

CORNELL CHRONICLE

Volume 21 Number 27 April 5, 1990



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Chris Hildreth

Hudson Kern Reeve displays naked mole-rats in the same kind of pipe used to make laboratory colonies for the rodents.

DNA fingerprint discovery solves flaw in Darwin's natural selection theory

For the first time, scientists have found a group of mammals so closely related that DNA fingerprints of many are indistinguishable, a finding that helps resolve a key difficulty facing Darwin's theory of evolution by natural selection.

Cornell geneticists and animal behaviorists were collaborating to study the evolution of small, highly social group-living African rodents called naked mole-rats when they made their remarkable discovery. The seventh 1990 issue of the Proceedings of the National Academy of Sciences, published April 2, carries results of the study, which was supported by grants from the National

Science Foundation and the National Institutes of Health.

Naked mole-rats are so similar genetically because of generations of inbreeding within colonies of one of the world's most social mammals, according to the Cornell scientists. They credit both ecology and genetics for the evolution of a social structure that is unique among known mammals.

DNA "fingerprints" are so named because in most cases these genetic markers are as variable between individuals as are fingerprints. The five Cornell scientists found that DNA fingerprints of naked mole-rats living in the same colonies are as simi-

lar as those of laboratory mice that were sibmated (brothers and sisters mating) for 60 generations. Furthermore, a comparison among DNA fingerprints of naked mole-rats from separate colonies revealed unexpectedly high similarity compared to the wild vertebrate populations.

In naked mole-rats, as in ants, termites and some species of bees and wasps, many individuals forego mating in order to feed and protect a reproductive female (or "queen") — an apparent exception to the "self-interest principle" inherent in Darwin's theory. That principle predicts that

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Minnesota scholar is new dean of Hotel School

David A. Dittman, professor and chairman of the Department of Accounting at the University of Minnesota, has been appointed dean of the School of Hotel Administration here.

The appointment was approved by the executive committee of Cornell's Board of Trustees on April 3. Dittman is expected to assume his new position on July 1.

Dittman, 44, has conducted research on the generation, use and impact of accounting data on management decisions. He has published a number of papers dealing with management, finance and accounting in the health care industry and has written on other topics related to his research.

"Professor Dittman is a distinguished management scholar who impressed everyone he met at Cornell with his leadership abilities and his vision for the school as the world leader in hospitality education," said Malden C. Nesheim, the university provost.

Dittman has chaired the accounting department in the Curtis L. Carlson School of Management at Minnesota since 1985. He taught in the Fuqua School of Business at Duke University from 1978 to 1985 and at the Graduate School of Management at Northwestern University from 1973 to 1978.

The new dean said that hospitality education consists basically of two components: "The management component that I am very familiar with, and the food and beverage component that is unique to the hospitality industry. Although I am not so familiar with food and beverage management, I will learn quickly."

Dittman added, "The food and wine area is very important to the overall stature of the Hotel School, and it's an area that differs from other types of business management. We want to continue to examine what we do in the school in order to maintain pre-eminence in hospitality education."

Dittman succeeds John J. Clark Jr., who stepped down from the deanship in January to return to teaching and now is on leave to teach at the University of Hawaii.

— Albert E. Kaff

Endowment finds a new use: financial aid



Charles Harrington

Ann McCann, director of the Student Aid Development and Stewardship Office, talks with Don Brewer, a 1959 Cornell graduate and a major donor to the university's financial-aid endowment.

It was just before Christmas when Ann McCann called Isabel Peard and told her that she had good news but wanted to deliver it in person.

A few days later, McCann visited the 79-year-old retired Cornell education professor and announced that one of her former students, Dottie Clark Free, had just established a student aid endowment in Peard's name.

Peard was surprised and moved. "That's the most wonderful thing anyone could do," McCann recalled her saying.

The two women, who had never met before, then talked about "teaching, history, Cornell, all kinds of things" until, as they prepared to part company, Peard took McCann's hand and offered her own form of gift: a memorable moment.

"She said to me — I still can't say it without getting teary — 'Grow old, nice things happen to you.' I will never forget that," McCann said.

At a time when the cost of attending college is increasing and federal aid declining, McCann is the bearer, arranger

Continued on page 6



David A. Dittman

BRIEFS

■ **Arts grants:** Applications for grants of up to \$500 to students and staff for 1990-91 projects in the creative and performing arts are being accepted through May 4 by Cornell's Council of the Creative and Performing Arts. The CCPA also is accepting proposals from departments, faculty and student organizations for programs involving visiting artists and performers during 1990-91. For details, contact Anna Geske, program director, at 521 Willard Straight Hall, telephone 255-7274 or 255-7161.

■ **Future teachers:** Fellowships for undergraduates wishing to earn a master's degree to teach science and mathematics are available through a special program at Cornell funded by the Andrew Mellon Foundation. Applications for fall 1990 are being accepted now. For details, contact Sue Blish, at 106 Kennedy Hall (Academic I South), telephone 255-9255.

■ **Children's tuition:** An information session on the Cornell Children's Tuition Scholarship program (CCTS) will be held on Monday, April 16, from 3 to 4:30 p.m. in Kaufmann Auditorium of Goldwin Smith Hall. The deadlines for submitting applications for CCTS funding are May 1 for Summer Session; June 1 for 1990-91 and fall 1990; and Dec. 1 for spring 1991. Applications may be obtained from Training and Development, 107 Day Hall, or by calling Maureen Brull at 255-7170 or Adele Feirstein at 255-7509.

■ **Graduate advisers:** Graduate students wishing to volunteer as advisers for incoming graduate students for the 1990-91 academic year may obtain application forms and more details at the Dean of Students Office, 103 Barnes Hall, telephone 255-6839.

■ **Student members:** Friday, April 13, is the deadline for graduate and undergraduate students to submit applications to serve on one of four University Faculty committees during the 1990-91 academic year. The committees are on lectures, libraries, music and ROTC. Application forms and further details are available in 315 Day Hall, telephone 255-4843.

■ **Stress and relaxation:** Dr. Michael Gaita of the Lourdes Wellness Center in Vestal, N.Y., will give a seminar on stress and relaxation today at 4 p.m. as part of the university's Wellness Program.

■ **Memorial fund:** A scholarship fund has been established in memory of Renee Chapman, catalog management librarian at Cornell since May 1989 and a doctoral candidate in history at Cornell. Chapman died March 19 from injuries received in an automobile accident. Her husband, Terry, has established the fund to provide support for a female graduate student in history. Send contributions to: Renee Chapman Memorial Fund, c/o History Department, McGraw Hall, Cornell, Ithaca, N.Y. 14853.

■ **Breakfast 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 are held throughout the academic year at locations to be announced.

■ **Moving:** The Office of University Development is moving through Tuesday, April 17, into its newly completed centralized headquarters building at 55 Brown Road across from the Tompkins County Airport. Cornell Alumni News and the Risk Management and Insurance Office also are moving to the new building. In addition, the offices of the Cornell University Council and the President's Council of Cornell Woman are relocating from Sage House to Alumni House at 626 Thurston Ave.

■ **Art collecting:** A panel of specialists including three from Cornell, will discuss art collecting from the perspectives of individuals, museums, corporations and city governments at on Sunday, April 8, at 2 p.m. at the State of the Art Gallery, 120 West State St., Ithaca. The panelists from Cornell are Thomas W. Leavitt, director of the Johnson Museum of Art; Richard Penner, who is a member of the faculty of the School of Hotel Administration serves on the school's Statler Hotel art collection committee; and Maria Stycos, a private collector and lecturer in Romance Studies.

Administrative changes give Barker more time for planning

Cornell's top management is reallocating some responsibilities so that Senior Provost Robert Barker can devote virtually all of his time to strategic planning.

The shifts, which won't add any new positions to the administration, were described by President Frank H.T. Rhodes as "evolutionary refinements" of adjustments approved by the Board of Trustees last May.

At that time, Barker moved from provost to the new position of senior provost, and Malden C. Nesheim moved from vice president for planning and budgeting to provost.

Rhodes said last spring that he was requesting those temporary changes to permit Barker and him to focus on five strategic issues, and because he would be spending significant periods of time off campus "as-

sessing alumni, corporate and foundation interest in the priorities we've developed in contemplation of a capital campaign."

Barker was asked by Rhodes to develop five papers. In a November letter to the faculty, he called that "my most important task for the next 12 months." The papers, "intended to start us toward resolution" of critical issues, were to be on enrollment, improving cooperation and eliminating duplication, a review of the quality of the undergraduate experience, faculty and staff compensation and conditions of service, and the future of Cornell's land-grant mission.

The first paper, on enrollment, has just been completed "and will be shared with the campus community during the next few weeks," Rhodes said. He added that the ad-

NOTABLES

Vice President for Campus Affairs William D. Gurowitz has been elected to a three-year term on the American Council on Education Commission on Minorities in Higher Education. The Commission is charged with advising the Council on ways it can set priorities and focus its efforts on issues such as the critical decline in the numbers of minority students in higher education, developing strategies for increasing numbers of minority faculty and identifying exemplary graduate programs which produce minority scholars. The American Council on Education is headquartered in Washington, D.C.

President Frank H.T. Rhodes will be awarded an honorary doctor of laws degree at The University of Michigan on Saturday, May 5. It will be the 20th honorary degree awarded to Rhodes, who assumed Cornell's presidency in 1977. Before coming to Cornell, he had served as the dean of the College of Literature, Science and the Arts and then vice president for academic affairs at Michigan.

Professor of floriculture and ornamental horticulture Robert W. Langhans has been elected a Fellow of the American Academy of Arts and Sciences. A member of the Cornell faculty since 1956, Langhans is internationally recognized for contributions to his field, including cloning chrysanthemums and carnations and doubling the yield of greenhouse roses in winter with high-intensity-discharge lamps.

Robert W. Howarth, associate professor of ecology and systematics, has been named to two new committees of the National Academy of Sciences: the Committee on the Coastal Ocean and the Committee on Wastewater Management for Coastal Urban Areas. The coastal ocean committee will establish a national strategy of research and environmental management and report annually to Congress and the president. The wastewater committee has a mandate from Congress to review current practices of waste disposal in coastal cities and devise a new approach. Howarth is a specialist in the role of biogeochemical cycles in aquatic ecosystems.

justment of responsibilities will allow Barker to devote "his full energies" to these and other long-range issues.

In a letter to deans, members of the Faculty Council of Representatives' Executive Committee and the executive staff, Rhodes noted two other aspects of the changes:

Barker's responsibilities for day-to-day events on campus will be assumed by Nesheim and by Rhodes himself, who will have more time on campus as the travel demands of his pre-campaign assessment efforts soon begin to diminish.

To support Nesheim in his provost duties, Deputy Vice President for Research John Wiesenfeld will assume the position of vice president for planning (Nesheim's former vice presidency has been vacant since

Informed



Tim Moersh
Chip Blodgett, a senior from Hartford, Conn., catches up on world events on the floor of Willard Straight Hall last week.

Japanese, students to debate April 9

Two Cornell students and two Japanese debaters will form mixed teams to argue for and against U.S. trade policies on Monday, April 9, at 7:30 p.m. in the Alumni Auditorium of Kennedy and Roberts halls (Academic I). The two Cornell participants will be Jodi Kruger, a senior in the College of Arts and Sciences; and Laura Leasburg, a senior in the College of Agriculture and Life Sciences.

last spring) and will report to Nesheim. He also will work with Barker in the implementation of long-range plans.

Although Wiesenfeld's deputy position will not be filled, his corporate-liaison work will be assumed by Norman Scott, vice president for research and advanced studies, with help from Director of Corporate Development Gregory Galvin.

"Since last spring, the arrangements have worked well," Rhodes said this week. "This fine-tuning should simplify and clarify relationships and, most important, should enable Bob Barker to devote his full energies to the strategic planning that is so crucial to the support of the university over the next decade."

—Sam Segal

Two hazing incidents turned over to DA

Two recent incidents of alleged hazing by a Cornell fraternity already on probation for hazing two years ago will be investigated by the Tompkins County district attorney.

At least two people allegedly sustained serious injuries in February, according to an investigation of Kappa Alpha Psi by the university's coordinator for greek life and Department of Public Safety.

The latest incidents occurred in an off-campus apartment. Kappa Alpha Psi does not have a fraternity house. Two members of the chapter were expelled by the national fraternity in 1988, and the chapter is on a two-year university probation through May 3, 1990.

Larry I. Palmer, vice president for academic programs, said the university "will not tolerate the physical abuse of any person" and has directed that information obtained during Cornell's investigation be turned over to the district attorney, who will determine if a grand jury will hear the case.

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

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

GRADUATE BULLETIN

Degree: May 18 is the deadline for completing all requirements for a May degree, including submitting dissertations and theses to the Graduate School. Professional master's degree candidates should check with their field regarding the deadline, as that deadline may be earlier than the Graduate School's.

Travel: Conference travel grant applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by May 1 for June conferences. Application forms are available at graduate field offices. Grants for transportation are awarded to registered graduate students invited to present papers. There is no reimbursement for lodging or meals.

Dissertation Award: The Guildford Essay Prize awards \$600 to the student whose dissertation exhibits the highest standard of excellence in English prose. Dissertations filed between June 1989 and May 1990 are eligible. Deadline is May 18. Send entries to the dean of the faculty, 315 Day Hall.

NAS chief asks nations to help save environment

Unlike the well-researched problems of ozone destruction and acid rain, global warming is a threat to the environment in theory only, yet it is such a serious threat that we should take every step we can afford to minimize it, the director of the National Academy of Sciences told a Cornell audience last week.

The question of the hour is: "How much should we spend to improve the situation in light of the uncertainty of our predictions?" said Frank Press, a renowned geophysicist and former science adviser to President Carter.

The nations of the world should work together to take sensible, affordable steps that will lessen the impact of global climatic change, he said.

However, measures to reduce emissions of greenhouse gases — carbon dioxide, nitrous oxide, methane and chlorofluorocarbons — by as much as half could cost trillions of dollars and should not be undertaken.

During a three-day visit to campus, Press, the Bartels World Affairs Fellow for the spring term, met with several undergraduate classes in government and in science technology and society.

In his public lecture on global environmental change, he repeated climatologists' dire warnings about the future — the strong possibility of a rise in surface temperatures and a rise in sea levels, droughts in equatorial areas, river floodings, changes in biological habitats, migrations of animal and human populations, and the risks of disease.

He outlined several preventions; chief among them was conservation.

Other familiar tactics included replacing chlorofluorocarbons with a less harmful substance and banning CFCs altogether, reforestation, and research and development of alternative energy sources.

He also urged water conservation, bioengineering of drought-resistant crops, coastline preparations for a rise in sea levels and programs for disease surveillance.

The best estimate for the cost of these measures, which would reduce carbon dioxide emissions by 40 percent, is \$200 billion per year to be spread out among all the nations on Earth.

That's affordable, he said, and should be done.

—Carole Stone

Variety Show



Photos by Tim Moersh

Kaikee Wong (left, above) and Winston Lang (right, above) perform a skit about the last princess of the Ming dynasty during a cultural variety show performed by the Hong Kong Students Association in Statler Auditorium on March 31. Wong has his makeup applied backstage in the photo at right, while Dan Tso (background) takes off his makeup.



Olympic medalist to offer encouragement to Native-American students during visit

Encouraging youth to maximize their potential and the pursuit of higher education for American Indian youths will be the themes when Billy Mills, winner of the 10,000-meter race in the 1964 Tokyo Olympics, visits Cornell on Saturday, April 7.

Public events on April 7 include:

- A 5-kilometer fun run and walk starting at 9 a.m. at Teagle Hall and continuing through the Cornell campus. Registration in six age categories is \$4 and will be held from 7:30 to 8:50 a.m. the day of the race; a \$3 advance registration can be made through the American Indian Program, 300 Caldwell Hall, 255-6587. The race will be coordinated by the Finger Lakes Running Club. Registration fees will benefit education programs of the American Indian Science and Engineering Society.

- An 11 a.m. screening in Willard Straight Theater of "Running Brave," the 1983 film depicting the Billy Mills story with Robby Benson playing Mills. The film traces Mills' life from South Dakota's Pine Ridge Reservation to the University of Kansas track team, the U.S. Marine Corps and his upset victory in the Olympics as the first and only American to win the long-distance



Billy Mills

Olympics event. Admission is free.

- Award presentations and a talk by Mills at 12:30 p.m. in the Straight Theater.

- A lacrosse game at 8 p.m. in Lynah Rink between Indian students and a team from Montreal's Kahnawake Reservation.

Mills will meet with Native American students from secondary schools and colleges throughout New York state and with members of track teams from area high schools. The Native American students will be on campus to learn about opportunities in higher education from the Cornell Council of American Indian Graduate and Professional Students.

Since winning the Olympic gold medal, Mills has followed the "giveaway" principle of the Lakota, the Oglala Sioux tribe where he was raised as an orphan, said Julie Harris, one of about 60 Native American undergraduate and graduate students in Cornell's student body of more than 17,000.

"He says the 'giveaway' is his culture's way of returning something to the people who helped him accomplish his dream. Billy Mills has a successful insurance business in Sacramento, Calif., but he spends almost half the year on the road doing speaking engagements and encouraging Indians to develop their abilities."

—Roger Segelken

Human Ecology program helps officials conduct transit study

Area transit officials have a problem — ridership on their buses is down, and they need to find out why.

Cornell has a problem, too — parking on the central campus is in great demand, and officials need to find a way to reduce parking pressures.

For help in finding solutions, both groups have turned to students enrolled in the College of Human Ecology's Field and International Study Program. About 50 students are interviewing selected Cornell employees who are area residents as part of a transit-incentive pilot project that also involves city and county officials.

The Field and International Study Program offers students an opportunity to do an in-depth analysis of a major issue in a field setting. To prepare for this, students spend a semester working on applied community problem solving in a structured setting to benefit the local community. The course instructor and Cornell's Office of Transportation Services arranged the transit incentive study as this semester's project.

The study "creates a forum for different people to work together creatively," said Dwight Giles, a senior lecturer at the College of Human Ecology and a coordinator of the program. "We've had wonderful discussions about the possibilities and the mutual benefits."

As part of the pilot study, free bus service was offered through April 30 to a group of university employees in place of on-campus parking permits.

In return, participants are being interviewed by students about their transit experiences, lifestyles and transportation needs. Those selected have parking permits and live near the Ithaca Transit and Tomtran bus routes that serve Ithaca's West Hill area, Dryden, Groton, Freeville and the Cornell campus.

To encourage employee participation, the 375 who were chosen for the study were offered a package of incentives in addition to the unlimited use of bus services at no charge. The package included eight one-day, on-campus parking permits, a refund for parking permit fees and a gift certificate to the Campus Store. Only 47 people took up the offer,

but most of the others did agree to be interviewed by students about their transportation needs and lifestyles.

Those interviews will provide the information the study's organizers are looking for. William E. Wendt, director of the Office of Transportation Services, said the students will offer recommendations based on what they are told by riders and non-riders alike.

"We need to know why people don't use transit and what we need to do to make it more attractive to people," he said. During the 1980s, the university spent about \$18 million on campus parking and traffic improvements and increased the number of parking spaces from about 6,200 to more than 10,500. This 60 percent gain outpaced the growth of the university's work force. According to Wendt, those spaces cover 70 acres, and adding more would be expensive and a

'We need to know why people don't use transit and what we need to do to make it more attractive to people.'

—William E. Wendt

threat to the green space on the central campus.

Part of the answer may lie in factors beyond the control of the transit system and the university, according to Ithaca Transit's system manager, Bernie Carpenter. He estimated that 95 percent of automobiles on the road have just one occupant — the driver. Other reasons for increased automobile use may be that gasoline prices are down since the oil crisis of the late 1970s or that auto manufacturers are offering bigger incentives to buyers.

"Our job is to try and provide a service that's as convenient and reliable as an automobile," Carpenter said.

Another factor is day care. In fact, the biggest single reason potential participants declined the free-transit offer was because transit services could not accommodate their

need to get from home to the day-care center and then to work, or vice-versa, according to Marc Kratzschmar, assistant planner at Cornell's Transportation Services. Digging out concerns like that one is what the students will be doing in their interviews of employees.

"We're looking for qualitative responses," Giles said. In this case, the relationship of work life to other issues such as family life, community development and planning is crucial, he said. For that reason, the things that respondents have to say about their lifestyles and transit needs are more important than statistical compilations, according to Giles. And those responses will help bring about change throughout the county, not just at Cornell.

Cornell, the city of Ithaca and Tompkins County are involved in a task force whose goal is to improve public transit throughout the county, starting with a proposed joint maintenance and office facility in the city near Route 13. Cornell already subsidizes the Ithaca Transit and Northeast Transit systems with more than \$80,000 a year and operates the county's Tomtran system in addition to the campus bus system.

"There needs to be new thinking," said Dwight Mengel, senior planner at the Tompkins County Planning Department and coordinator of the Tomtran system. Possible alternatives to the current services may be express routes, park-and-ride lots or new schedules and routes, and even expanded bikeways.

While this study may provide important information for the city and county governments, Giles stresses that it also is achieving one other important goal: The students are providing service to their community and learning at the same time.

The students began conducting interviews the week of March 12 and will conclude them early this month. They will present their recommendations to representatives from Tomtran, Ithaca Transit and the university's Transportation Services on April 26 at 4 p.m. in Room N207 of Martha Van Rensselaer Hall.

—Liz Ledkovsky

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.

Balkan Dance Workshop with Ron Wixman, April 6-8: pre-registration and get acquainted party, 8 to 10 p.m., April 6, North Room, Willard Straight Hall; workshops, April 7, 10 a.m. to noon and 2 to 4 p.m., Biotechnology Building; workshops, April 8, 9 to 11 a.m., Biotechnology Building. Admission is \$17; \$4.50 per session. For more information, call 272-5141 or 257-3156.

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: 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.

South Asia Program

Kathakali Dance Performance by Sudha Gopalakrish, a visiting fellow with the South Asia Program, co-sponsored by the Cornell India Association, on April 7 at 7:30 p.m., Kaufmann Auditorium, Goldwin Smith 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.

"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 with Pei-Yi Wann, assistant curator of Asian art, of the exhibit of contemporary Chinese art, will be given on April 6 from noon to 1 p.m. No preregistration is necessary. Participants meet in the lobby and bring their own lunches. For more information, call the Education Department at 255-6464.

"Spring Break Special: Pigments of the Imagination," a two-day workshop for children ages 8 through 11, April 17-18 and 19-20. The workshop will examine paintings from the museum's permanent collection and acrylic painting techniques will be taught, concentrating on the expressive power of brush strokes and color. Preregistration is required by April 10. A fee of \$10 for museum members and \$11 for nonmembers.

The works of Wu Guanzhong, renowned contemporary Beijing artist, will be on exhibit April 6 through May 27. Included in the exhibition will be 35 Chinese ink paintings, 17 oil paintings, eight drawings, two sketch books and one album. Guanzhong's paintings are known for their abstract qualities and show the fusion of Eastern and Western styles.

Hartell Gallery

MFA Exhibition: Suza Tousignant, through April 6; MFA Exhibition: Holly Sneath, April 8 through April 13. 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

Work by students of Norman Daly, through April 6; "Historic Architecture of India," in recent photographs by Barry Perlus, art department, April 9 through April 14. The exhibition features black-and-white photographs from historic temples at Mammalapuram and Ellora and the 18th century celestial observatory, the Jantar Mantar at New Delhi, India. The gallery is in Tjaden Hall, 8 a.m. to 4:30 p.m.

University Library

"Human Sexuality: A Selection of Library Resources," an exhibit in Uris and Olin libraries, manuscripts and archives, through June. The exhibit, created by Brenda J. Marston, human sexuality archivist, along with intern Michael Kusek and numerous graduate students, faculty and staff, highlights material from many parts of the Cornell University Library and from the Collection on Human Sexuality. The exhibition covers topics such as witchcraft, AIDS, heterosexual relationships, the evolution of lesbian and gay writing, lesbian and gay liberation, reproductive rights and directions of current research. International materials are prominent.

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, 4/5

"Romero" (1989), directed by John Duigan, with Raul Julia and Richard Jordan, co-sponsored by CUSLAR, the Catholic community and Ithaca area Religious Task Force on Central America, 7 p.m., Uris.*

"Bibhishan Fears for People of Lanka," 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.

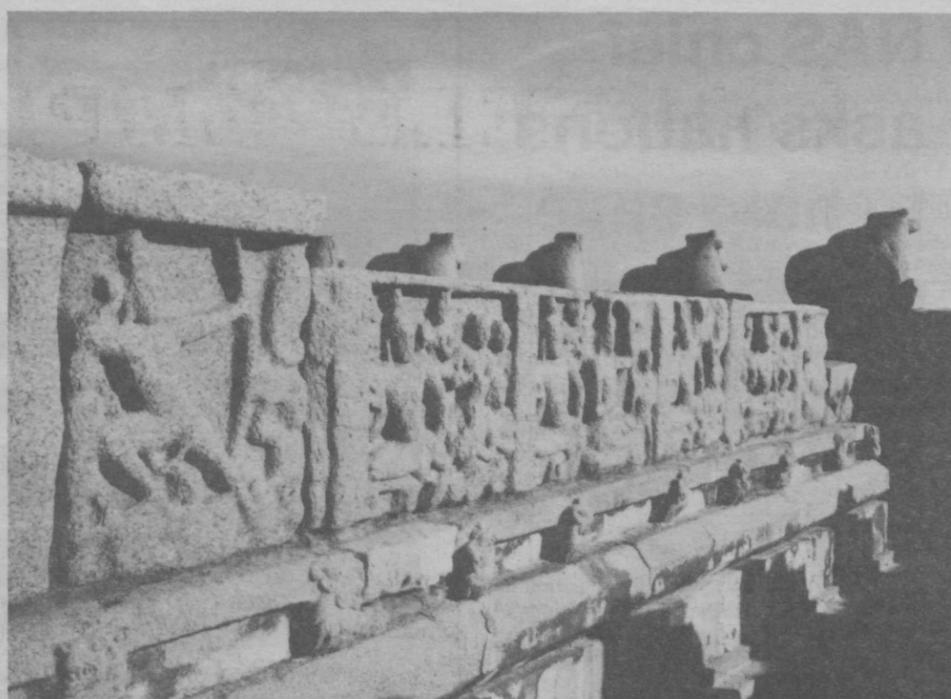
"Water and Power" (1989), with guest film maker Pat O'Neill, co-sponsored by Pentangle, 7:30 p.m., Willard Straight.

"Harlem Nights" directed by Eddie Murphy, with Eddie Murphy and Richard Pryor, 10 p.m., Willard Straight.*

Friday, 4/6

"Running Brave" (1983), directed by D.C. Everett, with Robby Benson, Pat Hingle and Jeff McCracken, 4 p.m., Willard Straight.

"Dance of Hope" (1988), with guest film maker Deborah Schaffer, directed by Deborah Schaffer, documentary on Chile, with Sting, 7 p.m., Uris. "Vampire's Kiss" (1989), directed by Robert Bierman, with Nicholas Cage and Jennifer Beals, 7:15 p.m., Uris.*



Barry Perlus

"Outer Wall, West, The Shore Temple," by Assistant Professor of Art Barry Perlus, part of the exhibition "Historic Architecture of India," showing in Tjaden Gallery.

"Harlem Nights," 9:20 p.m., Willard Straight.*

"Spices" (1987), directed by Ketan Mehta with Smita Patil and Naseeruddin Shah, 9:45 p.m., Uris.*

"Stop Making Sense" (1984), directed by Jonathan Demme, with The Talking Heads, midnight, Willard Straight.*

Saturday, 4/7

"Running Brave," with guest speaker Billy Mills, 11 a.m., Willard Straight.

"Katha," directed by Sai Paranjape, with Farooque Shaikh, Deepti Naval, Naseeruddin Shah, South Asia Program Film Series, 3:15 p.m., 302 Uris Library.

"Blaze" (1989), directed by Ron Shelton, with Paul Newman and Lolita Davidovich, 6:45 p.m., Willard Straight.*

"Spices," 7:30 p.m., Uris.*

"Harlem Nights," 9:20 p.m., Willard Straight.*

"Nosferatu the Vampire" (1979), directed by Werner Herzog, with Klaus Kinski, Isabelle Adjani and Bruno Ganz, 10 p.m., Uris.*

"Pink Floyd The Wall" (1982), directed by Alan Parker, with Bob Geldof and Bob Hoskins, midnight, Willard Straight Hall.*

Sunday, 4/8

Whitney Biennial Video: Program 4, "Ritual Clowns," Victor Masayesva; "Lilith," Steina Vasulka; "Living with the Living," Nam June Paik; "The Art of Memory," Woody Valsulka, co-sponsored by CCPA, 2 p.m., Johnson Museum.

"Bibhishan Seeks Refuge with Shri Ram," and "Ravana Sends Sukh to Seduce Sugriv," 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.

"Isadora Duncan" (1966), directed by Ken Russell, with Vivien Pickles, Iza Teller, shown with short "Early Dance Films," co-sponsored by Theatre Arts, 8 p.m., Willard Straight.*

"Harlem Nights," 4:30 p.m., Willard Straight.*

Monday, 4/9

"Koyaanisqatsi" (1985), directed by Godfrey Reggio, 7:15 p.m., Willard Straight.*

"Blaze," 9:30 p.m., Willard Straight.*

Tuesday, 4/10

"Tongpan," sponsored by the Southeast Asia Film Series, 4:30 p.m., 310 Uris Library.

"Driving Me Crazy" (1988), directed by Nick Broomfield, 7:15 p.m., Willard Straight.*

"Blaze," 9:30 p.m., Willard Straight.*

Wednesday, 4/11

"Two-Buldi-Two" (1929), directed by Lev Kuleshov and Nina Agadzhanova-Shutko and "Spring" (1929), directed by Mikhail Kaufman, 6:45 p.m., Willard Straight.*

"Always" (1989), directed by Steven Spielberg, with Richard Dreyfuss, Holly Hunter and Audrey Hepburn, 9:40 p.m., Willard Straight.*

Thursday, 4/12

"The Big Picture" (1989), directed by Christopher Guest, with Kevin Bacon, Martin Short and J.T. Walsh, 7:15 p.m., Willard Straight.*

"Sad Song of Yellow Skin" and "Why Vietnam?" directed by Michael Rubbo, 7:30 p.m., Film Forum, Center for Performing Arts.

LECTURES

A.D. White Professors-at-Large

"Do We Need Arms Control If Peace Breaks Out?" by Wolfgang K.H. Panofsky, head, Committee on International Security and Arms Control, National Academy of Sciences, founder and director emeritus, Stanford Linear Accelerator Center, Stanford University, and A.D. White Professor-at-Large, April 5, 7:30 p.m., Schwartz Auditorium, Rockefeller Hall.

Astronomy

"Our Universe and Others," Martin Rees, Plumian Professor of Astronomy and Experimental Philosophy, University of Cambridge, the Thomas Gold Lecture Series, April 11, 8 p.m., Schwartz Auditorium, Rockefeller Hall.

Boyce Thompson Institute

Distinguished Lecture Series in the Life Sciences, "The Search for Eve — Mitochondrial DNA and Human Evolution," Allan C. Wilson, biochemistry, University of California, Berkeley, April 11, 4 p.m., Large Conference Room, Biotechnology Building.

Campus Club

"Arthur Wesley Dow and His Influence," Nancy Green, curator of prints and photographs, April 5, 10 a.m., Johnson Museum.

EarthYear 1990

Distinguished Ocean Scholar Seminar Series, "The Role of the Oceans in Climate Change," Wallace Broecker, Lamont-Doherty Geological Observatory, Columbia University, co-sponsored by chemistry, Global Environment Program and geological science, April 5, 4:30 p.m., ground floor conference room, Biotechnology Building. This is a correction from the date given in last week's Calendar.

Earthrise Lecture Series, "Ecological Ethics," Allen MacNeil, biology, April 10, 7:30 p.m., auditorium, Anabel Taylor Hall.

Earthrise Lecture Series, "Ancient Forest Rescue Expedition," by members of the Ancient Forest Rescue Expedition, April 11, 7:30 p.m., location to be announced.

Distinguished Ocean Scholar Seminar Series, "Turbulent Transport at Wave-Swept Rocky Shores: How Are Larvae Dispersed?" Mimi Koehl, University of California, Berkeley, April 12, 4:30 p.m., ground floor conference room, Biotechnology Building.

East Asia Program

"U.S.-Japan Relations: Scenarios for the '90s," Robert Immerman, diplomat in residence, East Asian Institute, Columbia University, April 12, 12:15 p.m., 250 Caldwell Hall.

"How Democratic is Modern Japan?" Ronald Dore, Mitsui Fellow-in-Residence, director, Japan-Europe Industry Research Centre, Imperial College of Science, Technology, and Medicine, University of London, political science, Massachusetts Institute of Technology, April 12, 4:30 p.m., Bache Auditorium, Malott Hall.

Education
 "Using Writing in a Teaching Situation," Slevin, professor and chairman, English, Georgetown University, the third and final of the Spring 1990 college teaching lectures, "Exploring New Ideas About Writing and Learning," April 12, 3:30 p.m., White House. A panel discussion will have participants: Joan Brumberg, human development and family studies; Don Ransaus; Tom Rishel, mathematics; and Steoura, Engineering Writing Program. A will be held April 13, 9 a.m. to noon.

Municipal Solid Waste: Re-establishing Link Between the Environment and Economic Development, Richard Schuler, civil environmental engineering, April 5, 4 p.m., Myron Taylor Hall.
Third Wave of Environmentalism: Harnessing Market Forces to Protect the Environment, Frederic Krupp, executive director, Environmental Defense Fund, the keynote of a series "Crossroads Between Development and Environment: Juggling the Burdens," co-sponsored by the Environmental Law Society and International Legal Studies Program, April 11, 4 p.m., MacDonald Moot Court Room, Myron Taylor Hall.

Music
 Schoenberg's Fundamentals of Musical Composition," Leonard Stein, composer, pianist, April 9, 4:15 p.m., 102 Lincoln Hall.

Nutritional Sciences
 "The Role of Nutrition in Athletic Performance," Susan Luke, sports medicine, Boston, the Dorothy M. Proud Lecture, April 12, 4:30 p.m., Auditorium, Martha Van Rensselaer.

Philosophy Students' Association
 To be announced, Annette Baier, University of Pittsburgh, April 11, 4:30 p.m., G-08 Room, A.D. White House.

Society for the Humanities
 "Local Transcendence: Cultural Criticism and Post-Modernism," Alan Liu, English, University of California, Santa Barbara, co-sponsored by the Department of English, University Lectures and Western Societies Program, April 9, 4:30 p.m., Guerlac Room, A.D. White House.

South Asia Program
 "Methods and Stylization in the Performance of Kathakali," Sudha Gopalakrishnan, a visiting fellow with the South Asia Program, lecture-demonstration on Kathakali, a classical South Indian dance form, April 5, 7:30 p.m., 310 Uris Library Media Room; "Actor-Audience Relationships in Kathakali," April 12, 7:30 p.m., 164 Goldwin Smith Hall; "Indian Arts and a Changing Social Order," April 17, 7:30 p.m., 164 Goldwin Smith Hall.

Southeast Asia Program
 "The Politics of Law and Cultural Rationalization: A Malaysian Example," Michael Gates, Colgate University, April 12, 12:20 p.m., 102 West Ave. Extension.

Theory Center
 "Hypercube Algorithms for Direct N-body Solvers," Jill Mesirov, director, Mathematical Sciences Research, Thinking Machines Corp., April 11, 11 a.m., G01 Biotechnology Building.

University Lecture
 "Mentalities, Metaphors and the Foundations of Science," G.E.R. Lloyd, ancient philosophy and science, Darwin College, Cambridge University, April 5, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

Western Societies Program
 "Discourse Structure of Oral Narratives of American Learners of French," Betsy Barnes, University of Minnesota, co-sponsored by the Department of Modern Languages and Linguistics, April 5, 3:30 p.m., 107 Morrill Hall.
 "European Community Law and its Impact on International Business," Marjorie Appel, member, 1989 American Bar Association Delegation to the EEC; Caldwell, Wickesham, & Tift, April 6, 10:30 a.m., 405 Malott Hall.
 "Multinational Corporations in the Restructuring of Eastern Europe," Hugo Radice, Leeds University, England, April 6, 12:30 p.m., 153 Uris Hall.
 "Documents of Fall 1989 — Videos and Eyewitness Reports," Thomas Heise, East German film maker, April 9, 4:30 p.m., G-08 Uris Hall.

Personnel Policy of British Multi-National Corporations: Current Work and a Case Study, Paul Edward, assistant director, Industrial Relations Unit, Warwick University, April 11, 4 p.m., G-08 Uris Hall.

"Industrial States and Regional Planning in Greece," Michael Romanos, University of Cincinnati, April 13, 12:15 p.m., 153 Uris Hall.

Women's Studies Program
Women's History Month

"Recasting Morality: The Sexual Offenses Bill and the Post-Colonial State," Jacqui Alexander, sociologist, Brandeis University, April 5, 7:30 p.m., 165 McGraw Hall.

Wrap-up Discussion, April 7, A.D. White House. An informal presentation by faculty and students and members of the Ithaca community of their work in sexuality and lesbian studies/activism, 12:30 to 2:30 p.m.; discussion of the complexities of "the close" at the university, 2:45 to 5 p.m.

MUSIC

Department of Music

A piano recital will be performed by students of Jonathan Shames on April 5 at 8:15 p.m. in Barnes Hall.

Cornell Musica Nova, under the direction of Edward Murray, will give a concert titled "Vienna, 1889-1925," April 7 at 8:15 p.m. in Barnes Hall. The program features Debussy's "Six Epigraphes Antiques"; Reger's Sonata in C Minor for violin and piano; Weber's Six Pieces, version for chamber orchestra; Berg's Sonata, Op. 1; and Five Piano Pieces, Op. 23 by Schoenberg, performed by guest pianist Leonard Stein, a long-time student and authority on Schoenberg. The program concludes with Johann Strauss' Emperor Waltz, Op. 437, a chamber ensemble version by Schoenberg.

Jon Magnussen will give an Honors Concert, featuring Sanford Sylvan, baritone, Monica Bilson, dance, and MIDI (Musical Instrument Digital Interface), on April 8 at 4 p.m. in Barnes Hall. Some of Magnussen's compositions are not yet titled and are open to suggestions following the concert.



Hector Tosar

Composer, pianist and professor **Hector Tosar** will give a lecture and concert for piano and synthesizer on April 11 at 8:15 p.m. in Barnes Hall. He will perform his works, Three Piano Pieces, Sul Re for piano, La gran flauta ("The Grand Flute"); Voces y viento ("Voices for Wind"); and Musica festiva ("Festival Music").

The two informal MIDI afternoon concerts scheduled for April 12 and 13 in Lincoln Hall have been postponed to April 18 at 2:30 p.m. in 301 Lincoln Hall and April 19 at 1:25 p.m. in 304 Lincoln Hall

Daniel Velicer, a student of Jonathan Shames, will perform piano music by Ravel, Rachmaninov, Schubert and Chopin, April 12 at 8:15 p.m. in Barnes Hall.

Bound for Glory

Peggy Haine and the Lowdown Alligator Jass Band will perform in three live sets of songs of the '20s and '30s in the Commons Coffeehouse, Anabel Taylor Hall, on April 8. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.



"Mulberry Grove," one of the works by Beijing artist Wu Guanzhong, on exhibit at the Johnson Museum April 6 through May 27.

READINGS

Medieval Studies

Quodlibet presents the Annual Medieval Poetry Reading, April 5 at 4:30 p.m. in the Temple of Zeus, Goldwin Smith Hall. Participants will be Professors Ahl, Brann, Browne, Colby-Hall, Farrell, Hill, Jasanoff, John, Migiel and others, reading selections in medieval Latin, Hebrew, Slavic, French, English, Italian, and other languages. Translations will be provided.

RELIGION

Sage Chapel

Walter J. Burkhardt, S.J., Georgetown University, will deliver the Palm Sunday sermon at Sage Chapel on April 8. Service will begin at 11 a.m. Music will be provided by the Sage Chapel Choir. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Baha'i

Weekly meetings on campus. Call 257-7971 for information.

Catholic

Mass: Saturdays, 5 p.m., Anabel Taylor Auditorium.
 Mass: Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium.
 Daily Masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.
 Stations of the Cross: April 6, 4 p.m., Anabel Taylor Chapel.
 Holy Thursday, April 12, 7:30 p.m., Anabel Taylor Auditorium.
 Good Friday, April 13, 3 p.m., Anabel Taylor Auditorium.

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

Shabbat Services: Friday, Reform, 6 p.m., Chapel, Anabel Taylor Hall; Conservative, 6 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.

Seders, April 9 and 10. Call 255-4227 for reservations.
 Passover Services, April 9 and 10, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

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 practice every Tuesday at 7 p.m. and Thursdays at 5:10 p.m. in the chapel, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Jon Warland at 272-0235.

SEMINARS

Agricultural Economics

"1990 Farm Bill and the Outlook for GATT," Dan Sumner, deputy assistant secretary of agriculture, April 9, 3:45 p.m., 401 Warren Hall.

Agronomy

"Cryopreservation of Plant Protoplasts, Cells, and Tissues by Vitrification," Robert Langis, agronomy, April 10, 4 p.m., 135 Emerson Hall.

Applied Mathematics

"Topological and Measurable Dynamics of One Dimensional Maps," Michael Lyubich, SUNY Stony Brook, April 6, 4 p.m., 322 Sage Hall.

Astronomy

"Gamma Ray Bursts: Facts and Fantasies," Bohdan Paczynski, Princeton University, April 5, 4:30 p.m., 105 Space Sciences Building.
 "Is There a Massive Black Hole in Every Galaxy?" Martin Rees, Plumian Professor of Astronomy and Experimental Philosophy, University of Cambridge, the Thomas Gold Lecturer, co-sponsored by physics, April 9, 4:30 p.m., Schwartz Auditorium, Rockefeller Hall.

Biochemistry

"Transmembrane Signalling Pathways for Cytolytic T Lymphocyte (and RBL Cell) Responses," Matthew Mescher, Medical Biology Institute, La Jolla, Calif., co-sponsored by biochemistry, molecular and cell biology, and immunology April 6, 4 p.m., Large Conference Room, Biotechnology Building.

Making new friends

Financial-aid donor, 84, and recipient, 30, form bond

Charles Werly and Molly Kyle don't like to talk about their friendship. It's not that they don't actually like one other, and it's not that they don't stay in touch.

But neither Kyle nor Werly — a 1927 alumnus of the College of Agriculture and Life Sciences whose graduate fellowships have assisted Kyle as she has advanced from a graduate student there to a research fellow to an assistant professor as of January 1991 — likes publicity.

There was only one point that would convince both to tell the Cornell community of their experience: In Werly's words, "if it encourages other people to do it."

Werly, 84, and Kyle, 30, have been friends for four years. He says that his pleasure comes from observing Kyle advance in academia, while she says hers comes from appreciation for his genuine interest.

Their story begins with Werly's mother, Margaret Elizabeth. At 37, she was a widow with three sons to raise, a strong religious faith and a passion for education. Alone, she put her sons through Cornell by running a local rooming house for other Cornell students. She thought of them, too, as "her boys" and "saw that they graduated," Werly recalled from his home in Duxbury, Mass.

When her youngest, Charles, graduated, she asked what he wanted to do next.

"I said, 'Well, I don't know except I

would like to get into business of some kind,'" he answered. "She said she heard about a good business school in Cambridge and 'we'd see if we can get you in.'" Werly graduated from the Harvard Business School and went to work on Wall Street in July 1929.

Ten years later, his mother died. Werly was not yet in a position to honor his mother as he does today. But in 1965, during Cornell's centennial, he decided to start by establishing the Margaret Elizabeth Werly endowment.

He wrote an essay about his mother, her commitment to religion and a good education, and how those values guided her life and influenced his. He asked the university to send it to students who would receive help under his endowment. It was his way of passing his mother's values on to a few members of what would have been her grandchildren's generation.

"I don't give from a sense of duty. Duty is a stern girl," Werly said. "I give from a sense of getting enjoyment or pleasure out of it."

Kyle and Werly have been correspondents since 1986, a period during which she received support from funds established by other donors as well. But Werly is the only one she has ever met, the only one who became a friend.

In the spring of that year, Werly held a luncheon at the Ramada Inn in Ithaca for his Cornell friends and students he helped support.

Kyle remembers that he gave her a small pamphlet entitled "Education, Wisdom and Happiness" written for the centennial celebration of her alma mater, the Massachusetts Institute of Technology.

"He thought I would be interested because of the M.I.T. connection. . . . It was a small gesture, but it was clearly a sign that he was interested in the particular person who got the fellowship," Kyle said.

After the luncheon, Kyle wrote Werly a thank-you note. Werly wrote back.

"That started our correspondence," she said.

"I do regard the relationship as evolving out of work, but it is more than a professional connection. I consider him a friend. I really enjoy his interest."

"Of course, I can't follow up on many of those who come and go," Werly commented. "But Molly, I'm going to follow up on Molly. . . . She is a sweet kid, and she is going to make it."

She already is. And through her appointment to assistant professor next year, the tradition of honoring Margaret Elizabeth Werly's passion for education by helping today's students is reaching forward to a fourth generation. Werly recently helped finance a teaching assistant who will work for Kyle.

Kyle has a vision of what may happen then: "I think it would be a lot of fun for Mr. Werly and the student to have a connection. It will be a nice continuation."

—Lisa Bennett



Tim Moersh

Molly Kyle, a postdoctoral fellow in plant breeding.

Aid continued from page 1

and observer of good news: As director of Cornell's Student Aid Development and Stewardship Office, she knows how much people are giving to help undergraduate and graduate students meet college expenses. She knows who they are. And she knows why they give.

That knowledge makes her associations with people such as Peard and Free "immediately more than purely business relationships," McCann said.

They become pleasant, personal relationships because she is helping people honor the field of their dreams, perhaps music or mathematics or microbiology, or a significant person in their life, maybe a late mother or husband or son. And when McCann introduces endowment givers to the students whom their money is assisting, the meetings sometimes spark a warm connection, or friendship, for both.

When McCann was appointed to head the new development program in 1986, she was the only development officer at any American university to work full time

at establishing endowments to be used for student aid. The University of Pennsylvania has since followed suit and, if McCann's success is any indicator, others may follow.

Giving to Cornell's student aid endowment has doubled in the three years McCann has directed the effort. From 1984 to 1986, the three years preceding her appointment, donors gave \$10.3 million. From 1987 to 1989, the total was \$21.5 million, which has helped more than 200 students to meet tuition expenses. The annual awards provided by these scholarships ranged from \$500 to \$12,000, depending upon each student's need and the size of the endowment at the time.

Endowments — gifts universities invest in order to use the interest — are usually targeted by administrators for uses such as professorships, library acquisitions or academic programs. But the founding of the Student Aid Development office marked the beginning of an added, special focus on student aid endowments at Cor-

nell.

The idea stemmed from the Provost's Commission on Financial Aid, which reported in 1985 on the need to find new ways to help students meet the cost of attending the university. They were responding to the federal government's shift in support to students from grants to loans over the past decade, which contributed to above-inflationary cost increases at Cornell and other leading private universities.

In 1978, some 47 percent of federal aid was in grants; by 1988, that dropped to only 17 percent, according to the College Board. More than 80 percent of federal student aid is now in the form of loans.

This change has forced students, their families and, increasingly, the universities to make up the difference. Cornell, where the majority of students receive some financial aid, has increased grants by more than 300 percent — more than 2.5 times the rate of increase in tuition — to ensure access to needy and middle-class students.

Scholarship endowments always have

been promoted here. But there had been no staff member focused on establishing endowments to offset rising tuitions until McCann entered the picture, speaking and writing widely about the opportunity to make such a gift.

"Opportunity" is not a word she uses euphemistically. While endowment gifts relieve pressures on Cornell's budget, they also benefit the people who receive them and give them, McCann said.

Some give to further the interests of a family member; some, who were themselves helped by someone, give to return the favor; and some give for the joy of seeing their values live on in a new way, through the success of a young student with similar interests.

And in the process, donors and students sometimes discover a connection or friendship in each other. That is one of the personal benefits to tuition-aid endowments that cannot be measured, even in increasing numbers. (See related story.)

—Lisa Bennett

DNA continued from page 1

animals should have evolved to behave so as to maximize their own survival and reproduction. Now, the finding that naked mole-rats' helping behavior perpetuates copies of their genetic material in close relatives appears to vindicate Darwin.

Heterocephalus glaber, the naked mole-rat, is a virtually sightless, hairless rodent about three inches long that digs elaborate tunnels in the rock-hard soil of Kenya,



Chris Hildreth

The naked mole-rat, one of the world's "most social mammals."

Somalia and Ethiopia. Their underground colonies typically contain 75 to 80 animals and may number up to 300. Most of a colony's male and female mole-rats live to serve and — with the exception of a queen and one, two or three favored males — probably die without ever reproducing.

Hudson Kern Reeve, a graduate student and principal author of the National Academy of Sciences paper, and Paul W. Sherman, an associate professor of neurobiology and behavior, spent four years tending laboratory colonies of animals that were captured in Kenya and installed in Ithaca in labyrinths of transparent plastic pipe.

The laboratory's semidarkness, high heat and humidity, and a ready supply of fresh vegetables simulate conditions of the mole-rats' native habitat. The sensitive rodents readily breed and reproduce in the laboratory colonies, a sign to the scientists that their research subjects are reasonably content. Only three other laboratories and four zoos have succeeded in maintaining colonies of naked mole-rats.

By one definition, naked mole-rats, which live in large groups and focus their efforts on one reproductive individual, are "the most social mammals on earth," according to Sherman, and that is the reason for the interest by evolutionary biologists. The Cornell group made the DNA finger-

printing discovery during an effort to determine the degree of relatedness of mole-rat colony members.

They took DNA samples from 50 mole-rats that had died of natural causes after living in four separate laboratory colonies at Cornell. (Tissue samples were not taken from live animals, the researchers said, because of the risk of injury or infection.)

"All the individuals within the colonies were virtually identical," said Charles F. Aquadro, an associate professor of genetics and development. "There are differences (in DNA fingerprints) between the colonies but not as much as one would expect." In the next phase of the study, DNA fingerprints of naked mole-rats from other regions of Africa will be analyzed, he said. "Species-wide, naked mole-rats could turn out to be extremely variable. It's just that strong inbreeding partitions variation into very homogeneous groups."

The Cornell scientists concluded that intense inbreeding was responsible for the lack of genetic uniqueness within mole-rat colonies. They said genetic similarity among colonies separated (in Africa) by a few kilometers could be due to "recent common ancestry," noting that mole-rat colonies may be able to spread underground by breaking into abandoned, adjacent tunnel systems.

Recovering from their surprise over the nearly identical DNA fingerprints, the Cornell group hopes to perform still finer analyses that can reveal more exact values of genetic relatedness within and between mole-rat colonies. Their National Academy of Sciences paper proposes a new statistical analysis procedure developed by Reeve for measuring relatedness based on similarities and differences in DNA fingerprints. That procedure is likely to be controversial because it expands the use of DNA fingerprinting data beyond answering the usual yes-or-no relatedness questions, according to David F. Westneat and William A. Noon, two Cornell geneticists who worked on the study.

However, the discovery that DNA fingerprints can be identical in at least one kind of mammal does not cast doubt on the legal or forensic use of the identification technique, Aquadro emphasized. "It was already known that strong inbreeding can raise the overall level of band-sharing in DNA fingerprints," said Aquadro. "If you have a population that is highly inbred, that dramatically affects the diversity of fingerprints."

"I wouldn't worry," Aquadro said, "unless you have a paternity suit against a naked mole-rat."

—Roger Segelken

Baking soda controls some rose diseases, study finds

Baking soda, a common household product, can control fungal diseases in roses, Cornell plant pathologists have discovered.

"Powdery mildew is probably the most serious disease in commercially grown greenhouse roses, in spite of all the chemical sprays used by the growers," said R. Kenneth Horst, a professor of plant pathology, whose findings are reported in the spring 1990 issue of *Cornell Plantations Quarterly*. "Blackspot, another fungal disease, affects almost all roses grown outdoors; at times, blackspot can come close to defoliating the plants.

"It is not uncommon for fungal diseases to develop a tolerance to chemical fungicides," Horst explained. "With all the concern about chemicals in the garden and greenhouse, we were interested in finding an effective, environmentally safe and inexpensive treatment for economically important plant diseases."

Horst is the author of "The Compendium of Rose Diseases," which was published in 1986, and of the fifth edition of "Westcott's Plant Disease Handbook," which will be published in 1990.

Cornell Plantations operates the university's 3,000 acres of natural areas, botanical gardens and an arboretum.

The tests with baking soda were conducted over three growing seasons, beginning in 1987, on rose beds at Sonnenberg Gardens, a landscaped estate and series of theme gardens that is open to the public in Canandaigua, N.Y. Cornell's studies were funded by a grant from Church & Dwight



Greenhouse worker Bill Makepeace sprays a solution of sodium bicarbonate and detergent in water on roses. *Charles Harrington*

Co. Inc., a manufacturer of sodium-bicarbonate-based products. The rose varieties, selected for tests because of their susceptibility to fungal infections, were "Pascale" and "Mr. Lincoln."

Roses were sprayed every three or four days from mid-April through October with a solution of sodium bicarbonate — in vari-

ous concentrations, along with insecticidal soap in water. (Insecticidal soap was added for its detergent effect to help the solution spread evenly across the leaves; to make certain the soap alone was not having an anti-fungal effect, the scientists treated some roses with only soap and water, and they were attacked by fungi.)

The Cornell plant pathologists and horticulturalists at Sonnenberg Gardens also treated other rose plants with solutions of potassium bicarbonate in water or ammonium bicarbonate in water. Still other plants were kept as "controls" and received either plain water sprays or no treatment at all.

Of all the treatments, a 0.5 percent solution of baking soda in water was the most effective in preventing damage from blackspot disease. The *Cornell Plantations Quarterly* article noted that powdery mildew was not a problem on any of the roses in the summers of 1988 and 1989, perhaps because of the dry weather in upstate New York those years. High concentrations of any of the bicarbonate solutions burned rose leaves, Horst reported, and different varieties of roses have different sensitivities to the treatment. Greenhouse-grown roses seem to be more easily burned than outdoor roses, he added.

"We don't know exactly why baking soda works so well," Horst acknowledged. "It may have a buffering effect to change the acidity of the leaf surface. Or it may change the topography of the leaf and 'confuse' the invading fungal spores. That's one of the questions we will try to answer as we continue our tests with roses and vegetable crops."

Until studies are completed, no one is prepared to recommend the unrestricted use of baking soda sprays by home gardeners, said John Chiment, editor of the *Cornell Plantations Quarterly*.

—Roger Segelken

Class prepares engineers for multicultural world

With engineering companies already employing the multicultural work force that will be common in the future, Cornell is teaching its engineering students how to prosper among diverse colleagues.

One of the students in a new and unusual course signed up because, on a work leave last year, she met a fellow Ivy League engineering student with whom she worked easily but was uneasy socially. She felt the barrier was related to the other student's American Indian culture, but she felt unable to discuss the matter directly.

Explaining real differences in behavior and beliefs — particularly concerning Hispanic, African-Americans and Asian-Americans — is a main goal of Engineering 355, "Understanding Cultural Differences in the Engineering Work Environment."

While understanding foreign and minority-group cultures has become a priority interest at many American campuses, the classes are usually given in departments of sociology, anthropology or ethnic studies.

Cornell's Engineering 355 does address intergroup understanding and has at-

tracted students from all disciplines. But its first priority is to prepare engineering students to thrive in a work environment much changed by demographics, said Edwin Gordon, assistant director of advising in the College of Engineering.

Two trends are bearing down on American industry, and particularly on the sciences and engineering, Gordon said. First, U.S. education is not turning out a future labor force with the skills needed by industry; second, minorities and women have the potential to reduce looming shortages in the sciences, if more of them could be interested in, and prepared for, such careers.

The College of Engineering is in its third year of a long-term effort to build interest in engineering among minority students in nearby junior and senior high schools. Engineering 355 is an attempt at the other end of the educational pipeline to make Cornell's engineering graduates of all races better able to lead in the already changed work world.

"Our generation is going to see huge changes, and we're going to be the managers of the future," said Geraldine Omura, a senior in mechanical and aero-

space engineering. Omura, a New York City native who is president of Cornell's chapter of the Society of Hispanic Professional Engineers, said that the course has been helpful in setting the perspective in which women and minority-group members will be working in the future.

The course draws heavily on faculty from colleges other than engineering, and nine of the 54 students come from four other Cornell colleges. The class meets weekly for 90 minutes, with a lecture, followed by a question period, followed by discussion in four groups. To obtain a "satisfactory" grade, students must attend at least 12 of 14 sessions and complete 10 writing assignments that are planned — with help from the College of Engineering's Writing Program faculty — to enhance the seminar materials.

The demographic facts were summarized in the first three sessions by Professor Vernon Briggs of the School of Industrial and Labor Relations, Professor William Cross of the Africana Studies and Research Center and Dean Alan Merten of the Johnson Graduate School of Management. They noted that economic and demographic realities have forced indus-

try to welcome many more women and minority-group members.

Subsequent sessions moved beyond statistics to questions of how these new entrants can be better understood by employers and by each other. Cornell faculty were enlisted to introduce two-week segments on "customs, values and beliefs" of Hispanic-Americans, African-Americans and Asian-Americans and on the "social minority" of women.

During the segment on Asian-Americans, the first class was spent watching a videotape of excerpts of movies identified by the faculty lecturers as illustrations of stereotypes of Asian men and women. The next week, students handed in a written piece and discussed in small groups the stereotypes of the video.

Richard St. John, a sophomore from Barbados who is studying operations research and industrial engineering, said, "I had never thought about the 'model-minority' stereotype," referring to the common belief that all Asian-Americans are supremely intelligent and successful. "The class forces you to think about things like that."

—Sam Segal

'Counterpoint' is performed in Manhattan's Town Hall

David Borden presented his composition, "The Continuing Story of Counterpoint," for the first time in its entirety at Town Hall in New York City on April 3.

Performing the 12-part work was the newly reformed Mother Mallard Ensemble of Les Thimmig, winds; Ellen Hargis, soprano; Gabriel Borden, guitar; David Borden and Lynn Purse, keyboards and computer; and Eric Feinstein and Daniel Speer, sound and mixing.

Joining them were guest artists Edmund Niemann and Nurit Tilles, duo pianists who perform as Double Edge; Elizabeth Field, violin; Christine Gummere, cello; and Sanford Sylvan, baritone, in a cameo role.

"I've wanted to do this for a few years, ever since I finished the piece in 1987," said Borden, who directs the Digital Music Studio at Cornell. "But it takes a lot of rehearsal and preparation, and the concert itself takes three hours."

Borden wrote "The Continuing Story of Counterpoint" over an 11-year period. When he released "The Continuing Story, Parts 9-12" on compact disc in 1989, a reviewer in *Audio* magazine wrote that it was

"the first summation in the career of an overlooked composer. Within the minimalist ranks, David Borden's music has always stood alone with its logic of motion, elegance of line and form and deft use of state-of-the-art technology."

In his approach to counterpoint, Borden employs many traditional techniques: use of cantus firmus, inversion, retrograde, augmentation and the use of part-book writing as opposed to writing in score. But his inspiration has come from the works of Buckminster Fuller.

"I strive to create music in which the whole cannot be predicted from any one of the individual parts, so I write contrasting single lines, many of them implying more than one voice, much as Bach implied contrapuntal textures while writing for unaccompanied cello or violin," Borden said.

Mother Mallard, one of the first synthesizer ensembles in the world, began in Ithaca in 1968 with synthesizers supplied by Robert Moog and other amplified instruments devised by group members.

Currently, Borden is working on two books of six impressionistic pieces, each



David Borden *Claude Levett*

called "Cayuga Night Music"; improvisation pieces named for deceased musicians, "The Boston Elegies"; and "Variations on a Theme of Philip Glass."

—Carole Stone

Plantations lists courses, events

Chinese brush painting, black ash basket making and gardening to attract wildlife are among 17 non-credit courses, special days and a field trip in Cornell Plantations' spring and summer 1990 education program.

Information on fees and registration for the courses, which range from one to 10 class sessions, is available from Cornell Plantations, One Plantations Road, Ithaca, N.Y. 14850-2799, or by calling 255-3020.

"The Tree and Me" is a family education event on Earth Day 1990 to celebrate the roles trees play in our lives and is scheduled on Sunday, April 22, from 1 to 4 p.m. in the F.R. Newman Arboretum. The event, which is free of charge and open to the public without registration, will be held rain or shine.

"Bonsai Day" will feature exhibits, demonstrations and sales of the Japanese art form using miniature trees, on Saturday, April 28, from 11 a.m. to 3 p.m. at the Plantations' Lewis Headquarters Building. The admission charge is \$2 for adults; members of Cornell Plantations and the Finger Lakes Bonsai Society will be admitted free of charge.

CALENDAR

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Biophysics

"Scanning Probe Microscopes with Biological Applications," Hemantha Kumar Wickramasinghe, IBM T.J. Watson Research Center, Yorktown Heights, April 11, 4:30 p.m., 700 Clark Hall.

Biotechnology Institute

"The MOS Proto-Oncogene Function," George F. Vande Woude, director, BRI-Basic Research Program, NCI-Frederick Cancer Research Facility, co-sponsored by pathology, microbiology, immunology and parasitology, April 6, 2 p.m., conference center, Boyce Thompson Institute.

Chemical Engineering

"Atmospheric Aerosols," John Seinfeld, chemical engineering, California Institute of Technology, April 10, 4 p.m., 255 Olin Hall; "Atmospheric Chemistry, the Greenhouse Effect and Global Climate Change," April 12, 4 p.m., 255 Olin Hall.

Chemistry

Baker Lectures

"Multiple Hamiltonians and Multidimensional Nuclear Magnetic Resonance," John Waugh, Massachusetts Institute of Technology, and the George Fisher Baker Lecturer, April 5, 11:15 a.m., 119 Baker Laboratory; "Thermodynamics and Relaxation of Spin Systems," April 10, 11:15 a.m., 119 Baker Laboratory; "Broadband Spin Decoupling in Liquids," April 12, 11:15 a.m., 119 Baker Laboratory.

Organic Chemistry Seminar, Bill Jorgensen, Purdue University, April 9, 4:40 p.m., 119 Baker Laboratory.

Communication

"Case Studies: Communication in Extension," Matthew Shulman, extension communication associate, April 6, 2:45 p.m., 213 Academic I.

Ecology & Systematics

"A Macromutation Causing Greater Seed Production in the Prairie Grass *Tripsacum dactyloides*: Must There be a Trade-off Between Reproduction and Growth?" Laura L. Jackson, ecology and systematics, April 11, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering

"Noise Modeling of MOS Transistors," Avner Kornfeld, electrical engineering, Technion-I.I.T., Haifa, Israel, April 10, 4:30 p.m., 219 Phillips Hall.

Environmental Toxicology

"When Pollution Crosses Boundaries: An American Indian Perspective," Jim Ransom, director, Environmental Health Services, St. Regis Mohawk Tribal Council, co-sponsored by the Association of Comparative and Environmental Toxicology Students and the American Indian Program, April 5, 4 p.m., 135 Emerson Hall.

"Aflatoxin/Mutagenesis," Fu-Li Yu, biomedical science, University of Illinois, April 6, 12:20 p.m., 304 Femow Hall.

Floriculture & Ornamental Horticulture

"A New Method for Inventorying Street Trees," Rich Jaenson, grad student, ornamental horticulture, and Nina Bassuk, ornamental horticulture, April 5, 12:15 p.m., 404 Plant Science Building.

"Liberty Hyde Bailey: Father of American Horticulture," John Seeley, professor emeritus, ornamental horticulture, April 12, 12:15 p.m., 404 Plant Science Building.

Geological Sciences

"Alkaline Rocks in Eastern China," Ashish Basu, University of Rochester, April 10, 4:30 p.m., 1120 Snee Hall.

History & Philosophy of Science & Technology

"Mathematics and Natural Philosophy at the Ancient Regime University: What D'Alembert Didn't Want You to Know," Piers Bursill-Hall, mathematics, Cambridge University, April 11, 4:30 p.m., 110 Rockefeller Hall.

International Nutrition

"Present Status of the Inter-Agency Food and Nutrition Surveillance Project," Beverly Carlson, senior project officer, Food and Nutrition Surveillance Project, UNICEF, April 12, 12:40 p.m., 200 Savage Hall.

International Studies in Planning

"Planning for Emergency Needs: A Self-Reliant Approach in Southern Sudan," Gordon

E. Wagner, co-sponsored by the Institute for African Development and Program on Comparative Economic Development, April 6, 12:15 p.m., 115 Tjaden Hall.

Jugatae

"Metapopulation Dynamics of Prairie Ponds: Flights and Fantasy," John Spence, entomology, University of Alberta, Edmonton, Alberta, April 9, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Mechanical & Aerospace Engineering

"Modeling Complex Fluid Flow with Finite Elements," Philippe A. Tnaguy, Laval University, April 10, 4:30 p.m., 107 Upson Hall.

Microbiology

"Compartmentalized Synthesis of Transcription Factors During Sporulation in *Bacillus subtilis*," Patrick Stragier, Institut de Biologie Physico-Chimique, Paris, France, April 5, 4:30 p.m., 124 Stocking Hall.

"Identification and Characterization of Surface Antigens of *Entamoeba histolytica*: Cloning, Sequence Analysis, Serology and Secretory/Shedding Properties," Bruce Torian, microbiology, immunology and parasitology, Louisiana State University, Medical Center, New Orleans, April 9, 12:15 p.m., G-3 Vet Research Tower.

"The Regulation of Nitrate Reductase Formation in *Escherichia coli*," John DeMoss, biochemistry and molecular biology, University of Texas School of Medicine, Houston, April 12, 4:30 p.m., 124 Stocking Hall.

Natural Resources

"Mycorrhizae and the Artificial Regeneration Potential of Oak," Gene Garrett, forestry, University of Missouri, Columbia, April 9, 12:20 p.m., 304 Femow Hall.

Near Eastern Studies

"Family, Informality and Networks in Urban Quarters of Cairo," Diane Singerman, Drexel University, April 6, noon, G-08 Uris Hall.

Neurobiology & Behavior

"Insect Auditory Ecology: Mountain Moths and Rain Forest Katydid," James Fullard, zoology, University of Toronto, Erindale College, April 5, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition

"Understanding the Implications of Individual Differences in Learning for Nutrition Counseling," Karen Rowehl, April 9, 12:20 p.m., NG-03 Martha Van Rensselaer Hall.

"Children Still Have Worms," David Crompton, Cambridge University, April 9, 4:30 p.m., 100 Savage Hall.

Operations Research & Industrial Engineering

Manufacturing Seminar, "Human Aspects of Productivity Improvement," Theodore Olt, Nichols-Homestead, April 5, 4:30 p.m., B-14 Hollister Hall.

Ornithology

"Green Jays and Jaguarundis: A Visit to the South Texas Wildlife Corridor," Rick Bonney, Laboratory of Ornithology, April 9, 7:45 p.m., Laboratory of Ornithology, Sapsucker Woods Road.

Peace Studies Program

"New Developments in Civil/Military Relations," Paul Bracken, Yale University, April 5, 12:15 p.m., G-08 Uris Hall.

"The Future of Tritium and Nuclear Weapons," Wolfgang Panofsky, Stanford Linear Accelerator Center, April 12, 12:15 p.m., G-08 Uris Hall.

Pharmacology

"Specificity of Interactions Between Receptors and Guanine Nucleotide Binding Proteins in Native Membranes," Graeme Milligan, biochemistry, University of Glasgow, April 9, 4:30 p.m., G-3 Vet Research Tower.

Plant Breeding & Biometry

"Vegetable Breeding Research at Royal Sluis, H. Wilms, director of research, Royal Sluis, Holland, April 10, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Bacteria in Healthy Plants: Properties and Role," Anne K. Vidaver, plant pathology, University of Nebraska, sponsored by the Graduate Student Association, April 9, 4:30 p.m., Plant Science Building.

"Tomato Spotted Wilt Virus: Serology, Cross-Protection, Molecular Cloning and the Relatedness with Bunyaviridae," Min Wang, April 10, 4:30 p.m., 404 Plant Science Building.

"Biological Control of Diseases in Greenhouse Crops," William R. Jarvis, Agriculture Canada, Harrow Ontario Research Station, Canada, April 11, 3 p.m., A-133 Barton Lab, New York State Agricultural Experiment Station, Geneva.

Physiology

Title to be announced, Joy Mench, April 10, 4:30 p.m., G-3 Vet Research Tower.

Poultry Biology

"Neuroendocrine Aspects of Sexual Differentiation and Reproductive Aging in Japanese Quail," Mary Ann Ottinger, poultry science, University of Maryland, April 5, 4:30 p.m., 300 Rice Hall.

Psychology

"Androgen and Human Female Sexuality," Barbara Sherwin, McGill University, April 6, 3:30 p.m., 202 Uris Hall.

Title to be announced, Heino Meyer-Bahlberg, Columbia University, April 12, 4:30 p.m., 202 Uris Hall.

Rural Sociology

"A Contextual Model of Welfare Participation," Thomas Hirschl, Population Development Program and rural sociology, co-sponsored by the Population Development Program, April 6, 3:30 p.m., 32 Warren Hall.

Sloan Program

"Quality Service Initiatives," Nancy Schlichting, Riverside Methodist Hospital, April 6, 12:30 p.m., 142 Martha Van Rensselaer Hall.

Sociology

"Paradigms and Solidarities: The Social and Cultural Structure of Occupations," Andrew Abbott, Rutgers University, April 6, 3:30 p.m., 302 Uris Hall.

Society for the Humanities

"Hegemony and Deconstruction," Ernesto Laclau, government, University of Essex, April 10, 2:30 p.m., 201 A.D. White House.

South Asia Program

"The Origin and Function of Tantric Buddhism," Alexis Sanderson, Oxford University, April 9, 12:15 p.m., G-08 Uris Hall.

"Along the Bank of the Sarasvati," Christopher Minkowski, asian studies and classics, April 11, 12:15 p.m., 153 Uris Hall.

Stability, Transition & Turbulence

"Stability of Flow in a Rotating Pipe," Z. Yang, mechanical and aerospace engineering, April 10, 12:30 p.m., conference room, Gruman Hall.

Statistics

"Coherence, Probability and Inference," William D. Sudderth, statistics, University of Minnesota, April 11, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel

"Novel Bioresorbable Polymers and Medical Devices," Reginald Tang, Allied-Signal, Inc., Morristown, N.J., April 5, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Theoretical & Applied Mechanics

"Nondestructive Determination of the State of a Composite," S. Rokhlin, Ohio State University, April 11, 4:30 p.m., 205 Thurston Hall.

Vegetable Crops

"Present Situation and Future Trends in Vegetable Extension in Western New York," Shirley Kline, Wesley Kline Cooperative Extension, Monroe and Genesee Counties, April 5, 4:30 p.m., 404 Plant Science Building.

"Biodiversity and the Practical Implications of its Impoverishment," Thomas Eisner, neurobiology and behavior, April 12, 4:30 p.m., 404 Plant Science Building.

SYMPOSIA

East Asia Program

"When Will Japan Slow Down?" the fifth annual Mitsui Forum, April 13, 4:30 p.m., Bache Auditorium, Malott Hall. Keynote speaker will be Ronald Dore, director, Japan-Europe Industry Research Centre, Imperial College of Science, Technology and Medicine, University of London and adjunct professor, political science, M.I.T. Forum panelists include: Timothy J. Curran, general manager, sales, Office Automation Group Panasonic

Communications & Systems Co.; Clark Kinlin, manager, Fiber Marketing, Telecommunications Products Division, Coming Glass T.J. Pempel, government, moderator.

Latin American Studies Program

"Women's Voices in Revolutionary Latin America," a conference to be held on April 7 in the One World Room, Anabel Taylor Hall. For more information contact the Latin American Studies Program, 255-3345.

Law

"Dilemmas on the Mohawk Indian Reservation: An International Perspective," a conference hosted by the American Indian Law Students Association, April 12 at 8 p.m., 25 Myron Taylor Hall. Legal experts and tribal representatives will discuss gambling, border crossing and the sovereignty of the 25,000 member Mohawk Nation. Participants will include attorneys Curtis Berkey and Paul Williams, and Lincoln White, the newly-elected chief of the St. Regis Mohawk Tribal Council. Ron LaFrance, director of the American Indian Program and a traditional tribal chief of the Mohawk Nation, will moderate.

Society for the Humanities

"Theory and Politics of Difference," April 13 and 14. "Writing the History of Difference," Joan Scott, Center for Advanced Study, Princeton, 3:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall; "Difference and Forms of Representation," Ernesto Laclau, government, University of Essex, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall. On April 14, held in the Guerlac Room A.D. White House, participants include: Bidun Jeyifo, English; Michael Sprinker, English, SUNY Stony Brook; Judith Butler, Humanities Center, Johns Hopkins University and Hortense Spillers, English.

MISC.

Alcoholics Anonymous

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

Cornell Information Technologies

"Design, Graphics and Desktop Publishing," a series of six one-hour lectures dealing with graphics and desktop publishing in the Cornell environment, Thursdays, 3:30 to 4:30 p.m., in 100 Caldwell Hall. For more information and to register, call or stop at the Service HelpDesk, 124 Computing and Communications Center, 255-8990; registration is \$20.

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 7:15 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 wrestling for men; deadline April 9, 2:30 to 5:30 p.m., at scales in Teagle Hall locker room; \$2/wrestler entry fee. Tournament will start at 5 p.m., April 10, in Teagle Wrestling Room.

Narcotics Anonymous

A group of recovering addicts who live without the use of drugs, including alcohol. Membership requirement is a desire to stop using. Meetings are held weekly at 6 p.m., G-18 Anabel Taylor Hall.

Society for Nutrition Education

Nutrition and Wellness Day will be held April 6, 10 a.m. to 3 p.m. in the Memorial Room, Willard Straight Hall.

Unions & Activities

"The Right to the Moon, Alice!" sale will be held on April 4 and 5, 10 a.m. to 6 p.m. in the Memorial Room, Willard Straight Hall. Vintage clothing, jewelry, ethnic clothing, designer sunglasses and much more will be available.

CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 2, Number 15

April 5, 1990

Update on Your Employee Benefits

Benefair 1990: To Be Held October 29 and 30

The 1990 Benefair is scheduled for October 29 and 30 at the Statler Ballroom. Benefair gives employees the opportunity to meet with insurance carriers, as well as representatives of both the statutory and endowed benefits offices, ask questions and get information regarding Cornell's various benefit programs. Preparations have already begun for Benefair '90, but we need your help! What do you want to see at Benefair '90? Listed below are the benefits programs currently included on this year's agenda. Please check those which are of interest to you, or use the space provided to indicate a choice not on the list.

I am interested in seeing information offered at Benefair '90 on the following benefits:

- Aetna (endowed health care plan)
- Empire Plan (statutory care plan)
- Life Insurance
- Voluntary Accidental Death & Dismemberment Insurance (VADD)
- Select Benefits
- Endowed Retirement
- Statutory Retirement
- Tax Deferred Annuity
- Short-Term Disability
- Auto Insurance
- Workers' Compensation
- Social Security
- Long Term Disability

Other

Do you think you would be interested in attending the Benefair?

Yes No

Your comments and suggestions are welcome! Thanks for your reply. Completed forms should be sent by campus mail to Benefair Committee, Employee Benefits, 130 Day Hall.

Endowed Prescription Drug Program System "Bugs" Corrected

Aetna's home office in Hartford, CT has enhanced its automated Prescription Drug Eligibility System. Due to system "bugs" some local pharmacists have had claims rejected in error. Aetna has been in contact with area pharmacies in an effort to resolve these problems. If you or your dependents have a problem purchasing prescriptions because Aetna's records show you as ineligible, ask your pharmacist to call the Aetna Drug Division. Also, please contact Pat Cooke or Donna Bugliari in the Benefits Office (255-3936) and let them know that you have had a problem with coverage for prescriptions.

CCTS Application Deadlines; Information Meeting Scheduled

Employees who are now receiving the Cornell Children's Tuition Scholarship (CCTS) will automatically receive an application for the new academic year 1990-91. All other employees who need to apply for CCTS should request an application from the Training and Development Office, 107 Day Hall, or call Maureen Brull at 5-7170 or Adele Feierstein at 5-7509.

Deadlines for CCTS applications are as follows:

- Summer Session - May 1, 1990
- Academic Year 1990-91 - June 1, 1990
- Fall Term Only - June 1, 1990
- Winter-Spring Term Only - December 1, 1990

CCTS Information Meeting Scheduled

To assist you in the process of applying for the CCTS benefit, the Training and Development section of OHR will sponsor an information session on Monday, April 16, 1990, from 3:00pm to 4:30 pm in Kaufman Auditorium, Goldwin Smith Hall. This session will provide relevant information about the program as well as an opportunity for questions and answers.



Adele Feierstein, education program specialist

"Human Relations in the Workplace" Seminar Offered

Training and Development would like to make employees aware of a workshop that will enable participants to identify workplace behaviors and climates that might make it difficult to accomplish work-related expectations. "Human Relations in the Workplace," which will be held on Friday, April 27, explores the importance of diversity at Cornell. This valuable workshop will:

1. provide personal insight;
2. help participants build the skills needed to assess existing behaviors; and
3. enable participants to explore positive steps to handle situations that may arise.

This one-session program will be held in 163 Day Hall from 9:00 to 4:00; lunch is included in the \$25 charge to your department. Call Training and Development at 5-7170 for more information or to register.

Hospital Precertification Numbers to Call

Endowed Employees - To precertify a hospital stay, call 1-800/331-2595.

Statutory Employees - To start precertification process, call 1-800/992-1213.

Remember, it is important to precertify a hospital stay for yourself or a covered dependent. Failure to precertify a hospital admission will result in a reduced benefit.

TIAA/CREF Makes Two New Accounts Available for SRA Participants

Employees making personal contributions through Voluntary Tax Deferred Plan to TIAA-CREF Supplemental Retirement Annuity (SRA) account have two new investment accounts available as alternatives for CREF funds.

In addition to the stock and money market funds currently available, a new bond fund (CREF Bond Market Account) and a socially responsible fund (CREF Social Choice Account) became available on March 1.

If you are interested in further information on these two new funds, you should call TIAA-CREF's toll-free number (1-800-842-2733).

In addition to the new CREF funds, TIAA-CREF is offering a number of other options, including CREF cashability, that colleges and universities can adopt as part of their retirement plans.

Currently the effect of these options on the Cornell University Plan for Endowed employees is under review. SUNY is conducting a similar study for the statutory Optional Retirement Plan. Participants in these plans will be notified of any changes.

Conference Planned: "Strategies to Improve Minority Participation and Achievement in Education"

The Advisory Committee on the Status of Minorities is planning a regional conference, "Strategies to Improve Minority Participation and Achievement in Education: An Upstate Effort" on June 11-12, 1990. The goal of the conference is to provide insight into current programs in (1) faculty and student recruitment and retention; (2) affirmative action; (3) private and voluntary organizations; and (4) the relationship between various levels of educational institutions. The conference will provide an opportunity to expand the commitment, coordination and cooperation of our efforts in Upstate New York to address the crisis of declining enrollment of minorities in higher education. The conference will include guest speakers, panel discussions and small discussion groups.

Persons interested in more information about the conference should contact Shenetta Selden at 253-3700.

Conference Program

Monday, June 11, 1990

Registration - 4:30-6:30 p.m.

Cocktail Reception - 6-7:00 p.m.

Welcome/Dinner - 7-9:30 p.m.

Joycelyn R. Hart, associate vice president, Office of Human Relations, Cornell University

Keynote Address

Reginald Wilson, senior scholar, Office of the President, American Council on Education, Washington, DC

Tuesday, June 12, 1990

Continental Breakfast - 7:30-9 a.m.

Keynote Speaker

Frank H. T. Rhodes, president, Cornell University

Charge to Workshop Discussion Groups - 9-10:45 a.m.

Robert Fullilove, social psychologist, Columbia University, New York, NY

Panel Presentations: Programs that are making a difference

Institutional Commitment: Recruitment and Retention of Minority Students and Faculty

- A view of strategies used to recruit and retain minority students and faculty

Edward D. Bell, assistant vice chancellor for student affairs SUNY New York City Office of Student Recruitment

Nancy Leiberan, associate dean, Tompkins Cortland Community College, Dryden, NY

Eleanor S. Reynolds, associate dean, Graduate School, Cornell

Jesse H. Rosenblum, vice president for institutional advancement, Montclair State College, Upper Montclair, NJ

George D. Sussman, executive director, Association of Colleges and Universities of the State of New York, Albany, NY

Private and Voluntary Institutions: Bridging the Gap

- The vast network of private and voluntary institutions such as businesses, churches, foundations, and community organizations must increase the energy and resources they devote to minority progress. Administrators present a view of what works.

Gail Owens Baity, education project manager, Corning Incorporated, Corning, NY

Rev. Robert O. Dulin, Jr., pastor, Metropolitan Church of God, Detroit, MI

Larry O. Maynard, executive director, Governors School and Business Alliance, Rochester, NY

Julia A. Rivera, executive director, ASPIRA of New York, New York, NY

V. R. Roskam, president, Educational Assistance Ltd, Glen Ellyn, IL

University-wide Affirmative Action: Toward a Regional Consensus

- A sense of responsibility compels us to adopt affirmative action programs that seek to remedy inequity. Views of several such plans are discussed.

Continued on page 4e

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.

Manuscript Editor (PA1305) C.U. Press-Endowed

Edit manuscripts and supervise freelance work on manuscripts that are assigned by the managing editor. Serve as project manager from a manuscript's arrival in the department through to bound books, acting as liaison between author, Press staff, and freelance copyeditors as necessary.

Requirements: Bachelor's minimum. Several years experience working in the editing department of a scholarly, scientific, or trade publisher. Send cover letter and resume to Cynthia Smithbower.

Lab Operations Director I (PA1201) HRIII Diagnostic Laboratory-Statutory

Responsible for managing all support activities for the Diagnostic Lab and its branch laboratories to include computer operations, receiving, shipping, medical records, facilities and maintenance. Responsible for overseeing operations of Vet College Incinerator Facility and managing the College/University Medical Waste Tracking and Disposal Program.

Requirements: Bachelor's in engineering preferred, Bachelor's in biological sciences acceptable. Master's strongly desired. 5-7 years working in computerized medical lab environment. Send cover letter and resume to Cynthia Smithbower.

Director of Graduate Records (PC1304) HRIII The Graduate School-Endowed

Responsible for all aspects of management of the Graduate Records Office. Interpret Graduate and University legislation regarding student status, degree requirements, oversee maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School and with monitoring and verifying their status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and for coordination of policies with other offices; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Secretary, and two Records Assistants).

Requirements: Bachelor's minimum. Graduate degree preferred. Be knowledgeable on all aspects of graduate programs and able to interact with sensitivity to students and faculty. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve effectiveness within the office. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Assistant Director for Community Relations (PA1205) HRIII

Provide leadership, support and coordination of selected Community Relations programs; assist in the development of strategies and detail work to improve communication with governmental units and community groups; develop and write position papers; and special projects.

Requirements: Bachelor's or equivalent. Minimum 5 years, full-time experience in a college or university government affairs operation, or equivalent leadership and experience in local government or in community groups. Strong organizational, interpersonal, public participation, and communications skills required. Familiarity with a research institution and political and social relationships of a town-gown environment similar to Tompkins County. Ability to work in a complex decentralized environment. Send cover letter and resume to Cynthia Smithbower.

Applications Programmer III (PT1205) HRIII Communication-Statutory

Design single- and double-screen interfaces for multimedia computing applications that are used for research purposes in the field of education; document design process in weekly reports; perform timely software evaluations; design and prepare graphics for workshops and demonstrations; keep apprised of current trends and products in multimedia development.

Requirements: Master's in computer-assisted instruction, evaluation, mass media communications or related fields preferred. Must be familiar with IBM and Macintosh computer systems and with graphics options, CGA, MCGA, EGA, VGA, and 8514A. Knowledge of Hypercard desirable. Must become familiar with AVC software and relevant IBM products. Must interact effectively and cooperate with a professional design and evaluation team and with sponsors, vendors, and interested University personnel. Send cover letter and resume to Sam Weeks.

Associate Director (PA1202) HRIII Patents and Technology Marketing-Endowed

Assist the Director in Technology Transfer including invention and software evaluation, licensing matters and technology marketing.

Requirements: Bachelor's in science or engineering, MBA desirable. Demonstrated ability to identify, package and market technology in traditional, non-traditional ways. Strong written and oral communication skills. Experience in university technology transfer very desirable. Send cover letter and resume to Cynthia Smithbower.

Senior Systems Analyst (PT0705) HRIII Mann Library-Statutory

Work with researchers and librarians to define requirements for, coordinate the implementation of, and evaluate and revise systems for the electronic delivery of scholarly information. Also provide programming and technical support in the development of such systems. During the first year, manage a major system development effort in the delivery of electronic full-text for chemical literature.

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) HRIII 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) HRIII 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.

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.

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: PL/1, 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.

Assistant Director (PA1306) HRI Human Ecology Admissions-Statutory

Coordinate and execute freshman recruitment and selection programs; travel to high schools and community colleges; develop publications, videotapes and related materials; assist with general administration, work with alumni, guidance counselors, and others to enroll multi-ethnic, undergraduate student body. Assist with transfer admission program.

Requirements: Bachelor's, preferably Cornell or equivalent. Master's desired. Some experience in admissions including experience with publications and marketing planning management. Send cover letter and resume to Cynthia Smithbower.

Assistant Coach, Women's Basketball (PA1308) HRI Athletics-Endowed

Assist in the planning and operation of women's intercollegiate basketball program. Duties include coaching, recruiting, scouting and other administrative matters relative to the program.

Requirements: Bachelor's in physical education or equivalent. Credentials should reflect proven success in coaching basketball, recruiting and working with student athletes. Send cover letter & resume to Cynthia Smithbower.

Research Support Specialist II (PT1308) HRI Soil, Crop and Atmospheric Sciences-Statutory

Support a research program aimed at isolating and identifying natural plant compounds which are physiologically active on other species. Maintain and operate complex analytical equipment, independently conduct aspects of the research program, develop and evaluate methodology, statistically analyze results and survey literature. Until 9/30/90 with possible extension contingent upon funding.

Requirements: Bachelor's or Master's in biology, plant physiology, or biochemistry preferred. Work related experience including pesticide residue analysis and biochemical techniques preferred. Valid NYS driver's license helpful. Send cover letter and resume to Sam Weeks.

Assistant Director, Cornell Fund (PA1303) HRI University Development-Endowed

Assists with Cornell Fund program development, with a particular emphasis on Reunion Class Campaigns. Enlists alumni leadership, sets goals and facilitates Fund objectives. Conducts phonathons. Assists with planning, development and implementation of the Cornell Fund's efforts to obtain support from other private sources.

Requirements: Bachelor's or equivalent. 2-3 years experience with volunteers and fund-raising desired. Ability to communicate persuasively both orally and in writing. Good organizational ability necessary. Travel is required. Send cover letter and resume to Cynthia Smithbower.

Assistant Coordinator of Career Dvlpmt (PA1307) HRI Office of Academic Programs, ALS-Statutory

Assist the Coordinator in providing career planning and placement counseling and assistance to undergraduates and graduates of the College of Agriculture and Life Sciences. Provide individual career counseling, conduct workshops, work with faculty career representatives and interact with recruiters and other employers.

Requirements: Master's in student personnel, counseling, or related field preferred. Minimum 1 year experience in career counseling preferred. Demonstrated communication skills. Understanding of career development theories. Send cover letter and resume to Cynthia Smithbower.

Applications Programmer I (PT1304) HRI Entomology-Statutory

Develop computer software for use in entomological research. Write and test computer simulations using entomology research data. Download and process weather data from satellite and national databases. Responsible for computer maintenance and archival tasks. 1 year.

Requirements: Bachelor's in computer science or computer programming coursework with work experience. Excellent working knowledge of IBM compatible microcomputers and Turbo-Pascal. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT1306) HRI Neurobiology and Behavior-Statutory

Research assistant with ability to work independently. Collate, perform experiments, do library research, prepare publications, take part in field work and perform general lab chores.

Requirements: Bachelor's in entomology or other branch of biological sciences or equivalent and 2-3 years experience required with high recommendation or Master's in lieu of experience. Send cover letter & resume to Sam Weeks.

Assistant Director, Records & Research (PA1302) HRI University Development-Endowed

Assist the Director of Development Research and Records in conducting research that supports the University's fund raising efforts. Coordinate requests for development research from various offices. Supervise staff of 5 researchers. Manage special projects. Conduct electronic database searches. Monitor quality control. Perform independent research on special prospects.

Requirements: Bachelor's or equivalent. 1-2 years related experience. Demonstrated writing/editing skills. Supervisory experience. Familiarity with Macintosh computer and electronic/on-line databases. Send cover letter and resume to Cynthia Smithbower.

Administrative Supervisor (PA1206) HRI City and Regional Planning-Endowed

Coordinate and supervise the personnel and business aspects of the department and provide staff assistance to the Chairperson of the department.

Requirements: Associate's or equivalent in business or related field. Bachelor's or equivalent desirable. 3-5 years related experience. Cornell administrative and accounting experience preferred. Computer skills desirable. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist I (PT1204) HRI Agronomy-Statutory

Conduct field and lab experiments on soil and water management. Implement field trials throughout New York dealing with tillage, soil compaction, and drainage/irrigation. Do lab measurements on soil permeability and moisture retention. Compile, arrange and summarize data. Manipulate data using computers. Supervise summer field assistants. Construct equipment and instrumentation to be used in field and lab.

Requirements: Bachelor's in Agronomy or related field, Master's preferred. Understanding of soil and water management and related processes. Experience with farm and lab equipment and procedures. Ability in computer programming preferred. Send cover letter and resume to Sam Weeks.

Assistant to AVP for Working Family Programs (PC1109) HRI

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.

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 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 or until a suitable candidate is found.

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 Off-Campus

Executive Staff Assistant (PC1301) HRI Division of Nutritional Sciences/CFNPP/Washington, DC-Statutory

Provide administrative assistance to the staff of Washington, DC office (approximately 30 persons) for the Cornell Food and Nutrition Policy Program. Duties include assistance in the areas of office management and operations; personnel and hiring; travel and expenditures; project implementation, and facilities management.

Requirements: Bachelor's with 1-2 years experience or Associate's with 3-5 years previous office experience. Proven ability to work independently, take initiative and handle many assignments simultaneously. Experience with microcomputers and Wordperfect preferred. Familiar with international work and African geography. Foreign language useful. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

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 7/1/90.

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.

Research Aide, GR18 (T1303) Laboratory of Ornithology-Endowed

Minimum Biweekly Salary: \$529.35
Responsible for creating and analyzing computerized records for the Bird Population Studies Program by editing data, organizing computerized data records, and running data through analysis programs. Handle written and oral correspondences as well. Until 12/31/90.

Requirements: High School diploma or equivalent. Some college coursework in biological sciences strongly desired. Knowledge of birds preferred. 1 year related experience. Computer skills required. Ability to use P.C., work with mainframe helpful, work with statistics and programming helpful. Must be well organized and able to work well independently. Send cover letter & resume to Sam Weeks.

Animal Technician, GR18 (T1203) Physiology-Statutory Minimum Biweekly Salary: \$513.94

Participate in long-term animal experiments with pregnant animals. Perform all aspects of general animal maintenance and maintain experimental records. Sample blood and prepare infusions. Perform general laboratory duties. Follow strict protocols for sterile or disease control environments and regulations for animal welfare.

Requirements: Associate's or equivalent biological sciences or equivalent. Bachelor's desirable. Pre-employment physical and immunizations required. Previous experience with sheep preferred. Send cover letter and resume to Sam Weeks.

**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: HS 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 & 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 tissues 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, GR22 (T1307)
Pharmacology-Statutory
Minimum Biweekly Salary: \$607.04**

Conduct experiments and analyze results in research on vertebrate phototransduction and epidermal growth factor receptor system. Participate in design and interpretation of results. Work with cell cultures, purify membrane proteins, and perform radioligand binding assays. Calculate, analyze and present data. Use computer for graphing and statistical analysis.

Requirements: Bachelor's in biochemistry or related field. 2 years lab experience required. Protein purification in cell culture work helpful. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T1302)
Physiology-Statutory
Minimum Biweekly Salary: \$607.04**

Provide technical assistance and expertise in general biochemical lab techniques, light and electron microscopy, photography, spectrophotometry, chromatography and other experimental procedures.

Requirements: Bachelor's in biology or physical science. 3 years full-time relevant lab experience in cell biology or biochemistry research. Experience using computerized spreadsheet or database (e.g., Lotus, dBase III, Foxbase). 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 lab 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 productional 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, 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 Mac operating systems is essential. Send cover ltr & 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

**Technical Assistant, GR16 (T1305)
Horticultural Sciences-Geneva-Statutory
Minimum Biweekly Salary: \$477.46**

Assist with routine experimental operations with tree fruits and sweet corn trials, and snapbean and cabbage field trials. Help with pruning, training, general maintenance of experimental fruit trees. 35-39 hours per week until approximately 9/12/90.

Requirements: High School graduate and NYS driver's license. Successful experience in all activities listed is preferred. Send cover letter and resume to Sam Weeks.

**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 (T1301)
Equine Drug Testing-Statutory
Minimum Biweekly Salary: \$558.78**

Perform analysis of blood and urine samples in a field drug testing laboratory to serve Saratoga Raceway. Assist laboratory director as required. 5 days per week, seasonal. Includes Saturdays, Sundays and holidays.

Requirements: Associate's or equivalent experience. 1-2 years experience with thin layer chromatography and general lab procedures. Familiar with gas chromatography. Send cover letter and resume to Sam Weeks.

Technical Part-time

**Technician, GR18 (T1201)
Plant Pathology-Statutory
Minimum full-time equivalent: \$513.94**

Provide technical support in a cytology lab. Acquire, manipulate and plot data from videotapes using IBMXT. Update reference database, maintain fungal cultures, prepare solutions, also photographic printing and general lab maintenance. Possible full time after 6 months contingent on additional funding.

Requirements: Associate's or equivalent in biology or related field. Knowledge of IBM-compatible computers. Minimum 1 year research experience desirable. Send cover letter and resume to Sam Weeks.

**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: \$556.78**

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.

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 (C1205)
Anthropology-Endowed**

Minimum Biweekly Salary: \$517.65

Provide secretarial support for department main office; answer telephone; handle incoming and outgoing mail, type classwork and correspondence; heavy typing particularly at beginning of semester.

Requirements: HS diploma or equivalent. Some related Cornell office experience desirable. Word processing preferable. Good phone etiquette. Able to meet multiple deadlines. Good organizational skills. Heavy 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: HS 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.

**Senior Records Assistant, GR18 (C1313)
Mann Library-Statutory
Minimum Biweekly Salary: \$513.94**

Under the direction of the Acquisitions Librarian, records receipt of serial publications and performs related serial maintenance activities. This includes recording receipt of serials on the appropriate online or paper check-in record, claiming unrecieved issues, and ceasing or inactivating serial titles; input new serial titles and orders; oversee barcoding and item-record creation for newly bound serials; sort and distribute mail.

Requirements: High School diploma or equivalent with 1-2 years library experience. Additional education may be substituted for experience. Some experience with online system and/or personal computers preferred. Reading knowledge of a foreign language desirable. Must use judgment in applying procedures. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**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.

**Accounts Assistant, GR19 (C1306)
CU Transit, Inc.-Endowed
Minimum Biweekly Salary: \$551.86**

Serve as accounting clerk. Perform a diversified assortment of clerical and receptionist duties. Responsible for daily handling of cash from buses and parking meters. Mon, Wed, Frid, 11:30am-8pm, Tues, Thurs, 7am-3:30pm.

Requirements: Associate's or equivalent in education, experience and training. 2-3 years business office experience. Must be bondable. Experience with microcomputers (dBase III, Lotus 123) helpful. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Office Assistant, GR19 (C1303)
Architecture, Art and Planning-Endowed
Minimum Biweekly Salary: \$551.86**

Maintain college course file; process student schedule changes and pre-course enrollment; act as receptionist; prepare registration and pre-course enrollment packets for distribution; maintain record of student petitions.

Requirements: HS diploma or equivalent, some college coursework preferred. 2 years related experience with university mainframe computer, word processing programs with specific experience with Macintosh computers and Wordperfect required. 2 years experience in a similar college office helpful. Able to work well with students, staff and faculty essential. Medium typing. CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**Secretary, GR19 (C1207)
The Graduate School/Dean's Office-Endowed
Minimum Biweekly Salary: \$551.86**

Provide clerical and receptionist support for the Graduate Dean's Office staff. Maintain an inventory and reconciliation of all Graduate School office supplies; reconcile phone bills; provide backup support for switchboard/mail person; make campus deliveries for the dean, work on special projects, assist other Grad. School offices as needed. **Requirements:** High School diploma or equivalent. Some college coursework preferred. Two years related experience. Experience with Mac required, additional knowledge of IBMs helpful. Must be confidential, organized and detail oriented. Medium typing.

**Accounts Assistant, GR19 (C1210)
CALSO Office for Research-Statutory
Minimum Biweekly Salary: \$535.78**

Provide accounting/secretarial assistance to the Office for Research. Prepare vouchers and requisitions; maintain accounts records; prepare journal vouchers; reconcile operating accounts; log and maintain database of all accounting transactions; process and audit travel for directors and staff; serve as secretary to Director for Occupational Health and Safety; service as office receptionist and backup to other staff.

Requirements: HS diploma, some college coursework preferred. 2 years related experience. Knowledge of microcomputer applications essential (Mac or IBM). Knowledge of CU accounting system helpful. Excellent organizational, interpersonal and communication skills. Able to maintain confidentiality. Good math and English skills. Attention to detail. Medium typing. CU employees submit employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP, Ithaca, NY 14850.

**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 desirable. 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.

**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, East Hill Plaza, Ithaca, NY 14850.

**Administrative Assistant, GR19 (C1310)
Government-Endowed
Minimum Biweekly Salary: \$551.86**

Under the general supervision of the Administrative Supervisor, facilitate teaching support services, office maintenance, and act as department building coordinator.

Requirements: High School diploma or equivalent. Some college coursework preferred. 2-3 years administrative experience required. Word processing/computer experience. Strong interpersonal, communication and organizational skills. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

**Administrative Aide, GR20 (C8909)
University Development-Endowed
Minimum Biweekly Salary: \$575.30**

Provide secretarial and administrative assistance to the Office of Major Gifts. Coordinate flow and oversee completion of work within office; assist in making arrangements for visitors to campus; conduct research for special projects; type, edit and proofread correspondence, reports, etc.; make appointments and coordinate travel arrangements.

Requirements: Associate's or equivalent. 2-3 years office experience. Excellent organizational, communications and interpersonal skills. Discretion in handling confidential information. Able to prioritize assignments and work under pressure. Knowledge of Cornell desirable. Medium typing.

**Secretary, GR20 (C1307)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$558.78**

Provide secretarial support for the faculty in the biometrics unit for their teaching, research, and consulting activities including coordination of the consulting service, producing annual report, and secretarial support for grad. faculty rep.

Requirements: Associate's or equivalent. 2-3 years related experience. Technical typing and word processing. Strong organizational, interpersonal and communication (oral and written) skills. Knowledge of IBM-PC/Macintosh desirable. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

**Secretary, GR20 (C1312)
Facilities Business Office-Endowed
Minimum Biweekly Salary: \$575.30**

Provide secretarial and accounting support for business office and CU Stores, handle accounting for bill processing and payments; journal vouchers and departmental accounting records; responsible for payrolls, sales tax, accounts receivable and monthly balancing.

Requirements: Associate's or equivalent. Experience with typing, data input, calculator and general office accounting work. Familiar with Cornell accounting system. Light typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, Ithaca, NY 14850.

**Editorial Assistant, GR20 (C1305)
C.U. Press-Endowed
Minimum Biweekly Salary: \$575.30**

Assist the Acquisitions Editor/Coordinator in acquiring manuscripts; draft letters and memos to Press advisers and authors; maintain some department records; assist in preparation of contracts and annual reports; major responsibilities for coordinating workflow in department and with other departments; some training of new assistants and temporary employees.

Requirements: Associate's or equivalent. Excellent typing. Strong communication skills. Some publishing experience desirable. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**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

Conference Continued from page 1e

Malcolm A. Agostini, equal opportunity/affirmative action officer, SUNY Buffalo, Buffalo, NY

Akbar Ally, special assistant to vice chancellor for academic affairs, University of Wisconsin-Madison

Joycelyn R. Hart, associate vice president, Office of Human Relations, Cornell University

Dolores Barracano Schmidt, assistant vice chancellor for affirmative action, State University of New York, Albany, NY

Educational Systems: Interactive and Interconnected

- A view of linkages between higher education and secondary education. The components of our educational system, from kindergarten through graduate school, are highly interdependent.

William Dody, professor, Graduate School, SUNY Potsdam, Potsdam, NY

Ana Maria Schuhmann, acting interim dean, Project Adelante, Kean College, Union, NJ

Isaiah Reid, professor, Department of Education, South Carolina State College, Orangeburg, SC

Kenneth R. Walker, director, Early Enrollment Prog, Rhode Island College, Providence, RI

Minerva White, director, STEP Program, SUNY Potsdam, Potsdam, NY

Workshop Discussion Groups - 11-12:30 p.m.

Small group discussions on the present state of affairs and the ideal.

Luncheon - 12:30-2 p.m.

Keynote Speaker
Robert Barker, senior provost, Cornell University

Final Workshop Discussion Groups - 2-3:45 p.m.

Formulate specific recommendations to move closer to the ideal.

Moderator Presentations - 4:30-5:30 p.m.

Sandra Y. McGuire, assistant director and lecturer, Learning Skills Center, Cornell University

Maria Santos, professor, Learning Assistance Center, Affirmative Action Office, Broome Community College, Binghamton, NY

Augusta Simon, professor, Hotel Administration/Communication, Cornell University

William Thompson, director and special assistant to the sr. provost, Office of Equal Opportunity, Cornell University

Summary - 5:30-6:15 p.m.

Robert Fullilove, social psychologist, Columbia University, New York, NY

Closing Session/Dinner - 6:15-8:15 p.m.

Sara Melendez, vice provost, University of Bridgeport, Bridgeport, CT



Select Benefits Deadlines

The cut-off dates for remitting claims for reimbursement under the Select Benefits program are listed below. Your claim form with supporting information must be received by either the endowed or statutory benefits office no later than the dates shown below.

Reimbursement will be delayed until the next two-week cycle is completed, if materials are not in our office by the cut-off date.

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

Jobs Continued from page 3e

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 Mac computer. 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, East Hill Plaza, Ithaca, NY 14850.

Accounts/Personnel Coordinator, GR21 (C1311)

Modern Languages and Linguistics-Endowed
Minimum Biweekly Salary: \$599.73
Provide administrative support for Chair and Administrative Manager of large academic department. Under general supervision assist with fiscal and personnel management services; responsible for processing of academic and non-academic appointment forms and handling day-to-day financial activities including purchasing, inventory, preparation of payments and monitoring of departmental accounts; assist with word proc. and general office duties.
Requirements: Associate's in business/accounting or equivalent; 2-3 years experience in office setting. Administrative experience and knowledge of bookkeeping/accounting, preferably at Cornell. Computer experience with use of database programs, spreadsheets and wordprocessing essential. Able to work independently in a busy work environment and to organize data and maintain confidentiality. Knowledge of foreign languages/cultures helpful. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza, 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.

Office Professionals Part-Time

Preparations Assistant, GR17 (C1309)

Conservation/CUL-Endowed
Minimum full-time equivalent: \$517.65
In accordance with conservation standards, applies various techniques and materials in the pre-binding of all unbound monographs. Prepare monographs and theses for commercial binding and other monographs for conservation rebinding; maintain power machinery, relevant records, and stock of materials; share responsibility for functioning of unit, including work flow, staff coverage, training and decision making. 20 hours per week.
Requirements: High School diploma or equivalent. Excellent work-flow management skills. Able to dismantle and service power machinery. Strong communication and interpersonal skills. Able to train and monitor work of others. Previous library experience desirable. Knowledge of book binding structures desirable. 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.

Office Assistant, GR17 (C1206)

East Asia Program (Asian Studies)-Endowed
Minimum full-time equivalent: \$517.65
Provide secretarial support to East Asia Program's executive staff assistant and administrative aide, including support for publication series and computer data entry; take charge of the Program's weekly faculty luncheons. Other duties as assigned. Mon-Fri, 4 hrs per day, hours flexible.
Requirements: HS diploma or equiv. Some office experience preferred. General office skills. Knowledge of IBM computers and WordPerfect 5.0. Light typing. Send cover ltr & resume to Esther Smith, Staffing Services, 160 Day.

Senior Records Assistant, GR18 (C1204)

Engineering Library/CUL-Endowed
Minimum full-time equivalent: \$529.35
Under the general supervision of the Engineering Librarian, oversee maintenance of monograph and microform collections and supervise stacks maintenance operations. Organize and oversee projects relating to the maintenance of these collections. Serve as liaison with Central Technical Services and with technical services of other unit libraries. Analyze and resolve problems identified during automated conversion and barcoding. Monday-Friday, 20 hours per week, negotiable.
Requirements: 2 years college coursework or equivalent required. Previous library experience, preferably in technical processing area. Excellent organizational and communication skills. Able to analyze problems, make appropriate judgments; do detailed work accurately. Supervisory experience, familiarity with foreign languages and computers desirable. Light 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.

Service Clerk (S1301)

Laboratory of Ornithology
Assist with sales of the Crow's Nest Birding Shop on weekends and holidays. Cashiering, answer phones, respond to basic bird questions, feed birds. Open and close Lab. Hours negotiable-12 hrs every other weekend.
Requirements: High School diploma or equivalent. Cash register experience helpful. Contact Karen Raponi, Staffing Services, East Hill Plaza, 255-2192.

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.

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.

Custodian, SO02 (G1301)

Residence Life-Endowed
Hiring Rate: \$6.00
Provide general custodial care of buildings and grounds in assigned area. Mon-Thurs, 7:30am-4pm; Fri 7:30am-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. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

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.

Maintenance Mechanic, SO08 (G1201)

Buildings' Care-Endowed
Hiring Rate: \$7.91
Technical position responsible for the service and preventative maintenance of mechanized equipment utilized by 270 custodians to clean & care for 130 university buildings.
Requirements: Service, repair, and perform preventative maintenance on large variety of heavy duty, industrial rated cleaning equipment manufactured by a number of different companies, i.e.: vacuum cleaners - upright and canister; wet vacs - water pickup units, floor scrubbers, high speed burnishers, carpet shampoo/extractor machines, automatic floor machines, high pressure power washers, window washing equipment, and snow blowers - electric and gas powered. Interfaces heavily with Buildings' Care employees including supervisors. Maintain equipment/inventory records and repair requisitions related paperwork. Work with local vendors. Assist other trades in repair, operation and adjustment of any equipment on campus. Perform other duties and responsibilities as assigned. Must have proven background in the comprehensive repair and maintenance of heavy-duty electrically operated cleaning equipment. This includes the technical and mechanical skills to effectively service wide variety of equipment.
Requirements: High school diploma or equivalent. Minimum of 3 years experience in repairing and maintaining modern industrial type cleaning equipment. Ability to communicate effectively and maintain good rapport with department personnel, as well as the public. Read and

interpret written instructions, schematics, diagrams, and use low voltage test equipment. Must possess a valid NY State Driver's license and be able to use own vehicle on the job (vehicle allowance). Must be able to lift 100 pounds. Climb and work from ladders. Must be able to work independently with minimal supervision.

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: 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, 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. Monday-Thursday 6:00am-2:30pm, Friday 6:00am-1:30pm. Periodically 2nd and 3rd shift hours are available.
Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder. Contact Karen Raponi, Staffing Services, East Hill Plaza, 255-2192 for an interview.

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

Part-time Animal Attendant, SO04 (B1201)

Avian and Aquatic Animal Medicine/Levine Lab, Snyder Hill-Statutory
Hiring Rate: \$6.58
Daily care of experimental animal groups (birds, fish) and facilities in 1 or more of the departmental animal housing units. Assist in miscellaneous related (experimental and routine) research activities and perform occasional unrelated chores. Monday-Friday, 7:30 a.m.-11:30 a.m.
Requirements: High School diploma. Valid driver's license. Experience in laboratory animal care (preferably poultry) desirable. Skills to perform blood sample collection and artificial insemination of chickens. Must be able to lift 100 pounds. Pre-employment physical required. Send application materials to Cynthia Smithbower.

Temporary Field Assistant (B1301)

Plant Breeding
Hiring Rate: \$5.75
Work on forage breeding project. Help plant harvest and care for forage plots both in the field and in the greenhouse. May 1 through November 10, 1990.
Requirements: Must have NYS driver's license. Able to work independently, and familiar with operating farm equipment. Send application materials to Cynthia Smithbower.