorority.

More challenges lie ahead. Four years ago Lauster was diagnosed with Usher's syndrome which involves not only loss of hearing, but also a gradual loss of sight from retinitis pigmentosa. Already night-blind from the disease, she is carefully following developments in the latest experimental treatments. Unless a major breakthrough occurs, total blindness is almost assured.

"The effectiveness of one of the most promising treatments won't be confirmed for another five or 10 years," she said. "But I feel hopeful."

—Metta Winter

New antibodies can detect bacterium that causes spinal infection

Cornell researchers have developed three monoclonal antibodies that will serve as the basis for a rapid test for the disease-causing bacterium, *Listeria monocytogenes*.

The bacterium causes a spinal infection known as listeriosis, or listeria meningitis, which strikes at least 1,700 people and claims some 400 lives annually in the United States. Listeriosis can be contracted by consuming contaminated foods.

Older people, pregnant women and others with low lev-

els of body resistance are particularly vulnerable to listeriosis, according to the developer of the monoclonal antibodies, Carl A. Batt, who is an assistant professor of food science in the College of Agriculture and Life Sciences.

Based on a report from the Centers for Disease Control, Batt said that the attack rate for listeriosis is seven per million population in the nation. One in 10,000 pregnant women will have listeriosis, and 25 percent of infected pregnant women will have a stillbirth or a baby who dies from the disease.

The new test for the bacterium should take only a day or two compared with up to two weeks for current tests, Batt said.

Quick diagnosis of the organism that causes listeriosis is essential for successful treatment, because the disease can be caused by several other types of organisms, Batt said. Once the organism is identified, the disease can be treated effectively with antibiotics. Cornell has filed a patent application for the monoclonal antibodies.

Antibodies are protective proteins produced by the body's immune system when foreign substances such as bacteria, viruses or chemicals invade the body. A group of white blood cells in the immune system generates specific antibodies in response to an invader to combat it.

Monoclonal antibodies are produced by genetically cloning large numbers of identical descendants of a single cell that manufactures such antibodies and using those cells as living factories to produce the antibody.

Such monoclonal antibodies can attack a specific microbial invader, acting much like a rifle bullet rather than shotgun pellets in locating the target.

The researchers said that a new commercial test using these antibodies is being developed to detect the organism in patients and in foods, including dairy products, ready-to-eat meat and poultry products, seafood and vegetables.

Under a licensing agreement with Cornell, Biotech Group, a California-based biotechnology firm, is developing the diagnostic test for clinical use and hopes to have it ready perhaps by this summer, followed by another test for detection of food-borne microbes within a year, Batt said.

The tests will involve attaching markers such as fluorescent dyes to the antibody, so that it would glow in a test sample after it attached to the organism. Another possible tag could be an enzyme that generates green, blue or orange color, depending on the type of enzyme used, Batt said.

He asserted that such a test should improve food safety,

thus minimizing the outbreak of listeriosis. He added that food-borne microorganisms that cause illness, such as listeria, pose a greater health hazard than other risks associated with foods today.

"The current methods of testing foods are not rapid enough to assure the safety of the product prior to its consumption," Batt pointed out. "They are only useful in diagnosing the probable etiological agent following a suspected food illness outbreak."

The genus listeria consists of six or seven species, but only one of them, *L. monocytogenes*, causes illness in humans, he said. His monoclonal antibodies can home in on this disease-causing species with precision. Current methods are not specific to the pathogenic species.

"This is the first time such monoclonal antibodies are being used to develop a quick diagnostic test kit," Batt said.

Similar antibodies were developed by researchers at Emory University in 1984, but were used only for medical research involving the body's immune system against listeria invasions. "Perhaps they didn't develop them commercially because they didn't recognize there was a market for a rapid-detection system," Batt said.

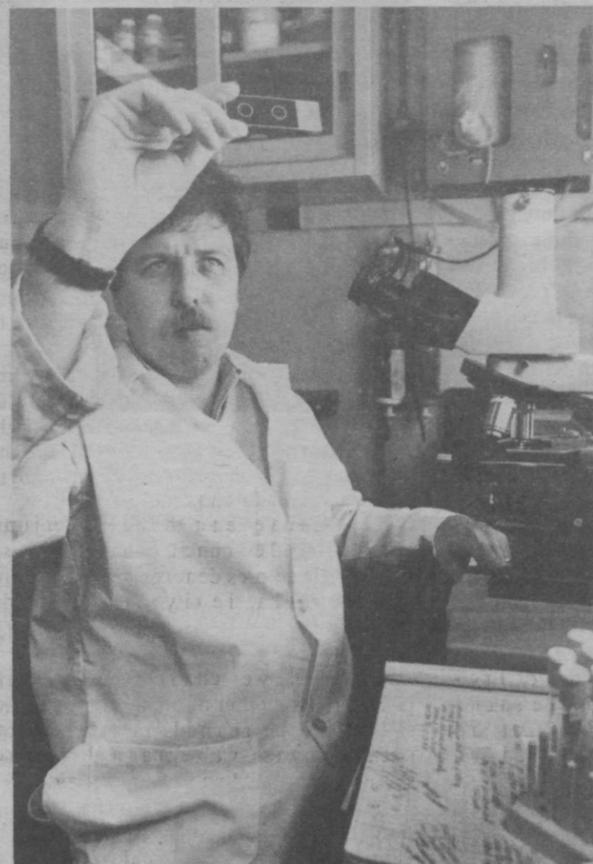
Batt developed the antibodies in cooperation with his wife, Jerrie Gavalchin, a cellular immunologist and an assistant professor at the State University of New York Health Science Center in Syracuse, and Mary Lou Tortorello in Cornell's Department of Microbiology.

To produce their monoclonal antibodies, the researchers first injected a mouse with the disease organism. A few days later, the mouse's spleen — containing large amounts of white cells that produced listeria-specific antibodies — was removed. Because these cells cannot survive in culture, the scientists fused them with fast-dividing mouse cancer cells, called myelomas. The fused cell, known as hybridoma, can grow in a culture medium, churning out antibodies almost indefinitely. The final step involves purification of desired monoclonal antibodies produced by the fused cells.

The technique for producing monoclonal antibodies was developed by other researchers about a decade ago. Monoclonal antibodies are now used widely to diagnose and treat a host of diseases, including cancer.

Batt's work has been supported by the Wisconsin Milk Marketing Board, the International Life Sciences Institute in Washington, D.C., the Northeast Dairy Foods Research Center at Cornell and Biotech Group in Seal Beach, Calif.

—Yong H. Kim



Charles Harrington

Carl A. Batt

Productivity *continued from page 1*

classrooms and laboratories. None of these can be dealt with unless we can enhance productivity," Barker said in a March 1 letter to Dean of the Faculty Walter R. Lynn.

Barker, Rhodes and Professor Richard E. Schuler, chairman of the FCR's Financial Policies Committee, have emphasized that the quest for economies must persist even if Cornell undertakes, as expected, a major fund-raising campaign. Unless the new funds go primarily to build endowment — not to support new or inefficient programs — Cornell soon will feel strong pressure on tuition all over again, they have warned.

From 1979 to 1989, while the Consumer Price Index rose by 64 percent, Cornell faculty salaries rose by about 105 percent, regaining ground lost during the high inflation years of the 1970s. But the most compelling reason for the new interest in productivity is the even larger increase in tuition. During the decade, tuition rose by 166 percent and thus is becoming much more expensive relatively as well as absolutely.

Ironically, a significant cause of tuition increases is Cornell's effort to remain accessible to low-income and middle-income families. For the last decade or so, the federal government has reduced its student financial-aid grants, and many universities — including Cornell — have made the commitment to fill the aid gap out of their oper-

ating budgets.

Although tuition has been rising at a rate substantially above inflation, Cornell's financial-aid grants out of its endowed, general-purpose budget have increased about twice as fast as tuition for eight years in a row. Because tuition provides about 70 percent of Cornell's revenues, the result of assuring access to needy students is that Cornell's price tag goes even higher.

Next year's figures will be typical: Tuition at the privately supported colleges will rise by between 7.2 and 8.6 percent; but financial-aid grants, at \$21 million, will represent an 18 percent increase over what was budgeted for the current academic year.

This grant figure is now about equal to the entire annual budget allocation to the College of Engineering — or to the entire endowment-income contribution to the general-purpose budget.

Financial aid is easily the fastest-growing factor in the budget and is an important reason for the concern about productivity. In fact, when the FCR proposed reducing faculty numbers, an explicit reason — besides enabling substantial salary increases — was to allow Cornell to continue its generous financial-aid policy.

But while there is new acceptance of the idea of improving productivity, implementation is complicated by Cornell's structure.

The FCR vote concerned the endowed general-purpose budget, but that has major impact only on three colleges — Architecture, Art and Planning; Arts and Sciences; and Engineering.

And within these three colleges, decisions about when, where and how to reduce faculty numbers rest largely with individual deans and departments. As Barker's March 1 letter said: "Almost all decisions concerning the management of academic programs are made within the colleges and schools. It is within this context that productivity enhancements must be addressed."

Barker said that, while next year's salary-increase pool will be "a point or so above projected inflation," the deans will have some flexibility to make some cuts and apply the savings toward increasing the salary pool.

He said that the administration has "recommended most strongly to the deans that they follow FCR recommendations to use opportunities to provide additional increases by not filling positions that open in areas of lower priority and by filling positions at entry rather than advanced levels.

"In essence, we have asked the deans to pursue adjustments in student-faculty ratios as recommended by the FCR," he said.

Three times in the past five years, the administration has mandated across-the-

board budget cuts; last year, these were for more than 5 percent in many administrative areas. No one has suggested that faculty cuts be across the board.

Arts and Sciences Dean Geoffrey Chester, for instance, plans to begin reducing faculty numbers next year through expected retirements.

Engineering Dean William Streett foresees increased revenues without increasing faculty — partly from enrolling more students in a professional master's degree program and partly from a new master's program that beams its courses from the campus via satellite.

In Architecture, Art and Planning, productivity goals will be tied to wider discussions involving the renovation of Sibley Hall, the replacement of Rand Hall and academic-program planning.

Barker emphasized that thinking about productivity cannot be a one-time realignment. He said "individuals, departments, centers, colleges and schools all [must] engage in a continuing effort to make optimal use of our present resources, to reallocate and to accept a discipline of control in numbers of students, faculty and staff.

"We must accept the challenge of sustaining excellence by always moving resources to the highest quality and priority."

—Sam Segal

CALENDAR

continued from page 5

SYMPOSIA

Graduate Women in Science

"60 Minutes with Women Scientists," panel presentation on career development, March 15, 7:30 p.m., Hagan Room, Schurman Hall. Participants include Judith Zwiig, marketing manager, cleaning products, Olin Corp.; Christine Shoemaker, civil and environmental engineering; Mika Salpeter, neurobiology and behavior and applied engineering physics; and Margaret Smith, plant breeding & biometry.

THEATER

Department of Theatre Arts

The Cornell Dance Series will present The New York Baroque Dance Company and Concert Royal on Saturday, March 31, at 8 p.m. and Sunday, April 1, at 2 p.m. in the Class of '56 Dance Theatre, Center for Theatre Arts. The New York Baroque Dance Company, founded in 1976 by Artistic Director Catherine Turocy and Ann Jacoby, is considered to be the leading 18th century dance company in the United States. The New York Baroque Dance Company will be joined by Concert Royal, an original instrument orchestra founded in 1974 by James Richman, one of the leading conductors of Baroque opera. Concert Royal complements the 18th century theatrical and court dances with music performed on authentic period instruments. Tickets are \$10 general admission and \$8 students/seniors, available at the center's box office, or by calling 254-ARTS.

In addition to the performances, the company will offer a 50-minute minuet class on Saturday, March 31 at 6:30 p.m. and on Sunday, April 1 at 12:30 p.m. The class is free to all who are interested, and will be held in the Class of '56 Dance Theatre. Because space is limited, participants should sign up with Jinnie Dean, 254-2728, or stop by her office on the center's second floor.

MISC.

Christian Science Monitor

The Christian Science Monitor Resource Files will be in the Willard Straight Lobby today from 10 a.m. to 4 p.m. The files contain free up-to-the minute newspaper articles on over 150 topics useful for writing papers, preparing speeches, studying for exams, teaching, etc. Also free current copies of the Monitor will be available.

Cornell Garden Plots

Garden Plots are available for rental. Single (\$6) and double (\$10) plots are located at Cornell Quarters (off Mitchell Street) and Warren Farm (Bluegrass Lanes off Hanshaw Road). Send stamped, self-addressed envelope with phone number and desired location to Garden Plot, Box 871, Ithaca, N.Y. 14851. Do not send money. You will receive a priority number for distribution day, May 12. For further information, call 257-1281.

Hillel

Seders will be held at The Kosher Dining Hall. There will be seders the first and second nights, April 9 and 10, as well as kosher lunches and dinners through the week. There will be three different seders, each with limited seating space. There will be a Conservative and a Reform seder the first night at 7:15 p.m., and a Traditional at 8:20 p.m. On the second night, Conservative will begin at 7:45 p.m. and Traditional at 8:30. Reservations will be taken at Hillel, G-34 Anabel Taylor Hall, telephone 255-4227 and must be paid by April 5.

Intramural Sports

Intramural Tennis Singles for men, women; \$5 entry (includes can of balls), deadline is March 28, 4 p.m., in 305 Helen Newman. Play will start on April 2.

Intramural Swimming for men, women; \$5 team entry fee, deadline is March 29, 4 p.m., in 305 Helen Newman. Meet will be held on April 2 and 4 in Teagle Hall pool.

Macintosh Users' Group

MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meets on the first Thursday and second Wednesday of each month. Meetings are free and beginners are welcome. For more information, call Andrew Merkle, 277-2239.

Writing Workshop

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

Isaac Stern, Baltimore Symphony to perform in Bailey Hall concert Wednesday, April 4

Isaac Stern, hailed as one of the foremost violinists of our time, will be the violin soloist with the Baltimore Symphony Orchestra, conducted by David Zinman, in a Bailey Hall concert on Wednesday, April 4, at 8:15 p.m.

In more than 50 years as a professional musician, Stern has appeared on concert stages around the world. He also is one of the most recorded musical artists of our time, with more than 100 releases to his credit.

This season, in addition to touring with the Baltimore Symphony Orchestra, Stern is performing the Brahms quartets in the United States and the Far East with Yo-Yo Ma, Emanuel Ax and Young Uck-Kim, and he will record those works for CBS Masterworks.

Besides his acclaimed interpretations of the standard repertoire, Stern is an avowed champion of contemporary music and has given premieres and recorded violin works by Bernstein, Hindemith, Penderecki, Rochberg, Schuman, Dutilleux and Peter Maxwell Davies.

In the first half of the program on April 4, Stern will perform three works with the orchestra: Mozart's Adagio, K. 261 and his Rondo, K. 373, and Henri Dutilleux's Violin Concerto "L'Arbre des songes," a work the composer dedicated to Stern.

The concert will conclude with the "Symphonie Fantastique" by Hector Berlioz.

Now in its fifth season under music director David Zinman, the Baltimore Symphony is moving into the front ranks of American orchestras. The orchestra has made a tour of Europe that included Leningrad and Moscow, an American tour with cellist Yo-Yo Ma and one with flutist James Galway, new recordings on three prestigious labels, 13 nationwide radio broadcasts and a nationally televised New Year's Eve gala on the Public Broadcasting Service.

The current tour of the orchestra will end in Carnegie Hall, where Stern will give the New York premiere of Dutilleux's Violin Concerto. The world premiere of the composition was given in Paris in 1985 by Stern and the Orchestra National de France under the baton of Lorin Maazel.

Among the works recorded by the Baltimore Symphony and recently released is the Symphony No. 1 by Christopher Rouse, Cornell DMA '77, a composition that won the Kennedy Center's Friedheim Award. Rouse served as the orchestra's composer-in-residence from 1986 to 1989.

The Baltimore Symphony also commissioned and gave the world premiere performance of Steven Stucky's "Son et lumi-



David Zinman

Christian Steiner



Isaac Stern

William T. Haroutounian

ere." Stucky is a professor in the Music Department at Cornell.

Tickets for the concert are on sale at the Lincoln Hall ticket office, Monday to Friday, 9 a.m. to 1 p.m., telephone 255-5144, and at the Center Ithaca box office, Tuesday to Saturday, 11:45 a.m. to 4:30 p.m., telephone 273-4497. Prices for the general public are \$22.50 to \$36 and for students \$19 to \$30.50.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 25

Thursday, March 15, 1990

Cornell Meet Your Employees...

Networking Roving Photographer asks employees:

"Where do you currently park? If you could solve the current parking dilemma, how would you?"



Connie Mabry, Commencement Office, "I park either on Tower Road or in the Parking Garage. I would solve the parking problem by building an underground system. Presently I feel a system needs to be developed where you are allowed to park close to where you work."



Edie Garvin, Day Hall Mail Room, "I park in the A Lot. I see no problem with the current system because I enjoy walking; it's great exercise. But, I believe that any person that needs special parking for physically impaired reasons should be allowed to park next to the building."



Terry Hollenbeck, Academic Personnel Office, "I park in the K Lot. I would improve the busing system by having more buses and bus stops."



Andy Melnychenko, Day Hall Mail Room, "I park in the A Lot. I would build an extra addition onto the parking garage and then expand the A Lot. I enjoy the current bus system but I would have them run until 8:00pm. I come to work at 12:30pm and there are few spaces available."



Cheryl Seland, Human Resources, "I have a Garage Permit. One way to help with the parking on campus is to encourage and offer an incentive to car-pools -- such as a 'floating permit.' This permit would allow the driver to drop the car-pool off at their building and then park close to his or her own building -- no matter who was driving what car, as long as it was a registered vehicle."



Vashti Peagler, Academic Personnel Office, "I park in the Parking Garage. We cannot possibly come up with a system that will satisfy the interest of everyone. Since parking on campus has become a premium anyway, it might be interesting to think about limiting central parking to a very few essential positions and transporting others in by bus or other means."



Connie Bart, Commencement Office, "I park in the Parking Garage. I have small children and because of that and my schedule I am willing to pay for the convenience. I believe that a system that would allow half the parking spaces on campus to be allocated on basis of need and the other half paid permits would be helpful."



Karen McLean, Photo Services, "I park in B Lot. I would eliminate paying for parking. If you have to pay for parking you should be guaranteed a place to park. The current parking permit system is not fair. I would like to see a system that is based on first-come, first-serve."



Morris Peck, Photo Services, "I park in the D area. I feel financially there is no easy way to solve this problem. I would like to see central campus strictly a walking campus. As new buildings are constructed parking should be considered in advance."

Photographer: Doug Hicks
Reporter: Judy VanDermark

Editor's Note

By Judy VanDermark

Networking Board Wants You!

Networking is Cornell's employee newspaper -- by employees and for employees -- but it is also a whole lot more. Networking provides a great opportunity for you to let the entire Cornell community know about the good people in your department and the interesting things that are happening there.

Every two weeks Networking is published (as an insert in Cornell Chronicle) and is dedicated to publishing news with a human interest touch and recognizing the accomplishments of individuals or groups.

Networking provides a vehicle through which you can reach your audience on a regular basis. If yours is a department which receives many phone calls with the same types of questions, why not consider a column in our paper addressing some

of your most asked questions?

Does your department have events to which you would like to invite the Cornell community? Why not consider letting everyone know with an article and photos in Networking? Networking is really a wonderful way to let the community know what's happening in your corner of campus.

Each month we announce transfers and promotions, have a employee spotlight, parent's corner, roving photographer, educate the community on addictions in the workplace, employee elected trustee news, wellness report, getting to know Cornell at Geneva, Breakfast with Senior Vice President James E. Morley, in addition to running articles regularly submitted by departments.

Here's a sample of some recent articles: Spring in Sapsucker Woods, Cornell

Travel Department: Dedication and Hard Work, Employee Degree Candidates: A Long Struggle But Worth It, Fall Gathering for Vietnam-era Veterans, Returning to the Classroom, Co-alcoholics the Partner Paradox, Cornell Recreation Club: New Connectedness, Women and Addiction, Learning Web Searches for Mentors.

The Networking Board would like to feature you or your department in upcoming issues. Our biweekly paper will enable you to let others know about the good work that is being done every day all across the campus.

The deadline for each issue is ten days before publication. Our next issue is March 29; check Networking for a list of deadlines. Send your articles, photographs or inquiries to Networking, Box 3, Robert Purcell Union. We would love to hear from you!

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Sometimes Laughter Really is the Best Medicine

By Carol Kaufmann

Borrowed from the Cornell University Wellness Program Resource Center "The Power of Positive Insanity." It's a title that comes naturally, Mark Therrien, psychotherapist and director of Inner-Play, revealed, because people thought him "positively insane" to move from Honolulu - where he was in private practice and taught at the Medical College of the University of Hawaii - to Lakewood.

But Therrien said he saw the move as a positive step. When he no longer could find a parking space at the Pali Safeway grocery store, Therrien moved away from Hawaii. And, Therrien quickly added that he 'never has any difficulty finding a parking space at the Lakewood Super Valu."

Removing oneself from stressful situations - such as a place where you can never find a parking space - and taking on a positive attitude can do wonders for the mind and body, he said.

Quoting author Norman Cousins, Therrien gave a "Good News-Bad News" scenario of what happens to the body during stress (the bad news) and after laughter (the good news):

When the body is under stress:
- muscles tense (neck and back pain)

- cardiovascular system constricts (cold hands, cold feet)
- breathing becomes shallow
- stomach acid increases
- pain is experienced more profoundly
- The body after laughter and play:
- muscles relax
- cardiovascular system dilates
- breathing deepens
- T-cell production increases (and that boosts the immune system)
- endorphins are released (chemical substances produced naturally within the brain that are stronger than morphine)
- blood pressure and pulse drop slightly.

In his book, ANATOMY OF AN ILLNESS, Cousins, who is an adjunct professor at the University of California - Los Angeles School of Medicine, described the healing power of laughter from personal experience after he was diagnosed with a terminal illness. Cousins reasoned that if stress and negative emotions can make a person sick, perhaps laughter and positive emotions can help a person heal. Cousins lived that philosophy and recovered.

Laughter works wonders on the mind and on self esteem, as well as on the phys-

ical being.

Therrien said, "Laughter is a gift from God that keeps us healthy and happy. When we learn to laugh at ourselves," Therrien said, "we begin to forgive ourselves for not being perfect." Forgiveness can lead to healing of the heart, mind and body.

Where in a world that can seem so serious - particularly in the case of serious illness - does a person find laughter?

"Laughter," Therrien told his audience, "is as close as a grocery shelf. Have you ever read the headlines on those tabloid magazines? They are pretty funny." Some other ways Norman Cousins recommends to ensure laughter in life include:

- clipping cartoons and keeping them in sight
- keep a joke book or two handy - particularly by the telephone, so that if you are put "on-hold" and waiting for the other party to talk, you can enjoy a good laugh
- have props available. For example, you can keep a bottle of soap for bubbles in your car, and blow bubbles during a traffic jam
- Or - buy a banana nose, and wear it just for fun



Mark Therrien

Codependency

By Gerri Boyd, MSD
Gannett Health Center

CODEPENDENCY is a specific condition characterized by preoccupation with, and the feeling of, being responsible for the behavior and welfare of others. This affects the codependent's self-esteem, productivity, and health and set up a pattern of reacting to others in ways that become self-defeating and destructive.

CODEPENDENCY as a term covers anyone whose self-esteem comes from the approval of outside sources: people, places, and things. The term indicates a self-defeating dependence on outside approval of one's self-worth.

The symptoms of CODEPENDENCY include:

- Low self-esteem
- Fear of abandonment
- Suppressed, paralyzed, or number feelings
- Obsessive taking care of others (to the neglect of oneself)
- Continuous attraction to "addicts" or "victims"
- Over-reaction to the judgment of others
- Forfeiting control of one's life to outside forces
- Compulsive behavior

CODEPENDENCY was described by the Johnson Institute of Minneapolis as "a set of maladaptive, compulsive behaviors learned by family members to sur-

vive in a family experiencing great pain and stress."

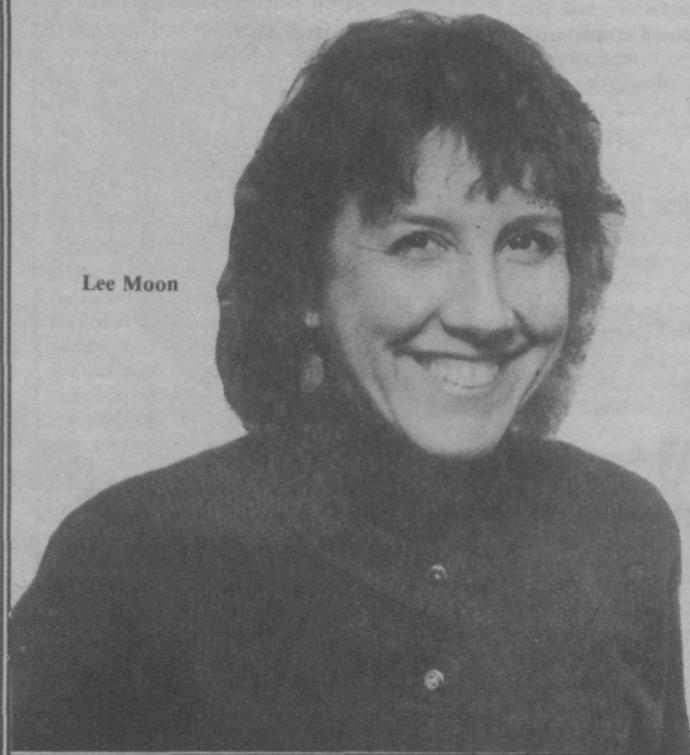
"CODEPENDENCY," according to Melody Beattie, author of "Beyond Codependency," "is about the ways we have been affected by other people and our pasts."

Timmen Cermak, in his writings about codependency, likens this condition to Post-Traumatic Stress Disorder. Codependency happens to people who chronically live through or with events 'outside the range of what is considered to be normal human experience," according to Cermak.

CODEPENDENCY manifest in symptoms similar to the symptoms of Post-Traumatic Stress Disorder: intense psychological distress to events that symbolize or resemble the traumatic event, e.g., dysfunctional family system; restricted range of affect, e.g., unable to have loving feelings; feeling of detachment or estrangement from others; difficulty concentrating; hypervigilance; efforts to avoid thought or feelings associated with the trauma, e.g., family dysfunction. Stress-related illness - colitis, ulcers, migraines, etc. - is common in codependency.

Recovery is a process which begins with identifying the self-defeating behavior patterns that signify CODEPENDENCY. Getting some help for changing the self-defeating behavior patterns comes next and can involve anything from reading some relevant books to making an appointment to talk with a therapist. Most codependents will require some profes-

Lee Moon



Swing into Spring with the CRC Gang

SPRING DINNER DANCE: April 21
One of CRC's favorite events starts at 6:00 pm on Saturday, April 21 at the Dryden VFW. Social hour and cash bar start at 6:00 followed by dinner at 7:00, then dancing until midnight. This year you'll enjoy the sounds of RED WING. For only \$10.00 per person you can enjoy a lasagna dinner with French bread, tossed salad and fruited salad. Don't miss this chance to socialize with your fellow Cornellians. Anyone is welcome to join us at this low price. Ticket sales begin on March 19 and you may purchase tickets until April 13. Call 255-7565 for your tickets.

a deposit of \$15.00 upon reserving your space. Final payment is due on April 20. The bus will leave Cornell's 'B' Lot at 4:00 pm and return sometime around midnight. All are welcome!

OTTAWA, CANADA: August 2-5
Come and join the fun in Canada's capital--Ottawa, Ontario, Canada. The trip includes three nights at the luxurious Westin Hotel overlooking the Rideau Canal, and three continental breakfasts. Some highlights planned are a dinner and evening cruise on the Rideau Canal, a visit to the Centre Block and Library of Parliament, a two-hour tour of Gatineau Park including former Prime Minister Mackenzie King's Estate, visits to the Royal Canadian Mint and the Canadian Museum of Civilization, the Sound and Light Show, a visit to the Upper Canada Village. PLUS... For the Shoppers, the Rideau Center Shopping Complex is within walking distance. \$250 per person--Sign up now!!

VERNON DOWNS: May 5
We're off to the races with Frank Sutfin and friends. For only \$32.00 you will have an inside seat, admission ticket, return ticket, and the "Miracle Mile Buffet." No need to worry about the weather--just come and enjoy the evening. I must have

Attention All Cornell Employees!

Sponsored by: C.U. Wellness Program

"The Power of Positive Insanity"

Presented by: Dr. Mark Therrien
Psychotherapist and Director of InnerPlay

- * Learn to lighten up
- * Understand how humor can reduce stress
- * Uncover the health benefits of laughter and playfulness
- * Discover how to stay young

Wednesday, March 28, 1990

Helen Newman Hall - Gymnasium
Cornell University Campus
Come either time

2:30-3:30 Special Student Focus
4:30-6:00 Special Employee Focus

Free Seminar! Open to the Public

Don't miss this most unique speaker and topic!

Dedicated Service Award Nomination Procedures

Many individuals at Cornell University contribute to the success of their department and the university through the use of talents that may not be recognized in their official job description.

Do you know someone who takes particular pride in her work, who exhibits a willingness and cheerfulness in the dispatch of his duties, who provides service beyond the call of duty, and who makes life at Cornell a rewarding experience for those with whom she comes in contact? Networking is looking for special people you feel should be recognized for their special contributions. The Dedicated Service Award is open to any Cornell employee, regardless of rank.

Nominate someone today by filling in this form and please note that you should accompany your ballot with a paragraph explaining why you wish to nominate this person and a list of signatures from other department members supporting your candidate. If your candidate is selected, we will be in touch with you to supply additional information.

For the Dedicated Service Award

I NOMINATE

Employee's Name: _____

Phone: _____ Department: _____

Working Address-Phone: _____

Person Submitting Nomination: _____

Dept.-Address: _____ Phone: _____

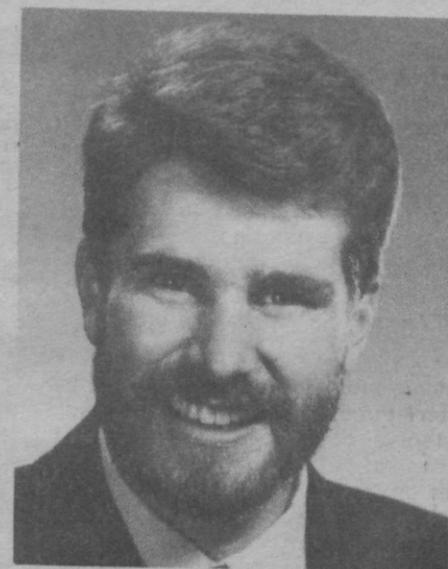
Mail to Dominic Versage, 118 Maple Ave., in campus mail.

Employee Elected Trustee Report

First Annual Spring Employee Day: Lacrosse

The Athletics Department has asked me to pass along to you the advance notice that this year we are going to have a spring employee day on Saturday, April 21 featuring discount tickets to a lacrosse match against Dartmouth. The match will take place at 1:00pm in Schoelkopf Field and tickets for employees and their family members will be \$1.00 each instead of the usual \$3.00. Since the decision to try out a spring employee day got off the planning table just a few weeks ago, we do not have time to prepare a barbecue or lunch for employees although there will be food vendors at the match. Next year, if there is positive response to this new idea, we will certainly pursue the idea of providing a barbecue or box lunch for you. I'd like to hear your comments about what to plan for next year's spring employee day - a hot dog-hamburger picnic, chicken barbecue, box lunch or something else? Please let me know your thoughts! More information will be forthcoming in this column on when and where to buy your first ever annual spring employee day lacrosse tickets. Also, all employees will receive a

mailing about this at their campus addresses.



Dwight Widger

al help and-or 12-Step Program for
coming self-defeating patterns and
ing self-esteem. Ironically, making
own recovery a priority is essential
recovery from codependency and is a

very hard thing from most codependents
to do. It is necessary because if you do
not, you will never have time to get
healthier. You will be too busy doing
what you think will help others.



Gerri Boyd

Brown Bag Luncheon

Do You Take Care of Everyone But Yourself?

Let's Talk About It.

Discussion led by
Gerri Boyd, MSW, CAC
Gannett Health Clinic
Lee Moon, MSW

Director, Employee Assistance Program

Tuesday, March 27, 1990

12:00 pm to 1:15 pm

Robinson Hall of Fame Room
Schoellkopf Memorial Building
(Across from Teagle)

Sponsored by:

Advisory Committee on the Status of Women
&
Sub-Committee on Women & Addictions

Unclassified Ads

1. Please send all unclassified ads through Campus Mail ONLY to Networking Unclassifieds, Humphreys Service Building, (hand delivered ads will be omitted) - no phone calls please.

2. For our information your name and campus phone number MUST be submitted with ads, otherwise your ad will be omitted.

3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.

4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the Networking staff.

5. Unclassified ads are for nonbusiness purposes only.

6. If an error appears in your ad, please resubmit the ad to be published in next available Networking.

7. Please submit an ad for each issue that the ad should appear in.

For Sale

1988 Dodge Lancer, 4 dr. standard shift, PS, PB, 51k miles, must be sold to settle estate, asking \$8,500. 5-4497 eves from 5-7pm (607) 659-7316.

1985 Pontiac Grand Prix, V-6, 28k miles PS, PB, PW.

Send Unclassified Ads to: Networking, Humphreys Service Building. No Phone Calls Please!

AM-FM, AC, tilt wheel, sunroof, burgundy, \$5,500 firm. 657-4401 or 5-5274 days or 657-8379 eves.

1985 Dodge Shelby, 5 spd, high miles, very good cond. Paul 589-6662.

1985 Suzuki ATV 185cc, \$800; 8 ft chest freezer, \$175;

Laang downhill ski boots, men's 8 1-2, \$100. 5-1725 or 539-6644 eves.

1984 Camaro, 33k miles, garaged, 4 spd, AM-FM, cassette, page alarm, \$3,500. 272-0579, leave message.

1982 GMC High Sierra Pickup, V6, standard, long bed, new brake lines, vacuum hoses, filters, alternator belt with cap and canvas body and engine very good. 564-9375.

1982 VW Rabbit, AC, radio, tape deck, 96k miles, exc cond, stick shift, Jaentsh-maintained, asking \$2,000. 257-0541 eves.

1979 Chevy engine, 250 cu in and 3 spd trans, best offer. 387-3925 after 5:30pm.

1979 Yamaha 750XS Special, custom seat, new tires and battery, black, exc cond, must sell, \$850 OBO. Jeff 5-7935 or 273-3488 eves.

1979 Honda Civic, 53k miles, new and rebuilt at 48k, body very good, \$450 OBO. Erik 5-4863 or 273-0597 eves.

1978 Ford Fairmont, 6 cyl, automatic, 74k miles, good shape, \$850 OBO. John 835-6309 or Marlene 253-3314.

1978 Chevy V-8 truck, completely rebuilt engine, lots of new parts. 5-4368 or 273-7966.

1987 SeaRay Sundancer, 25' with aft cabin, exc cond with low hours, can be purchased with or without matching EZ loader trailer. (607) 539-5304 eves.

16 ft fiberglass boat with 45 horsepower motor and EZ-tilt trailer, also has some extras, \$500 OBO. 898-4268 eves.

1 pr Goodyear F-32's size 215-14 mounted on 5 lug Ford rims, used less than 1,000 miles, \$75; antique portable typewriter, with leather carrying case, \$75. Joan 5-4005 Tues-Fri (days) or 257-0205 eves.

17' self-contained camper, sleeps 5, \$1,000. 844-9745 after 5pm.

ARIA guitar, steel string, good cond, \$75, also includes hard case in good cond. Nancy 5-1245 or 277-4280.

Ladies ski jacket, size L; ladies dress coat, size L; 16" Hunt seat saddle with bridle, martingale; p white wedding gown, size 11. Diane 5-1932.

Coldspot freezer (upright) 15 cu ft; Kenmore dishwasher. Nell Mondy, 5-3214.

Piano, antique mason and Hamlin upright, recently tuned and regulated, lovely tone and handsome cabinet in very good cond, \$1,300. 5-5274 days or 539-7632 eves.

Full size regulation ping pong table, \$75. 3870-3925 after 5:30pm.

Walking machine onlay 7 miles, like new \$100. 564-9375 after 5:30pm.

Freezer, white Westinghouse 18.7 cu ft, automatic defrost, upright, like new, exc cond, 257-5929 eves.

1986 Poloron mobile home, 56x24 double wide, located on pond in Varna park, two bdrms, two full baths, lrg family room, deck, shed, awning carport, window air cond, \$56,500. 273-6465 eves and wknds.

Registered Arab Mare, 14 hands, 5 years, exc show and hunter prospect, calm and quiet, \$1,500. 564-9375.

Male Nubian Billy, sacrifice at \$65. 564-9375.

English Springer Spaniel pups, EKC, Champion OFA, CERF parents, dam also has CD degree, health and eye checks on puppies before sale, temperaments guaranteed, ready mid-April. (607) 594-2000 eves.

For Rent

Beautiful 4 bdrm furnished house in the country, fireplace, woodstove, 2 car garage, private setting five minutes from CU, \$850 plus utils. 277-2228.

Writer or artist's studio, Mon-Fri, furnished house in country, very private, pond and trails, easy access from CU, \$250 per month. 277-2228.

Avail home for commuting student, employee or faculty member, furnished house in country, very private on 43 acres with lrg pond, beautiful views and trails, avail Mon-Fri, 10 minutes from CU, \$250 per month. 277-2228.

Five bdrm house on College Ave, furnished, lrg storage, parking (3 car) 1 min from CU, avail 6-1-90. 5-3214 days or 272-6086 eves.

Wanted

Tan sleep sofa and genesis electronic video game. 277-2228.

Meals with Morley

Employees may sign up for regularly-scheduled breakfasts with Senior Vice President James E. Morley, Jr. by calling the Office of Human Resources at 255-3621. The breakfasts will be held periodically throughout the academic year at locations to be announced.

A Slow, Steady Echo

By Theresa Vander Horn

Two years ago, I gave birth to a baby boy four weeks prematurely. The birth was relatively smooth for me, but excessively stressful for him. Oliver was born just before 5:00 pm with severe respiratory distress. Two hours later, he was taken away to Elmira's neonatal center. My husband and I could only look at him in an isolate bubble, like some alien creature.

Because insurance, and thus hospital policies have it that the mother is not transferred along with the baby, I had to ask to be checked out early so I could be with him. I was in no shape to leave the hospital. Traveling back and forth to Elmira was incredibly painful and difficult. For a myriad of problems too personal to go into, it took all day to prepare for an evening visit of two hours (that was as long as I could stand up).

By comparison with other 'preemie' experiences, ours was relatively brief and uneventful. Oliver's lungs were indeed adequately developed and by midnight of his arrival he was breathing room air. He was kept 'under observation' for a week, despite the fact that he was not being treated. As I reflect on the series of obstacles that were placed between me and my baby being united, I feel sad and betrayed. The delays to his release, his failure to perform according to 'standard,' are readily understandable considering the enormous stress he was under. Deprived of the deep, soulful comfort of his mother, and subjected to pokes, prods and pain, he should not have been expected to perform according to 'standards.' When unreasonable expectations are made, failure is inevitable.

We were told, for example, that he couldn't be released because he wasn't sucking properly. After allowing me just one unsuccessful attempt, the nurse threatened, "Well, I guess we'll have to use a tube again." Thank heaven my hus-

band was there to advocate for us. Given two hours of patience, fending off well-meaning clinicians, the baby suckled just fine. I am angry that he was not given that chance first, but instead only as a last alternative. How many parents might have just given in to technology's poor substitute for mothercare? How many parents could see through the confusion, intimidation, and trauma to say, NO--we can do this. Too few, I'm afraid, too few.

For me, the difference between birthing a baby and bonding with a baby was clearly, painfully and sweetly drawn. It wasn't until I could hold him, breathe his intoxicating scent, and feel him against my skin that bonding truly began--nearly a week after birth. It is because of this understanding that I see the need for recognition and support of the bonding part of childbirth. Any delay or assault on bonding causes a distress that can echo for years.

There is pain in having to be told which baby is yours, in not knowing that which should be immediately and intensely familiar. It is enormously stressful to be kept from doing what every nerve of your body urges you to do. When I finally got the baby home, I held him incessantly. I would not put him down for any reason; on each thought of putting him down, I felt I had to 'make up' for time lost. The feeling is like having a thirst that is simply unquenchable. I have since learned that my feelings were a natural, even helpful, response to the separation. Our urges to respond to, to remain with, and to hold our babies, are important survival tools. They are to be respected and allowed to work their magic.

Out there is a whole population of mothers whose bonding was interrupted and assaulted. Amongst them are the women of the fifties and sixties, who were made to feel incompetent to birth without excessive and intrusive clinical procedures. Their outrage was finally heard. But today, the chorus is joined by the mothers of babies who are swept into a sea of neonatal machinery, and mothers who have to return to work too early.

I am sure one day we'll have a word for the trauma of being separated after birth. We'll validate it with an official title like "Maternal-Neonatal Separation Distress Syndrome." Then maybe people will establish policies to support the bonding process. In the meantime, infants will continue to be stressed, and mothers will continue to feel anguish and disorientation when separated from their babies at birth or during bonding.

Science is telling us so much about the importance of mothercare, from physical contact, to breastfeeding, to bonding. But do we really need baboons to show us that babies need to be held; that separation stresses the baby as well as the mother? Did we evolve in an incubator? Unless we can replicate them in the lab, we show no respect for even our most basic needs; we give no accommodation to them in our institutions and policies. We don't trust ourselves nor respect our long history.

Hospitals and pediatric health professionals are just beginning to acknowledge the importance of bonding and mothercare to neonatal care programs. Hindered by various policies, incorporating what we know is still to come. Mothercare must be encouraged in every way possible, from keeping mothers and in-

fants together, to encouraging contact with holding and nursing. And we as a society need to support ample time for bonding. In all arenas, we should not be so quick to substitute mothercare with technology--they can complement and strengthen each other if given the chance.

Each case is different, and every person must assess the advantages and costs of all the options. In my own case, with the considerable benefit of hindsight, I feel my son's recovery from birth was as much hindered by the stress of separation as it was aided by 'observation.' That both needs, the need for mothercare as well as for medical attention, were made to be mutually exclusive will always hurt and anger me.

I am not discouraging parents from taking full advantage of every medical advantage offered. To the opposite, I urge that every medical advantage be offered and taken, but that it be offered in addition to maternal care.

I feel that the trauma caused by postpartum separation is a tribute to the phenomenal strength of the mother-infant bond; it calls to us to act on behalf of the infant. The critical support I received from my husband is a tribute to the importance of every member of the family unit. It takes time to give birth, time to cope with a crisis, time to bond, and time to replenish your energies. Some echoes are slow to be silenced.

Employee Assistance Program

Too Much Stress, Too Much to Deal With

"When it rains, it pours."
"Bad things come in groups of three."
"This is the straw that breaks the camel's back."

For many of us, these statements have a familiar ring. Life-stressors--sources of stress--come in many forms and frequently come in clusters. This cluster effect is what commonly overwhelms people: too much stress, too much to deal with.

Even positive events bring their own quantum of stress. Hans Selye, the father of stress studies, identified the human being's general adaptation to stress, the fight-or-flight syndrome, which occurs regardless of whether the stress is experienced as positive or negative. Thus, a promotion, an illness, a child's leaving home for college, a major deadline--all are stressful and require adaptation.

Because numerous and various stresses seem to be inherent to modern life, many of us can benefit from resources that may help us to deal with a level of stress that has us feeling stuck and not knowing which way to move. Anytime EAP is such a resource, responsive to the

lives and needs of people with demanding work and family lives.

Stress management may include specific techniques, such as relaxation exercises that calm the body and mind, and promote increased concentration and productivity. Counseling through an EAP is also an important resource for problem-solving, decision-making, and goal-setting--key activities that may be blocked during experiences of cluster-effect stress. An EAP counselor can assist a person in such a situation to prioritize, organize, and mobilize energy to get back to full functioning, perhaps at an even higher level than previously achieved. EAP counselors may suggest various options in addition to counseling so that the whole person benefits. At best, adaptation to stress can become a challenge instead of a drawback.

If you are feeling overwhelmed with cluster stress, or have other concerns, call the EAP at 273-1129. Confidential counseling is available to Cornell employees, their spouses, and dependent children.

Open Blood

Pressure Clinics

March 19 - Olin library, Room 703 - 8:30am-2pm

March 21 - Corson-Mudd, W 358 - 8:30am-2pm

March 21 - Uris Hall, Room 202 - 1:30-3:30pm

March 22 - Teaching & Research Center, Harford - 7:30-10:30am

March 27 - Ornithology Lab - 9am-12:30pm

March 29 - Life Safety, Caldwell Road - 8-9am

April 2 - Lincoln Hall, Room 102 - 9am-12 noon

April 4 - Africana Center, Lounge - 9am-12 noon

April 9 - Morrison Hall, Room 134 - 9:30am-2pm

April 10 - Bus Garage - 7-10am

April 12 - Residence Life, Balch Lounge - 1:30-4:30pm

April 16 - Residence Life, Class of '28 Residence Hall Lounge, 9-12 noon

April 17 - Humphreys - 8:30-11am and 1-3:30pm

April 24 - Humphreys - 1-3:30pm

April 26 - Humphreys - 8:30-11am

April 24 - Comstock, Room 2123 - 8:30-11:30am

CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 2, Number 13

March 15, 1990

Task Force for Working Families Recommendations



Several members of the Task Force for Working Families gathered to present their recommendations to Senior Vice President James E. Morley, Jr. Pictured (left to right): Richard Mosher, Diane Hillmann, Lauran Jacoby, William Genter, Joycelyn Hart, James E. Morley, Jr., Nancy Flynn, Polly Spedding, and Ward Granger.

A Task Force for Working Families, appointed by Senior Vice President James E. Morley, Jr. in the spring of 1988, recently completed its work and submitted its recommendations.

Recognizing that the changing patterns in family life have an impact on the workplace, Morley appointed the task force to identify the needs of Cornell employees who are responsible for the care of others and to recommend changes in policies and practices that will help employees balance work and home responsibilities.

Among the 39 recommendations for initiatives Cornell can take to address work and family issues, the task force requested that the university

- develop a policy statement affirming the university's commitment to working families and encourage at all levels an environment which is supportive of working families.
- establish an Advisory Committee on Working Family Issues to give continuing attention to the concerns of employees in balancing work and family life.

- increase the availability of accessible, affordable day care.
- change the sick leave policy so that all accrued sick time can be used for personal illness and/or illness of a family member.
- add a new policy on family care leave for employees who wish to devote full or part time to caring for a newborn, a newly adopted child, a new foster child, an ill family member, or an elderly or disabled family member.
- develop a policy statement supporting the use of flexible work schedules and encourage supervisors to enact options for alternative work patterns such as flextime, compressed time, job sharing, reduced hours, and part-time work.
- alter the rate structure in the health plan to add a different contribution level for an employee who has only one dependent.
- provide periodic training and information sessions for managers on problem areas faced by working families.

In accepting the report, Morley said, "I found the report to be an excellent presentation of the issues. The recommendations suggest changes which would make Cornell a more competitive employer in recruitment and retention, as well as improve the human relations climate." *Continued on page 4*

Task Force for Working Families

Mitchel Abolafia, assistant professor, JGSM
 Kristine DeLuca-Beach, career planning & placement specialist, Human Ecology
 Nancy Flynn, assistant director of consumer services, Cornell Information Technologies
 John Ford, chair, Human Service Studies
 Ward Granger, dining manager, Sage Dining
 William Genter, research support specialist, NAIC
 Diane Hillmann, head of technical services, Law Library
 Judy Jackson, former assistant dean, Engineering
 Lauran Jacoby, employee relations spec, Human Resources
 Marianne Marsh, administrative manager, English
 Richard Mosher, group leader, Residence Life
 Danilee Poppenseik, executive staff assistant, Ombudsman's Office
 Marcia Sawyer, director of student affairs & admissions, Veterinary Medicine
 Polly Spedding, senior extension associate, Human Development & Family Studies
 Marge Swiercz Clark, manager of employee relations, Human Resources
 Cynthia Telage, administrative associate, Electrical Engineering

Ex-Officio

Joycelyn Hart, associate vice president, Human Relations
 Lillie McLaughlin, former associate director, OEO
 Carolyn McPherson, coordinator of women's services, OEO
 Marilyn Paluba, associate director, Human Resources
 Barbara Ward, administrative aide, Human Relations



Joycelyn Hart and Marilyn Paluba, co-chairs of the Task Force for Working Families, discuss final revisions in the report.

Option II Participants: How to Submit Claims for Routine Physical Exam



Disability Notebook

by Joan Fisher, coordinator of Disability Services

Canine Companions for Independence



Recently I had the opportunity to meet a very special puppy. Right now he's just a friendly puppy who likes to lick faces. However, he may one day become a "service dog" who turns on the light for a person in a wheelchair or a "social dog" who provides pet therapy to an elderly person in a nursing home or hospital. I've asked his owner, Eileen Driscoll, director of Computing in the ILR School to share his story with you.

"I could never give him up!" is people's usual reaction when I tell them that I am raising my puppy, Quirk, to work with a disabled person and that I will return him to Canine Companions for Independence

when he is 18 months old. While he is with me, I will teach him 34 commands including, "better go now" (to pee on command), "go to your room, bring it here, car, take it to, roll over" (to establish human dominance and to rub his tummy), and "get dressed" (to put on his cape in the morning - have you ever tried to tie anything on a squirming puppy?). He also learns the usual dog tricks, "say thank you," and "shake hands." He is learning to cope with new situations, people and sounds, such as bicycles, sirens, construction work, students changing

classes, computer printers, grates, ice, snow, and waves on the lake.

After attending puppy kindergarten and dog training in Ithaca he will go off to puppy college for advanced training as a companion dog. In six months of intensive training he will learn to pull wheelchairs, open doors, turn light switches on and off, retrieve lost keys or dropped pens, to take items off grocery shelves, and to hand change over a counter. After his graduate training, he will be matched with a disabled person, and they will go through two weeks of 'boot camp' together, culminating in a graduation ceremony where the puppy raisers formally say goodbye to their puppies and wish them well in their working life.

Quirk rides the bus with me every day to work. While he enjoys the people and the attention that he gets, he is also learning about an office environment, noisy computers, people coming in and out, and noises in the hallway. Since he must learn to go any place that a person can go, I will even be able to take him grocery shopping and to restaurants. He will learn to accept this life as normal and will learn how to behave in public places. He wears his cape every day to identify him as a special dog

Continued on page 4



Eileen Driscoll and Quirk

Expenses that are submitted properly can be reimbursed much more quickly. If you have submitted expenses to Aetna for a routine physical examination and you think they have been incorrectly reimbursed, contact Aetna's toll-free customer service line (800-331-2595) for help. Contact Pat Cooke or Donna Bugliari in Employee Benefits for help (255-3936) if Aetna is unable to resolve the problem.

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.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

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

Art Director (PA1001) HRII
University Relations/Publications-Endowed
Maintain a high level of quality publications by supervising the design and support staff and designing certain high level, high visibility publications.
Requirements: Bachelor's in related visual area, 3-5 years experience in graphic design and 1 year experience in art direction or related supervisory field. Thorough knowledge of PageMaker and related graphics software. Send cover letter and resume to Cynthia Smithbower.

Administrative Manager II (PA1002) HRII
Materials Science and Engineering-Endowed
Manage the finances, personnel administration, facilities and equipment, administrative data systems, and institutional analyses and act for the chairman in his absence. Will coordinate the teaching, research and development programs associated with the department.
Requirements: Bachelor's required (preferably in science or engineering) or equivalent combination of education and experience. 3-5 years experience with budgeting, accounting, personnel management, facilities, and institutional analysis required. Experience with corporate development and stewardship highly desirable. Send cover letter and resume to Cynthia Smithbower.

Head Coach Baseball (PA1003) HRII
Athletics-Endowed
Responsible for planning, organizing and directing the men's intercollegiate baseball program. Responsibilities include coaching, recruiting, and general administrative duties in addition to teaching physical education classes.
Requirements: Bachelor's or equivalent. Individual credentials should reflect proven success in coaching and recruiting as well as a commitment to the academic and athletic welfare of student athletes. Send cover letter and resume to Cynthia Smithbower.

Senior Systems Analyst (PT0705) HRII
Mann Library-Statutory
Provide technical management, systems analysis and some programming support in developing an innovative electronic information delivery system for chemists in the Colleges of Agriculture and Human Ecology. Define system requirements; coordinate its implementation; and review and revise systems working with staff, sponsors (BellCore and American Chemical Soc.) and researchers.
Requirements: Bachelor's with significant coursework in computer or information science. Master's desirable. 3-5 years experience in programming, systems analysis, or related fields, including 1-2 years in technical or project management. Knowledge of at least 2 high-level programming languages. Knowledge of microcomputers, workstations, and UNIX operating systems highly desirable. Send cover letter and resume to Sam Weeks.

Senior Research Support Specialist (PT0315) HRII
Materials Science Center-Endowed
Manage and extend a state-of-the-art Electron Microscopy Facility for the support of the research program of the Materials Science Center.
Requirements: Master's in material science or physics or equivalent required. PhD preferred. Minimum 2 years experience as a postdoc in relevant electron microscopy user field. Send cover letter and resume to Sam Weeks.

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 III (PT0702) Level 37
CIT/IR-Endowed
Provide primary consulting to the user organization in development of large scale and/or microcomputer based information systems. Plan and direct systems analysis, design, and implementation of projects that develop new and modified applications systems.
Requirements: Bachelor's or equivalent. Master's preferred or equivalent work experience, preferably in computer science, math, statistics, business administration or engineering. System design experience is desirable. Minimum 5-7 years experience, 2 of which must be as a project leader having supervisory responsibility. Prior programming experience required. Some data base design and management experience is preferred plus knowl-

edge of mini/microcomputers. Written and oral communication and interpersonal skills are essential. Send cover letter and resume to Sam Weeks.

Project Leader I (PT9602) Level 35
Information Technologies-Endowed
In support of a major administrative computer system, will design, develop, modify, maintain and document complex applications software having many modules and inter-relationships with other software modules. This includes logic relationships. Supervise and provide functional guidance for programmer/analysts and support staff.
Requirements: Bachelor's or equivalent with related courses. 3-5 years related experience. Knowledge of applications for interactive administrative systems; database management systems such as ADABAS; machine architecture; system utility programs; and VM/CMS. Knowledge of several languages such as PL/1, COBOL, and Natural. Ability to provide guidance and supervision. Send cover letter and resume to Sam Weeks.

Technical Consultant II (PT6301) Level 33/HRI
HDFS/Family Life Development Center-Statutory
Provide technical support, training and orientation to staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment. Until 3/31/90. Continuation contingent upon funding.
Requirements: Bachelor's or equivalent in education. Minimum 2-3 years experience with micro computers. Macintosh experience required. IBM PC familiarity desirable. Working skills must include a fifth generation language, strong system diagnostic and telecommunications. Some experience in PASCAL, C or BASIC desired. Send cover letter and resume to 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.

Executive Staff Assistant II (PC1002) HRI
Human Development and Family Studies-Statutory
Coordinate and supervise the personnel and business aspects of the Family Life Development Center. Responsibilities include budgeting, accounting, grants and contracts management, personnel, and facilities/equipment management.
Requirements: Bachelor's or equivalent combination of education and experience. 2-4 years related experience in business, personnel and/or higher education administration desirable. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850. External applicants submit cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

Class Programs Assistant (PA0902) HRI
Alumni Affairs-Endowed
Report to the Assistant Director and assist with all aspects of reunion planning and execution.
Requirements: Bachelor's (Cornell preferred). 1 year related experience. Strong organizational skills, strong oral and written communication skills, knowledge of Apple Macintosh computer. Minorities are particularly encouraged to apply. Send cover letter and resume to Cynthia Smithbower. Materials will be accepted until March 23 or until a suitable candidate is found.

Research Support Specialist I (PT0902) HRI
Clinical Sciences-Statutory
Provide technical support for the woodchuck hepatitis project. Assume primary responsibility for chemical carcinogenic study. Develop histochemical and immunohistochemical techniques and instruct others in their use. Perform necropsies. Some work with live animals possible.
Requirements: Bachelor's in biology with emphasis on histology, pathology or similar field. 2-3 years experience in histology lab. Send cover letter and resume to Sam Weeks.

Editor I (PC0817) HRI
Agricultural & Biological Engineering-Statutory
Edit manuscripts for engineering related Cooperative Extension bulletins; write news releases; design and proof all materials; prepare mechanicals for delivery to the printer; supervise students. Until 6/1/91. BS emphasizing technical writing and editing for a general audience. Course work in agriculture or the environment desirable.
Requirements: 1-2 years related experience. Required skills include ability to edit technical publications for a general audience, ability to proof manuscripts and drafts designs, initiative and computer literacy. Experience in publications design is desirable. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Materials will be accepted until April 24, 1990 or until a suitable candidate is found.

Copy Editor (PC0728) HRI
University Relations/Publications Services-Endowed
Edit and proof manuscripts, assist in producing subsequent production stages, and work with clients, designers, and support personnel during the entire process of producing printed publications.
Requirements: Bachelor's. Working experience with computers and wordprocessing programs with specific experience with Macintosh computers and Microsoft Word preferred. A sensitivity to language, nuance, and tone. A high regard for precision and accuracy. Attention to detail and fact. Ability to work both independently and closely with others. Ability to organize and administer multiple tasks and procedures. Send cover letter and resume to Esther Smith.

Research Support Specialist I (PT0402) HRI
Biotechnology Program-Endowed
Independently operate the Monoclonal Antibody Facility and work with facility users. Significant teaching and explaining specialized techniques to faculty and graduate students.
Requirements: Bachelor's in cell biology, animal science

or related field or equivalent. 2-3 years experience in mammalian cell and tissue culture, specializing in monoclonal antibody production. Immunochemical procedures and immunoassay development highly desirable. Requires ability to work alone and to tackle new technologies with minimal supervision. Send cover letter and resume to Sam Weeks.

Research Support Specialist (PT0306) HRI
Equine Drug Testing-Statutory
Operate and maintain Mass Spectrometer, Gas Chromatograph and HPLC. Isolate and purify drugs and their metabolites for analytical analysis.
Requirements: Bachelor's in organic chemistry or equivalent experience. 2-3 years work with thin layer chromatography and basic knowledge of drug metabolism. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT0212) HRI
Animal Science-Statutory
Provide supervisory and technical support for research programs involving the design and analysis of Dairy Management Systems utilizing the NY Dairy Herd Improvement database. Analyze and develop dairy herd performance measures that will predict economic returns to the dairy enterprise. Develop and program software to assist with dairy herd management.
Requirements: Bachelor's or equivalent in animal science or agricultural economics. High level language, e.g., "C" programming experience, ability to use SAS, understanding of advanced computing techniques such as expert systems. Dairy farm background or experience helpful. Send cover letter and resume to Sam Weeks.

Professional Temporary

Special Areas Project Research Assistant (PA0808)
Campus Planning Office
Basic research on history of campus buildings and landscapes in support of the Special Area Project which is administered by the Campus Planning Office. Other campus planning related tasks as assigned. Ability to describe architectural and natural environment of campus. Macintosh computer skills, especially Hypercard, Excel, and Microsoft Word, or keen desire to learn. Ability to photograph campus building and spaces using a 35 mm camera. Basic graphics skills to prepare presentation boards. Temporary, full time or three-quarters time. Available 3/19/90. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall, or contact: Nancy H. Goody, Campus Planning Office, Humphreys Service Building, 255-1126.

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 Cornell's IBM mainframe, CMS, SAS/SPSS, JCL, MVS. Send cover letter and resume to Sam Weeks.

Computer Consultants (T8212)
Information Technologies
Information Technologies is seeking applicants for part-time positions in customer (user) support. Successful applicants will have experience with a broad range of technologies (micro and mainframe) with general knowledge of major application software (wordprocessing, DBMS, operating systems etc.). Excellent communication skills and positive customer service orientation are essential. Knowledge of the Cornell computing environment preferred. Interested parties may submit a resume to Stephan Knapp, Cornell University, CIT Resource Services, CCC Bldg, Room 121, Ithaca, NY 14850.

Technical

As a prominent research institution, Cornell University has a diverse need for lab, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical lab techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand.
All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

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.

Technician, GR18 (T1004)
Poultry and Avian Sciences-Statutory
Minimum Biweekly Salary: \$513.94
Do chemical tests on frozen fish samples; thiobarbituric peroxide value tests and the measurement of free fatty acids, etc. Until 10/31/90.
Requirements: Associate's or equivalent in food technology/food engineering. 1 year related general lab experience. Send cover letter and resume to Sam Weeks.

Technician, GR18 (T1003)
Pomology-Statutory
Minimum Biweekly Salary: \$513.94
Small fruit plot maintenance, data collecting, analysis of experiments, manipulations of plant growth and pest control.
Requirements: High School diploma or equivalent required. Associate's preferred. Minimum 6 months - 1 year related technical experience. Commercial Pesticide Applicator's license (shortly after employment), driver's license. Knowledge of statistics, computers and farm equipment desirable, able to work well with others, communication skills. Send cover letter and resume to Sam Weeks.

Research Aide, GR18 (T0507)
Lab of Ornithology-Statutory

Minimum Biweekly Salary: \$513.94
Create and analyze computerized records for Bird Population Studies by editing data records and running data through analysis programs. Handle written and oral correspondence for the program. 1 year appointment.
Requirements: Associate's or equivalent in biological sciences, wildlife management, resources management or related field. Able to identify all species of birds likely to occur in the Cayuga Lake Basin, visually and/or by their sounds. Aptitude and enthusiasm for creative use of both micro and mainframe computing environments and software. Knowledge of identification and habitat ecology of North American birds. Send cover letter and resume to Sam Weeks.

Animal Technician, GR18 (T0106)
Lab Animal Services-Statutory
Minimum Biweekly Salary: \$513.94
Provide care (feed, water, clean and monitor) for research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals. 5 days per week including weekends.
Requirements: High School 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 animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunizations required.

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.

Histology Technician, GR20 (T0115)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$558.78
Prepare high quality microscopic slides for interpretation by Pathologist. Primary duties include embedding, sectioning and staining of animal tissue sections.
Requirements: Associate'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.

Technician, GR20 (T0703)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$558.78
Extract DNA, run and blot gels, isolate and screen plasmid clones, radiolabel probes, manage computer data file and analyze genetic data on computer. Assist in overall maintenance of lab including preparing solutions, ordering supplies and monitoring safety. May involve some supervision of graduate students. Continuation contingent upon availability of funds.
Requirements: Bachelor's in biology, genetics, biochemistry or related discipline. Minimum 1-2 years experience. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T0904)
Diagnostic Lab-Statutory
Minimum Biweekly Salary: \$582.29
Provide technical support for service, research, and teaching projects in diagnostic toxicology. Conduct analysis of toxicants and drug related compounds as requested. Maintain integrity of samples and chain of custody, prepare reagents, order supplies, and miscellaneous tasks related to good lab practices and safety.
Requirements: Bachelor's in science or equivalent experience. 1-2 years lab experience. Typing and computer skills. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T0405)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$582.29
Supervise research lab in equine reproduction. Assist with surgery, perform lab techniques, analyze data, and assist in teaching labs.
Requirements: Bachelor's or equivalent in animal science or related field. 2 years experience with embryo transfer and/or mammalian cell culture. Microcomputer skills: word processing, database management, data analysis, graphics and bibliographic searches very desirable. Experience handling and treating large animals. Send cover letter and resume to Sam Weeks.

Research Equipment Technician, GR22 (T0406)
Nuclear Science and Engineering-Endowed
Minimum Biweekly Salary: \$625.24
Build research lab apparatus using standard machine shop equipment; use and maintain research lab equipment; operate low power nuclear reactors; operate gamma irradiation facility; use radiation safety equipment.
Requirements: Associate's in mechanical and/or electrical technology or equivalent experience. 3 years related experience. Nuclear reactor operator license or certification highly desirable. Knowledge of use of machine shop tools and research lab test equipment. Willingness and ability to learn procedures and methods of radiation safety and reactor operations and to pass US operator license examination (after training). Send cover letter and resume to Sam Weeks.

Computer Production Control, GR22 (T0202)
Finance and Business Services-Statutory
Minimum Biweekly Salary: \$607.04
Set-up, monitor and operate all data processing equipment within terminal area. Responsible for accurate processing of all systems in production status. Work various shift changes to cover heavy processing loads. Maintain operational documentation as necessary. Second shift.
Requirements: Associate's in data processing or equivalent experience. 2 years production control or related experience. Knowledge of MVS/JCL VM/CMS, System 36, AMP ADABAS systems. Send cover letter and resume to Sam Weeks.

Computer Operator, GR22 (T9607)**Animal Science-Statutory****Minimum Biweekly Salary: \$607.04**

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, 11:30pm-8am; Thurs and Fri, 11:30pm-7:30am. **Requirements:** Associate's or equivalent in data processing. 3 years experience desirable particularly with IBM mainframe. Send cover letter and resume to Sam Weeks.

Electronics Technician, GR23-GR25 (T0801, T0802)**Telecommunications-Endowed****Minimum Biweekly Salary: \$651.82**

Provide technical support for the campus telecommunications system, equipment and peripherals through assembly, installation, testing, and maintenance. Make the connections of ancillary hardware.

Requirements: Associate's or equivalent in electronics or related field. 3-10 years experience in installation and maintenance of telecom equipment, including PBX. Considerable electronics testing skills and ability to read building and underground plant prints. Some supervisory or project leader experience desirable. Must provide own hand tools. Must maintain valid NYS driver's license and have personal car available. Send cover letter and resume to Sam Weeks.

Coordinator of Workstation Facilities, GR24 (T0903)**Information Technologies-Endowed****Minimum Biweekly Salary: \$682.77**

Act as primary information source in facility. Provide complex computer support to users. Operate and maintain all mainframe and micro-computer equipment. Maintain databases, networks and hard drives. Monday-Friday, 7:30 a.m.-4 p.m.

Requirements: Associate's with related computer coursework or background. 3-5 years related experience (Cornell systems preferred). Extensive knowledge of overall operation of mainframes, microcomputers and networks. Excellent interpersonal, communication and organizational skills. Knowledge of CMS, VMS, Unix and Macintosh operating systems is essential. Send cover letter and resume to Sam Weeks.

CHES Operator, GR24 (T0404)**CHES-Endowed****Minimum Biweekly Salary: \$682.77**

Interact with user groups on technical and scientific problems. Implement safety codes. Responsible for covering CHES system malfunctions and software problems associated with instrument control. May assist in experimental programs. Some evening and weekend hours required.

Requirements: Bachelor's or equivalent in technical field such as engineering or physics. Experience not needed. Good mechanical and lab skills. Programming experience preferred. Send cover letter and resume to Sam Weeks.

Technical Off-Campus**Technician, GR18 (T1005)****Poultry and Avian Sciences-Statutory****Minimum Biweekly Salary: \$513.94**

Take part in a study of dietary and physiological balance of phosphorus and other nutrients in fish. Conduct and assist in biological and chemical analyses. Summarize experimental data. Assist with other duties in the study. Located between Dryden and Cortland. 12 months.

Requirements: Associate's or equivalent experience. College courses in chemistry with basic lab procedures or work in chemistry or nutrition lab. 1 year related experience. Send cover letter and resume to Sam Weeks.

Technician, GR19 (T1002)**Horticultural Sciences/Geneva-Statutory****Minimum Biweekly Salary: \$535.78**

Assist Postdoctoral Associate with enhancing the biologic transformation efficiency of microbial eukaryotes, prokaryotes, and organelles. Duties to include maintenance and preparation of cell lines, media preparation, DNA extraction/purification, particle bombardment, colony counting and plasmid verification.

Requirements: Associate's or equivalent required. Bachelor's in biology, preferably microbiology, preferred. Minimum 1 year lab experience, preferably in genetic transformation technology. Send cover letter and resume to Sam Weeks.

Technician, GR24 (T1001)**Diagnostic Lab/Geneose-Statutory****Minimum Biweekly Salary: \$662.90**

Assist in development and management of a satellite lab in Geneose, NY. Coordinate operations with central lab. Supervise and train personnel; interpret test results; consult with clinician on emergency cases; advise clinicians on specimen collection and submission; and maintain supply inventory. Some weekend hours required.

Requirements: Bachelor's in microbiology, medical technology, or equivalent. 3-5 years lab experience including at least 1-2 years in lab management. Must be current in clinical lab technology literature. Supervisory experience desirable. Send cover letter and resume to Sam Weeks.

Technical Part-time**Animal Technician, GR18 (T0804)****Veterinary Microbiology-Statutory****Minimum full-time equivalent: \$513.94**

Provide care (feed, water, clean and monitor) for small 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. Saturday, Sunday and Wednesdays.

Requirements: High School diploma or equivalent. Associate's in Animal Science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. One year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunizations required. Send cover letter and resume to Sam Weeks.

Technician, GR20 (T1006)**Biochemistry-Statutory****Minimum full-time equivalent: \$558.78**

Assist with culturing bacteria; enzyme purification, and assay. General lab duties. 25 hours per week.

Requirements: Bachelor's or equivalent; courses in biochemistry or microbiology. 1-2 years practical lab experience in biochemical/microbiological lab, including chromatography, spectrophotometer, and gel electrophoresis. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T9612)**Avian and Aquatic Animal Medicine-Statutory****Minimum full-time equivalent: \$582.29**

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.

Office Professionals

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested.

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. 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. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Office Assistant, GR16 (C0609)**Biotechnology Program-Endowed****Minimum Biweekly Salary: \$498.93**

Schedule and oversee conference facilities plus general clerical duties as time permits. Hours to be arranged.

Requirements: HS diploma or equivalent required. Typing experience. Previous experience dealing with the public preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Senior Records Assistant, GR18 (C1005)**Acquisitions/CTS/Olin/CUL-Endowed****Minimum Biweekly Salary: \$529.35**

Major duties include receiving books, processing invoices and solving related problems.

Requirements: High School diploma or equivalent experience. Some college coursework preferred. Ability to work independently. 1-2 years prior library experience. Knowledge of 1 modern European language, preferably German. Experience with automated systems. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

Accounts Assistant, GR18 (C1006)**Administrative Operations/CUL-Endowed****Minimum Biweekly Salary: \$529.35**

Under the direction of the Accounting Manager, process and pay vendor invoices/credits for library materials for the 10 endowed libraries and some statutory units. Audit and process for payment, approval on library automated system; correspondence with vendors; review and update fine and replacement charges/credits with the Bursar's Office; maintain vendor files (automated and manual); process orders for library supplies; process and monitor typewriter leases. Other duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum of 1 year previous accounting/bookkeeping experience and familiarity with standard office machines. High degree of accuracy. Attention to detail; experience with microcomputers, IBM preferred, (data entry, word processing, spreadsheet management). Strong organizational, communication (written and verbal) and interpersonal skills. Familiarity with Cornell accounting system desirable. Light typing.

Secretary/Transcriptionist, GR18 (C1001)**Center for International Studies-Endowed****Minimum Biweekly Salary: \$529.35**

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

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

Office Assistant, GR18 (C0811)**Summer Session-Endowed****Minimum Biweekly Salary: \$529.35**

Provide clerical, logistical, and research support to the director, program coordinator, and administrative aide and to the department's programs. Word processing; file; mailings; run errands, answer phones; type. Other duties as assigned.

Requirements: High school diploma or equivalent. College coursework preferred. One to two years related office and word processing experience. Excellent interpersonal and organizational skills. WordPerfect on IBM PC and Macintosh experience preferable. Knowledge of Cornell desirable. Medium typing.

Secretary, GR19 (C0417)**Floriculture and Ornamental Horticulture-Statutory****Minimum Biweekly Salary: \$535.78**

Serve as Graduate Field Secretary and department Extension Secretary; provide word processing support and database management for 6 faculty and their support staff; liaison with Graduate School and Cooperative Extension staff in NYS.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years secretarial or administrative experience. Knowledge of IBM PC and CMS essential. Wordperfect, Notebook and ProCom experience desired. Excellent organizational, interpersonal and communication skills essential. Medium typing.

Administrative Aide, GR19 (C1003)**Biochemistry, Molecular and Cell Biology-Statutory****Minimum Biweekly Salary: \$535.78**

Provide clerical support to department. Duties include non-academic personnel appointments and services; seminar program and other personnel related duties; act as section receptionist; direct visitors; answer inquiries on the phone and in person; and numerous other duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related office experience helpful. Able to work with a variety of people, and work under pressure. Strong organizational and interpersonal skills essential. Medium typing. Cornell employees preferred. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Office Assistant, GR19 (C1004)**Graduate School-Endowed****Minimum Biweekly Salary: \$551.86**

Process graduate applications, admissions, refusals and other actions as authorized; maintain records; type correspondence; maintain admissions statistics; provide information to faculty and applicants.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related experience. Knowledge of data entry required. Strong organizational skills. Attention to details, spelling and accuracy essential. Able to set priorities to work in a complex, active environment. Medium typing.

Secretary, GR19 (C0913)**University Development/Public Affairs-Endowed****Minimum Biweekly Salary: \$551.86**

Provide secretarial and administrative support to the Events Manager. Coordinate complex travel and hospitality arrangements.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related office experience. Knowledge of Macintosh computer. Good phone techniques. Excellent interpersonal and organizational skills. Able to work under pressure, handle confidential information, and attention to detail. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Administrative Aide, GR19 (C0902)**Materials Science and Engineering-Endowed****Minimum Biweekly Salary: \$551.86**

Provide clerical, administrative and accounting support for faculty member and research group. Organize conferences; type and proofread papers for publication; oversee budget and accounts using a variety of procedures.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years experience in a related area; Cornell experience preferred. Accounting, organization and interpersonal skills. Demonstrate independent decision making and responsibilities for completing assignments in a timely fashion. Light typing. Regular Cornell employees preferred. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Administrative Aide, GR19 (C0904)**Architecture, Art and Planning Career Office/Minority Educational Affairs Office-Endowed****Minimum Biweekly Salary: \$551.86**

Provide administrative and organizational support to 2 staff persons and 2 student service offices. Assist with written communications, student referrals and public relations for career placement, peer counseling, orientation, minority recruitment, admissions, and retention.

Requirements: High School diploma or equivalent. Some college coursework preferred. Strong interpersonal, office and organizational skills. Able to work independently and maintain confidentiality. Must be able to work effectively with students from diverse ethnic and cultural backgrounds. Skill with personal computer/word processing equipment. Macintosh preferred. 2 years related work experience. Knowledge of Cornell helpful. Medium typing.

Secretary, GR20 (C0903)**Asian Studies-Endowed****Minimum Biweekly Salary: \$575.30**

Provide secretarial support for administrative staff; serve as Graduate Field secretary for 2 fields; course and room scheduling for undergraduate program; payroll vouchers. Other duties as assigned.

Requirements: Associate's in business or equivalent. 2 years related Cornell experience preferred. Computer experience/Wordperfect. Able to use IBM-XT compatible using Wordperfect. Excellent interpersonal and organizational skills. Ability to work independently and accurately. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Secretary, GR20 (C0914)**University Development/Public Affairs****Minimum Biweekly Salary: \$575.30**

Provide secretarial and administrative support to Volunteer Development Director. Coordinate complex travel arrangements, coordinate hospitality sites of campus. Access and compile reports from Public Affairs Computer System; handle inquiries from senior-level volunteers, trustees, and giving prospects.

Requirements: Associate's or equivalent. 2-3 years related office experience. Macintosh computer experience knowledge. Excellent phone techniques. Good interpersonal and organizational skills. Able to handle confidential information. Attention to detail. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Administrative Aide, GR20 (C0804)**Computer Science-Endowed****Minimum Biweekly Salary: \$575.30**

Provide administrative, organizational and clerical support to several faculty and one large research project.

Requirements: Associate's or equivalent combination of education and experience and minimum of 2.5 years of related experience. Excellent communication and interpersonal skills as well as aptitude for using advanced computing tools. Attention to detail and ability to prioritize, a must. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Accounts Coordinator, GR21 (C9620)**Finance and Business-Statutory****Minimum Biweekly Salary: \$582.29**

Provide administrative support for Financial Reporting and Analysis section of Statutory Accounting Services. Monitor accounts and prepare various journal entries in accordance with generally accepted accounting principles, Statutory College and CU policies, and outside agencies.

Requirements: Associate's or equivalent. 3 years accounting experience; familiarity with university accounting system preferred. Knowledge of PC spreadsheet packages required. Demonstrated communication (oral and written) skills needed. Send 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: \$582.29**

Responsible for maintenance of the Cornell Statutory equipment inventory master file. Audit equipment vouchers; input information into Property Control System in Albany; reconcile Property Control edit reports with Cornell statements; correspondence with Cornell 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****Minimum Biweekly Salary: \$582.29**

Responsible for processing all Statutory College utility payments from State appropriations. Perform various reconciliations and document processing functions for Finance and Business Services.

Requirements: Associate's or equivalent experience. 3-4 years office experience necessary. Good interpersonal and communication skills. Personal and terminal experience. Light typing.

Administrative Aide-Legal, GR22 (C1008)**University Counsel-Endowed****Minimum Biweekly Salary: \$625.24**

Provide assistance to 2 staff lawyers who specialize in real estate, and trust, estate and tax matters; prepare legal documents, reports, correspondence, travel; provide support to Assistant Secretary of the Corporation in preparation of trustee agendas; responsible for maintaining office file index; other projects as assigned.

Requirements: Associate's or equivalent. 3-4 years executive and/or law office experience preferred; real

estate and estate matters experience desirable. Ability to use Macintosh computer. Excellent language and phone skills important. Must be organized and word independently and sometimes under pressure. Confidentiality essential. Heavy typing. Submit employee transfer applications to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

Administrative Aide, GR22 (C0801)**Athletics-Endowed****Minimum Biweekly Salary: \$625.24**

Provide administrative and clerical assistance in coordinating the logistics of football activities and related events. Key areas include; budget; account monitoring; special event coordination; student recruiting process; travel arrangements; alumni correspondence; game day logistics and preparation of play books. Oversee clerical staff.

Requirements: Associate's or equivalent. 3-4 years successful work experience in a busy office environment. Excellent typing, public relations, communication and organizational skills required. Familiarity with accounting and budgeting procedures a plus. Willingness to work overtime and irregular schedule during football season. Able to work independently with little direct supervision. Cornell employees preferred. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Building Coordinator, GR23 (C0816)**Theatre Arts-Endowed****Minimum Biweekly Salary: \$651.82**

The building manager is responsible for the maintenance, housekeeping, security and technical support for the Center for Theatre Arts, a 96,000 square foot facility. This position reports to the Director of Facilities for the College of Arts and Sciences. Daily supervision by the Chairman of Theatre Arts, through the Department Business manager.

Requirements: Associate's or equivalent required. A certified electrician or equivalent is preferred. 3-5 years experience in the building construction field required, ability to read blueprints and mechanical drawings is highly desirable. Knowledge of physical plant operations, technical, mechanical and electrical skills essential. Working knowledge of theatre and lighting and sound systems helpful. Knowledge of personal computers and hardware. Regular Cornell employees send employee transfer applications, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply.

Accounts Coordinator, GR25 (C0304, C0305)**Finance and Business Services-Statutory****Minimum Biweekly Salary: \$694.38**

Provide leadership and technical expertise to a team of 2 accountants in post-award financial management of approximately 1000-1200 restricted operating accounts totaling 30-35 million dollars annually. The team leader coordinates the team's efforts within policies and procedures of Cornell and within funding requirements of sponsoring agencies or donors.

Requirements: Bachelor's in accounting/business administration or equivalent combination of education and experience. Coursework in supervisory management desirable. Training and experience in grant/contract or fund accounting is essential. Ability to work with and manage personnel resources is essential. Strong communication (oral and written) skills are necessary and must demonstrate high level of organizational ability. Working knowledge of computer management systems reports essential. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Office Professionals Part-Time**Circulation Reserve Assistant, GR17 (C0908)****Uris Library/CUL-Endowed****Minimum full-time equivalent: \$517.65**

Under the direction of the Circulation Supervisor, work at the public service desks. Responsible for a variety of clerical duties in support of circulation/reserve activities including ongoing inventory of supplies. Tuesday-Saturday, 30 hours per week.

Requirements: High School diploma or equivalent. 1 year related experience. Able to work well with a variety of people in a public service setting and work under pressure. Strong communication skills. Organizational ability and exceptional dependability. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Assistant, GR17 (C0624)**Music-Endowed****Minimum full-time equivalent: \$517.65**

Be able to record concerts and help with electronic equipment; act as stage manager, train and supervise ushers; coordinate schedules in Barnes for classes, rehearsals, tunings, and moving of instruments. 25 hours per week, 9.5 months per year.

Requirements: High School diploma or equivalent. Music interests necessary. Excellent public relations skills. Able to handle emergencies efficiently and calmly. Good decision-making skills. Up to 1 year related experience in concert giving environment and knowledge of related areas. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Accounts Assistant, GR17 (C9508)**Plant Breeding and Biometry-Statutory****Minimum full-time equivalent: \$495.36**

Assist Administrative Aide with duties of business operations in academic department. Type purchase orders; make deposits; order supplies; accounts receivable billings; pick up and deliver packages; process phone, fleet and stores bills; photocopy; fax; file; run errands. 20 hours per week. Hours negotiable.

Requirements: High School diploma or equivalent. Office/accounting experience helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

Secretary, GR18 (C0911)**Rare Books/Olin/CUL-Endowed****Minimum full-time equivalent: \$529.35**

Under the supervision of the Senior Special Collections Assistant, type departmental correspondence; file all departmental correspondence; distribute mail; process cataloged books; and file cards; type exhibition labels; provide back-up on the reference desk; perform miscellaneous jobs as needed. 20 hours per week.

Requirements: High School diploma or equivalent. College coursework and library work experience preferred. 1-2 years previous library experience desirable. Familiar with word processing, preferably WordPerfect. Good interpersonal and organizational skills. Strong communication skills (written and verbal). Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C0612)**ILR-Personnel & Human Resource Studies-Statutory****Minimum full-time equivalent: \$513.94**

Secretarial support for department faculty. Use computerized hardware and software to prepare correspondence, training materials, administrative memoranda, budgets, vouchers, etc.; make travel arrangements, process correspondence, handle mail, telephone contacts, appointments.

Disability Continued from page 1

and to prepare him for the backpack he will wear while working.

The program for puppy raisers has few requirements. The puppy raiser agrees to attend obedience school, to expose the dog to new experiences, to allow the dog to sleep in the bedroom, and to love the puppy. The expenses and work of raising the puppy are a donation to the program and a gift to the person who will have the puppy.

How can I give Quirk back? I know that I will miss him and that when the time really comes to send him back that I will want to keep him. But I will also know that he is opening up someone else's life by helping them to do things on their own that they could not do without Quirk and that I will have contributed toward someone's independence.

One of the commands that we teach the dogs is "Snuggle," in which the dog climbs into your lap, pressing his body against

CANINE COMPANIONS FOR INDEPENDENCE believes that dogs welcome the opportunity to play a useful role with their human partners. Signal dogs are trained to alert hearing impaired persons to the sounds of everyday life: an alarm clock, a doorbell, a fire alarm, a phone. These dogs are also trained to react to special sounds important in their master's environment, such as a baby's cry. The signal dogs alert their masters to a sound by pawing or nudging them and then leading them to the source of the sound. German shepherds, Corgis, and Border Collies are trained as signal dogs. Their erect ears alert their masters to the direction of sounds.

Service dogs bridge the gap between a disabled person's physical abilities and the architectural and cultural barriers of our society. They provide personal assistance in various ways: carrying a pack, fetching dropped items, turning lights

yours and putting his head on your shoulder. Some people in wheelchairs or with limited arm movement do not get the body contact

Canine Companions for Independence

on and off, pushing elevator buttons, handing documents to bank tellers, and giving minimal protection. The dogs are trained to meet the unique needs of their masters. Golden Retrievers and Labrador Retrievers are trained as service dogs and also as social dogs.

Social dogs work in hospitals and schools. Their job is to interact with patients and provide the loving warmth and trusting devotion known as "pet therapy." They help make an institution a warmer and happier environment for persons who are hospitalized. Social dogs also work in homes with children who are autistic or retarded. The stimulation that a social dog provides can dramatically improve the I.Q. level of a retarded youngster or bring a withdrawn or aphasic patient back into the real world.

The success rate for puppies is about 50%. The dogs must be in excellent physical condition, responsive

to commands, and have an agreeable temperament. Dogs can be rejected for having Lyme disease, for too much tendency to chase squirrels (which could be most unsettling for a person in a wheelchair), for lacking confidence to deal with new situations, or for being too independent.

CANINE COMPANIONS FOR INDEPENDENCE needs people to raise and care for puppies until they are mature enough to enter the six-month training program which prepares them for their very special work. For more information about the program, call 516-694-6938 or write CANINE COMPANIONS FOR INDEPENDENCE, Northeast Regional Training Center, Box 205 Farmingdale NY 11735.

that we get from hugs, and the dogs provide some of that comforting feeling. For me, life means letting go of things and people that you

love and changing. I can enjoy Quirk now and make our time together the best that it can be.

Working Families

Continued from page 1

Morley asked Lee Snyder, director of the Office of Human Resources, and Joycelyn Hart, associate vice president for human relations, to organize a series of meetings with administrators of relevant offices to develop an agenda to follow up on the report.

To prepare the report, task force members reviewed the policies and practices relating to family care in public and private organizations, including other universities. Representatives from the Day Care Council, the Office of the Aging, and the New York Coalition for Children shared their first-hand experiences with family care issues as they exist in the Tompkins county and the surrounding areas.

Research and surveys on work and family issues were studied. Members shared employee concerns that came to their attention and requested employee input through the *Cornell Employment News* and a brown bag lunch.

Additional information was provided to the task force through the results of a research project survey on child care needs conducted by students in the College of Human Ecology. Written proposals from the Advisory Committee on the Status of Women and the Committee on Children, Work and Family were received, and several of these proposals were adopted by the task force for inclusion in the report.

Copies of the final report of the Task Force for Working Families can be obtained by calling the Office of Human Relations, 255-5358.

Jobs

Continued from page 3

20 hours per week. May go to full-time in Summer 1990. **Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years office experience. PC experience; familiarity with wordprocessing software, graphics software and spreadsheets. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Night Supervisor, GR19 (C0909, C0910)
Uris Library/CUL-Endowed
Minimum full-time equivalent: \$551.86
Monitor overnight study area of Uris Library, during 12 a.m.-8 a.m. period, handling any problems and emergencies that may arise. Also perform routine clerical batch jobs as time permits. 21 hours per week. 9 month appointment. **Requirements:** High School diploma or equivalent. Some college background preferred. 2 years experience in public service capacity required, preferably in a setting where responsibilities had to be handled on one's own. Able to deal effectively with people. Must possess maturity and sound judgment to deal with security problems and other emergencies quickly and effectively. Dependability and punctuality absolutely essential. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR19 (C0711)
Psychology-Endowed
Minimum full-time equivalent: \$551.86
Serve as graduate field secretary, handle grad applications, TA appointments, maintain grad records, etc. Secretarial support to several faculty members; providing word processing and record keeping support. Excellent interpersonal, communication and organizational skills essential. Monday-Friday, 4 hours per day, TBA. **Requirements:** High School diploma or equivalent. Some college coursework preferred. 2 years related experience in university setting. Knowledge of Macintosh, Word, Excel desirable. Must be self-directed. Excellent organizational, interpersonal and communication skills essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

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.

Office Assistant (S0702)
CIT/MOS-Consumer Services
Provide consulting and process orders and sales transactions as an integral part of MOS Marketing Operation. Identify customer computing needs. Provide information and perform demonstrations. 3 months. **Requirements:** High School diploma. Associate's in business or marketing desirable. Excellent communications and interpersonal skills. Hands-on experience with microcomputer applications. Ability to work in a fast-paced environment. Light typing.

Service Clerk (S0701)
Lab of Ornithology
General stockkeeping duties at the Crow's Nest Birding Shop. Answer telephone, file, type and computer work. NYS driver's license helpful. April to July, 20-30 hrs pr wk. **Requirements:** High School diploma or equivalent. Able to lift 50 pounds. Cash register experience helpful. Light typing. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Catering Bar Manager (S0307)
Cornell Catering
Inventory, pack, and store all catering liquor and bar equipment. Previous bartending experience required. Must be reliable and 21 years of age. 20-25 hours weekly. Please send cover letter, resume, and two references to Karen Raponi, Staffing Services, EHP, Ithaca, NY 14850.

General Service

Submit a signed employment application which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. 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. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details. All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Material Handler, SO05 (G1001)
General Stores-Endowed
Hiring Rate: \$6.88
Receive orders from customers at service counters. Issue supplies to employees and departments as needed. Perform order picking. Identify and check for availability of material using computer terminals. Load trucks and deliver materials needed. Perform other related duties as assigned. Mon-Thurs 7:30 a.m.-4 p.m.; Fri 7:30 a.m.-3 p.m. **Requirements:** High School diploma or equivalent. 1-2 years related warehouse/retail experience preferred. Valid Class V license required. Able to read and write and complete basic arithmetic. Heavy lifting (75-250 pounds). Send employee transfer application to Esther Smith, Staffing Services, EHP.

Dispatcher, SO05 (G0901, G0902)
Maintenance and Service Operations-Endowed
Hiring Rate: \$6.88
Receive trouble calls, relay message and coordinate and dispatch appropriate tradespeople and material delivery personnel, or courier/cab service as requested. The customer service center is the focal point of requests for repairs, maintenance and alterations and information about the physical plant. Monday-Friday, hours flexible. **Requirements:** HS diploma or equivalent. Experience with mainframe and personal computers desirable. Training and/or experience in public relations, sales or service preferred. Must have excellent interpersonal skills, ability to work under pressure and strong decision making. Medium typing. Send cover letter and resume to Esther Smith,

Cornell Employment News

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

EQUAL
Opportunity at Cornell

Staffing Services, 160 Day Hall. Minorities and persons with disabilities are particularly encouraged to apply.

Bus Driver, SO06 (G9506)
CU Transit-Endowed
Hiring Rate: \$7.20
Drive bus on campus, TOMTRAN routes and charter trips. Check vehicle for proper operating condition; provide information and directions. Shift subject to change. **Requirements:** High School diploma or equivalent. NYS Class 2 driver's license required. Pre-employment physical and other Department of Motor Vehicles requirements. 3-6 months current bus driving experience. Good communication (oral) skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850. Women and minorities are particularly encouraged to apply.

Fraternity Cook, SO06 (G0406)
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. Must be able to work with little supervision and with student volunteers. Ability to supervise student helpers preferred. **Requirements:** High School diploma. 1-2 years quantity experience. Ability to follow recipes accurately, operate standard food preparation and cooking equipment. Experience in large quantity preparation is essential. Some years experience as a cook. Good organizational skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

General Service Temporary

In addition to posted positions, temporary opportunities frequently occur in custodial, food service, dish machine operation, material handling and other service areas. All individuals are encouraged to apply. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Custodian
Building Care-Endowed/Statutory
Temporary Rate: \$5.00
Continuous recruitment will be done in the department of Building Care for temporary custodians. Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thurs 6am-2:30pm, Friday 6am-1:30pm. Periodically 2nd and 3rd shift hours avail. **Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder. Contact Karen Raponi, Staffing Services, East Hill Plaza, 255-2192 for an interview. Please submit materials for the following positions to 160 Day Hall.

Field Assistant, SO04 (B1001)
Animal Science-Statutory
Hiring Rate: \$6.58

Assist with tillage, planting and harvesting of Animal Science field crops during growing season. Assist with care of sheep and sheep facility maintenance during winter. Monday-Friday, 8-5. **Requirements:** High School diploma or equivalent. Class III driver's license and commercial field crop pesticide license required. Farm background helpful. Knowledge of building system maintenance helpful. Send application materials to Cynthia Smithbower.

Temporary Field Assistant (B1002)
Entomology-Freeville Farm
Hiring Rate: \$6.00
Assist with pesticide spraying of research plots and tilling of farm land. Maintain facilities. Mowing and general cleaning. Monday-Friday, 8-5. Until October 90. **Requirements:** Related experience in farm tractor operation. Pesticide applicator certification or ability to obtain in 1 month. Send application materials to Cynthia Smithbower.

Temporary Groundworkers (B0901)
Grounds-Endowed
Assist grounds maintenance staff in landscape maintenance and construction, including planting, mowing, weeding, mulching, watering and fertilizing, pruning, policing of grounds, maintenance of walls, steps and fences. 8 positions. **Requirements:** High School diploma or equivalent. Valid driver's license. Must be able to lift 100 pounds and willing to work outside during all weather conditions. Send application materials to Cynthia Smithbower, 160 Day Hall.

Temporary Groundworker (B0902)
Cornell Golf Course
Knowledge of tools, methods, and materials used in golf maintenance and construction. Ability to operate motorized equipment. Valid NYS driver's license required. Pesticide applicators license preferred or willing to obtain upon employment. Send cover letter, resume, and copy of pesticide license to Cynthia Smithbower, 160 Day Hall.

Academic

Extension Associate III
Lab of Ornithology
Interpret and communicate ornithological information to Lab members, the Cornell community, the media and the general public through a variety of media. Administer local aspects of the Lab's Education and Information Services Program. Manage the Lab's library to provide information services, and supervise part-time staff responsible for the Lab's library and our home study course in Bird Biology. **Requirements:** MS in biology or related field or equivalent experience. Ability to identify by sight and sound most species of North American birds. Familiarity with audio-visual materials. Demonstrated writing and speaking abilities. Send cover letter, CV, and names of 3 references to Diane Johnson, Lab of Ornithology, 159 Sapsucker Woods Road, Ithaca, NY 14850.

CORNELL EMPLOYMENT NEWS

March 22, 1990

Including Job Opportunities

Volume 2, Number 14

Green Thumb Program Provides Job Training and Placement for Older Americans



Office of Human Resources Green Thumb enrollee Norma Hodes



Office of Human Resources Green Thumb enrollee Patricia Woodman

Older workers are an under-used resource in our society states a report commissioned by the American Association of Retired People (AARP).

Today's article will take a look at this national phenomenon and highlight how Cornell is working with Green Thumb, Inc. (NY), a nonprofit corporation that operates as a job training and employment program for older Americans.

The AARP report notes that although employers have cultivated increasingly positive attitudes regarding older employees, unfortunately such positive perceptions have not yet, for the most part, been transformed into substantive actions.

"My age and lack of current job skills were going to hurt. To be an older woman without current skills is tough."

— Patricia Woodman

That's because some employers today are counting on early retirement programs to help reduce operational costs, and therefore, little or no progress has been made in retaining older employees or creating part-time working arrangements for them.

Employing Green Thumb participants is one way to address the under-utilization of older Americans. The Office of Human Resources currently has two Green Thumb enrollees - Patricia Woodman and Norma Hodes - working 22 hours each per week.

"Just because you're over fifty doesn't mean you've parked your brains somewhere."

— Patricia Woodman

One of the primary goals of the Green Thumb program is to improve the social and economic condition of older Americans by promoting employment and training opportunities for them that will ultimately lead to their employment off the program.

"Green Thumb gives participants the training or retraining they haven't for one reason or another acquired in their lives," says Vickie Goss, executive support administrator for the New York State program.

Green Thumb enrollee Patricia Woodman notes, "Even though I have been employed for most of my adult life, I realized very quickly that not having computer knowledge today was a great disadvantage. My age and lack of current job skills were going to hurt. To be an older woman without current skills is tough."

Norma Hodes, another OHR Green Thumb enrollee agrees: "I know I'm going to have to learn about computers to get a full-time job."

A little history on Green Thumb: Begun in 1965 with only 280 participants, the program put into service the "green thumbs" of older rural Americans to beautify the nation's parks and highways.

Today, Green Thumb's 18,000 participants in 44 states and Puerto Rico are increasingly being trained for technical, clerical and paraprofessional positions at more than 10,000 local government and nonprofit organizations. While

Continued on page 4

Green Thumb, Inc. (NY) is Now Seeking Enrollees

Do you know of a person who may benefit from Green Thumb enrollment? Green Thumb serves 42 upstate New York communities. This might be a perfect opportunity for someone you know to get out and meet people while learning a new skill.

Contact Carolyn Merker at 800/562-2776 or 607/756-7509 on Fridays or write to her at Green Thumb, P.O. Box 5468, Cortland, New York 13045.

Promoting Diversity and Respect

by Susan Giffen, assistant to the associate vice president for human relations



Office of Human Relations staff. Pictured from left to right: Marge Kearl, administrative aide; Barbara Ward, administrative aide; Joycelyn Hart, associate vice president for human relations; and Susan Giffen, assistant to the associate vice president.

You can accomplish anything you put your mind to! — with this attitude you can grow! The Office of Human Relations works toward this supportive environment for every member of the Cornell community.

Joycelyn Hart, who had served as assistant dean of the Graduate School and associate ombudsman, was asked in 1987 to be the first associate vice president for human relations. She sees a dual role for her office.

"The current status of human relations is part of my mission," Hart said. "People come to Cornell from many different backgrounds, some with attitudes that are not in

"Every person, every job at Cornell is important. I ask each of you to help those around you to reach toward their personal best."

— Joycelyn Hart

line with the enlightened standards we expect. From before their first day on campus, we try to educate all Cornellians as to what those standards are."

"For those already on campus, we offer programs to help people understand the hurtful nature of the 'isms' —

Continued on page 4

What's In A Name? The Day Hall Name Game

The name game in Day Hall reflects the rising emphasis on people and relations. Here's a guide to executive offices with "Human" or "Relations" titles:

Human Relations

affirmative action, community diversity, attitudes, equal opportunities; includes Office of Equal Opportunity, Human Relations Program

Human Resources

personnel policies and procedures, benefits, training; includes Staffing Services, Academic Personnel, Compensation, Employee Benefits, Employee Relations, Training and Development, and related offices.

University Relations

communications, news, public relations; includes News Service, Publications Services, Community Relations, Federal Relations, Government Affairs, and related offices.

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.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

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

Mechanical Engineer (PA1101) HRII Facilities Engineering-Endowed

Design and consult on mechanical engineering projects that relate to campus utility systems; prepare cost estimates and drawings, specifications and construction documents for maintenance, repair, and alteration projects.

Requirements: Bachelor's in mechanical engineering or equivalent. Professional engineering license desirable. 3-5 years as a mechanical engineer or relevant utilities construction. Must have demonstrated track record of problem solving innovations, ability to access areas that are physically restrictive, effective communication skills, valid driver's license. Send cover letter and resume to Cynthia Smithbower.

Art Director (PA1001) HRII University Relations/Publications-Endowed

Maintain a high level of quality publications by supervising the design and support staff and designing certain high level, high visibility publications.

Requirements: Bachelor's in related visual area, 3-5 years experience in graphic design and 1 year experience in art direction or related supervisory field. Thorough knowledge of PageMaker and related graphics software. Send cover letter and resume to Cynthia Smithbower.

Administrative Manager II (PA1002) HRII Materials Science and Engineering-Endowed

Manage the finances, personnel administration, facilities and equipment, administrative data systems, and institutional analyses and act for the chairman in his absence. Will coordinate the teaching, research and development programs associated with the department.

Requirements: Bachelor's required (preferably in science or engineering) or equivalent combination of education and experience. 3-5 years experience with budgeting, accounting, personnel management, facilities, and institutional analysis required. Experience with corporate development and stewardship highly desirable. Send cover letter and resume to Cynthia Smithbower.

Senior Systems Analyst (PT0705) HRII Mann Library-Statutory

Provide technical management, systems analysis and some programming support in developing an innovative electronic information delivery system for chemists in the Colleges of Agriculture and Human Ecology. Define system requirements; coordinate its implementation; and review and revise systems working with staff, sponsors (BellCore and American Chemical Soc.) and researchers.

Requirements: Bachelor's with significant coursework in computer or information science. Master's desirable. 3-5 years experience in programming, systems analysis, or related fields, including 1-2 years in technical or project management. Knowledge of at least 2 high-level programming languages. Knowledge of microcomputers, workstations, and UNIX operating systems highly desirable. Send cover letter and resume to Sam Weeks.

Senior Research Support Specialist (PT0315) HRII Materials Science Center-Endowed

Manage and extend a state-of-the-art Electron Microscopy Facility for the support of the research program of the Materials Science Center.

Requirements: Master's in material science or physics or equivalent required. PhD preferred. Minimum 2 years experience as a postdoc in relevant electron microscopy user field. Send cover letter and resume to Sam Weeks.

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, East Hill Plaza, 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 III (PT0702) Level 37 CIT/IR-Endowed

Provide primary consulting to the user organization in development of large scale and/or microcomputer based information systems. Plan and direct systems analysis, design, and implementation of projects that develop new and modified applications systems.

Requirements: Bachelor's or equivalent. Master's preferred or equivalent work experience, preferably in computer science, math, statistics, business administration or engineering. System design experience is desirable.

Minimum 5-7 years experience, 2 of which must be as a project leader having supervisory responsibility. Prior programming experience required. Some data base design and management experience is preferred plus knowledge of mini/microcomputers. Written and oral communication and interpersonal skills are essential. Send cover letter and resume to Sam Weeks.

Project Leader I (PT1102) Level 35 CIT/IR-Endowed

Oversee the user area and insure that the system is performing to specifications agreed to by the user department.

Requirements: Bachelor's or equivalent. 3-5 years computer and systems experience including considerable experience in the design of major systems is necessary. A thorough technical knowledge of COBOL, PL1, IMS, ADABAS, NATURAL and Cornell operating systems is required. Send cover letter and resume to Sam Weeks.

Project Leader I (PT9602) Level 35 Information Technologies-Endowed

In support of a major administrative computer system, will design, develop, modify, maintain and document complex applications software having many modules and inter-relationships with other software modules. This includes logic relationships. Supervise and provide functional guidance for programmer/analysts and support staff.

Requirements: Bachelor's or equivalent with related courses. 3-5 years related experience. Knowledge of applications for interactive administrative systems; database management systems such as ADABAS; machine architecture; system utility programs; and VM/CMS. Knowledge of several languages such as PL1, COBOL, and Natural. Ability to provide guidance and supervision. Send cover letter and resume to Sam Weeks.

Systems Programmer/Analyst III (PT0401) Level 34 CIT/Research and Analysis-Endowed

Design, implement, install, document and maintain system software, complex software programs in packages for DEC Vaxen running VMS, and other systems running UNIX. Assess performance and make recommendations related to the general operation of the various systems.

Requirements: Bachelor's or equivalent with computer related courses. 3-5 years programming and machine architecture experience, sound knowledge of VMS and/or UNIX operating systems. Knowledge of VAX cluster environment desirable. Several major programming languages, e.g., C, Pascal, Fortran, working knowledge of TCP/IP Protocols. Good interpersonal skills. Send cover letter and resume to Sam Weeks.

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

As a member of a project team, design, develop, modify, maintain and document straight forward applications systems software in support of a major administrative system.

Requirements: 2-3 years experience. Knowledge of applications for interactive and batch administrative systems, database management systems, machine architecture, system utility programs, VM/CMS. Knowledge of at least 2 languages: PL1, Natural or COBOL. Send cover letter and resume to Sam Weeks.

Accounting and Billing System Supervisor (PT1105) Level 33

Provide direct support services to CIT clients concerning the availability and appropriate use of multi-user computer systems. Assist with design and development for system billing statement. Supervise 2 accounts assistants.

Requirements: Bachelor's or equivalent experience. Coursework in information technology, business management or accounting. 2-3 years of computer related service delivery, functional knowledge of Cornell computing systems, experience using ADABAS or similar database with accounting/billing emphasis. Send cover letter and resume to Sam Weeks.

Technical Consultant II (PT6301) Level 33/HRI HDFS/Family Life Development Center-Statutory

Provide technical support, training and orientation to staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment.

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

Research Support Specialist II (PT1106) HRI Plant Pathology-Statutory

Research support on diseases of potato and production of pathogen-free seedstocks. Field, greenhouse and laboratory work ranging from planting, evaluating and harvesting plots to performing serological and hybridization assays on potato pathogens in the laboratory. Location is on Ithaca campus.

Requirements: Master's in plant pathology desired; pesticide applicator license not required for hiring but will be required for job performance. At least 3 years related experience. Microbiology and/or virology background desired, as well as, experience with serological and hybridization assays and experience with field plot design. Send cover letter and resume to Sam Weeks.

Assistant to AVP for Working Family Programs (PC1109) HRI

Associate Vice President for Human Relations-Endowed
Assist the Associate Vice President in assessing the family care needs of Cornell staff, faculty and students and in

developing and implementing a comprehensive educational and referral Family Care Program for the University. Initially 2 year appointment.

Requirements: Bachelor's or equivalent. 2-3 years related experience. Understanding of parenting and caregiver education, child and adult development, work and family issues. Skills in family care counseling, research, program planning and evaluation, budget management. Demonstrated experience in leading parent/family provider groups. Excellent oral/written communication; teamwork. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850. External applicants submit cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

Administrative Supervisor II (PA1102) HRI Division of Nutritional Sciences-Statutory

Provide administrative support to the Senior Administrator for personnel management, graduate student funding, space planning and budget preparation. Must be self-directed, able to coordinate multiple activities simultaneously and set priorities. Position requires frequent faculty, staff and graduate student interaction. The Division employs over 150 faculty and staff and has a graduate student body of 130+ students.

Requirements: Bachelor's or equivalent in related field. 2-3 years responsible work experience in related area is acceptable substitute for degree. Familiarity with CU policies/procedures helpful. Computer experience (database, spreadsheet, and word processing) required. Send cover letter and resume to Cynthia Smithbower.

Executive Staff Assistant II (PC1002) HRI Human Development and Family Studies-Statutory

Coordinate and supervise the personnel and business aspects of the Family Life Development Center. Responsibilities include budgeting, accounting, grants and contracts management, personnel, and facilities/equipment management.

Requirements: Bachelor's or equivalent combination of education and experience. 2-4 years related experience in business, personnel and/or higher education administration desirable. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850. External applicants submit cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

Research Support Specialist I (PT0902) HRI Clinical Sciences-Statutory

Provide technical support for the woodchuck hepatitis project. Assume primary responsibility for chemical carcinogenic study. Develop histochemical and immunochromatological techniques and instruct others in their use. Perform necropsies. Some work with live animals possible.

Requirements: Bachelor's in biology with emphasis on histology, pathology or similar field. 2-3 years experience in histology laboratory. Send cover letter and resume to Sam Weeks.

Editor I (PC0817) HRI Agricultural & Biological Engineering-Statutory

Edit manuscripts for engineering related Cooperative Extension bulletins; write news releases; design and proof all materials; prepare mechanicals for delivery to the printer; supervise students. Until 6/1/91.

Requirements: BS emphasizing technical writing and editing for a general audience. Course work in agriculture or the environment desirable. 1-2 years related experience. Required skills include ability to edit technical publications for a general audience, ability to proof manuscripts and drafts designs, initiative and computer literacy. Experience in publications design is desirable. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Materials will be accepted until April 24, 1990 or until a suitable candidate is found.

Copy Editor (PC0728) HRI University Relations/Publications Services-Endowed

Edit and proof manuscripts, assist in producing subsequent production stages, and work with clients, designers, and support personnel during the entire process of producing printed publications.

Requirements: Bachelor's. Working experience with computers and wordprocessing programs with specific experience with Macintosh computers and Microsoft Word preferred. A sensitivity to language, nuance, and tone. A high regard for precision and accuracy. Attention to detail and fact. Ability to work both independently and closely with others. Ability to organize and administer multiple tasks and procedures. Send cover letter and resume to Esther Smith.

Research Support Specialist I (PT0402) HRI Biotechnology Program-Endowed

Independently operate the Monoclonal Antibody Facility and work with facility users. Significant teaching and explaining specialized techniques to faculty and graduate students.

Requirements: Bachelor's in cell biology, animal science or related field or equivalent. 2-3 years experience in mammalian cell and tissue culture, specializing in monoclonal antibody production. Immunochemical procedures and immunoassay development highly desirable. Requires ability to work alone and to tackle new technologies with minimal supervision. Send cover letter and resume to Sam Weeks.

Research Support Specialist (PT0306) HRI Equine Drug Testing-Statutory

Operate and maintain Mass Spectrometer, Gas Chromatograph and HPLC. Isolate and purify drugs and their metabolites for analytical analysis.

Requirements: Bachelor's in organic chemistry or equivalent experience. 2-3 years work with thin layer chromatography and basic knowledge of drug metabolism. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT0212) HRI Animal Science-Statutory

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

Requirements: Bachelor's or equivalent in animal science or agricultural economics. High level language, e.g., "C" programming experience, ability to use SAS, understanding of advanced computing techniques such as expert systems. Dairy farm background or experience helpful. Send cover letter and resume to Sam Weeks.

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 Cornell's IBM mainframe, CMS, SAS/SPSS, JCL, MVS. Send cover letter and resume to Sam Weeks.

Computer Consultants (T8212) Information Technologies

Information Technologies is seeking applicants for part-time positions in customer (user) support. Successful applicants will have experience with a broad range of technologies (micro and mainframe) with general knowledge of major application software (wordprocessing, DBMS, operating systems etc.). Excellent communication skills and positive customer service orientation are essential. Knowledge of the Cornell computing environment preferred. Interested parties may submit a resume to Stephan Knapp, Cornell University, CIT Resource Services, CCC Bldg. Room 121, Ithaca, NY 14850.

Technical

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

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 laboratory related positions.

Animal Technician, GR18 (T1107) Equine Drug Testing-Statutory

Minimum Biweekly Salary: \$513.94

Feed and water horses, clean stalls and equipment, perform chores, groom horses, treat cuts and abrasions of horses, collect blood and urine samples, administer drugs, antibiotics and medicines under direction of a veterinarian; keep records, drug administration trials. Work Saturday and Sunday on a rotating schedule.

Requirements: High School diploma or equivalent. Associate's preferred. Ability to administer drugs and use vacutainer for blood collection. Minimum 1 year proper training, exercise and grooming of horses. Ability to catheterize mares. Send cover letter and resume to Sam Weeks.

Technician, GR18 (T1003) Pomology-Statutory

Minimum Biweekly Salary: \$513.94

Small fruit plot maintenance, data collecting, analysis of experiments, manipulations of plant growth and pest control.

Requirements: High School diploma or equivalent required. Associate's preferred. Minimum 6 months - 1 year related technical experience. Commercial Pesticide Applicator's license (shortly after employment), driver's license. Knowledge of statistics, computers and farm equipment desirable, able to work well with others, communication skills. Send cover letter and resume to Sam Weeks.

Research Aide, GR18 (T0507) Laboratory of Ornithology-Statutory

Minimum Biweekly Salary: \$513.94

Create and analyze computerized records for Bird Population Studies by editing data records and running data through analysis programs. Handle written and oral correspondence for the program. 1 year appointment.

Requirements: Associate's or equivalent in biological sciences, wildlife management, resources management or related field. Able to identify all species of birds likely to occur in the Cayuga Lake Basin, visually and/or by their sounds. Aptitude and enthusiasm for creative use of both micro and mainframe computing environments and software. Knowledge of identification and habitat ecology of North American birds. Send cover letter and resume to Sam Weeks.

Animal Technician, GR18 (T0106) Laboratory Animal Services-Statutory

Minimum Biweekly Salary: \$513.94

Provide care (feed, water, clean and monitor) for research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May include assisting Vets in treating and vaccinating animals. 5 days per week including weekends.

Requirements: High School 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 animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunizations required.

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.

Histology Technician, GR20 (T0115)

Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$558.78
Prepare high quality microscopic slides for interpretation by Pathologist. Primary duties include embedding, sectioning and staining of animal tissue sections.
Requirements: Associate's or equivalent in medical laboratory 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 laboratory preferred. Send cover letter and resume to Sam Weeks.

Technician, GR20 (T0703)

Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$558.78
Extract DNA, run and blot gels, isolate and screen plasmid clones, radiolabel probes, manage computer data file and analyze genetic data on computer. Assist in overall maintenance of lab including preparing solutions, ordering supplies and monitoring safety. May involve some supervision of graduate students. Continuation contingent upon availability of funds.
Requirements: Bachelor's in biology, genetics, biochemistry or related discipline. Minimum 1-2 years experience. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T0904)

Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$582.29
Provide technical support for service, research, and teaching projects in diagnostic toxicology. Conduct analysis of toxicants and drug related compounds as requested. Maintain integrity of samples and chain of custody, prepare reagents, order supplies, and miscellaneous tasks related to good lab practices and safety.
Requirements: Bachelor's in science or equivalent experience. 1-2 years lab experience. Typing and computer skills. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T0405)

Clinical Sciences-Statutory
Minimum Biweekly Salary: \$582.29
Supervise research laboratory in equine reproduction. Assist with surgery, perform lab techniques, analyze data, and assist in teaching labs.
Requirements: Bachelor's or equivalent in animal science or related field. 2 years experience with embryo transfer and/or mammalian cell culture. Microcomputer skills: word processing, database management, data analysis, graphics and bibliographic searches very desirable. Experience handling and treating large animals. Send cover letter and resume to Sam Weeks.

Technician, GR22 (T1108)

Pharmacology-Statutory
Minimum Biweekly Salary: \$607.04
Conduct experiments and analyze results on biochemical research relating to calcium channels. Calculation and analysis of data-statistical and graphical. Perform independently, to some extent, in the design and interpretation of results.
Requirements: Bachelor's or equivalent in biochemistry, neurobiology or similar field. 2-4 years laboratory experience in a related field. Familiarity with balances, pH meters, centrifuges, gamma and scintillation counters, spectrophotometer, light microscope, and tissue culture equipment. Send cover letter and resume to Sam Weeks.

Research Equipment Technician, GR22 (T0406)

Nuclear Science and Engineering-Endowed
Minimum Biweekly Salary: \$625.24
Build research laboratory apparatus using standard machine shop equipment; use and maintain research laboratory equipment; operate low power nuclear reactors; operate gamma irradiation facility; use radiation safety equipment.
Requirements: Associate's in mechanical and/or electrical technology or equivalent experience. 3 years related experience. Nuclear reactor operator license or certification highly desirable. Knowledge of use of machine shop tools and research laboratory test equipment. Willingness and ability to learn procedures and methods of radiation safety and reactor operations and to pass US operator license examination (after training). Send cover letter and resume to Sam Weeks.

Computer Production Control, GR22 (T0202)

Finance and Business Services-Statutory
Minimum Biweekly Salary: \$607.04
Set-up, monitor and operate all data processing equipment within terminal area. Responsible for accurate processing of all systems in production status. Work various shift changes to cover heavy processing loads. Maintain operational documentation as necessary. Second shift.
Requirements: Associate's in data processing or equivalent experience. 2 years production control or related experience. Knowledge of MVS/JCL VM/CMS, System 36, AMP ADABAS systems. Send cover letter and resume to Sam Weeks.

Computer Operator, GR22 (T9607)

Animal Science-Statutory
Minimum Biweekly Salary: \$607.04
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. Monday-Wednesday, 11:30 p.m.-8:00 a.m.; Thursday and Friday, 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.

Electronics Technician, GR23-GR25 (T0802)

Telecommunications-Endowed
Minimum Biweekly Salary: \$651.82
Provide technical support for the campus telecommunications system, equipment and peripherals through assembly, installation, testing, and maintenance. Make the connections of ancillary hardware.
Requirements: Associate's or equivalent in electronics or related field. 3-10 years experience in installation and maintenance of telecom equipment, including PBX. Considerable electronics testing skills and ability to read building and underground plant prints. Some supervisory or project leader experience desirable. Must provide own hand tools. Must maintain valid NYS driver's license and have personal car available. Send cover letter and resume to Sam Weeks.

Coordinator of Workstation Facilities, GR24 (T0903)

Information Technologies-Endowed
Minimum Biweekly Salary: \$682.77
Act as primary information source in facility. Provide complex computer support to users. Operate and maintain all mainframe and micro-computer equipment. Maintain databases, networks and hard drives. Monday-Friday, 8:30 a.m.-4 p.m.
Requirements: Associate's with related computer coursework or background. 3-5 years related experience (Cornell systems preferred). Extensive knowledge of overall operation of mainframes, microcomputers and networks. Excel-

lent interpersonal, communication and organizational skills. Knowledge of CMS, VMS, Unix and Macintosh operating systems is essential. Send cover letter and resume to Sam Weeks.

CHESS Operator, GR24 (T0404)

CHESS-Endowed
Minimum Biweekly Salary: \$682.77
Interact with user groups on technical and scientific problems. Implement safety codes. Responsible for covering CHESS system malfunctions and software problems associated with instrument control. May assist in experimental programs. Some evening and weekend hours required.
Requirements: Bachelor's or equivalent in technical field such as engineering or physics. Experience not needed. Good mechanical and lab skills. Programming experience preferred. Send cover letter and resume to Sam Weeks.

Technical Off-Campus

Technician, GR18 (T1005)

Poultry and Avian Sciences-Statutory
Minimum Biweekly Salary: \$513.94
Take part in a study of dietary and physiological balance of phosphorus and other nutrients in fish. Conduct and assist in biological and chemical analyses. Summarize experimental data. Assist with other duties in the study. Located between Dryden and Cortland. 12 months.
Requirements: Associate's or equivalent experience. College courses in chemistry with basic lab procedures or work in chemistry or nutrition lab. 1 year related experience. Send cover letter and resume to Sam Weeks.

Technician, GR20 (T1101)

Equine Drug Testing/Yonkers, NY-Statutory
Minimum Biweekly Salary: \$558.78
Perform analysis of blood and urine samples in the field drug testing lab at Yonkers Raceway. Assist laboratory director as needed. 1:30 p.m.-10:00 p.m. daily; includes Saturday, Sunday and holidays during 7 and 8 day racing.
Requirements: Associate's in chemistry or related field. Minimum 2 years related experience. Familiarity with general laboratory procedures, thin layer chromatography preferred. Send cover letter and resume to Sam Weeks.

Technical Part-time

Animal Technician, GR18 (T0804)

Veterinary Microbiology-Statutory
Minimum full-time equivalent: \$513.94
Provide care (feed, water, clean and monitor) for small 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. Saturday, Sunday and Wednesdays.
Requirements: High School diploma or equivalent. Associate's in Animal Science desired. Assistant animal certificate helpful. Knowledge of a variety of laboratory animals and animal breeding required. One year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunizations required. Send cover letter and resume to Sam Weeks.

Technician, GR20 (T1006)

Biochemistry-Statutory
Minimum full-time equivalent: \$558.78
Assist with culturing bacteria; enzyme purification, and assay. General lab duties. 25 hours per week.
Requirements: Bachelor's or equivalent; courses in biochemistry or microbiology. 1-2 years practical lab experience in biochemical/microbiological lab, including chromatography, spectrophotometer, and gel electrophoresis. Send cover letter and resume to Sam Weeks.

Technician, GR21 (T9612)

Avian and Aquatic Animal Medicine-Statutory
Minimum full-time equivalent: \$582.29
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.

Office Professionals

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested.

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. 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. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Secretary, GR17 (C1115, C1111)

ILR-Organizational Behavior-Statutory
Minimum Biweekly Salary: \$495.36
Typing and word processing of general correspondence, letters of recommendation, manuscripts, articles, reports for publication, creation of charts and tables, etc.; preparations for 6-9 courses per semester, including ordering of textbooks, related course material and contacting publishers; prepare course syllabi, reading lists, handouts, exams, lecture notes, etc.; arrange special meetings; handle expense vouchers; make travel arrangements.
Requirements: High School diploma or equivalent. Some secretarial science coursework preferred. 1 year experience in secretarial practices. Experience with IBM-PC and/or Macintosh using word processing software—Microsoft word, Wordperfect. Medium typing.

Office Assistant, GR17 (C9601)

Center for Environmental Research-Endowed
Minimum Biweekly Salary: \$517.65
Responsible for mail distribution and telephone coverage (take messages, track schedules) for busy office of 50 staff people; develop and maintain mailing/database list; provide word processing, photocopying, and scheduling support; assist in general accounting operations.
Requirements: High School diploma or equivalent. 1 year related experience. Able to understand and operate System 85, deal with public and work under some degree of pressure. Macintosh experience preferred. Medium typing.

Office Assistant, GR17 (C1102)

General Stores-Endowed
Minimum Biweekly Salary: \$517.65
Fulfill all data entry functions at General Stores office and customer service counters. Receives all customers to General Stores; assists the material handlers; clerical duties as assigned.
Requirements: High School diploma or equivalent. 2-3 years experience operating a computer terminal with a proven record of accuracy. Excellent communication and interpersonal skills. Experience in a warehouse operation and knowledge of trades terminology helpful. Medium typing.

Secretary, GR18 (C1112)

University Development-Endowed
Minimum Biweekly Salary: \$529.35
Provide secretarial support for Corporate Development Program. Handle phone calls and messages; schedule appointments; route material to central files; duplicate materials; type correspondence; collect, open and distribute mail; maintain computerized database; make travel arrangements.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years office experience. Knowledge of Macintosh computer desirable. Good communication and organizational skills. Able to set priorities and work in a complex, active environment. Confidentiality required. Attention to detail. Medium typing.

Senior Records Assistant, GR18 (C1005)

Acquisitions/CTS/Olin/CUL-Endowed
Minimum Biweekly Salary: \$529.35
Major duties include receiving books, processing invoices and solving related problems.
Requirements: High School diploma or equivalent experience. Some college coursework preferred. Ability to work independently. 1-2 years prior library experience. Knowledge of 1 modern European language, preferably German. Experience with automated systems. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

Accounts Assistant, GR18 (C1006)

Administrative Operations/CUL-Endowed
Minimum Biweekly Salary: \$529.35
Under the direction of the Accounting Manager, process and pay vendor invoices/credits for library materials for the 10 endowed libraries and some statutory units. Audit and process for payment, approval on library automated system; correspondence with vendors; review and update fine and replacement charges/credits with the Bursar's Office; maintain vendor fines (automated and manual); process orders for library supplies; process and monitor typewriter leases. Other duties as assigned.
Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum of 1 year previous accounting/bookkeeping experience and familiarity with standard office machines. High degree of accuracy. Attention to detail; experience with microcomputers, IBM preferred, (data entry, word processing, spreadsheet management). Strong organizational, communication (written and verbal) and interpersonal skills. Familiarity with Cornell accounting system desirable. Light typing.

Secretary/Transcriptionist, GR18 (C1001)

Center for International Studies-Endowed
Minimum Biweekly Salary: \$529.35
Transcribe dictation tapes for Director; assist in general Center correspondence; maintain course materials and general correspondence.
Requirements: High School diploma or equivalent education. Some college coursework preferred. 1 year secretarial experience. Must be able to operate personal computer using software packages for word processing, mail system and calendar system. Excellent secretarial skills essential. Heavy typing.

Personnel Assistant, GR19 (C8611)

Administrative Operations/Olin Library-Endowed
Minimum Biweekly Salary: \$551.86
Provide support in the administration of endowed personnel activities for the CU Library System primarily in the areas of recruitment, payroll and general office administration. Manage confidential personnel files; maintain automated personnel records system; process personnel related forms; assist with payroll; serve as initial contact for visitors and staff. Other duties as assigned.
Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related experience. Previous office and micro-computer, especially word processing experience. Able to handle confidential material with discretion, set priorities, and work in an active environment. Strong organizational, communication (written/verbal) and interpersonal skills. Familiarity with database management helpful. Heavy typing.

Administrative Aide, GR19 (C1103)

Information Technologies/Network Resources-Endowed
Minimum Biweekly Salary: \$551.86
Provide administrative support to the Director of Network Resources and 2 assistant Directors; handle Director's calendar and travel arrangements; process personnel documents for the department. Other duties as assigned.
Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related experience with microcomputers and word processing software desirable. Familiarity with Cornell administrative and personnel procedures desirable. Medium typing. Regular Cornell employees preferred. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Secretary, GR19 (C0417)

Floriculture and Ornamental Horticulture-Statutory
Minimum Biweekly Salary: \$535.78
Serve as Graduate Field Secretary and department Extension Secretary; provide word processing support and database management for 6 faculty and their support staff; liaison with Graduate School and Cooperative Extension staff in NYS.
Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years secretarial or administrative experience. Knowledge of IBM PC and CMS essential; Wordperfect, Notebook and ProCom experience desired. Excellent organizational, interpersonal and communication skills essential. Medium typing.

Administrative Aide, GR19 (C1003)

Biochemistry, Molecular and Cell Biology-Statutory
Minimum Biweekly Salary: \$535.78
Provide clerical support to department. Duties include non-academic personnel appointments and services; seminar program and other personnel related duties; act as section receptionist; direct visitors; answer inquiries on the telephone and in person; and numerous other duties as assigned.
Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related office experience helpful. Able to work with a variety of people, and work under pressure. Strong organizational and interpersonal skills essential. Medium typing. Cornell employees preferred. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Accounts Coordinator, GR21 (C9619)

Finance and Business-Statutory
Minimum Biweekly Salary: \$582.29
Responsible for maintenance of the Cornell Statutory equipment inventory master file. Audit equipment vouchers; input information into Property Control System in Albany; reconcile Property Control edit reports with Cornell statements; correspondence with Cornell 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 com-

Office Assistant, GR19 (C1004)

Graduate School-Endowed
Minimum Biweekly Salary: \$551.86
Process graduate applications, admissions, refusals and other actions as authorized; maintain records; type correspondence; maintain admissions statistics; provide information to faculty and applicants.
Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related experience. Knowledge of data entry required. Strong organizational skills. Attention to details, spelling and accuracy essential. Able to set priorities to work in a complex, active environment. Medium typing.

Administrative Aide, GR20 (C1114)

Agricultural Economics-Statutory
Minimum Biweekly Salary: \$558.78
Provide administrative and secretarial support to the Director of the Personal Enterprise Program. Prepare correspondence; create, organize, and maintain filing systems; prepare reports and faculty instructional materials; respond to requests from students, industry, and interested institutions; organize; coordinate communications with and activities for industry advisory committee.
Requirements: Associate's in business or secretarial science or equivalent. 2-3 years administrative experience in a diverse environment. Good communication (written and oral), interpersonal, and organizational skills required. Computer skills with IBM compatibles and various software (e.g., Wordperfect 5.0, graphics and database packages, spreadsheets). Creativity, ability and interest in working with a dynamic environment with significant growth opportunities. Capacity to initiate projects and work independently. Medium typing. Regular Cornell employees send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Administrative Aide, GR20 (C1105)

Summer Session-Endowed
Minimum Biweekly Salary: \$575.30
Assist the Summer Session/Extramural Study registrar in the development, implementation, and execution of all processes necessary to register participants for Extramural Study and Summer Session.
Requirements: Associate's or equivalent. Minimum 2-3 years related experience. Ability to work independently, coordinate details, make decisions and work with diverse public. Strong organizational and analytical skills required. Excellent (written and oral) communication skills. Knowledge of various colleges within Cornell preferred. Some accounting. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Administrative Aide, GR20 (C1106)

University Development-Endowed
Minimum Biweekly Salary: \$575.30
Provide administrative and secretarial support to the Director of Corporate Development. Make travel arrangements and appointments; coordinate events off an on campus; review incoming correspondence and route to staff; initiate responses as appropriate; prepare accurate and timely management, budget and gift reports; perform and coordinate research.
Requirements: Associate's or equivalent. 2-3 years related experience. Strong organizational and communication (written and oral) skills. Ability to work independently and without supervision. Excellent and accurate typing. Experience with microcomputers (Macintosh). Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Administrative Aide, GR20 (C1107)

University Development-Endowed
Minimum Biweekly Salary: \$575.30
Provide administrative assistance to the Director and Assistant Director of Foundation Relations. Coordinate flow and oversee completion of work within the office; i.e., prepare reports, arrange meetings, compile data, oversee production of proposals, and assist in special projects.
Requirements: Associate's or equivalent. 2-3 years experience in providing high level executive support. Strong organizational and communication (oral and written) skills. Experience with Macintosh computer. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Administrative Aide, GR20 (C1107)

University Development-Endowed
Minimum Biweekly Salary: \$575.30
Provide administrative assistance to the Director and Assistant Director of Foundation Relations. Coordinate flow and oversee completion of work within the office; i.e., prepare reports, arrange meetings, compile data, oversee production of proposals, and assist in special projects.
Requirements: Associate's or equivalent. 2-3 years experience in providing high level executive support. Strong organizational and communication (oral and written) skills. Experience with Macintosh computer. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Administrative Aide, GR20 (C0804)

Computer Science-Endowed
Minimum Biweekly Salary: \$575.30
Provide administrative, organizational and clerical support to several faculty and one large research project.
Requirements: Associate's or equivalent combination of education and experience and minimum of 2.5 years of related experience. Excellent communication and interpersonal skills as well as aptitude for using advanced computing tools. Attention to detail and ability to prioritize, a must. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Administrative Aide, GR21 (C1113)

Avian and Aquatic Animal Medicine-Statutory
Minimum Biweekly Salary: \$582.29
Oversee departmental purchasing; handle departmental personnel including appointments and termination forms, payroll, reports and record keeping; accounts receivable for Poultry Diagnostic Laboratory; coordinate travel for department faculty; supervise office assistant; act as back up for Administrative Manager; clerical duties as required in absence of secretary and/or office assistant.
Requirements: Associate's in business or equivalent. 2-3 years office and supervisory experience. Working knowledge of Lotus 123 and Wordperfect. Knowledge of statutory accounting system. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Accounts Coordinator, GR21 (C9620)

Finance and Business-Statutory
Minimum Biweekly Salary: \$582.29
Provide administrative support for Financial Reporting and Analysis section of Statutory Accounting Services. Monitor accounts and prepare various journal entries in accordance with generally accepted accounting principles, Statutory College and Cornell policies, and outside agencies.
Requirements: Associate's or equivalent. 3 years accounting experience; familiarity with university accounting system preferred. Knowledge of PC spreadsheet packages required. Demonstrated communication (oral and written) skills needed. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Accounts Coordinator, GR21 (C9619)

Finance and Business-Statutory
Minimum Biweekly Salary: \$582.29
Responsible for maintenance of the Cornell Statutory equipment inventory master file. Audit equipment vouchers; input information into Property Control System in Albany; reconcile Property Control edit reports with Cornell statements; correspondence with Cornell 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 com-

Green Thumb

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enrollees work for host agencies, wages and fringe benefits are paid by Green Thumb.

What are the benefits to enrollees? They get on-the-job training matched to their interests and experiences as well as individual counseling on finding and keeping jobs.

"I feel I'm in an ideal position right now working in Staffing Services," continues Hodes. "Besides job experience, I'm getting to know the university and what full-time positions are available."

"Placing a client in a Green Thumb training position is not a permanent arrangement," Goss notes. "We try to have approximately 20% of our enrollees move on to regular positions each year. But we're also careful not to move them before they are ready to succeed."

Who are these older workers? A Green Thumb enrollee is 55 years or older and annual family income must not exceed established guidelines. "It increases my

self-confidence to know that I can learn new skills," Woodman comments. "Just because you're over fifty doesn't mean you've parked your brains somewhere."

In addition to providing job training, the program is designed to direct participants to agencies that can help them with health care, housing, nutrition, education and training needs. "Green Thumb will pay my wages for time I spend taking a course," says Woodman.

Another goal of Green Thumb is to place people in community service jobs in rural communities that often go unfilled because of budget or personnel shortages. "The benefits of the Green Thumb program are evident in both directions," Goss says, "Participants provide a service which organizations can really use, and, in return, mature workers get on-the-job training and placement."

Green Thumb is an arrangement that contributes to the dignity, well-being and independence of the older workers of America and the people and communities they serve: Part of an answer to the problem of under-utilization of older Americans.

Diversity

Continued from page 1e

behaviors based on race, gender, physical ability, age, class, or sexual preference," she said. "These behaviors interfere with people reaching their potential and have no place at Cornell."

"The other role of my office is planning for the future with the vice presidents and college deans," Hart said. "Diversity builds a stronger community and we must continue to improve the diversity of our faculty, our staff, and our student body."

Strategies to move toward the future include:

- encouraging more students to pursue academic careers
- assisting more students in completing their degrees, particularly students with special learning abilities or from underrepresented groups
- helping high school students set and pursue career goals — academic, administrative, professional, and in the skilled trades
- developing policies for an environment that complements family life
- promoting internship opportunities
- providing leadership to the Office of Equal Opportunity in its service to the protected classes —

women, minorities, the differently abled, older adults, and Vietnam-era veterans

- implementing and assisting programs that promote attitudes of civility and respect for every person, through the Human Relations Training Program, and the human relations interactive theater segments of Results-Oriented Supervision for staff and faculty supervisors
- promoting the development of small discussion groups on race relations
- with the help of Institutional Planning and Research, assessing and reporting to the Trustees and the community on Cornell's progress toward its diversity goals

Ten years ago, the beginnings of these human relations efforts were scattered throughout the campus. Today they are coordinated through a vice presidential office that reports directly to the senior provost — indicating the high priority given to human relations issues by the Trustees, President Rhodes, Senior Provost Barker, Senior Vice President Morley and the rest of the administration in their vision of our community.

That vision must reach to each person. "Every person, every job at Cornell is important," believes Hart. "I ask each of you to help those around you to reach toward their personal best."

Jobs

Continued from page 3e

puter 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

Minimum Biweekly Salary: \$582.29
Responsible for processing all Statutory College utility payments from State appropriations. Perform various reconciliations and document processing functions for Finance and Business Services.

Requirements: Associate's or equivalent experience. 3-4 years office experience necessary. Good interpersonal and communication skills. Personal and terminal experience. Light typing.

Administrative Aide-Legal, GR22 (C1008) University Counsel-Endowed

Minimum Biweekly Salary: \$625.24
Provide assistance to 2 staff lawyers who specialize in real estate, and trust, estate and tax matters; prepare legal documents, reports, correspondence, travel; provide support to Assistant Secretary of the Corporation in preparation of trustee agendas; responsible for maintaining office file index; other projects as assigned.

Requirements: Associate's or equivalent. 3-4 years executive and/or law office experience preferred; real estate and estate matters experience desirable. Ability to use Macintosh computer. Excellent language and telephone skills important. Must be organized and word independently and sometimes under pressure. Confidentiality essential. Heavy typing. Submit employee transfer applications to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

Building Coordinator, GR23 (C0816) Theatre Arts-Endowed

Minimum Biweekly Salary: \$651.82
The building manager is responsible for the maintenance, housekeeping, security and technical support for the Center for Theatre Arts, a 96,000 square foot facility. This position reports to the Director of Facilities for the College of Arts and Sciences. Daily supervision by the Chairman of Theatre Arts, through the Department Business manager.
Requirements: Associate's or equivalent required. A certified electrician or equivalent is preferred. 3-5 years experience in the building construction field required, ability to read blueprints and mechanical drawings is highly desirable. Knowledge of physical plant operations, technical, mechanical and electrical skills essential. Working knowledge of theatre and lighting and sound systems helpful. Knowledge of personal computers and hardware. Regular Cornell employees send employee transfer applications, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply.

Office Professionals Part-Time

Office Assistant, GR17 (C0624)

Music-Endowed
Minimum full-time equivalent: \$517.65
Be able to record concerts and help with electronic equipment; act as stage manager, train and supervise ushers; coordinate schedules in Barnes for classes, rehearsals, tunings, and moving of instruments. 25 hours per week, 9.5 months per year.

Requirements: High School diploma or equivalent. Music interests necessary. Excellent public relations skills. Able to handle emergencies efficiently and calmly. Good decision-making skills. Up to 1 year related experience in concert giving environment and knowledge of related areas. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C0612)

ILR-Personnel & Human Resource Studies-Statutory
Minimum full-time equivalent: \$513.94
Secretarial support for department faculty. Use computerized hardware and software to prepare correspondence, training materials, administrative memoranda, budgets, vouchers, etc.; make travel arrangements, process correspondence, handle mail, telephone contacts, appointments. 20 hours per week. May go to full-time in Summer 1990.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years office experience. PC experience; familiarity with wordprocessing software, graphics software and spreadsheets. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR19 (C0711)

Psychology-Endowed
Minimum full-time equivalent: \$551.86

Serve as graduate field secretary, handle grad applications, TA appointments, maintain grad records, etc. Secretarial support to several faculty members; providing word processing and record keeping support. Excellent interpersonal, communication and organizational skills essential. Monday-Friday, 4 hours per day, TBA.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related experience in university setting. Knowledge of Macintosh, Word, Excel desirable. Must be self-directed. Excellent organizational, interpersonal and communication skills essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

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.

Office Assistant (S0702) CIT/MOS-Consumer Services

Provide consulting and process orders and sales transactions as an integral part of MOS Marketing Operation. Identify customer computing needs. Provide information and perform demonstrations. 3 months.
Requirements: High School diploma. Associate's in business or marketing desirable. Excellent communications and interpersonal skills. Hands-on experience with microcomputer applications. Ability to work in a fast-paced environment. Light typing.

Service Clerk (S0701) Laboratory of Ornithology

General stockkeeping duties at the Crow's Nest Birding Shop. Answer phone, file, type and computer work. NYS driver's license helpful. April to July, 20-30 hours per week.
Requirements: High School diploma or equivalent. Able to lift 50 pounds. Cash register experience helpful. Light typing. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

General Service

Submit a signed employment application which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Custodian, SO02 (G1002) Residence Life-Endowed

Hiring Rate: \$6.00
Provide general custodial care of buildings and grounds in assigned area. Mon-Thurs, 6:30am-3:30pm; Fri 6:30am-3pm.

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

Cornell Employment News

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

EQUAL
Opportunity at Cornell

Custodian, SO02 (G1104)

Buildings Care-Statutory
Hiring Rate: \$6.00

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

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Regular Cornell employees only. Submit employee transfer application to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Custodian, SO02 (G1101, G1102, G1103)

Buildings Care-Endowed
Hiring Rate: \$6.00

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

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Cornell employees only. Submit employee transfer application to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

Maintenance Mechanic, SO05 (G1105)

Veterinary Microbiology-Statutory
Hiring Rate: \$6.88

Responsible for maintenance and service of 4 automobiles, 2 trucks and assorted agricultural vehicles; repair of motorized lab equipment and ground machinery; must operate trucks and backhoe, plow; welding skills; maintenance of boilers; groundswork and animal care.

Requirements: High School diploma or equivalent. Automotive/mechanic courses or equivalent experience. 2-3 years related experience in maintenance field. General mechanical ability. Valid class III driver's license. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply.

Bus Driver, SO06 (G9506)

CJ Transit-Endowed
Hiring Rate: \$7.20

Drive bus on campus, TOMTRAN routes and charter trips. Check vehicle for proper operating condition; provide information and directions. Shift subject to change.

Requirements: High School diploma or equivalent. NYS Class 2 driver's license required. Pre-employment physical and other Department of Motor Vehicles requirements. 3-6 months current bus driving experience. Good communication (oral) skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850. Women and minorities are particularly encouraged to apply.

General Service Part-time

Dispatcher, SO05 (G0901, G0902)

Maintenance and Service Operations-Endowed
Hiring Rate: \$6.88

Receive trouble calls, relay message and coordinate and dispatch appropriate tradespeople and material delivery personnel, or courier/cab service as requested. The customer service center is the focal point of requests for repairs, maintenance and alterations and information about the physical plant. Monday-Friday, hours flexible.

Requirements: High School diploma or equivalent. Experience with mainframe and personal computers desirable. Training and/or experience in public relations, sales or service preferred. Must have excellent interpersonal skills, ability to work under pressure and strong decision making. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities and persons with disabilities are particularly encouraged to apply.

General Service Temporary

In addition to posted positions, temporary opportunities frequently occur in custodial, food service, dish machine operation, material handling and other service areas. All individuals are encouraged to apply. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Custodian

Building Care-Endowed/Statutory
Temporary Rate: \$5.00

Continuous recruitment will be done in the department of Building Care for temporary custodians. Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thurs 6am-2:30pm, Fri 6am-1:30pm. Periodically 2nd & 3rd shift hours available.

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

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

Field Assistant, SO04 (B1001)

Animal Science-Statutory
Hiring Rate: \$6.58

Assist with tillage, planting and harvesting of Animal Science field crops during growing season. Assist with care of sheep and sheep facility maintenance during winter. Monday-Friday, 8-5.

Requirements: High School diploma or equivalent. Class III driver's license and commercial field crop pesticide license required. Farm background helpful. Knowledge of building system maintenance helpful. Send application materials to Cynthia Smithbower.

Temporary Field Assistant (B1002)

Entomology-Freeville Farm
Hiring Rate: \$6.00

Assist with pesticide spraying of research plots and tilling of farm land. Maintain facilities. Mowing and general cleaning. Monday-Friday, 8-5. Until October 90.

Requirements: Related exp. in farm tractor operation. Pesticide applicator certification or ability to obtain in 1 month. Send application materials to Cynthia Smithbower.

Academic

Extension Associate II, CA4

Agricultural Economics

Design and prepare survey instruments. Responsible for data collection and analysis for various research projects. Write research project summaries and present information at industry and professional meetings.

Requirements: MBA or MS in food industry management desirable. Good written and oral communication skills. Knowledge of the food industry. Contact Gene A. German, Agricultural Economics, 206 Warren Hall, Cornell University, Ithaca, NY 14853.

Post Doctoral Position

Baker Institute

1 year appointment, beginning June 1990. Assist in a project examining mechanisms of T-cell activation in cell populations derived from the intestine.

Requirements: PhD in immunology or molecular biology. Experience with Northern blots, in situ DNA/RNA hybridization and tissue culture required. Salary commensurate with experience. Send curriculum vitae and the names of 2 references to S. Hamlin, James A. Baker Institute for Animal Health, NYS College of Veterinary Medicine, Cornell University, Ithaca, NY 14853.