

CORNELL CHRONICLE

Volume 22 Number 3
September 13, 1990

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New head coach stresses teamwork as key to winning

Jim Hofher is a big "we" man. When he talks about Big Red football players and coaches, he is as confident and bold as a bear chasing bees.

But when asked to talk about himself, the dynamic 32-year-old coach and 1979 Cornell alumnus drops his deep voice, lowers his twinkling eyes, tries to get by with a one- or two-word answer instead of his usual enthusiastic, articulate and complete reply — and looks, surprisingly, a little shy.

"You have to talk to others to know about me. I don't know what I can tell you about myself," he said during an interview.

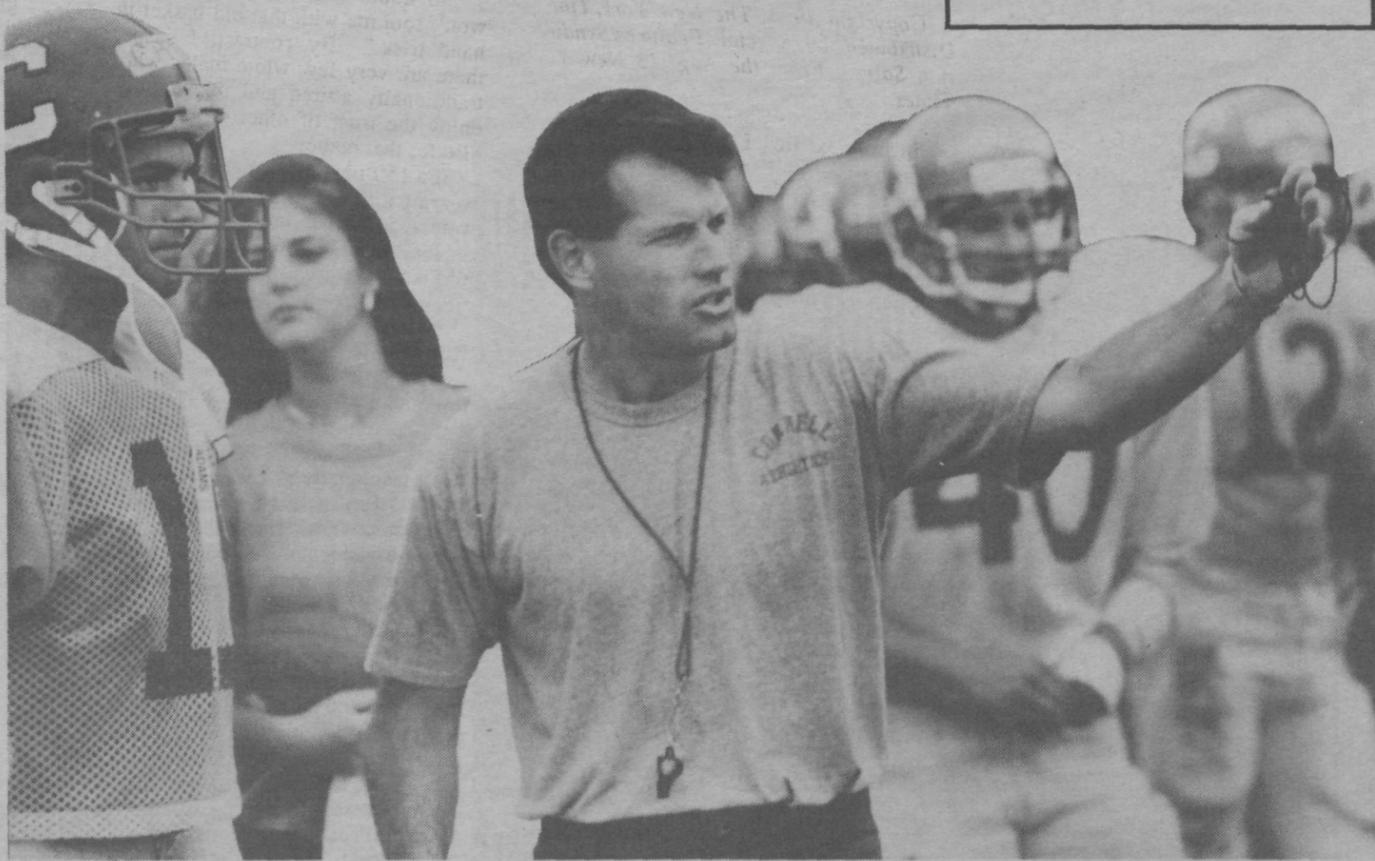
Not one to focus on the individual, he is the ultimate team coach of what he considers the best team game.

"Football is the greatest of all team games America plays because it involves the most people," he explained. "All hands wash each other, because the team wins or the team loses, not the offense or defense," he said, sounding as if he has told that to the Big Red team 600 or 700 times so far.

Hofher's cooperative spirit is one of the traits that he reveals, in spite of himself, when he talks football. Confidence, discipline, enthusiasm, diligence and belief in planning are among the others.

More publicized than his character have been his youth and the fact that he is the only Cornell alumnus to return as football head coach since 1911.

"People have to grab onto something,"



Football head coach Jim Hofher makes a point during practice.

Charles Harrington

Hofher said with a grin. "They couldn't grab onto my win-loss record because I didn't have one. I suppose the fact that I'm a Cornell graduate and younger than many coaches makes people think either 'Cornell has lost its head,' or 'Let's play it out and see what happens.'"

Hofher's football career began at age 9 in Middletown, Conn. Three years of midget football, four years of high-school football and nearly four years of Cornell football later, Hofher decided he still didn't want to leave the field — despite having taken the LSATs and planned for law school.

"More than anything in my life, football gave me the most enjoyable experience," he said. "I thought, 'Why should I leave these kind of people?'"

He went on to become running-back

coach at Wake Forest University from 1983 to 1986, then at Syracuse University from 1987 to 1988. When he was at Syracuse, the Orangemen were 21-2-1, made two major-bowl appearances and were ranked fourth nationally in 1987 and 12th in 1988.

"He was a very popular member of the coaching staff here," said Larry Kimball, Syracuse sports-information director. "Sometimes, coaches can get caught up in the season and get so intense they go right by you and don't see you. Jim always had a smile, a very pleasant personality, a friendly hello."

After Syracuse, Hofher became quarterback coach at the University of Tennessee in 1989. The Volunteers were 11-1, defeated Arkansas in the Cotton Bowl and were ranked fifth in the country by the Associated Press.

When Hofher was selected for the post of Cornell head coach in January 1990, Director of Athletics Laing Kennedy said: "The thing that really impressed us about

Saturday is Cornell's 16th annual Employee/Family Day. Discount tickets at \$3 each for the football game against Princeton are available to employees today and tomorrow at Alberding Field House.

Jim was his quality and integrity and... enthusiasm and knowledge."

In his Schoellkopf House office — a
Continued on page 6

Splash, splash



Tim Moersh

Junior Carla Howard tries to stay dry as members of Alpha Epsilon Pi fraternity try to shake her off of a "Bull Turtle" in a swimming pool during the annual Fun in the Sun on the Arts Quadrangle last week.

Climate-change studies clouded by doubt: experts

Where is all the carbon, which could make the "greenhouse effect" even worse than it is, hiding?

What will happen when every Chinese household gets a Freon-filled refrigerator as leaky as our own?

Might the increased precipitation in a warming climate actually lower the oceans — not raise them — and set off land speculation in Florida?

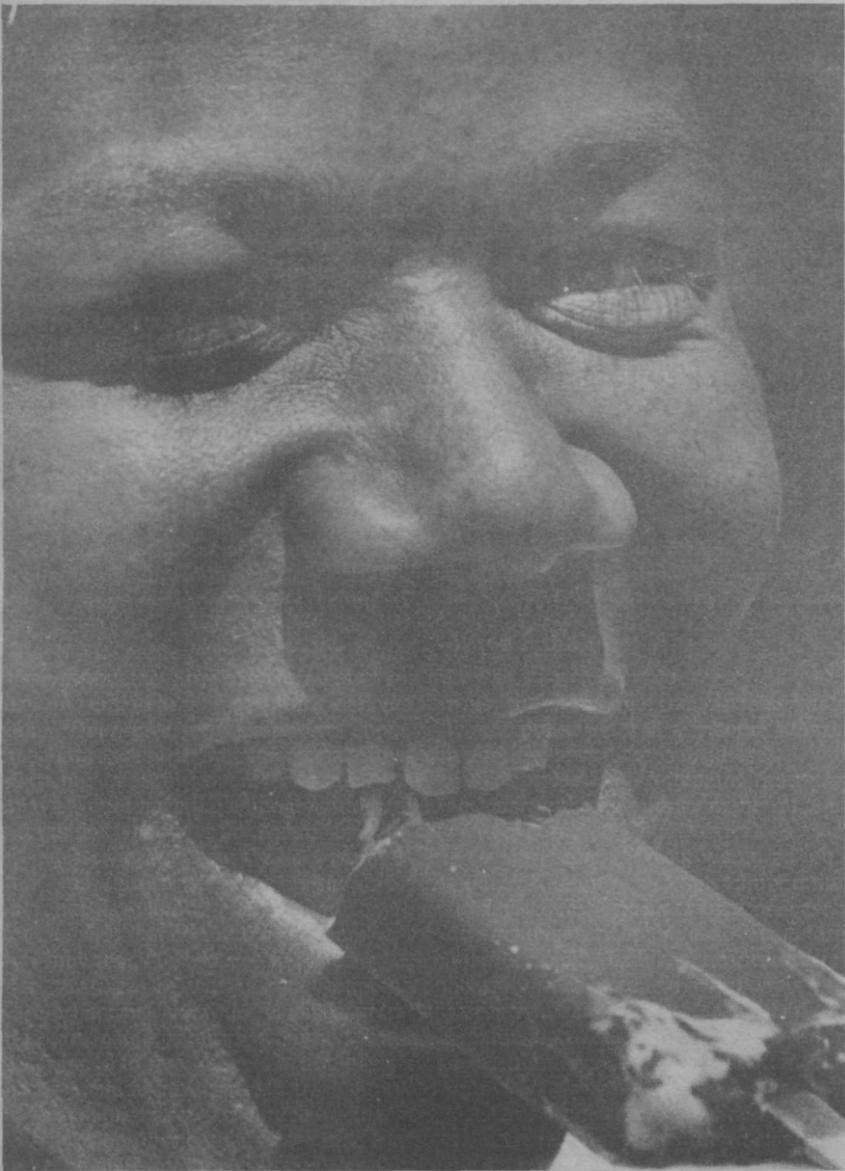
Listen to scientists, including those at last week's Global Climate Change Short Course on campus, debate the causes and effects, and one conclusion is apparent: The very people who are trying to predict the future of this planet don't really understand how the 1990 version works.

Global climate change is predicted to start with a runaway greenhouse effect, a thickening of the thermal blanket of atmospheric gases that regulates radiation of heat from Earth's surface. Massive computer models look to the next century and predict steady increases of greenhouse gases, such as carbon dioxide, and a resulting increase of temperatures that Earth has not experienced for millions of years. Effects of the greenhouse effect could include a rise of sea level from thermal expansion and melting polar ice caps as well as shifting climate zones and drastic weather events.

"There is a strong consensus that human activities will lead to global-scale climate change in the next several decades," said Mark Harwell, director of the Cornell Global Environment Program, which sponsored the short course. "We cannot say whether climate change due to human causes is under way now, or whether this is a time when the world would have been warmer anyway."

Continued on page 6

Cool down



Tim Moersh

College Scholar junior Aaron Lloyd enjoys some ice cream in the end-of-summer humidity. The College Scholar Program allows exceptional students to design their own academic programs.

BRIEFS

■ **Real estate:** Executives of several major corporations and real-estate service providers will discuss corporate real-estate strategies Friday and Saturday, Sept. 14 and 15, at a Cornell conference that will include sessions open to the public. The annual conference will bring to the campus more than 130 members of the Cornell Real Estate Council, a group of real-estate experts practicing privately or within corporations throughout the nation. The general public is invited to attend the conference sessions that will be held in the Moot Court Room of Myron Taylor Hall on Sept. 14. The 9:45 a.m. session will deal with corporate facility operations and the 2:15 p.m. discussion with corporate financial strategies concerning real estate. On Sept. 15, council and faculty members will discuss development of an academic program in real estate to be taught at Cornell.

■ **Boar auction:** A crop of 24 top-quality, 9-month-old boars will be auctioned on Saturday, Sept. 15, starting at 1 p.m. at the university's Livestock Pavilion. Cornell serves as the official Boar Test Station for New York state, and the 24 have emerged from testing as superior breeding specimens. About 100 commercial and purebred swine breeders from throughout the Northeast are expected at the auction to bid for the boars that represent five major swine breeds — Yorkshire, Hampshire, Duroc, Landrace and Spots.

■ **English skills:** Classes in English for visiting scholars for whom English is a second language are being offered by the Program in Professional Education, starting Monday, Oct. 1, through Dec. 5. The classes will be held twice each week for 10 weeks. The cost is \$450. For more information, contact Donna Colonio by Thursday, Sept. 27, at B12 Ives Hall, telephone 255-7259.

■ **Heartless debris:** A squirrel was spotted Sept. 7 running in the trees behind Upson Hall while trapped in one of the holes of a plastic six-pack carrier, according to

Orlando Johnson, an electronics technician who expressed concern over the future of the squirrel. Environmentalists warn the six-pack plastic carriers should be broken apart even when discarded properly, pointing out that they are dangerous to animals and particularly when dumped in the ocean.

■ **Bloodmobile:** The Tompkins County Red Cross Bloodmobile will be at Willard Straight Hall from 10 a.m. to 4 p.m. on Monday, Sept. 17, and from 9 a.m. to 2:30 p.m. on Tuesday, Sept. 18. For appointments, call 273-1900; walk-ins welcome.

■ **Diets:** Terry Nicholetti Garrison, director of the Diet/Weight Liberation Project in the Center for Religion, Ethics and Social Policy, is scheduled to discuss what she feels is the nation's often-destructive preoccupation with food and weight on the NBC Today Show on Monday, Sept. 17.

■ **Fire drills:** State law mandates that unannounced fire drills be held throughout campus during the academic year. Drills are conducted by Life Safety in academic and administration buildings once during each semester. Four drills a year are conducted in living units. These are held after class and concluded by 11 p.m.

■ **Breakfast with Rhodes:** There are a limited number of openings for Cornell students to have breakfast with President Frank H.T. Rhodes during the fall term. Those interested may call 255-5201 to make a reservation. The breakfasts are held from 7:30 to 8:30 a.m. in the Elmhart Room of Willard Straight Hall. Those with reservations will be reminded by mail.

■ **Secretary:** Patricia Searles, director of the Department of Telecommunications, has been elected to her second year as secretary for the Association of College and University Telecommunications Administrators. Searles is responsible for operation of the 14,000-line telecommunications system and long-distance network.

OBITUARIES

Norman Malcolm, a specialist in the philosophy of mind and one of the world's leading authorities on the Austrian philosopher Ludwig Wittgenstein, died Aug. 5 in London. He was 79.

Since retiring from Cornell in 1978 as the Susan Linn Sage Professor Emeritus of Philosophy, Malcolm gave regularly scheduled graduate seminars at King's College in London as an honorary visiting professor. He also was a honorary fellow of Fitzwilliam College at Cambridge.

Malcolm joined the Cornell faculty in 1947 and served as chairman of the Department of Philosophy from 1965 to 1970. He wrote extensively on Wittgenstein, Descartes, the philosophy of mind and of religion, and epistemology.

He is credited, along with the late Max

Black, with making Cornell's Philosophy Department into one of the finest in the United States.

According to an obituary that appeared in The Times of London, "Malcolm never lost his slow Nebraskan drawl, which charmed one in the many lighter moments of gaiety in his company, and seemed so well suited to the slow but remorseless way in which he gnawed at philosophical confusions, stripping off layer after layer of illusion and humbug."

The Times described Malcolm's "full-scale study" of Wittgenstein, "Nothing is Hidden" (1986), as a hallmark of his mature writing with its "luminous simplicity of expression, honesty and integrity of thought."

According to Sidney S. Shoemaker, who succeeded Malcolm as the Susan Linn Sage

Professor of Philosophy, "Malcolm's writings played an important role in making Wittgenstein's work known to American philosophers, and his 'Ludwig Wittgenstein — A Memoir' (1958) is widely regarded as a classic of its kind. Malcolm was also a prominent philosopher in his own right and wrote influential books and papers on a variety of topics," including perception, memory, dreaming and the ontological argument for the existence of God.

Malcolm earned a bachelor's degree in 1933 at the University of Nebraska and a master's degree in 1938 and a Ph.D. degree in 1940 at Harvard University.

Survivors include his wife, Ruth; a daughter, Elizabeth Brown, and a son, Christopher, both of Syracuse.

Frank H. Golay, a leading authority on the economic history and problems of the Far East and of the Philippines in particular, died Aug. 31 at the New York State Veterans' Home in Oxford, N.Y. He was 75.

Golay was a member of the Cornell faculty from 1953 until his retirement in 1981, when he was elected professor emeritus of economics and Asian studies.

His books included "The Philippines: Public Policy and National Economic Development" (1961), "Underdevelopment and Economic Nationalism in Southeast Asia" (1969) and "Diversity and Development in Southeast Asia" (1977).

Golay, who held joint appointments in the Departments of Economics and Asian Studies, was chairman of the Department of Economics from 1963 to 1967, director of the Cornell Southeast Asia Program from 1970 to 1976, director of the Cornell Philippines Project from 1967 to 1973 and director of the London-Cornell Project from 1968 to 1970. He was president of the Association of Asian Studies in 1986.

Born in Windsor, Mo., Golay earned a bachelor of science degree in education at Central Missouri State College in 1936 and master's and Ph.D. degrees in economics at the University of Chicago in 1948 and 1951, respectively.

Golay was a U.S. Navy submarine officer during World War II and was decorated for gallantry with a Silver Star Medal, a Gold Star in lieu of a second Silver Star, and a Bronze Star.

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CORNELL
CHRONICLE

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Published 40 times a year, Cornell Chronicle is distributed free of charge to Cornell University faculty, students and staff by the University News Service. Mail subscriptions, \$20 for six months; \$38 per year. Make checks payable to Cornell Chronicle and send to Village Green, 840 Hanshaw Road, Ithaca, N.Y. 14850. Telephone (607) 255-4206. Second-Class Postage Rates paid at Ithaca, N.Y.

POSTMASTER: Send address changes to the Cornell Chronicle (ISSN 0747-4628), Cornell University, 840 Hanshaw Road, Ithaca, N.Y. 14850.

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

GRADUATE BULLETIN

■ **Late registration:** Register at the Graduate School and the Registrar's Office, 222 Day Hall.

■ **Enrollment:** Course enrollment continues through Sept. 21. Forms are available at graduate field offices and Sage Graduate Center.

■ **Committee form:** Bring your completed special committee selection and change form to Sage Graduate Center by Sept. 21. Check with your field regarding the number of faculty signatures required.

■ **Fee deadline:** The \$200 active file fee will not be charged to Ph.D. candidates who are not registered for fall 1990 if they com-

plete all degree requirements by Sept. 21, including defense and submission of the final copies of the dissertation.

■ **Seminars:** Dissertation and thesis seminars will be held in the Morison Seminar Room, Corson/Mudd Hall, on Monday, Oct. 15, from 1 to 2 p.m. for doctoral dissertations and on Tuesday, Oct. 16, from 1 to 2 p.m. for master's theses.

■ **T.A. workshop:** A teaching assistant workshop will be held on Saturday, Sept. 15, with a follow-up on Saturday, Oct. 13. Registration forms are available at graduate field offices or B41 Day Hall. Phone 255-8427 for information.

Happy trails

Cascadilla Gorge path reopens for local hikers

Commuters and nature lovers may once again trek the scenic Cascadilla Gorge trail between Collegetown and downtown Ithaca, nine years after storm damage forced its closing.

The reopening on Sept. 12 came after the expense of nearly a quarter-million dollars, mostly university funds, and a long-term restoration effort involving campus and community volunteers.

The water-level trail connects College Avenue, at the Center for Theatre Arts, with downtown Ithaca, near the corner of Court Street and University Avenue. The 1981 storm severely damaged the trail and gorge walls, according to James Affolter, director of Cornell Plantations, which took the lead in repair and restoration efforts.

New construction includes a stone stairway descending from the Center for Theatre Arts to the stream below. The stairs are supported by "a massive bulkhead able to withstand the raging torrents of Cascadilla Creek," Affolter said.

Because of the sensitivity of the site, which is part of the Plantations' natural areas, university crews worked closely with Plantations staff in the renovation effort. They carried all the materials down into the gorge and carefully removed scaffolding as each stage was completed, Affolter explained. Even mortar for the stonework was mixed by hand on-site.

Repairs and modifications made the trail safer for walkers as well as more resistant to storm damage. Heavy chain railings have been strung between wooden posts along any section of trail that is more than six feet above the stream bed. Structures called "weeps," which divert water across paths to the stream, have been cleaned and repaired, as have many sections of the existing stairs and a catch basin on the north wall of the gorge, according to crew manager Hal Martin.

During the renovation period, workers uncovered trails that had been reduced to half their original width by fallen debris. Tons of trash were collected and removed. Volunteers from campus and the Ithaca community made a major contribution to the repair and maintenance of the Cascadilla



James Affolter (left), director of Cornell Plantations, stands on the Cascadilla Gorge trail under the College Avenue bridge with (from left) Bill Sherwood, Rich Paige and Monte Phillips of the Newman Arboretum crew.

Gorge trail, Martin said. For example, Collegetown Clean-up Days each spring and fall are co-sponsored by the Collegetown Neighborhood Council and Cornell Plantations.

The Cascadilla Gorge trail system was built in the 1920s with the support of Cornell Trustee Henry Sackett. The land was purchased and then donated to Cornell by Robert E. Treman, a Cornell trustee well known for his work in preserving many Ithaca-area gorges. The Sackett Fund, an endowment for trail maintenance, provided money for most of the work, with the university contributing the balance, according to Affolter.

Keeping the upper hand on Mother Nature requires a

long-term commitment, Affolter said. "The floods keep coming; the debris keeps falling. But, volunteers and lovers of the romance and beauty of Cascadilla Gorge will continue to vie with her to maintain passage past the cascades of this local landmark," he said.

Hikers are welcome from dawn to dusk, until the trail is closed for the season in late fall because of icy conditions. Plantations officials advise caution in rainy weather when thunder showers cause flooding of the trails and hazardous conditions. Anyone entering the gorge should be prepared to wait out a storm from some safe vantage point.

—Margaret Corbit

How does your garden grow?



Tim Moersh

Garvey Ford (left) and Enrique Estrada are among the graduate students who tend to a vegetable and flower garden at Hasbrouck Apartments.

State-budget burdens continue; 54 retirements avert layoffs

While the final effects of this year's state-budget crisis have still not been tallied, Cornell's administration was to begin talks with its Board of Trustees today on the 1991-92 budget outlook for Cornell's four state-supported colleges.

And the outlook remains bleak. That was the message Provost Malden C. Nesheim took to the New York City meeting of the trustees' Executive Committee.

Nesheim said he would urge the state to cover inflationary cost increases for existing programs and for utilities but would seek virtually no new commitments of state funds. The total request for new budget outlays, Nesheim said before leaving, would be about \$1.4 million for completion of program initiatives funded last year and for two new initiatives in the American Indian Program and the Water Resources Institute.

Referring to a series of state cuts since 1988, Nesheim said: "We consider it imperative that the state not further reduce our base budget — cuts that not only nip away at academic programs and limit our ability to leverage external funds but also clearly threaten the quality of programs and services we can provide for the people of the state."

In the current fiscal year, Cornell had to cut about \$3 million from the \$118.4 million allocation proposed in Gov. Mario Cuomo's executive budget of last January. Despite the cuts, layoffs were avoided, largely because 54 employees of the state-supported colleges elected new state retirement options that were developed to reduce state costs.

According to Nathan Fawcett, director of statutory-college affairs, 23 people in state-funded jobs elected early retirement, eliminating their budget lines with their retirement. Another 23 retired early from lines not funded by the state. Because they tended to be employees of long service and relatively high salary, their retirement avoided layoffs and gave deans some new budget flexibility, Fawcett said. The other eight accepted phased retirement, which allows them to continue working for up to two years, during which time state funds pay only 60 percent of their salaries, which are supplemented by their state pensions.

"We're delighted that our employees' participation in early retirement has virtually eliminated the chance of layoffs at this

time, though we could face further cuts later in the fall if state receipts plunge again," said John Wiesenfeld, vice president for planning.

"What troubles me," Wiesenfeld added, "is that the avoidance of layoffs may give the impression that things aren't really that bad. The fact is the accumulation of cuts — to which we responded by patching and scrimping and increasing our non-state funding base — has created a quality gap and a service gap even though we may have avoided layoffs. This could eventually degrade significantly the quality of benefits we can deliver to the people of New York."

A hold on filling faculty openings in the College of Human Ecology, for instance, has reduced the number of courses in the Department of Design and Environmental Analysis. The College of Veterinary Medicine cannot fill approved positions for establishing professional specialties already integral to modern veterinary practice, and the School of Industrial and Labor Relations has cut library staffing, frozen faculty vacancies and asked departments to cut equipment purchases.

The New York Agricultural Experiment Station at Geneva, a part of the College of Agriculture and Life Sciences, cannot refill faculty positions that serve the state's food processors and producers. The college itself, besides canceling faculty searches and requiring departments to make cuts, is reducing the state funding of some graduate-student assistantships from 12-month coverage to nine-month coverage, said Dean David L. Call. The college plans to make up the difference next summer with its own funds but is not certain what will happen in future years, Call said, adding: "Although this will not reduce total support for current students, it threatens to erode seriously our competitiveness as we attempt to attract students in the future."

"We're sympathetic with the state's problems," Call continued. "But I can't help worrying about the cumulative impact and the gap it creates both in quality and service. That cumulative impact threatens not only our ability to compete for the best students and faculty but also our ability to serve the needs of the state's food and agriculture industry. In addition, the college will be restricted in its ability to respond to new needs in the critical areas of economic development and environmental quality."

CALENDAR

All items for the Chronicle 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.

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.

Review of beginner's night dances and requests, Sept. 16, 7:30 to 10:30 p.m., North Room, Willard Straight Hall.

Global Dance, co-sponsored by the Cornell Wellness Program, foxtrot and polka basics, Sept. 18, 7:30 to 10 p.m., Dance Studio, Helen Newman Hall. For more information, call 273-0707.

Israeli Folkdancing

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

EXHIBITS

Johnson Art Museum

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

"A Celebration of American Art from the Collections of Cornell Alumni and Friends," through Nov. 4.

"Arthur Wesley Dow and His Influence," featuring woodcuts and photographs by Dow, his students and colleagues, through Oct. 14.

"Eye Openers: The Art of Woodblock Printmaking," a workshop for children ages 7-10, will be offered Sept. 15 and 22 in conjunction with the exhibit of Arthur Wesley Dow's work. For more information call the education department at 255-6464.

Olin Library

"Wood Engraving," an exhibition of woodcuts and engravings from the 15th through 20th centuries, will continue through Oct. 5, Monday through Friday, 8 a.m. to 5 p.m., Olin Library.

Tjaden Gallery

1990 CCPA Grants: Sculpture by Duane Potter and photographs by Elizabeth Fralburg, through Sept. 15; paintings by Nandini Bagla, Sept. 16-22. The gallery is in Tjaden Hall, 8 a.m. to 4:30 p.m.

Uris Library

"The Arab World in Fact and Fiction," a display in the library's nine display cases, dedicated to Asa and Rose Anna George, whose donation to the library of a large number of Arab works of literature in English translation have enhanced the collections. The displays will be in Uris through December.

FILMS

Films listed below are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$3.50, except weekend films (Friday and Saturday) which are \$4.50 (\$4 for students). All films are held in Willard Straight Theatre, except where noted.

Thursday, 9/13

"Cinema Paradiso" (1989), directed by Giuseppe Tornatore, with Salvatore Cascio and Philippe Noiret, 7 p.m.

"The Germans and Their Men" (1989), directed by Helke Sander, with Renee Felden, Uris, 7:30 p.m.

"Total Recall" directed by Paul Verhoven, with Arnold Schwarzenegger and Ronny Cox, 9:45 p.m.

Friday, 9/14

"Richard Pryor Live in Concert," directed by Richard Pryor, 7:15 p.m.

"Cinema Paradiso," 7:15 p.m., Uris Hall.

"Total Recall," 9:25 p.m.

"Henry: Portrait of a Serial Killer" (1989), directed by John McNaughton, with Michael Rooker, 10 p.m., Uris Hall.

"Twilight of the Cockroaches," directed by Hiroaki Yoshida, with Kaoru Kobayashi and Setsuko Tarasumara, midnight.

Saturday, 9/15

"Barsaat" with Raj Kapoor and Nargis, sponsored by the South Asia Film Series, 1:30 p.m., 310 Uris Library.

"Twilight of the Cockroaches," 6:55 p.m.

"Henry: Portrait of a Serial Killer," 7:15 p.m., Uris Hall.

"Total Recall," 9:25 p.m.

"Cinema Paradiso," 9:30 p.m., Uris Hall.

"A Fish Called Wanda" (1988), directed by Charles Crichton, with John Cleese, Michael Palin and Jamie Lee Curtis, midnight.

Sunday, 9/16

"My Hustler" (1965), directed by Andy Warhol, co-sponsored by CCPA, Johnson Museum, (free), 2 p.m. and 3:40 p.m.

"Twilight of the Cockroaches," 4:30 p.m.

"A Fish Called Wanda," 8 p.m.

Monday, 9/17

"Henry: Portrait of a Serial Killer," 7:20 p.m.

"It Happened One Night" (1934), directed by Frank Capra, with Clark Gable and Claudette Colbert, 9:30 p.m.

Tuesday, 9/18

"Shadow Master," sponsored by the Southeast Asia Film Series, with introductory comments by Martin Hatch, 4:30 p.m., 310 Uris Library.

"Positive" and "Silence=Death" (1989), directed by Rosa Von Praunheim, co-sponsored by Gay/Lesbian Task Force, 6:30 p.m. "Positive" profiles three gay activists who have tested HIV positive; "Silence=Death" documents the response of artists to the AIDS epidemic.

"Teenage Mutant Ninja Turtles" (1990), directed by Steve Barron, with Judith Hoag and Elias Koteas, 9:45 p.m.

Wednesday, 9/19

"Coming Home" (1978), directed by Hal Ashby, with Jane Fonda, Bruce Dern and Jon Voight, co-sponsored by the Veterans for Peace, 7 p.m.

"Veronica Cruz" (1987), directed by Miguel Pereyra, with Juan Jose Camero, sponsored by CUSLAR, 8 p.m., (free), Uris Hall.

"Teenage Mutant Ninja Turtles," 9:50 p.m.

Thursday, 9/20

"She's Gotta Have It" (1986), directed by Spike Lee, with Tracy Johns, Redmond Hicks and John Terrell, 7:30 p.m.

"Film before Film" (1986), directed by Werner Nekes, sponsored by the Arts College Pentangle Committee, (free), Uris, 7:30 p.m.

"Teenage Mutant Ninja Turtles," 9:45 p.m.

LECTURES

A.D. White Professors-at-Large

"Constitutional Privacy: Who Can Do What, When and How?" Geoffrey Marshall, The Queen's College, Oxford, and A.D. White Professor-at-Large, Sept. 13, 4:30 p.m., Moot Court Room, Myron Taylor Hall.

Baker Lectures

"High-Performance Organometallic Reagents," Ryoji Noyori, Nagoya University, Sept. 18, 4:40 p.m., 200 Baker Lab. Noyori's research interests have focused on the exploitation of new synthetic methodologies, particularly on the basis of metallo-organic chemistry and their application. Nineteen Nobel Prizes have been awarded to Baker Lecturers, most of them subsequent to their lectures at Cornell.

Classics

"Greek Poetry Before Homer: Its Style and

Thought," William Merritt Sale, Washington University, Sept. 21, 4 p.m., 124 Goldwin Smith Hall.

Cornell Plantations

"Bee Keeping in South Korea," Scott Camazine, neurobiology, Sept. 13, 7:30 p.m., Cornell Plantations.

"Designing with Ornamental Herbs," Holly Shimizu, head of grounds and programs, U.S. Botanic Garden, Washington, D.C., Sept. 20, 7:30 p.m., 101 Bradfield Hall. An authority on species roses, herbaceous perennials and shrubs, Shimizu is known for her work at the National Herb Garden, part of the National Arboretum. The Audrey Harkness O'Connor Lecture Series honors the former Cornell Plantations editor and horticulturist.

Thomas Gold Lecture Series

"The Fate of the Universe," Dennis W. Sciama, University of Oxford, Sept. 13, 4:30 p.m., Schwartz Auditorium, Rockefeller Hall.

Hillel

Topics in Jewish Tradition, "The Days of Awe," Sept. 17, 8 p.m., 314 Anabel Taylor Hall.

Johnson Museum

"Arthur Wesley Dow: Japonist," Elisa Evett, art historian, a talk in conjunction with the current exhibition of Arthur Wesley Dow's work, Sept. 16, 2 p.m., Johnson Museum.

Peace Studies Program

"The Peace Dividend: The Prospects for Conversion," Judith Reppy, peace studies, Sept. 13, 12:15 p.m., G08 Uris Hall.

Society for the Humanities

"Present Remembrance: Keifer's Approaches," Andrew Benjamin, University of Warwick, Sept. 20, 4:30 p.m., 22 Goldwin Smith Hall.

Russian Literature

"The Making of 'Doctor Zhivago,'" Evgeny Borisovich Pasternak, Gorky Institute of World Literature, Moscow, and the eldest son of the author of "Doctor Zhivago," Sept. 17, 4:30 p.m., G08 Uris Hall.

Southeast Asia Program

"The Mesa Cult Site and its Wider Implications," Virginia Dofflemyer, faculty fellow, Sept. 13, 12:20 p.m., 102 West Ave. Ext.

"A Siamese Among (American) Southerners," Thanet Aphornsuvan, SUNY Binghamton, Sept. 20, 12:20 p.m., 102 West Ave. Ext.

University Lectures

"Some of the Sounds of the World's Languages," Peter Ladefoged, linguistics, UCLA, Sept. 19, 4:30 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

Western Societies Program

"The Words of History," Jacques Ranciere, Universite de Paris VIII, Sept. 18, 4:30 p.m., A.D. White House.

MUSIC

Department of Music

Elizabeth Field, violin, and Zvi Meniker, harpsichord, will give a joint recital Sept. 14 at 8:15 p.m. in Barnes Hall. The program will feature J.S. Bach's Sonata in G Major; Richard Jones' Suite, op. 3 no. 4 and a work by Handel; Bach's Ciaccona, from Partita No. 2 for unaccompanied violin and Sonata in E Minor.



Stephanie Leon

Jonathan Shames and Stephanie Leon will perform in a concert of piano music for two, four and eight hands, on Sept. 18 at 8:15 p.m. in Bar-

nes Hall. Performed will be Brahms' Sonata F Minor, op. 34b, the composer's own arrangement of his Piano Quintet; Rachmaninov Etudes-Tableaux, op. 39; Invitation to a Dance by Weber, arranged for two pianos and eight hands, joined by Chui-Inn Lee and David Feuzig.

Leon has performed as soloist with the Detroit Symphony, the New Orleans Philharmonic, the Pro-UNESCO Orchestra of Paris and the International Festival Orchestra of Texas. For the last five years Leon has appeared throughout Europe as soloist and chamber player. With her sister, Suzanne, a violinist, she has recorded two compact discs devoted to music of Dvorak and Faure. Leon now teaches at the University of Puget Sound in Tacoma, Wash.

The student recital scheduled for Sept. 15, featuring Yona Brown, has been postponed.

Bound for Glory

Patty Larkin, singer and writer, will perform in three live sets on Sept. 16, at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. WVBR-FM, 93.5.

Cornell India Association

Indian Classical Music by Alla Rakha Zakir Hussain on Tabla in concert with Sulim Khan on Sarangi, co-sponsored by South Asia Program, ISPB and the music department, Sept. 13, 7:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall. Tickets are \$5 for members and \$6 for non-members. For further information, call Sanjeev Agarwal at 273-4418.

CRESP

"Sweet Honey In The Rock," a black women's a cappella group, co-sponsored by Africana Studies and Research Center, Sept. 15, 8 p.m., Bailey Hall. Tickets are \$12, available at Ithaca Guitar Works, GIAC, Records, Smedley's Bookstore and Willard Straight Hall.

RELIGION

Sage Chapel

David Drinkwater, headmaster, Friends School, Locust Valley, and former dean of students at Cornell, will deliver the sermon Sept. 16. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. Sage Chapel is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Baha'i

Weekly meetings on campus. Call 255-7971 for information.

Catholic

Masses: Saturdays, 5 p.m., Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

Christian Science

Testimony meetings, Thursdays, 7 p.m., Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

Sundays, worship and Eucharist, 9:30 a.m., Rev. Gurdon Brewster, chaplain, Anabel Taylor Chapel.

Friends (Quakers)

Sundays, 10:30 a.m., meeting for worship, Hector Meeting House, Perry City Road. (Rides from Anabel Taylor Hall at 10 a.m.) Call 255-4214 for information.

Jewish

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

Shabbat Services: Friday, Reform 6 p.m., Chapel, Anabel Taylor Hall; Conservative, 7 p.m., Founders Room; Orthodox, Young Israel (call 272-5810 for time). Saturday, Orthodox 9:15 a.m., Edwards Room; Conservative/Egalitarian, 9:45 a.m., Founders Room; Selichot Service, 11:30 a.m., Founders Room, Anabel Taylor Hall.

Korean Church

Sundays, 1 p.m., Anabel Taylor Chapel.

Muslim

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

Protestant Cooperative Ministry

Sunday worship, 11 a.m., Anabel Taylor Chapel; Taize Prayer, Tuesdays, 5:30 p.m., Anabel Taylor Chapel; Bible Study, Thursdays, noon, G-7 Anabel Taylor; Celebration, Fridays,



from "Twilight of the Cockroaches," a mix of animation and live action in which cockroaches are the heroic protagonists, Friday and Saturday, Sept. 14 and 15, and Sunday, Sept. 16, at 4:30 p.m. in the Willard Straight Theatre.

401 Thurston Ave. Call Rev. Barbara Chaplain, 255-4224, for information.

Month-Day Adventist

Advent Association, Fridays, 7:15 p.m., 314 Taylor Hall.

Buddhism

Open practice Tuesdays 6:45 p.m. and Wednesdays 4:30 p.m. in Anabel Taylor Chapel. For more information or to arrange beginner's instruction, call Jon Warland at 272-0235.

SEMINARS

Astronomy & Space Sciences

"Early Mars Climate," James Kasting, Pennsylvania State University, Sept. 20, 4:30 p.m., 404 Plant Science Building.

Chemistry

"Kinetics of Nuclear Ribosomal RNA in Yeast," Edward Morgan, Roswell Memorial Institute, Sept. 14, 4 p.m., Conference Room, Biotechnology Building.

Technology Program

"What Can They Do For You?" a panel discussion with Facility Directors Karen Kindle, Lee Noden, Marty Schrier, Jim Slatter and Thannhauser, Sept. 19, 3 p.m., Small Seminar Room G01, Biotechnology Building.

Chemical Engineering

"Kinetic Probe Studies of Local Free Volume Mobility and Relaxations in Polymer Blends," John Torkelson, Northwestern University, Sept. 18, 4:15 p.m., 255 Olin Hall.

Astronomy

"General Chemistry Colloquium, 'Resonant Raman Wave Mixing Spectroscopy — The Family on the Block,'" John Wright, University of Wisconsin, Madison, Sept. 13, 4:40 p.m., 119 Baker Lab.

"General Chemistry Seminar, 'New Insights into Magnesium Reagents and the Metal-Ligand Exchange Reaction,'" Hans Reich, University of Wisconsin, Madison, Sept. 17, 4:40 p.m., 119 Baker Lab.

"General Chemistry Colloquium, 'Oxygen Transport — Phase Stability Relationships in Copper Oxides,'" Don Murphy, AT&T Laboratories, Sept. 20, 4:40 p.m., 119 Baker Lab.

Physiology & Systematics

"Evolution of Physiological Performance," Robert B. Huey, University of Washington, Sept. 19, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Chemical Engineering

"General Electric's Century: How Technology Shapes Corporate Evolution," George W. General Electric, Sept. 18, 4:30 p.m., 119 Baker Lab.

Environmental Toxicology

"Cyanide Poisoning in Cattle from Industrial Wastewater," Lennart Krook, vet pathology, Sept. 12:20 p.m., 14 Femow Hall.

Floriculture & Ornamental Horticulture

"A Botanical Garden in the Tropics: The Wilson Botanical Garden," Jim Affolter, Cornell Plantations, Sept. 20, 12:15 p.m., 404 Plant Science Building.

Genetics & Development

"Do Opposing Forces Always Balance in Population Genetics?" Tim Prout, University of California, Davis, Sept. 17, 4 p.m., Conference Room, Biotechnology Building.

Geological Sciences

"Forces Driving Plate Tectonics: Do New Observations Make Us Change the Theory?" John Harper, Victoria University of Wellington, New Zealand, Sept. 13, 4:30 p.m., Snee Hall.

"Laramide Uplift History of the Southern Colorado Plateau: Stratigraphic and Paleogeomorphic Evidence for Syntectonic Magnetism," Richard Young, SUNY Geneseo, Sept. 20, 4:30 p.m., 1120 Snee Hall.

International Nutrition

"Nutrition and Primary Health Care in Rural Haiti — A Personal Experience," Agathe Pellerin, nutritional sciences, Sept. 13, 12:40 p.m., 200 Savage Hall.

Jugatae

"The Population Biology of a Classical Biological Control Project — Just a Matter of Scale," Robert Luck, Sept. 17, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Muslim Education & Cultural Assoc.

"American Education and Islamic Identity: Theoretical Analysis and Practical Solutions," Nimat Hafez Barazangi, education, Sept. 15, 3 p.m., Founders Room, Anabel Taylor Hall.

Neurobiology & Behavior

"Genetic Structure and Behavioral Conflict Within Colonies of a Eusocial Mammal: The Naked Mole-Rat," H. Kern Reeve, Harvard University, Sept. 13, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition

"Community Based Health and Nutrition Intervention, the Nutritional Status of Children and the Health Knowledge and Practices of Mothers: A Quasi-Experimental Study Integrated into an On-going Rural Development Project in Haiti," Agathe Pellerin, nutritional sciences, Sept. 17, 4:30 p.m., Savage Hall.

Operations Research & Industrial Engineering

"Manufacturing Engineering Seminar, 'Design and Implementation of CIM Systems,'" Jack Bradt, SI Handling, Sept. 13, 4:30 p.m., B14 Hollister Hall.

Ornithology

"The California Condor Captive Breeding Program: An Update," Lloyd Kiff, Western Foundation of Vertebrate Zoology, Sept. 17, 7:45 p.m., Fuertes Room, Laboratory of Ornithology, 159 Sapsucker Woods Road.

Pew/Cornell Lecture Series

"Nutritional Surveillance for Policy Decisions," Jean-Pierre Habicht, nutritional sciences, Sept. 18, 3:30 p.m., 100 Savage Hall.

Plant Pathology

"Population Biology of *Phytophthora infestans*," W.E. Fry, plant pathology, Sept. 18, 4:30 p.m., 404 Plant Science Building.

Plant Science Center

"RNA Editing in Trypanosomes: Intermediates in Editing and the Role of Minicircles," Nancy Sturm, University of California, Los Angeles, Sept. 14, 10 a.m., Small Seminar Room, Biotechnology Building.

Religious Studies

"The New Arche for the Study of Religion," Charles H. Long, Syracuse University, Sept. 13, 4:30 p.m., 156 Goldwin Smith Hall.

Statistics

"Nonexistence of Good Unbiased Estimator in Singular Problems," Richard Liu, mathematics, Sept. 19, 3:30 p.m., 100 Caldwell Hall.

Theoretical & Applied Mechanics

"The Circular Restricted Three-Body Problem and Spacecraft Hazards," J. Burns, theoretical and applied mechanics, Sept. 19, 4:30 p.m., 205 Thurston Hall.

SPORTS

Home Games Only

Friday, 9/14

Men's Cross Country, Army, Lehigh and Syracuse, 4:30 p.m.

Women's Cross Country, Army, Lehigh and Syracuse, 5:15 p.m.

Men's Soccer, Princeton, 7:30 p.m.

Saturday, 9/15

Golf, Cornell Invitational.

Women's Field Hockey, Princeton, 10 a.m.

Women's Soccer, Princeton, 11 a.m.

Football, Princeton, 1 p.m.

Monday, 9/17

Men's Jr. Varsity Soccer, Cortland, 3 p.m.

Tuesday, 9/18

Women's Jr. Varsity Soccer, Cortland, 3 p.m.

Women's Soccer, Canisius, 5 p.m.

Wednesday, 9/19

Women's Field Hockey, William Smith, 7:30 p.m.

Women's Jr. Varsity Field Hockey, William Smith, 9 p.m.

THEATER

Department of Theatre Arts

"Tale Spinners," an original children's show, will be presented on Sept. 22, 23 and 30 at 1

p.m. and 4 p.m., and Sept. 28 at 7 p.m., the Center for Theatre Arts' Class of '56 Flexible Theatre. The production consists of a collection of poetry, songs and stories geared for a younger audience but with all ages in mind. Participation is the key as the audience helps tell the story. Titles include "What To Do With a Kangaroo," by Mercer Mayer, "Ha, Ha, Ha Hyenas," by Lou Meyers and "The Six-Button Dragon," by Matt Robinson. Tickets are \$3 for children and \$1.50 for adults accompanied by children.

MISC.

Narcotics Anonymous

Meetings for recovering addicts to help each other stay clean and free from drugs are held Tuesdays at 6 p.m. in G18 Anabel Taylor Hall.

Olin Library Orientation Tours

Tours for faculty and graduate students will be held today (Sept. 13) at 10 a.m. and Sept. 14 at noon. The tours provide an introduction to Olin's services, facilities and resources. Tours last approximately 30 minutes and begin in the lobby across from the circulation desk.

Olin Library Research Seminars

Olin Library Reference Department will offer research seminars for faculty and graduate students in the humanities and the social sciences covering Olin's catalogs, COMPASS (Computer Assisted Search Service), subject research strategies, reference materials and interlibrary services, Sept. 15 at 1 p.m. (social sciences) and Sept. 19 at 3 p.m. (humanities). For seminar registration and room information, stop by the Olin Reference Desk or call 255-4144.

Personal Education Workshops

New series begins week of Sept. 10. Topics include assertiveness; building self-esteem; building satisfying relationships; gay/bisexual, a men's support group; stress management; women, food and self-esteem; lesbian/bisexual, a women's support group; life planning and self-concept; graduate-student support group; support group for issues of sexual identity. All groups are free and confidential. Sign up 9 a.m. to 4:30 p.m. in 103 Barnes Hall.

Writing Workshop

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

Cinema marks Bugs Bunny's 50th anniversary

Cornell Cinema is presenting "The Cartoon World of Bob Clampett," a two-part program of new 35mm prints of 20 classic cartoons by one of the pioneers of American animation.

Program One, which includes "Horton Hatches the Egg" and "Beanyland," will be shown on Friday, Sept. 21, at 7:30 p.m. and on Tuesday, Sept. 25, at 7 p.m. Program Two, which includes "Porky in Egypt" and "Wabbit Twouble," will be shown on Saturday, Sept. 22, at 7:30 p.m. All shows are in the Willard Straight Theatre. Weekend tickets are \$4.50 (\$4 for students, children and seniors), and weeknight tickets are \$3.50 (children and seniors, \$2.50).

While still in his teens, Bob Clampett (1913-1984) designed the first Mickey Mouse doll for Walt Disney, and he was only 22 when he created Warner Brothers' first cartoon star, Porky Pig. With Warner Brothers' animator Tex Avery, Clampett created Daffy Duck, and the two were the principal creators of Warner Brothers' biggest cartoon star, Bugs Bunny.

A full schedule of the two programs is available in the Cornell Cinema "Flick Sheet," a magazine supplement to the Cinema's monthly calendar.

Oxford mathematician to give Messenger Lectures

Oxford University mathematician and physicist Roger Penrose will give a series of lectures aimed at the general public on the relationships between the mind, mathematics and physical realities, on campus on Friday, Monday and Tuesday, Sept. 21, 24 and 25.

Penrose, the university's fall 1990 Messenger Lecturer, is the author of "The Emperor's New Mind," a book dealing with basic problems about the relations of logical thought, brain structure and consciousness. The book contains a "scathing critique of 'artificial intelligence,'" according to Wolfgang H. Fuchs, Cornell professor of mathematics, emeritus.

The lectures are free of charge and bear the overall title of "Three Worlds and Three Mysteries." They will be given in Schwartz Auditorium of Rockefeller Hall, starting at 4:30 p.m. on each day under the following headings:

- "How Do Our Minds Perceive Mathematical Truth?" Friday, Sept. 21.
- "Is Mathematics Unreasonably Effective in the Physical Sciences?" Monday, Sept. 24.
- "How Can a Physical Structure Evoke Conscious Awareness?" Tuesday, Sept. 25.

Established in 1924, the Messenger Lectures are Cornell's most prestigious general-lecture series. They have led to the publication of numerous books.

Penrose, 59, is the Rouse Ball Professor of Mathematics at Oxford and Distinguished Visiting Professor of Mathematics and Physics at Syracuse University.

He was a co-winner of the 1988 Wolf Prize for his work in combining quantum theory with the general theory of relativity.

Cornell Athletic Hall of Fame to induct 13 new members

Thirteen new members will be received into the Cornell Athletic Hall of Fame tomorrow at the Statler Hotel. The new class ties last year's edition for the smallest number in a year; the hall will contain 287 members with the new inductees.

Twelve sports are represented in the new class, which includes an administrator and a benefactor. Two of the individuals have experienced Olympic competition, one was a national champion and six received various All-America recognition.

Dave Clark '82, a three-year letter winner in crew, rowed the bow seat in the silver-medal-winning four-man without coxswain at the 1984 Olympics. The late C. Milton MacWilliam Jr. '24, participated in the 1924 Olympics, where he lost a wrestling bout.

Karen Denton '68, won the 1968 Intercollegiate Women's Fencing Association National Championship after never having competed in the sport until coming to Cornell.

Receiving All-America honors were basketball player Ken Bantum '85, who was awarded honorable mention after becoming Cornell's first Ivy League Player of the Year; Joe Holland '78, a running back who received third-team accolades; Bill Marino '76, named to the first team in lacrosse as a midfielder; and Linda Miller '84, who garnered honorable mention honors in lacrosse. Also receiving honorable mention in football was Ed Savitsky '59, while Pete Shier '78 was named to the All-America first team in hockey.

Two of the new inductees played baseball at Cornell. They are Marlin McPhail '82, currently playing with the Vancouver Canadians in the Chicago White Sox organiza-

tion; and the late Robert H. Treman, Class of 1878, who was an outstanding pitcher and became the first director of athletics at Cornell, although an unpaid one.

Representing track is Bob Anastasio '74, who ran both cross country and track, setting school records in the 880 and 1,000 meters and indoor and outdoor mile.

The final inductee is the late Charles E. Treman Sr., Class of 1889, who is considered the godfather of Cornell's

rowing program and was instrumental in the state of New York constructing Barton Hall on the campus.

The Cornell Athletic Hall of Fame was initiated in 1919 and became a reality through the generosity of the late E. H. Robison '18, whose gift to the university resulted in the construction of the Robison Hall of Fame Room that houses the induction plaques and Hall of Fame memorabilia in Schoellkopf Hall.

Hofher *continued from page 1*

videotape of a practice before him, books ranging from Lee Iacocca's autobiography to Bill Cosby's "Fatherhood" behind him, crayon drawings by one of his daughters to his side — Hofher put it this way. "I happened to fit the characteristics Cornell was looking for. The timing was right."

These days, timing means that every minute is carefully planned. "You can't get up in the morning and get in your car and drive with no place to go. You have to know where you are going," he said. He and his assistants follow schedules made out weeks in advance that, in the mood of boot camp, ensure that the aspects of running a football team get done, from practicing drills to getting to know players.

"If we have 100 guys, we have to know 100 guys. You need to know what makes a player tick. Some guy needs a hug, another a kick in the pants," he said.

In return, Hofher said he hopes the team offers students "a tremendous amount of enjoyment" and "a tremendous amount of discipline, because discipline, in my opinion, is something you do for somebody, not to somebody."

It is a discipline that is a matter of being true to yourself, confident of the work, the team, the plan and the self. "You have to prevent yourself from doubting yourself," he said. And "you have to have tremendous confidence in your plan and stick with it, be loyal to it."

Such confidence, enthusiasm and energy have not been lost on returning players like Tim Cronin, a starting defensive lineman and an architecture senior.

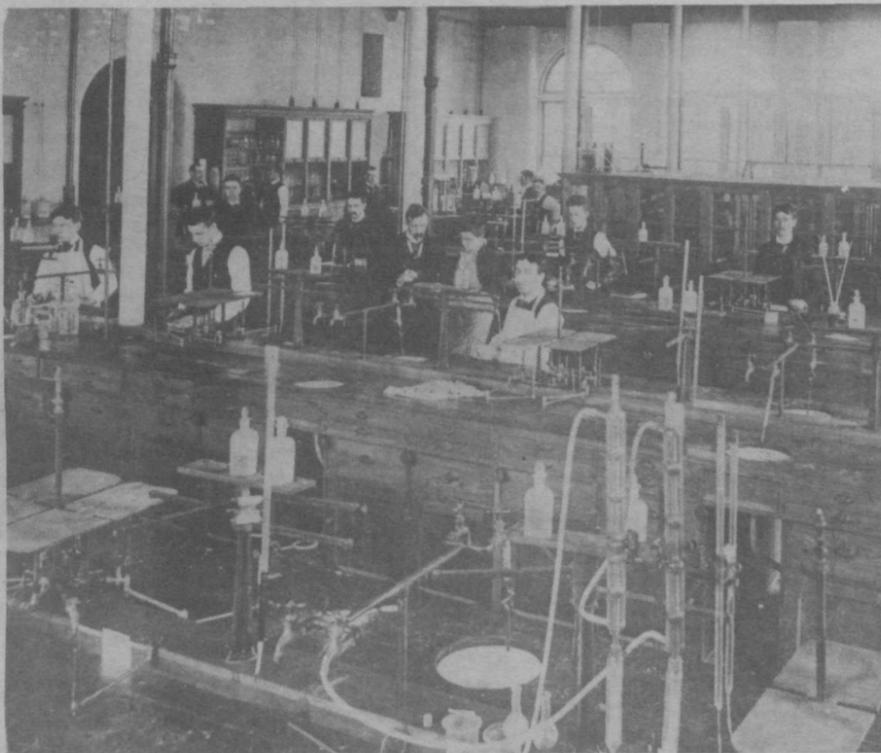
"Everything is more positive. There is much more enthusiasm; they're teaching a lot more," said Cronin. "He's very confident, when he addresses the group, in everything he does. . . . He puts a lot of confidence in his players," Cronin said.

"He and the new coaches seem to be putting in 10 hours a week. When you look at that in coaches, in your leader, and they ask you to do something, you're going to do it," he added.

Like win, of course.

—Lisa Bennett

Double take



Department of Manuscripts and University Archives

Undergraduate chemistry at Cornell has progressed significantly in the last 100 years. At left is a photograph taken in the 1890s of a synthetic-chemistry laboratory in Morse Hall, which burned down in 1916. Now, each student uses sophisticated analytical instruments to make physical measurements that were not possible in the 1890s. In a physical chemistry lab in Baker



Doug Hicks

Laboratory, at right, undergraduate students Sharon Boyle '92 (right) and Beth Huizenga '91 measure the bond length of the C—H bond in methane gas using a Mattson Polaris Fourier Transform Infrared spectrometer and a Hewlett-Packard ES-12 workstation. These instruments are not normally available to undergraduates, but they are here, due to foundation and corporate grants.

Global warming *continued from page 1*

That kind of uncertainty is one reason for the Cornell Global Initiative, a growing collaboration of researchers who otherwise rarely cooperate.

"If ever there was a problem in need of a multidisciplinary solution, global climate change is it," according to Ray T. Oglesby, professor of natural resources. "Even if we had perfect physical science models [to predict the outcome of an expected doubling of carbon dioxide in the atmosphere sometime in the next century], we could have major errors because we can't predict economic conditions, disease, war and new agricultural developments."

Oglesby said that questions of climate change should be pursued from the perspectives of physics, chemistry, biology, computer science, astronomy, economics, meteorology, resource management, social sciences, humanities and more. Calling the atmospheric buildup of carbon dioxide and other greenhouse gases such as methane and chlorofluorocarbons the "Great Inadvertent Experiment," Oglesby said: "We are playing around with the trigger of a loaded gun. We don't know what pressure will pull the trigger and what direction the bullet will take."

The two-day shot course was the sec-

ond such program sponsored this year by the university's Global Environment Program. Eleven experts in a variety of fields presented updates on what their specialties know about climate change. Some discussed their own research, quizzed specialists in other areas, and pleaded for better computer modeling.

Cornell is at the stage of inventorying and rallying its own scholarly resources that could be applied to the study of climate change, Harwell explained. Strategic planning of research has been funded by an anonymous donor. The effort will have the formal name of the Cornell University Initiative on the Biological/Societal Effects and Feedbacks from Climate Change.

"The Cornell initiative will not inhibit individual approaches to global climate research," Norman R. Scott, vice president for research and advanced studies, said in the current issue of the program's newsletter. "Rather it is the intent to facilitate and complement such activities and to foster involvement of researchers on campus who otherwise might not address climate change issues."

Inviting the participation of faculty members, Scott said five working groups have been established to develop a compre-

hensive, strategic plan. The groups will consider hydrological/biochemical issues, ecological issues, agricultural issues and human effects and energy issues.

The climate-change short course had the flavor of a 1960s teach-in, complete with finger-pointing at villains and calls to action. Fueled by gallons of coffee from environmentally correct ceramic mugs and not-so-bad paper cups (Styrofoam cups are blamed for releasing greenhouse gases.), the experts confessed their uncertainties. Among them:

- "We don't understand enough about the relationship between microphysics and the environment to effectively model clouds," said Thomas Ackerman, a Pennsylvania State University professor of meteorology. Cirrus and stratus clouds, which affect the amounts and types of energy entering and leaving the lower atmosphere, blanket as much as half the oceans' surface, Ackerman said, "and we don't know how to put clouds in our models."

- Clouds over the oceans might become a "net cooling agent for the globe" in the face of global warming if the right kind of microorganisms come to the rescue, said David T. Rudnick, an associate in the Ecosystems Research Center. Certain phyto-

plankton in the oceans emit a gas called dimethylsulfide or DMS, and that is oxidized to become sulfate particles that act as the condensation nuclei for clouds. "But one knows why phytoplankton are investing so much energy in reducing sulfur."

- The mightiest supercomputers are struggling to handle an input-output model of the policy-change effects on industrial emissions that Walter Isard, a professor emeritus of economics, is preparing for the United Nations. At best, "We will get insights about all the forces at play," Isard said, "but not predictions."

- The mystery of the missing gigatons — the billions of tons of unaccounted-for carbon produced each year by burning fossil fuels and other human activities — has experts stumped, said Joseph Yavitt, a scientist at the Ecosystems Research Center. The atmosphere seems to be accounting for only about three of the five gigatons of carbon and the oceans are a much smaller carbon "sink" than previously thought. Plants in the terrestrial ecosystem could have an unappreciated role in the carbon balance, Yavitt said, but that won't be known until experiments are performed on the temperate and tropical forests.

—Roger Segelke

Scholars analyze economic woes, 1st-Amendment rulings

Kahn: U.S.S.R. must plunge into economic reforms

Professor Alfred E. Kahn is among Western and Soviet economists who in October will deliver a series of recommendations to President Mikhail S. Gorbachev that are designed to move the Soviet Union toward a free economy.

Meeting in Hungary this summer, the economists drafted proposals that would revolutionize labor markets, capital markets, price mechanisms, international trade and the general economy of the Soviet Union.

"Economists in the Soviet Union are sensitive to the political effects of the economic changes that we will recommend, but they recognize the need to reform the Soviet economy," said Kahn, the Robert Julius Thorne Professor Emeritus of Political Economy.

"The Soviet participants were sent to our discussions by the Soviet government, so we can presume that they had some official blessing. But I have some skepticism about whether Gorbachev is prepared to take the plunge into a fully open economy, or whether I would have the courage to do it if I were in his shoes," said Kahn, an economic adviser in President Carter's administration and former chairman of the U.S. Council on Wage and Price Stability.

On Sept. 1, leaders of the Russian Republic said that Gorbachev and Boris N. Yeltsin, president of the Russian Republic and a Gorbachev rival, had reached agreement to dismantle central economic controls and move to free markets in 500 days.

Recommendations drafted by economists this summer are scheduled to reach the Soviet Commission on Economic Reform during that waiting period.

The proposals were drafted in Sopron, Hungary, in July and now are being reviewed by the participating economists. Participants included members of the Soviet Commission on Economic Reform and economists from the United States, West Germany, Great Britain, Bulgaria and Belgium.

The International Institute for Applied Systems Analysis, a semi-official body sponsored by the Austrian government, arranged the economic-planning conference. Kahn led the panel that prepared recommendations for price reform and competition in the Soviet Union.

"The ultimate goal must be to leave the determination of prices [in the Soviet Union] to the free play of competitive supply and demand in the marketplace," Kahn's draft report said, adding: "We emphasize the superiority of eliminating all price con-



Alfred E. Kahn

controls and mitigating the distress that this would produce for low-income consumers by giving them direct subsidies."

To implement reforms, the draft proposals deal with specific segments of the Soviet economy:

- Agriculture. "What would be required would be not only widespread opportunities for individual farmers to own or lease their own land and engage in small-scale farming — presumably mainly in fruit, vegetables, possibly meat and dairy products — but also privatization of large-scale agricultural organizations, such as are likely to continue to be the most efficient production units in grain."

- State enterprises. "State enterprises must be removed from the management of the economic ministries and from support by the public treasury and converted into independent, financially responsible entities, as quickly and comprehensively as possible."

- Competition. Eliminate state control of large enterprises and reorganize them into smaller local businesses. "Central to establishment of a market economy must be the total elimination of state economic barriers to entry into any and all markets, by new and by existing firms, except to the minimum extent necessary to protect the public health and safety."

- Small businesses. "The [Soviet] government should consider setting up some sort of agency, like the U.S. Small Business Administration, with responsibility to assist and promote small business, with managerial assistance, loan guarantees and interest subsidies."

— Albert E. Kaff

Shiffrin: U.S. should extend free-speech rights

If the U.S. Supreme Court's First-Amendment decisions over the past 20 years were judged as a contest between bureaucrats and common people, the verdict would be: "it's been a celebration of bureaucrats," says Steven H. Shiffrin, author of the new, award-winning book, "The First Amendment, Democracy and Romance."

"There is a long line of cases of demonstrators, dissenters and even owners of missing dogs who have tried — unsuccessfully — to get access to a public place to post a flier or speak out," said Shiffrin, a Cornell Law School professor. "When you start putting them all together, it ultimately becomes a major defeat for people who are not wealthy and are trying to communicate."

Shiffrin's recently published book, was named best manuscript by a new author among those accepted by Harvard University Press last year. Shiffrin is also co-author of a widely used casebook, "Constitutional Law."

The problem with recent First-Amendment decisions, Shiffrin argues, is that instead of conceiving of freedom of speech as freedom of dissent, justices since Chief Justice Warren E. Burger have emphasized freedom of political speech.

"The idea that political speech is regarded as central to the First Amendment tends to put other speech, from profanity to great books, at the margin," he said. Whether or not the speech is political, the court is likely to uphold a bureaucracy's attempt to restrict it — whether it be a flier on a utility pole, a demonstration on public property or a communication in a work place.

The city of Los Angeles, for example, passed an ordinance barring the posting of leaflets on utility poles, Shiffrin writes. Challenged, the law was brought to the Supreme Court in 1984 and upheld on what he considers specious grounds at best.

"The city claimed it was for aesthetic purposes. Now, have you ever seen a good-looking utility pole?" Shiffrin asked. "I think it was because they didn't want to be bothered removing the leaflets. But the court just absolutely folded. It said, 'If the city doesn't want leaflets on utility poles, the city wins.'"

"Demonstrators have tried to march outside jailhouses. But the court has said, 'No, because of possible security problems,' even though there was no evidence they were trying to storm the Bastille," he said.

And when an attorney in a New Orleans district attorney's office was fired for insub-



Steven H. Shiffrin

ordination — after she complained about office policies, was told other employees were content and then took a survey of her co-workers to find out if that was so — the court upheld it, saying, Shiffrin writes, "if the speech was not of public concern, there was no First Amendment protection against dismissal."

"The decision in this case sent a message to every public employee that if you complain about a superior, you're out. But if one focuses on her as a dissenter, she is at the heart of the First Amendment," he explained.

The court began to limit First-Amendment rights in these ways because it was apparently trying to attach an organizing vision to First-Amendment law, which Shiffrin describes as a complex, ad hoc set of compromises.

It did so by more intimately tying the idea of free speech to that of democracy, focusing on the democratic idea of "majority rule," according to Shiffrin. But that, like the First-Amendment focus on political speech, was a mistake; the emphasis should have been on dissent. "I am arguing that dissent is certainly not the only value embraced by democracy, but is a more central value than majority rule," he said.

The result is not only an inaccurate vision ("The nine justices of the Supreme Court can declare acts of Congress unconstitutional — that is a nail in the heart of any person claiming majority rule is at the center of democracy.") but one that is less constructive than dissent, he said.

"There is a social value to allowing people to challenge the ordinary," he said.

— Lisa Bennett

Standing tall



Tim Moersh

Junior Mark Bock is surrounded by other students walking across the Arts Quadrangle on their way to class.

COMMENTARY

In my next life, I am going to be a white male

by Laurence Thomas

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In my next life, I shall certainly aim to come back a white person — make that a white male.

You see, while white males have committed more evil cumulatively than any other class of people in the world, this fact is often lost on both them and others. The Crusades, American slavery and the two World Wars, including the Holocaust, should clinch this point.

When it comes to evil on a grand scale, black men do not hold a candle to white men. But notwithstanding this painfully obvious — and, I should think, embarrassing — truth, not only do white males generally regard themselves as morally superior to all others; moreover, whites generally regard white males in this way.

My 40-year journey through life has revealed to me that more often than not, I need only to be in the presence of a white woman and she will begin clutching her pocketbook. My sheer presence has reminded more white people — female and male alike — to lock their car doors than I care to think about. I suppose it can be said here that I make an unwitting contribution to public safety.

I rarely enjoy what is properly called the public trust of whites. That is to say, the white person on the street who does not know me from Adam or Eve is much more likely to judge me negatively on account of my skin color, however much my attire and mannerisms (including gait) conform to the traditional standards of well-off white males.

And the absurdity of doing so is no barrier here. I was recently walking down a supermarket aisle with a hand-basket full of groceries, one in each hand. A white woman saw me and rushed for her pocketbook, which she had left in her cart. I

would have had to put my own groceries down in order to take her pocketbook.

No doubt she thought to herself: "He won't fool me with that old basket-in-each-hand trick." By contrast, I suspect that there are very few white males who, when traditionally attired and mannered, fail to enjoy the trust of other whites or anyone else for that matter.

If a 150-pound, well-groomed white man wearing a tweed jacket, tie and wool slacks were reading the bulletin board outside a university conference hall, I cannot imagine him being reported to the police as a suspicious character — let alone one requiring four police officers to attend to the matter, as happened to me at a Midwestern university. Four officers! What on earth was I reported as: — 10 feet tall in military garb? Or, "There is a black man . . .?"

Many of my well-placed black friends in the academy report similar mind-boggling stories. We could support a "Believe-It-Or-Not" column for years. Now if we, well-groomed and mannered blacks, do not enjoy the public trust, it is discomfiting to think how less-well-off blacks fare.

If white people generally think white men are morally superior, given the moral track record of white men, it is simply unimaginable what white people would think if this unenviable record were held by the males of another ethnic group.

I have committed no crimes; and it seems rather unlikely that I shall turn to a criminal life in the future. No, I intend to go on living morally as best I can. But it sure would be nice to enjoy on a much more frequent basis one of the benefits that come with living morally — namely, the public trust. And this I would most certainly do if I were white.

Now, I can hear white people, especially white males, telling me that the truly moral person is indifferent to the public trust. Plato and Kant are among the great defenders of this claim.

I would not dream of thinking that I could show either of these great minds to be wrong. So let me just respond with the ob-

servation that the public trust that white men claim to be irrelevant is something that they have always enjoyed and take for granted. People generally do not appreciate the role of a good in their lives when they are able to take it for granted. Indeed, in such instances they often discount its significance.

Psychology is constantly telling us that being affirmed by others is indispensable to our flourishing. It would be stunning if

psychology were right, but in general enjoying the public trust was irrelevant to humankind flourishing. Plato and Kant notwithstanding. As is the case so often with oppression, the victims are made to feel inadequate for insisting upon what their oppressors enjoy and routinely take for granted.

Laurence Thomas is a professor of philosophy at Syracuse University.

Ethnic perspectives on history do not promote divisiveness

by Ron LaFrance

This commentary was written in response to Charles Krauthammer's column, "Don't promote divisiveness that could fling us apart," which appeared in the Aug. 30 Chronicle.

If Charles Krauthammer can describe "the denial of rights to blacks" as the "one great, shameful historical exception" to American unity, he is a perfect example of why the proposed revisions to New York state's history curriculum that he criticizes are so desperately needed.

American history as understood from a Mohawk perspective, for example, would not overlook America's treatment of Native-American Indians as another shameful historical exception of the American ideal. Many Mohawks, of which I am one, have no trouble understanding why American Indians would support Canadian Mohawks in their land dispute with Quebec.

Mr. Krauthammer seems to think that the evils of separatism — IRA car bombs, tribal warfare, kidnappings by religious fundamentalists — are contaminating our educational policy. We are, he laments, pursuing intellectual separatism, in which we abandon an Eurocentric bias in favor of eth-

nic cheerleading.

But Mr. Krauthammer seems to think that a certain, select group should write history and control its interpretation. And it is just that biased look at history that prohibits an understanding of minority cultures. An understanding of what leads to IRA car bombs, tribal warfare and kidnappings by religious fundamentalists.

It is access to more, not less, information, knowledge and interpretations that will enhance understanding of the world in which we all live and interact. Changing the traditional canon of studies is not an abandonment of Western culture, it's a recognition that Western culture has always been broader than the canon acknowledges. It's about inclusion, not exclusion.

Perhaps, had the canon been as broad as our shared cultural heritage, we would not have had centuries of government ignorance and indifference to the many issues that Native Americans have faced.

Diversity of thought adds to the marketplace of ideas and to good intellectual discussion. Let us continue on this path, rather than reverting to the sophisticated regression of the traditional canon.

Ron LaFrance is acting director of Cornell's American Indian Program.

Mayor's commission sets second hearing; 3 members resign

Cornell's impact on the environment and neighborhoods will be the subject of a hearing by the mayor's Cornell-City Relations Study Commission Thursday, Oct. 4, at 7:30 p.m. in Ithaca City Hall.

The commission was appointed in March to "analyze the many interactions between the university and the city, to produce a balance sheet and to make recommendations."

Over the summer, the commission looked into the university's employment practices, drawing comments primarily from United Auto Workers (UAW) representatives and advocates. Several speakers complained that Cornell wages were inadequate for them to support their families.

Since the commission began meeting in April, it has also heard from Mayor Benjamin Nichols, City Controller Dominick Cafferillo, Tompkins County Board of Representatives member Stuart Stein, Cornell Vice President John F. Burness and Ithaca Fire Chief Ed Olmstead.

In his Aug. 17 presentation, Olmstead said his department does not have any special equipment needs because of the presence of Cornell and Ithaca College in its service area. He said the cost of responding to alarms and fires, including those at tax-exempt institutions, constitutes a small portion of the fire department's budget.

Also over the summer, three members of the commission resigned. They are Morris Mobley, Margaret Unsworth and Gregory Alexander.

Mobley quit when he completed his graduate studies at Cornell and left Ithaca. Unsworth, an assistant dean in the College of Arts and Sciences who agreed to serve temporarily until a permanent member could be found, resigned in July.

"I did not wait for my replacement to be named because the commission was not moving fast enough toward an objective study," she said in an interview.

Gregory Rolle, editor of a community newsletter for Ithaca's Southside neighbor-

hood, and Risa Lieberwitz, an associate professor in the School of Industrial and Labor Relations, were named to the commission in August to succeed Mobley and Unsworth.

Alexander, a law professor and the only original member of the mayor's commission from the Cornell faculty, resigned this month, claiming the 12-member group lacks balance, credibility, fairness and objectivity.

In a Sept. 6 resignation letter to Mayor Nichols, a Cornell professor emeritus of electrical engineering, Alexander emphasized that he had joined the commission in good faith, sympathized with some of the most vocal critics of Cornell and still had an open mind about whether Cornell should give more money in exchange for city services. But he added:

"Without balance, candor and a minimum degree of trust, no effort to improve understanding between the university, the city and particular constituencies within the city will succeed."

In his letter, Alexander wrote: "... the commission has assumed a partisan character that is inconsistent with its ostensible purposes and that has undermined its credibility."

Alexander said he agreed to join the commission with the understanding that it

"would have a broad cross section of interests involved in relations between the city and Cornell" and that commission members would study these relations in a "neutral and objective" fashion.

"These representations have not proven to be accurate," said Alexander. "First, while the commission includes an officer of the Cornell local of the United Auto Workers, it includes no representation from the policy-making offices of the university," he said.

In his letter to the mayor, Alexander asked: "How can the city and the university begin the kind of dialogue necessary for cooperation benefitting both when no representative of the university is a member of the commission, and indeed when several members of the commission initially were opposed to permitting university officials from even attending meetings of this public body?"

Alexander said he considers relations with the university and other educational institutions in the area, including Ithaca College, to be very much in need of "objective study and open discussion."

However, "Members of the commission have already concluded that the university, as the nearest available deep pocket, must pay more — the only questions are how much and labeled under which services."

Obituaries *continued from page 2*

Survivors include his wife, Clara Ruth Wood Golay of Ithaca; three sons, Frank H. Jr., John W. and David C.; one daughter, Jane W.; and six grandchildren.

A memorial service will be conducted Saturday, Oct. 6, at 2 p.m. in Anabel Taylor Chapel. Gifts may be sent to the Frank H. Golay Memorial Fund, c/o of the Southeast Asia Program, 120 Uris Hall.

Howard N. Fairchild Sr., professor

emeritus of mechanical engineering and a member of the Cornell faculty for 40 years, died Sept. 1 at Tompkins Community Hospital. He was 83.

At the time of his retirement in 1972, Fairchild was regarded as a leading authority on thermal technology. He taught in the Department of Thermal Engineering in Cornell's Sibley School of Mechanical Engineering.

During his teaching career, Fairchild

served as a consultant to the Reactor Science and Engineering Department at Brookhaven National Laboratory and as a consultant to the Frankford Arsenal in Philadelphia.

Born in Liverpool, N.Y., he earned a degree in mechanical engineering in 1929 and a degree in electrical engineering in 1930 at Cornell.

Survivors include a son, Howard Fairchild Jr.

CORNELL EMPLOYMENT NEWS

Including Job Opportunities

September 13, 1990

Volume 2, Number 38

Working for Women

The Advisory Committee on the Status of Women



ACSW members discuss plans for this year.

The Advisory Committee on the Status of Women (ACSW) identifies issues and concerns of women at Cornell and advises the administration on university policies and procedures as they affect women.

The committee has 23 members and includes academic and nonacademic staff as well as a graduate student and an undergraduate student. Members serve three-year terms.

"This year ACSW will continue to request a pay equity study," said Eileen Driscoll, chairperson. "We hope to heighten people's awareness of the way women are treated on campus, and we will advocate changes to improve the status of women at Cornell."

Each year the committee selects topics to study. Last year's topics were employment at Cornell, campus climate for women, women and addiction, and strategies for working women. This year's topics will include em-

ployment at Cornell, work and family, campus climate for women, status of women at Cornell, and women and addiction.

In the spring recommendations for action are submitted to the associate vice president for human relations. In April the committee meets with the president or the provost to discuss issues the group considers most critical for women at Cornell.

Membership in ACSW is open to the Cornell community.

The selection process takes place in the spring and is announced in the *Cornell Chronicle* and *Cornell Employment News*. Members are chosen by current members and by Joycelyn Hart and then are officially appointed by Joycelyn Hart and President Rhodes.

Members of ACSW would like to hear from students, staff, and faculty about issues and concerns for women at Cornell.



ACSW Associate Chairperson Valerie Sellers Kantrowitz (left), and Chairperson Eileen Driscoll (right).

Advisory Committee on the Status of Women

- Candace Akins*, teaching support specialist, Animal Science, Agriculture and Life Sciences
 - Anita Aluisio*, technician, Avian & Aquatic Animal Medicine, Veterinary Medicine
 - Pamela Archini*, administrative aide, Plant Breeding and Biometrics, Agriculture and Life Sciences
 - Sandra Carrington*, sr. training associate, Office of Human Resources
 - Alice Cook*, professor emerita, Industrial & Labor Relations
 - Jane Crawford*, associate director for health careers, Career Center
 - Beverly Dobbin*, sr. staff assistant for career planning, Career Center
 - Eileen Driscoll*, director of computing, Industrial and Labor Relations
 - Dora Flash*, senior lecturer, Hotel Administration
 - Joanne Fortune*, associate professor, Veterinary Medicine
 - Anne Garretson*, area coordinator, Residence Life
 - Joan Heffernan*, administrative aide, Theoretical and Applied Mechanics, Engineering
 - Linda Heinle*, university bursar, Bursar's Office
 - Valerie Sellers Kantrowitz*, director of administration, Summer Session
 - Patricia Lord*, assistant director of residential education, Residence Life
 - Marcie Prentiss Mann*, assistant to the director, Writing Program, Arts and Sciences
 - Kathryn March*, assistant professor, Anthropology and Women's Studies, Arts and Sciences
 - Jeanne Mueller*, professor, Human Service Studies, Human Ecology
 - Catherine Murray-Rust*, librarian, University Library
 - Vivian Relta*, graduate student, Human Ecology
 - Ruth Sabeau*, director of CIT services, Information Technologies
 - Marcia Sawyer*, director of student affairs/admissions, Veterinary Administration
 - Samantha Waterston*, undergraduate '91, Computer Sciences, Engineering
- OHR Liaison**
- Marge Swiercz Clark*, manager of employee relations, Office of Human Resources
- Ex-officio**
- Joycelyn Hart*, associate vice president for human relations
 - William Thompson*, director, Office of Equal Opportunity
 - Carolyn McPherson*, coordinator for women's services, Office of Equal Opportunity

How Can We Help?

OHR Mails Survey to Assess Services

Early this summer, the Office of Human Resources initiated a study to review the services it provides. As part of the study, a survey will be sent in the next several weeks to a randomly selected group of 2,000 employees.

The results, gathered anonymously and confidentially, will be analyzed by an outside consultant, who will share the conclusions of the survey with the Office of Human Resources.

OHR will be using this information in its ongoing efforts to serve the Cornell community as effectively and efficiently as possible.

Adult Care Now Available in Tompkins County

Due to the diligent efforts of the Adult Day Care Task Force, especially Sandra Yeater of the Health Planning Council, and the co-operation of the Reconstruction Home, the first Adult Day Care program is now available in Tompkins County.

Adult Day Care is a structured day program designed to provide socialization and individualized care in a small group setting for older, frail adults. This program also provides a relief for caregivers and family members.

The Tompkins County Adult Day Care Program, a pilot project, opened at the Reconstruction Home on September 4, 1990, and will operate two days per week with capacity for eight adults.

Adult Day Care Task Force members will assist the Reconstruction Home in start up efforts funded by a Merrill Shipherd Venture grant from the United Way. For more information, contact the program director, Peg Hopper, at the Reconstruction Home at 273-4166.

Minority Faculty and Staff Fall Reception

A "Fall Gathering" in recognition of new minority faculty and staff will be held September 24, 4:30-6:30 p.m. at Clark Hall, Rooms 701-702.

All minority faculty and staff are invited to attend. The reception is sponsored by the Office of Equal Opportunity and the Office of the Associate Vice President for Human Relations.

Those persons who did not receive an invitation and would like to attend should call the Office of Equal Opportunity at 255-3976 by September 21.

Cancer Survivor/Caregiver and Chronic Illness Support Group

The Cancer Survivor/Caregiver and Chronic Illness Support Group will resume its meetings on Thursday, September 27 and will continue to meet in the Day Hall Board Room from 12-1:00 p.m. on the fourth Thursday of each month.

In addition to a time for sharing of mutual concerns, meetings include speakers and

special programs. Anyone who is a cancer survivor, cares for a cancer survivor, or has a chronic illness is invited to attend.

For further information about the Cancer Survivor/Caregiver and Chronic Illness Support Group, call Joan Fisher, coordinator of Disability Services, at 255-3976.

JOB OPPORTUNITIES

September 13, 1990

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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.

Associate Director/Special Gifts (PA3601) HRI/II
University Development/Public Affairs-Endowed
Posting Date: 9/13/90
Manage, coordinate, and execute Special Gifts (\$100,000-1,000,000) initiatives. Work with Trustees, executive staff, faculty and senior volunteer leadership. Supervise computer based prospect tracking systems and Campus Visit Program.
Requirements: Bachelor's or equivalent. 5 years experience. Knowledge and experience in Educational fundraising or other volunteer oriented work. Excellent management and communication skills. Send cover letter and resume to Cynthia Smithbower.

Communication Specialist (PA3607) HRI/II
Media Services-Statutory
Posting Date: 9/13/90
Develop, write, produce, direct and supervise editing of video-taped programs for the Educational Television Center. Provide creative supervision of TV/film production staff as necessary. Provide counsel to faculty and clients in all areas of television and film production.
Requirements: Bachelor's in TV/Film production. 5 years experience in producing, writing, directing, and editing educational, documentary television programs. Minimum 2-3 years of management experience is necessary. Proven ability in securing grant monies for educational television and film. Strong demonstrated writing skills. Ability to interface easily with all levels of faculty and staff. Ability to work under pressure and difficult time frames. Send cover letter, resume, writing samples, and a 1/2" VHS video, by October 5, 1990, to Dan Booth, Senior Producer, Media Services, Dept. PA3607-CEN, B-19 MVR Hall, Cornell University, Ithaca, NY 14853-4401.

Associate Director Cornell Clubs (PA3503) HRI/II
Alumni Affairs-Endowed
Posting Date: 9/6/90
Assist the Director in planning overall policies, procedures and goals for Cornell Clubs nationally. Supervises club activities in assigned regions. Overall responsibility for all scholarship program development and activities. Overall responsibility for faculty speaker program development.
Requirements: Bachelor's required/Cornell degree preferred. Demonstrated ability to work with and organize volunteers; strong interpersonal, communication and writing skills; minimum 3-5 years experience with volunteer organizations preferred. Some travel. Send cover letter and resume to Cynthia Smithbower.

Senior Accountant/Supervisor of Financial Svcs (PC3511) HRI/II
Controller's (Accounting)-Endowed
Posting Date: 9/6/90
Responsible for the coordination of the financial services section of the central endowed accounting office. Major areas of responsibility include accounts payable/data entry; voucher audit and vendor reconciliations; accounts receivable and collection department.
Requirements: Bachelor's or equivalent in business or accounting, 3-4 years related experience. Strong interpersonal and supervisory experience essential. Involves direct supervision of 5 and indirect supervision of 12 staff people. Familiarity with computerized financial systems and personal computers desirable. Send cover letter and resume to Esther Smith.

Assistant Cost Analyst (PA3501) HRI/II
Endowed Accounting/Controller-Endowed
Posting Date: 9/6/90
Reporting to the Manager, Cost Analysis, assist in the preparation of key financial analyses as well as providing staff support to the University Controller. Major efforts include the preparation of the Responsibility Center Analysis (RCA), the endowed research indirect cost rate, Accessory Instruction calculation, the administrative changes to colleges and enterprises and various fringe benefits analyses.
Requirements: Bachelor's; MBA desired. 3-5 years in cost or financial analysis. Extensive use of IBM PC/Lotus 123. Send cover letter and resume to Cynthia Smithbower.

Systems/Data Analyst (PT3311) HRI/II
DL-Quality Milk Promotion Services-Statutory
Posting Date: 8/23/90
Assist in compilation, analysis and presentation of data collected and generated by a large multifaceted research group. Assist in the development of computer based routines capable of compiling and analyzing large data arrays. Implement hardware and software routines on an expanding usage, service oriented program. Train staff, give technical assistance, and trouble-shoot problems.
Requirements: Bachelor's or equivalent experience. 3-5 years related experience. Knowledge of databases, spreadsheets and complex statistical analysis. Ability to interface database and spreadsheet files with Cornell's mainframe computers. Knowledge of most common software packages and ability to install common hardware devices. Communications, statistical and systems software knowledge preferred. Send cover letter and resume to Sam Weeks.

Manager, Chemistry Research Computer Facility (PT3202) Level 36
Chemistry-Endowed
Posting Date: 8/16/90
Manage the technical and business aspects of the Chemistry Research Computing Facility. Maintain performance and integrity of computer facility consisting of several mini- and microcomputer systems. Maintain department network. Provide information for department users on computer related issues. Assist users with problems and conduct seminars.
Requirements: Bachelor's in computer science or equivalent. Minimum of 2 years systems programming experience in a UNIX environment. Knowledge of C, FORTRAN, UNIX, and TCP/IP network management. Send cover letter and resume to Sam Weeks.

Technical Specialist I (PT1703) Level 36
CIT/Systems-Endowed
Posting Date: 5/3/90
Design, implement, install, document and maintain systems software and significant subsystems for the AIX/370 Operating Systems (IBM's version of UNIX for 370 architecture machines). Provide technical leadership in designing and adapting functional enhancements to AIX/370 and its subsystems. Some night, weekend and "on call" duties.
Requirements: Bachelor's in computer science or equivalent experience with computer courses in operating system fundamentals. 3-5 years experience with UNIX Operating Systems and significant subsystems preferred. Knowledge of "C" programming language, UNIX utilities and system calls is essential. Work with IBM 370 assembler language, the VM operating system and large systems is a plus. Send cover letter and resume to Sam Weeks.

Senior Systems Programmer/Analyst (PT3504) Level 35
CIT-Endowed
Posting Date: 9/6/90
Develop, modify, install and evaluate complex software programs and packages on large and small scale computer systems and workstations. Evaluate, recommend and support applications used in research and analysis. Work with other departments to coordinate pilot studies. Install fixes as received from software vendors.

Analyze requirements for functions and performance and develop hardware and software alternatives to support the research programming needs of users.
Requirements: Bachelor's or equivalent with computer related courses. 3-5 years programming and machine architecture experience. Knowledge of operating systems (VM/CMS, DOS, VMS, and UNIX) and hardware (IBM 3090, VAX 8530, DS5000, Macintosh, PS-2). Experience using statistical and visualization software and symbolic math packages. Good interpersonal skills. Send cover letter and resume to Sam Weeks.

Senior Technical Consultant (PT1701) Level 35
Financial Systems-Endowed
Posting Date: 5/3/90
Provide technical support. Serve as liaison to Financial Systems administrative technical consultant and Information Technologies staff. Write, maintain, and analyze system programs where normally used programming languages are unsuitable. Supervision of programmer analyst team as assigned.
Requirements: Bachelor's or equivalent. 5-10 years experience in application and system programming with ADABAS and BATCH, and VM/CMS interaction. Knowledge of commonly used programming languages such as Basic and assembler for mainframe to micro systems. Strong communication skills required. Send cover letter and resume to Sam Weeks.

Applications Programmer/Analyst III (PT3607) Level 34
CIT/IR-Endowed
Posting Date: 9/13/90
Design, develop, modify and document straight forward applications systems software in support of a major administrative system. Analyze requirements for functions and performance and develop software alternatives to increase the usability and efficiency of computer resources. Diagnose problems in production system software and effect emergency repairs. Install, document, maintain and modify straight forward, vendor purchased applications software. Write production procedures, JCL, and user manuals. Develop non-standard program design and logic features. Assist and advise users.
Requirements: Bachelor's or equivalent with computer related courses. 3-5 years related experience. Knowledge of several languages (PL/1, Natural, COBOL) and ADABAS. Knowledge of applications for interactive and batch administrative systems, database management systems, machine architecture, system utility programs, and VM/CMS. Send cover letter and resume to Sam Weeks.

Area Supervisor II (PT3604) Level 34
School of Electrical Engineering-Endowed
Posting Date: 9/13/90
Supervise the daily operation of computer systems and subnetworks within the school. Manage the instructional workstation facilities, and supervise student employees. Make recommendations for computer policies and expenditures, and perform administrative duties as assigned on behalf of the Area Manager II. Install, maintain, and update software. Oversee installation, repair, and maintenance of hardware. Provide technical training and consulting services to users.
Requirements: Bachelor's in computer science or related field. 2-3 years experience in Unix systems administration, 3-5 years experience with wide variety of computer workstations, networks and peripherals. Send cover letter and resume to Sam Weeks.

Technical Consultant, Education & Training (PT4715) Level 34
Theory Center-Endowed
Posting Date: 12/15/88 (Search Reopened)
Provide end user support services to scientific researchers in universities nationwide. Develop instructional materials on a wide range of supercomputing tools including code optimization, vectorization, parallel processing, and visualization. Organize education programs and training workshops.
Requirements: Master's in a scientific discipline. 3-5 years mainframe FORTRAN or C experience, preferably on UNIX; demonstrated ability to work with complex scientific programs; excellent communication and presentation skills. Previous teaching or training experience a plus. Send cover letter and resume to Cynthia Smithbower.

Applications Programmer/Analyst II (PT3503) Level 33
CIT/IR-Endowed
Posting Date: 9/6/90
Design, develop, modify and document straight forward applications systems software in support of a major administrative system. Analyze requirements for functions and performance and develop software alternatives to increase the usability and efficiency of computer resources. Diagnose problems in production system software and effect emergency repairs. Install, document, maintain and modify straight forward, vendor purchased applications software. Write production procedure, JCL, and user manuals. Assist and advise users.
Requirements: Bachelor's or equivalent with computer related courses. Knowledge of at least 2 languages: PL/1, Natural, COBOL. Knowledge of applications for interactive and batch administrative systems, database management systems, machine architecture, system utility programs, and VM/CMS. Send cover letter and resume to Sam Weeks.

Assistant to the Director (PA3603) HRI
Athletics-Endowed
Posting Date: 9/13/90
Coordinate all aspect of student-athlete eligibility as required by the NCAA, Ivy League, and University. Coordinate and direct student staff for event management. Handle special projects as assigned by supervisor.
Requirements: Bachelor's or equivalent experience. Several years related work experience preferred. Send cover letter and resume to Cynthia Smithbower.

Assistant Director (PA3604) HRI
Athletic Public Affairs-Endowed
Posting Date: 9/13/90
Work with the Director on the implementation and coordination of all activities in the office of Athletic Public Affairs. Particular emphasis is placed on annual fund raising, special events, phonathons, development of special funds and marketing all coach newsletters and the departmental newspaper.
Requirements: Bachelor's required. 2-3 years experience in Development, Public Affairs or related field. Experience in annual fund-raising and in working with volunteer groups. Ability to create, write, edit and prepare written material. Send cover letter and resume to Cynthia Smithbower.

Project Coordinator II (PA3605) HRI
Utilities-Endowed
Posting Date: 9/13/90
Coordinate major utility and other special capital projects through their planning and implementation stages. Interact with project and staff engineers. Will report directly to the Director of Utilities. 1 year appointment with probable renewal.
Requirements: Associate's or equivalent preferred. Bachelor's in engineering or related field and/or business or construction experience preferred. 2-5 years related work experience. Strong organizational, interpersonal, and written and oral communication skills. Ability to work independently in a complex environment. Experience with computers. Send cover letter and resume to Cynthia Smithbower.

Manager, Crow's Nest Birding Shop (PA3101) HRI
Lab of Ornithology-Endowed
Posting Date: 8/9/90 (Search Reopened)
Manage all aspects of the Shop. Maximize growth and profitability of the operation and assist in the marketing of Lab programs.
Requirements: Bachelor's in marketing, business management or equivalent experience. Proven ability to handle merchandising and catalogue operation. Several years related experience including advertising background essential. Previous experience in overall management of an enterprise operation useful. Send cover letter and resume to Cynthia Smithbower.

Applications Programmer II (PT1801) HRI
Animal Science-Statutory
Posting Date: 5/10/90 (Search Reopened)
Develop, install, service, maintain, modify and document complex personal computer applications programs for the Cornell dairy Records Processing Lab. Assist with planning of complex systems/applications programming projects involving mainframe and personal computer interaction.
Requirements: Bachelor's or equivalent in computer science or animal science. 2-3 years experience programming in the PC/MS DOS environment. Detail knowledge of a PC programming language required (BASIC, C, Assembler, Clipper). Knowledge of PC database management and telecommunications desirable. Send cover letter and resume to Sam Weeks.

Assistant Director for Programs & Development (PA3505) HRI
Unions and Activities/Willard Straight Hall-Endowed
Posting Date: 9/6/90
Responsible for the development, implementation and management of year-long programs and student development events in a progressive union building. Coordinate staff training, public information services and alumni relations programs. Budget and supervisory management of several operational areas. Develop and supervise submission of grant proposals. Coordinate program/student evaluations and assessments.
Requirements: Bachelor's required. Advanced degree and/or significant experience in student development preferred. A minimum of 3 years in a related field. Experience in program development and advisement. Group development/training; grant proposal writing. Send cover letter and resume to Cynthia Smithbower.

Development Assistant (PA3504) HRI
University Development/Public Affairs-Endowed
Posting Date: 9/6/90
Serve as technical resource person for the Office of Student Aid Development and Stewardship and as primary contact with Trust Office, Accounting Office and Gift Records. Maintain several databases. Produce gift report, track gifts, oversee all details associated with establishment of new scholarships and fellowships. Conduct research on current and past student aid giving. Identify prospects.
Requirements: Associate's or equivalent. Bachelor's or equivalent preferred. Good financial (accounting), computer (Macintosh), and communication skills. Good interpersonal and decision-making skills. Familiarity with Public Affairs information system helpful. 1-2 years working experience. Send cover letter and resume to Cynthia Smithbower.

Production Editor (PA3006) HRI
University Development/Public Affairs-Endowed
Posting Date: 8/2/90
Oversee the design and production of publications ranging from simple to highly sophisticated; write and edit fund-raising materials, maintain records, and contribute significantly to the quality and effectiveness of the University's communications with alumni and friends.
Requirements: Bachelor's or equivalent. 2-3 years related experience. Knowledgeable of the printing process, familiar with principles of design; a graceful writer, skillful editor and sharp proofreader; accurate and well organized. Experience in Mac desktop publishing or at least be computer friendly; have some knowledge of Cornell and/or fund raising; be committed to high standards for communications; be able to juggle many simultaneous tasks and to work cooperatively with others. Send cover letter and resume to Cynthia Smithbower.

Executive Staff Assistant (PC3311) HRI
Asian American Studies-Endowed
Posting Date: 8/23/90
Primary function is to plan, coordinate and manage the administrative support functions for the program. Develop, monitor and manage special projects.
Requirements: Bachelor's and/or equivalent work experience and education. Excellent writing/communication skills. 3-5 years experience in office setting, preferably academic. Good working knowledge of Cornell desirable. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Assistant Slide Librarian (PC3112) HRI
Architecture, Art and Planning/Dean's Office-Endowed
Posting Date: 8/9/90
Assist Slide Librarian in daily operation of the Architectural History collection of architecture, fine arts and photography slides. Research and catalog new material; train and supervise regular employees and student assistants; assist users; assume responsibility for facility when Slide Librarian is absent.
Requirements: Master's in Architectural History, Art History or MLS with undergrad major in Architectural History or Art History or equivalent in experience, license and skills. Familiar with library systems. Basic computer skills. Accurate typing. Experience with audio-visual and camera equipment. Knowledge of photographic processes and procedures. Reading knowledge of 2 foreign languages. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Professional Part-time

Editor I (PC3614) HRI
Plantations-Statutory
Posting Date: 9/13/90
Produce Plantations Quarterly Magazine and provide general editorial support for Plantations staff. Mon-Fri, hours to be arranged.
Requirements: Bachelor's in journalism, life sciences or horticulture. Editorial and production skills as well as demonstrated writing ability required. Experience with Macintosh computers using Microsoft Word and Page Maker desirable. Send cover letter, resume and writing samples to Esther Smith, Staffing Services, 160 Day Hall by 9/20.

Facilities Coordinator (PA3502) HRI
Human Ecology Administration-Statutory
Posting Date: 9/6/90
Responsible for managing all facilities related projects for the College of Human Ecology. Act as College liaison with on- and off-campus facilities personnel. Mon-Fri, 8am-12pm or 1-5pm
Requirements: Associate's in construction technology or equivalent combination of education and related work experience. 4-5 years in building maintenance and construction or trades highly desirable. Able to interpret architectural, electrical, and mechanical drawings. Strong interpersonal, communication and organizational skills. Send cover letter and resume to Cynthia Smithbower.

Professional Temporary

Editor I (S3302)
Agricultural Economics-Statutory
Posting Date: 8/23/90
Assume editorial responsibility for assigned manuscripts. Assignments cover a variety of Cooperative Extension publications including news releases, fact sheets, workshop curriculum materials, etc. Subject matter emphasis is in farm labor regulations and farm personnel management. 7 month position; until 4/1/91.
Requirements: Bachelor's or equivalent required. 2 years editorial experience desirable. Must have excellent command of grammar, spelling, and punctuation. Familiarity with personal computers desirable. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Research Support Specialist (PT3005)
Food Science-Statutory
Posting Date: 8/2/90
Provide specialized engineering support to research projects of processing of biomaterials at high pressures. Specific responsibility will be in pilot plant design, operation and data analysis. Until 1/31/91.
Requirements: Bachelor's in chemical/mechanical engineering of Master's in chemical/mechanical engineering with 2-3 years experience. Send cover letter and resume to Sam Weeks.

Community Dispute Resolution Center

Schools Coordinator
Community Dispute Resolution Center
Implement mediation programs in elementary, middle and HS Work with drop-out prevention program.
Requirements: 6 years relevant education and/or experience. 1/2-3/4 time with benefits. Job description at 273-9347. Resume, cover letter and 3 references by September 17 to Director, 124 The Commons, Ithaca, NY 14850. People of color urged to apply.

Student Management Corporation

Alumni Services Director
Student Management Corporation
The Student Management Corporation, an independent cooperative, seeks an individual to operate and manage our Alumni Services Program. Responsibilities include overseeing/managing a detailed computerized database, coordinating production of several simultaneous newsletters and special mailings, preparing annual financial reports and monthly billings, serving as liaison to alumni and undergraduate groups, coordinating and offering advisement for special events, providing assistance with fundraising.
Requirements: Experience in database management and direct mail fundraising, publication production, knowledge of postal regulations, public relations skills and experience with special events planning. Familiarity with Macintosh and IBM software. Knowledge of Greek System and Cornell. Send cover letter and resume to Jane Krumm-Schwan, Executive Director, SMC, Box #3, Willard Straight Hall, Cornell University, Ithaca, NY 14853-8201.

Technical

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

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

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

Technician, GR18 (T3605)
Natural Resources-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 9/13/90
Assist in all phases of a protein electrophoresis lab, including dissections, extractions, gel running, microcomputers (word processing and data analysis), supervise students, library searches. Until September 1992.
Requirements: Associate's or equivalent. Bachelor's desired. Familiarity or experience in a general lab environment. Will train for specific expertise; willingness to learn to work with computers. Able to work independently. Will consider part-time work for the right candidate.

Technician, GR18 (T3601)
Plant Biology-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 9/13/90
Perform electrophysiological experiments and biochemical assays using an ultracentrifuge, spectrophotometers, and scintillation counter. Maintain algae cultures. Maintain lab, order supplies, and wash glassware. Until 2/28/91; continuation contingent on funding.
Requirements: Associate's or equivalent in biochemistry, biology or chemistry. Good lab skills essential, some biochemical experience desirable but instruction in use of instrumentation will be provided. Send cover letter and resume to Sam Weeks.

Technician, GR18 (T3405)
Lab of Ornithology-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 8/30/90
Edit and incorporate field tape recordings of animal sounds into the collection of the Library of Natural Sounds. Prepare and enter recording data into a computerized information storage and retrieval system; catalog data for recordings in the Library. Perform routine cleaning and maintenance of recorders and associated equipment. Assist with organizing library materials.
Requirements: 2 years college coursework or equivalent in biology or related field. Some experience in the operations of studio audio equipment preferred. Strong technical aptitude. Audio theory, ornithology, or electronics knowledge preferred. Good organizational skills required. Send cover letter and resume to Sam Weeks.

Animal Technician, GR18 (T2802)
Lab Animal Services-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 7/19/90
Care for research animals (feed, water, clean and monitor). Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. May assist Vets in treating and vaccinating animals. Some weekend and holiday coverage required.
Requirements: HS diploma or equivalent. Associate's in Animal Science desired. Assistant 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, all necessary immunizations and driver's license required. Send cover letter and resume to Sam Weeks.

Lab Technician, GR19 (T3510)
Food Science-Statutory
Minimum Biweekly Salary: \$551.86
Posting Date: 9/6/90
Provide technical assistance to dairy industry by monitoring quality of fluid milk and dairy products through distribution channels. Prepare dairy products from milks of different sources working in department's pilot plant for quality evaluations and shelf-life studies.
Requirements: Associate's or combination of education and experience with dairy products, lab analyses, or plant production. Bachelor's preferred. 1-2 years experience with basic lab equipment such as pH meters, spectrophotometers, etc. Familiarity with dairy chemistry and dairy microbiology. Some experience with computers useful. Send cover letter and resume to Sam Weeks.

Genetician, GR20 (T3606)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$575.30
Posting Date: 9/13/90
 Responsible for organizing 1st year and regional trials in the corn crop, for seed production and cytoplasmic male sterility breeding series, preparing seed for nurseries and trials, nursery planting, harvest and processing, overseeing tillage and maintenance operations on local fields, (including Aurora nursery and trail plots) for pesticide inventories and regulations.
Requirements: HS diploma or equivalent. Associate's preferred. Driver's license, pesticide applicator's license. 1-2 years experience in corn breeding and farm field work.

Animal Health Technician, GR20 (T2804)
Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$575.30
Posting Date: 7/19/90
 Assist with emergency surgical procedures, and in-patient treatments. Compound, dispense and administer prescriptions. Prepare waiting rooms for surgery and do post-op cleaning. Collect client information. Keep records and maintain treatment and emergency room stock. Evening and weekend hours.
Requirements: Associate's in Animal Health Technology, NYS license or eligible. Experience working with large animals preferred. Send cover letter and resume to Sam Weeks.

Animal Health Technician, GR20 (T2803)
Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$575.30
Posting Date: 7/19/90
 Assist the faculty in teaching and supervising staff, senior students and interns. Give them instruction in the proper procedures of health care for clinical patients. Provide emergency animal care with clients. Maintain stock of supplies. Assist with paper work and records.
Requirements: Associate's in Animal Health Technology (NYS license or eligible). Experience working with small animals preferred. Send cover letter and resume to Sam Weeks.

Anesthesia Technician, GR20 (T1907)
Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$575.30
Posting Date: 5/17/90
 Assist with induction, monitoring and recovery of animals under anesthesia. Prepare and maintain anesthetic equipment. Assist with education of the senior students assigned to anesthesia. Maintain records and inventory of supplies. Schedule will include some call and overtime when needed.
Requirements: Associate's in animal health technology, NYS license or eligible. Experience working with small animals preferred. Send cover letter and resume to Sam Weeks.

Genetician, GR21 (T1711)
Pathology-Statutory
Minimum Biweekly Salary: \$599.73
Posting Date: 5/3/90
 Prepare high quality microscope slides for interpretation by pathologists. Routine embedding, sectioning and staining of animal tissue. Assist with development of contemporary histopathology procedures.
Requirements: Associate's or equivalent in medical lab technology (biology) or related field, with coursework in histological techniques HT(ASCP) certified or eligible. 2-4 years experience as pathology technician in a hospital or research lab desired. Or Bachelor's or equivalent with 1-2 years experience. Pre-exposure to vaccine required subsequent to hire. Must be able to work independently without constant supervision. Send cover letter and resume to Sam Weeks.

Genetician, GR21 (T3501)
Diagnostic Lab-Statutory
Minimum Biweekly Salary: \$599.73
Posting Date: 9/6/90
 Conduct research toward development of new and improved immunological tests for the detection of Salmonella enteritidis infection in poultry. Purify cellular and flagellar antigens of Salmonella using immunological techniques, analyze the avian immune response to these antigens using Western blotting and kinetics assays. Collect avian sera and maintain inventory of serum. Order and maintain inventory of lab supplies. Supervise 1 or more student employees. Maintain lab records and prepare reagents. Keep current on pertinent literature. Some weekend and overtime work.
Requirements: Bachelor's in microbiology or immunology. 3-5 years lab experience in clinical or research lab including 1-2 years management. Work with microbial pathogens and good laboratory technique essential. Knowledge of computers and ELISA technology desirable. Send cover letter and resume to Sam Weeks.

Genetic Coordinator, GR22 (T3508)
Genetics and Development-Statutory
Minimum Biweekly Salary: \$625.24
Posting Date: 9/6/90
 Prepare media for Drosophila and bacterial genetic experiments. Wash bottles and vials. Maintain mutant strains and provide them to students. Maintain and order supplies. Conduct trial experiments. Supervise and instruct teaching assistants in basic lab operations.
Requirements: Bachelor's in biology or equivalent. 2-4 years lab experience in microbiology desirable. Excellent organizational skills; ability to work independently; able to lift 50 pounds. Send cover letter and resume to Sam Weeks.

Control Technician (T3502)
SO/Control Shop-Endowed
Posting Date: 9/6/90
 Operate the central Energy Management and Control System (EMCS) computer and all field hardware including programmable digital controllers and remote terminal units. Monitor campus building systems through EMCS. Evaluate control system performance and tune building system control loops. Responsible for all alarm processing, including alarm verification, central trouble-shooting and monitoring M & SO trades. Work with pneumatic, electric and electronic building control systems. Work a rotating shift schedule.
Requirements: Must have served an approved apprenticeship or 5 years experience in the HVAC field. Computer familiarity, especially direct digital control microprocessor hardware and software desirable. Must have valid NYS driver's license. Send cover letter and resume to Sam Weeks.

Technical Temporary

Part-time Temporary Technician (T3603)
Genetics and Avian Sciences
Posting Date: 9/13/90
 Provide technical support in an immunology lab, including cell culture work, in vitro immune assays, and assisting in molecular biology techniques. Some animal handling and blood and tissue collection. Assisted work with radioisotopes. Collect, summarize and manipulate data using microcomputers. Keep records and order supplies. 24 hours per week for 6 months with the possibility of full-time employment.
Requirements: Minimum of Associate's (biology or biochemistry) or equivalent required. Bachelor's preferred. Certification as lab technician and/or animal technician is desirable. Previous lab work highly desirable. Coursework involving lab experience is useful but not a job experience is preferable. Send cover letter and resume to Sam Weeks.

Part-time Temporary Technician (T3602)
Entomology
Posting Date: 9/13/90
 Provide research support for studies on biological control of weeds and insect pests. Assist in developing and implementing experiments. Rear insects. Collect data and assist in result summarization. Assist in statistical analysis. Maintain lab, records, and stock. Monday through Friday per week. 6 months.
Requirements: Bachelor's in biology or entomology; valid NYS driver's license. Knowledge of Macintosh computers, statistics and computer literacy desirable. Send cover letter and resume to Sam Weeks.

Electronic Technician (T3506)
Agricultural and Biological Engineering
Posting Date: 9/6/90
 Assist in biological engineering research projects by developing electronic lab instrumentation for measuring and recording temperature, computerized data acquisition systems; and computerized control systems. Position to continue for up to 6 months.
Requirements: Associate's in electronics or equivalent. Experience with lab instrumentation and microcomputers for data acquisition and control. Some machine shop experience desirable. Send cover letter and resume to Sam Weeks.

Service Technician (T3104)
Entomology
Posting Date: 8/9/90
 Provide technical assistance in an insect toxicology lab by rearing insects, conducting insecticide bioassays, performing biochemical assays, and supervising undergraduate students. 6 months.
Requirements: Bachelor's desirable, but not required, in one of the following: biology, chemistry, biochemistry, entomology or related field. Lab experience with chemical and/or experience with insects desirable. Good communication skills necessary. Send cover letter and resume to Sam Weeks.

College Shop Supervisor (T3004)
Mechanical and Aerospace Engineering
Posting Date: 8/2/90
 Supervise the general operation of the College Machine Shop and teach basic principles of manufacturing. Supervise and instruct technicians, students and staff in uses of the CMS. Teach manufacturing related labs. Instruct graduate students in programming and operation of computer controlled load frame machines. Maintain shop facility.
Requirements: Associate's or equivalent, advanced machining skills, knowledge of computer programming and numerical control. 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, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.

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

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Office Assistant, GR16 (C3604)
Dining Services-Endowed
Minimum Biweekly Salary: \$498.93
Posting Date: 9/13/90
 Provide receptionist/office assistant support to the central office. Greet visitors; answer telephone; mail; copy and file. Other duties as assigned.
Requirements: HS diploma or equivalent. 6 months-1 year related clerical experience. Exceptional interpersonal skills. Personal computer and/or word processing experience helpful. Light typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Assistant, GR17 (C3518)
Health Services-Endowed
Minimum Biweekly Salary: \$517.65
Posting Date: 9/6/90
 Provide receptionist support for the General Medical Service on the second floor of Gannett Health Center. Direct patients; answer and transfer phones; make confirming appointments; clerical support for professional staff.
Requirements: HS diploma or equivalent. Minimum 1 year general secretarial experience required; at least 1 year medical receptionist/secretary experience preferred. Computer experience required. Good interpersonal skills. Medium typing.

Advertising Coordinator/Personnel Assistant, GR18 (C3607)
Staffing Services-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 9/13/90
 Provide clerical support in the areas of recruitment, referral of applicant materials and data entry to the Staffing Specialist for Computer/Technical positions. Prepare and place ads; maintain advertising accounting records. Assemble materials and statistics related to technical recruitment. Perform as back-up receptionist.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years related work experience. Familiarity with Cornell accounting helpful. Experience with Lotus 1-2-3 or similar spreadsheet desirable. Meticulous attention to detail. Excellent communication and interpersonal skill. Must be able to work under tight deadlines. Experience as a receptionist desirable. Light typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Job Opportunities Coordinator/Personnel Assistant, GR18 (C3606)
Staffing Services-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 9/13/90
 Provide clerical support in the areas of recruitment, referral of applicant materials and data entry for the Assistant Manager, Administrative/Professional positions. Input and edit information for Job Opportunities, a weekly listing of recent position vacancies. Perform as back-up receptionist.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years related work experience. Experience as receptionist desirable. Excellent data entry, organizational and interpersonal skills. Meticulous attention to detail essential. Must be able to work within tight deadlines. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR18 (C3609)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 9/13/90
 Provide secretarial/administrative support to 2 academic and 2 extension/research staff members in the area of public policy as it relates to resource economics and local government.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years related secretarial experience. Experience with computer/word processor essential. Excellent communication skills. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary/Transcriptionist, GR18 (C3611)
Health Services-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 9/13/90
 Provide main secretarial support for Director and 10 psychotherapists. Back-up support for secretary and administrative supervisor in their absence. 10 month position.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years secretarial experience. Accurate typing. Knowledge of Macintosh computer and word processing. Ability to use dictating equipment required. Work under pressure and deal with a variety of people in crisis. Some familiarity with medical terminology. Maintain strict confidentiality. Heavy typing.

Searcher, GR18 (C3612)
Acquisitions/CTS/Olin/CUL-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 9/13/90
 Major duties include searching of monograph orders and books for the library system and inputting records for orders and books into the NOTIS database.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years of progressively responsible technical services experience. Additional education may be substituted for experience. Knowledge of 1 or more European languages required. Excellent organizational, interpersonal and communication skills required. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C3513)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 9/6/90
 Provide administrative and secretarial support for 2 professors. Create and maintain a positive, productive and professional office environment. Prepare manuscripts and course materials (using computer); travel arrangements; contact with students and general public, and office administration.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1 year related experience. Excellent communication (written and oral) skills. Good knowledge of computers using word processing, spreadsheet, and database software. Able to operate dictaphone. High level of confidentiality. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Assistant, GR18 (C3517)
M&SO/Administrative Services-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 9/6/90
 Provide secretarial and administrative support for the Director of Utilities and the Manager of Administrative Services. Provide receptionist support for the Utilities and Administrative Services departments.
Requirements: HS diploma or equivalent. Business or secretarial school preferred. 1 year related experience. Microcomputer word processing and spreadsheet software experience required. Excellent organizational, interpersonal and communication (written and oral) skills essential. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR18 (C3515)
Food Science-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 9/6/90
 Provide secretarial support for several faculty. Extensive use of word processor to prepare manuscripts, grants, research proposals and related teaching and extension needs; handle travel arrangements; maintain files. Other duties as assigned.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years related office experience. Word processing experience required. Strong organizational, interpersonal and communication (written and oral) skills. Heavy typing with speed and accuracy.

Secretary, GR18 (C3508)
Vet Microbiology, Immunology and Parasitology (Feline Health Center)-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 9/6/90
 Manage and process professional and nonprofessional membership to the Cornell Feline Health Center, update mailing list, deposit checks for membership with F&BS. Skills utilized include word processing, database management and bookkeeping.
Requirements: HS diploma or equivalent. Secretarial college courses desirable. Minimum 1-2 years related experience. Good interpersonal and communication (written and oral) skills required.

Inventory Control Clerk, GR18 (C3514)
Information Technologies/MOS-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 9/6/90
 Under direction, work to track and monitor the MOS resale inventory. Assist in receiving and distribution of microcomputers, supplies and their peripherals; track backorders; take telephone orders; assist in periodic inventories.
Requirements: HS diploma and 1 year experience in computerized materials management. Excellent interpersonal and communication skills. Working knowledge of microcomputers. Close attention to detail. Must be able to lift 50+ pounds. Light typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Searcher, GR18 (C3503)
Acquisitions-Endowed
Minimum Biweekly Salary: \$529.35
Posting Date: 9/6/90
 Responsible for receiving and processing incoming Special Foreign Currencies Program and NPAC monographs, serials and newspapers.
Requirements: HS diploma or equivalent. Previous work experience. Knowledge of South Asia Languages. Knowledge of NOTIS/RILIN automated system. Some supervisory experience. Excellent organizational, interpersonal and communication skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C1703)
ILR-Personnel and Human Resource Studies-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 5/3/90
 Provide secretarial support for department faculty. Use computerized hardware and software to prepare correspondence, training materials, administrative memoranda, budget, vouchers, etc.; make travel arrangements; process correspondence; handle mail; telephone contacts; appointments. Other duties as assigned.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years office experience. PC experience familiar with word processing software, graphics software and spreadsheets. Medium typing.

Office Assistant, GR18 (C2710)
Agriculture and Biological Engineering-Statutory
Minimum Biweekly Salary: \$529.35
Posting Date: 7/12/90
 Assist staff by registering workshop participants; performing accounting tasks; distributing publications; typing; answering telephones; traveling occasionally to workshop sites within NYS. Until 12/31/91 (renewable).
Requirements: HS diploma or equivalent. Some college coursework preferred. 1 year related office experience. Proficiency in Word Perfect required. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C3610)
Office of Public Affairs-Statutory
Minimum Biweekly Salary: \$551.86
Posting Date: 9/13/90
 Coordinate and manage the plans, itineraries and reimbursements for an office of 5 professionals who have active national and international travel schedules. Serve as the front-line contact person for the Alumni Association Members and Leaders, coordinate and process membership records for 6,000 members and about 30,000 nonmembers of the college alumni association. Serve as the receptionist for Office of Public Affairs, handling telephone calls and greeting visitors.
Requirements: Associate's or equivalent and 2 years secretarial experience. Word processing, preferably Word Perfect 5.0/5.1; familiarity with database management systems. Exceptional telephone skills. Accurate data entry skills. Organizational skills. Ability to work with minimal supervision and handle confidential information. Provide gracious management of callers and visitors with concerns. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR19 (C3613)
Engineering Co-op-Endowed
Minimum Biweekly Salary: \$551.86
Posting Date: 9/13/90
 Serve as administrative assistant to Co-op coordinator and assistant coordinator. Extensive contact with company representatives and students in organizing recruiting activities; maintain computer database; make travel arrangements; handle payroll and accounting vouchers; maintain reference library. Other duties as assigned. Mon-Fri, 8-4:30 (some evenings).
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Knowledge of university procedures (accounting, financial aid, registration) very helpful. Excellent communication skills. Organizational ability, attention to detail, and confidentiality extremely important. Must be able to work independently. Macintosh experience very helpful. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Accounts Assistant, GR19 (C3602)
Materials Science Center-Endowed
Minimum Biweekly Salary: \$551.86
Posting Date: 9/13/90
 Be responsible for the entire purchasing procedure for the approximately 80 active faculty members, and 16 support operations; handle the record-keeping for the Center.
Requirements: HS diploma or equivalent. Some college coursework in accounting preferred. At least 2 years on-the-job accounting experience. Accuracy at keyboarding. Double entry bookkeeping systems knowledge. Good organizational and interpersonal skills. Ability to work independently and set priorities. Familiar with university accounting system required. Ability to work under extreme interruptive conditions. This is a service-oriented area. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Assistant, GR19 (C3605)
University Payroll Office-Statutory
Minimum Biweekly Salary: \$551.86
Posting Date: 9/13/90
 Audit and process endowed payroll vouchers; assist with the edit corrections and paycheck distribution; coordinate the payroll adjustment process; key employee tax cards and the vacation/sick leave data; inspect and distribute payroll microfiche; handle special Puerto Rican payroll; assist Cornell employees and departments with Payroll related questions.
Requirements: HS diploma or equivalent. Some college coursework preferred. 2 years payroll/accounting experience. Computer (PC) skills preferred. Light typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C2501)
Career Center-Endowed
Minimum Biweekly Salary: \$551.86
Posting Date: 6/28/90
 Provide secretarial support to Health Careers Evaluation Committee (a complex committee comprised of approximately 300 students and 90 faculty members) and Credential Service under general supervision, exercising independent judgment in organizing, planning and executing some projects. Large mailings; maintain files; compose routine office correspondence. Other duties as assigned.
Requirements: HS diploma or equivalent. Secretarial school preferred. 1-2 years related experience required. Knowledge of word processor and Macintosh necessary. Good organizational skills with attention to detail. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR19 (C3502)
Lab of Plasma Studies-Endowed
Minimum Biweekly Salary: \$551.86
Posting Date: 9/6/90
 Perform and coordinate a wide variety of secretarial and administrative duties. Prepare technical proposals, manuscripts and correspondence using TEX software, assist with lab administration, organize and maintain the library, assist faculty, staff and students with TEX program, make travel arrangements, assist with weekly seminars, take dictation and/or use dictaphone.
Requirements: Associate's or equivalent experience as an office professional. 2-3 years experience carrying out a variety of secretarial and administrative tasks. Technical typing experience required, preferably using TEX. Excellent interpersonal, organizational and communication skills are necessary. Ability to work under pressure, occasionally. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C3509)
JGSM-Endowed
Minimum Biweekly Salary: \$551.86
Posting Date: 9/6/90
 Provide clerical and secretarial support to the Dean's Office. Type, answer phones and assist in the preparation of reports and projects.
Requirements: Associate's or equivalent. 2 years of office experience required. Familiar with higher education and/or business management preferred. Excellent organizational and oral skills, ability to communicate and articulate with public, as well as academicians. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Secretary, GR19 (C3405)
JGSM-Endowed
Minimum Biweekly Salary: \$551.86
Posting Date: 8/30/90
 Provide secretarial and administrative support to the Director of Business Operations and the School's Business Manager.
Requirements: Associate's in secretarial science. 1-2 years of general office experience. Working knowledge of Macintosh computer. Excellent organizational, interpersonal and communication (written and oral) skills. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR20 (C3608)
Johnson Museum-Endowed
Minimum Biweekly Salary: \$575.30
Posting Date: 9/13/90
 Manage the membership program including generating ideas to increase membership and computerization of the membership records (70% of time); perform public relations responsibilities, including assisting with writing and editing news releases, grant applications and coordinating details for special museum functions (30% of time). Report to the Community Relations Coordinator.
Requirements: Associate's or equivalent. Bachelor's desirable. 2-3 years related experience. Excellent interpersonal and communication (written and oral) skills. Excellent word processing ability and familiarity with IBM and Macintosh. Familiarity with the Cornell gift record-keeping system and IRIS strongly preferred. Attention to detail, accuracy, and organizational skills a must. Editorial experience helpful. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR20 (C3512)
Natural Resources-Statutory
Minimum Biweekly Salary: \$575.30
Posting Date: 9/6/90
 Provide administrative support in the area of teaching and research to 5 faculty members. Edit, format wordprocessing documents; develop and maintain databases; prepare coursework; library work; make travel arrangements and prepare reimbursement forms; prepare grant proposals; monitor lab; order supplies; arrange meetings; handle correspondence; maintain files.
Requirements: Associate's or equivalent experience in education/research setting. 3-5 years related experience. Knowledge of word processors. Excellent organizational, interpersonal and communication (written and oral) skills. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR20 (C3510)
Sponsored Programs-Endowed
Minimum Biweekly Salary: \$575.30
Posting Date: 9/6/90
 Provide a wide variety of administrative/secretarial functions requiring independent decision-making for the Sponsored Programs Library and an Associate Director. Represents office in relations with faculty, administrative staff and external sponsor representatives.
Requirements: Associate's or equivalent. 2-3 years related work experience. Macintosh experience required. Experience with word processing, desktop publishing and databases highly desirable. Strong interpersonal, organizational and communication skills. Attention to detail and ability to work under changing deadlines. Familiarity with University preferred. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Reference Assistant, GR20 (C3313)
Mann Library Public Services-Statutory
Minimum Biweekly Salary: \$575.30
Posting Date: 8/23/90
 Provide information and reference services in Mann Library, and coordinate reference collection maintenance. Also responsible, in the Entomology Library, for student supervision and user assistance, and provide circulation assistance and assists with collection development.
Requirements: Associate's or equivalent experience and education. Experience working in an academic/research library is desirable. Strong interpersonal and communication skills required. Ability to be self-directed, meet deadlines and pay attention to detail required. Background in life sciences or agriculture preferred. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Administrative Aide, GR20 (C3215)
Assistant Treasurer-Endowed
Minimum Biweekly Salary: \$575.30
Posting Date: 8/16/90
 Provide high level of administrative and secretarial support to the Office of the Assistant Treasurer.
Requirements: Associate's and 3 years administrative experience with accounting and secretarial skills. Cornell accounting preferred. Strong interpersonal skills and service orientation required. Excellent organizational skills. Facility with numbers and positive attitude necessary. Mac SE and software: Word, Excel, filemaker. Must be able to work under pressure, meet deadlines, maintain confidentiality. Must be available to work overtime if needed. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Administrative Aide, GR20 (C3206)
Engineering-Dean's Office-Endowed
Minimum Biweekly Salary: \$575.30
Posting Date: 8/16/90
 Administrative support for Dean's Office. Receive visitors at front desk and make appropriate referrals. Prepare confidential correspondence, large mailings, arrange meetings for Dean and Associate Deans. Answer main phone for Deans Office and respond to inquiries. Act as Building Coordinator for Carpenter Hall.
Requirements: Associate's or equivalent. Minimum 2 years related experience. Must have proven ability with word processors (Apple preferred). Ability to handle highly confidential information. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

16th Annual Employee/Family Day September 15

Reminder: Employee/Family Day is Saturday, September 15. Cornell Big Red takes on the Princeton Tigers at 1:00 pm in Schoellkopf Field; chicken barbecue will follow the football game from 3:30 pm until 5:30 pm in Barton Hall.

Discount football tickets (\$3.00) can still be purchased in person at Alberding Field House until Friday September 14.

Free shuttle-bus service between B-lot and Schoellkopf Field will be available between 12 noon and 1:30 pm and again between 3:30 pm and 6:00 pm.

For further information contact Janet Beebe at 255-7565.

OEO Offers Practice Interview Program

Do you wonder how an employer reacts to your application and resume? Would you like to practice an interview? Do you wish you had a better idea about how to get a job at Cornell?

If so, the Practice Interview Program offered by Cornell's Office of Equal Opportunity can help. This program is designed to help minorities, women, persons with disabilities, older adults and Vietnam-era veterans improve the way they present themselves to employers.

While the program does not guarantee a job at Cornell, it does give Cornell applicants and employees

- a chance to discuss how to get the job they want,
- help with applications and resumes
- a practice interview and feedback on how it went.

For more information on the program, call the Office of Equal Opportunity, 255-3976.

Remaining 1990 University Holiday Schedule

Listed below are the official university holidays remaining in 1990. If you have any questions regarding this schedule, please call Employee Relations at 255-7206.

Holiday	Day(s) of Observance
Thanksgiving	Thursday, November 22 Friday, November 23
Winter Holiday Period	Tuesday, December 25 Wednesday, Dec. 26 Thursday, December 27 Friday, December 28 Monday, December 31 Tuesday, Jan. 1, 1991

Jobs

Continued from page 3e

Administrative Aide, GR22 (C3501) Human Service Studies-Statutory Minimum Biweekly Salary: \$625.24 Posting Date: 9/6/90

Provide administrative staff assistance to the overall management of the department; including coordination of appointments, supervision of clerical staff (6); fiscal management; office management; and coordination of department information, space and special programs.

Requirements: Associate's or equivalent. 3-4 years related experience. Prior experience required in personnel, supervision, fiscal management and office management. Knowledge of IBM computers and systems management desirable (wordperfect, Lotus 123, Dbase). Knowledge of budgeting and Cornell accounting system a plus. Strong interpersonal skills. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Professionals Off-Campus

Administrative Aide, GR21 (C3601) Entomology/Geneva-Statutory Minimum Biweekly Salary: \$599.73 Posting Date: 9/13/90

Provide personnel services for more than 90 regular and temporary department employees; provide secretarial support to the chairman and to 15 faculty members.

Requirements: Associate's or equivalent. 3 years related experience. Excellent administrative experience essential. Able to maintain confidentiality, work independently and set priorities. Accuracy in typing and clerking for keeping payroll and time/attendance records. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Professionals Part-Time

Information Assistant, GR18 (C3312) Mann Library Public Services-Statutory Minimum full-time equivalent: \$529.35 Posting Date: 8/23/90

Provide information and reference services using online and card catalogs, RLIN database, reference books, and other library resources. Assist with projects and maintenance of reference collection. 20 hours per week; schedule to be arranged.

Requirements: HS diploma or equivalent experience and education. Some college coursework preferred. Experience working in an academic/research library is desirable. Background in life sciences, agriculture, or human ecology preferred. Strong interpersonal and communication skills required. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR18 (C3028) Human Ecology Administration-Statutory Minimum full-time equivalent: \$529.35 Posting Date: 8/2/90

Provide clerical and office support to the Executive Staff Assistant for the Dean of the College of Human Ecology in a very busy office with a high volume of confidential and sensitive material. Hours flexible.

Requirements: HS diploma or equivalent. 2-3 years of related office experience. Experience with IBM compatible microcomputers and familiarity with Wordperfect desired. Confidentiality, attention to detail, strong communications skills required. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Accounts Assistant, GR18 (C2414) Dean's Office, Architecture, Art and Planning-Endowed Minimum full-time equivalent: \$529.35

Under general supervision, assist with Dean's Office Accounting and Rome Program administration. Mon-Fri, 20 hours per week. Schedule negotiable. Until 6/30/91 contingent on funding.

Requirements: HS diploma, some college coursework with concentration in business/accounting. 1 year experience in office setting with bookkeeping/accounting responsibilities. Ability to learn Macintosh data entry and word processing. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Secretary, GR19 (C3603) Biochemistry, Molecular and Cell Biology-Endowed Minimum full-time equivalent: \$551.86 Posting Date: 9/13/90

Provide secretarial and data entry support for the teaching staff, including maintaining records for over 200 students and scheduling for autotutorial course. Mon-Fri, 32 hours per week; 10 months per year.

Requirements: HS diploma or equivalent required. Some college coursework preferred. 1-2 years related secretarial experience in dealing with students. Macintosh computer knowledge including Microsoft Word and Excel. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Administrative Aide, GR20 (C3314) Associate Vice President for Human Relations-Endowed Minimum full-time equivalent: \$575.30 Posting Date: 8/23/90

Provide administrative support for Assistant to Associate Vice President for Working Family Programs. Wordprocess correspondence; coordinate meetings; answer telephones; keep calendar; arrange travel; other projects as assigned. Mon-Fri, 5 hours per day.

Requirements: Associate's or equivalent. IBM PC WordPerfect (5.1). Cornell endowed bookkeeping and Cornell travel procedures a plus. 2-3 years related experience. Familiar with Cornell preferred. Good communication, organization and interpersonal skills. Able to maintain confidentiality. Good attention to detail and ability to work independently. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Professionals Temporary

In addition to posted positions, temporary opportunities occur in many occupational areas, including secretarial, word processing, accounting, and office administration. All individuals are encouraged to apply; experienced applicants with a typing speed of 45-60 wpm, knowledge of IBM-PC Word Perfect software and Macintosh word processing are in particular demand. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Office Assistant (S3516) Professors at Large

Responsible for the transcription of tapes. Knowledge of IBM compatible, Zenith computer. File and answer phones.

Requirements: 1 year office experience desirable. Mon-Fri; 2:00pm-4:00pm, thru 12/15/90. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Distribution Assistant (S2001) Agricultural and Biological Engineering Posting Date: 5/24/90

Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes, prepare for mailing. Assist in marketing and other office duties. Answer phones. Mon-Fri, 8-12.

Requirements: Familiarity with Macintosh computer. Able to lift 40 pound boxes. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Museum Education Assistant (S3201) Johnson Museum Posting Date: 8/16/90

Assist with planning, implementation, documentation and evaluation of museum education programs. Includes ongoing museum/school program, weekend art workshops, thematic and introductory museum tours of permanent collections and special exhibitions and public program events. Tues, Wed, Thur, including weekends (flexible), 9am-3pm 20 hours per week. Until June 12, 1991.

Requirements: Bachelor's, BFA in fine arts, art history, art education, museum studies or related field. Excellent verbal and written skills. Familiarity with varied art techniques and processes. At least 2 years teaching experience on elementary or secondary level in art programs essential. Ability to work independently, meet deadlines and solve problems. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

Office Assistant (S2407) Dean of Students

Responsible for answering, screening, and recording phone messages for the Dean of Students Office staff. Act as receptionist for all incoming visitors to the office. Deliver, pick-up and sort mail. Daily contact with the university community, local Ithaca community, student, faculty, staff and parents. Assist other support staff with special projects as needed.

Requirements: HS diploma or equivalent. Excellent telephone techniques and communication skills imperative. Articulate and personable and able to work in a high-pressured, fast paced office. Good interpersonal and listening skills necessary. Previous office work and dealing with a diversified public preferred. Minorities are particularly encouraged to apply. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

General Service

Submit a signed employment application which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our 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.

Food Service Worker, SO01 (G3603) Dining-Endowed Hiring Rate: \$6.01

Set-up, display and serve food and/or beverage. Check Co-op dining cards for validity and make sale transactions by cash or credit card. Shift subject to change. 40 hours per week.

Requirements: Knowledge of food preparation and presentation preferred. Good customer relation skills. Basic reading and computation skills required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Cornell Employment News

Published weekly except for one week each in January and November and two weeks in December by the Office of Equal Opportunity & the Office of Human Resources, Cornell University, 14853. Distributed free and available to staff and faculty at locations around the campus.

Mail subscriptions available US delivery third class mail at: \$9.00 for 3 months; \$15.00 for 6 months; or \$24.00 for 12 months. Make checks payable to: Staffing Services Subscription, 160 Day Hall, Cornell University, Ithaca, New York 14853.

Editors: Nancy Doolittle, Carolyn McPherson
Page Layout: Cheryl Seland, Cindy Fitzgerald
Photography: Susan Boedicker, Media Services, Photo Services, Publications

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

EQUAL
Opportunity at Cornell

Custodian, SO02 (G3601) Unions and Activities/Willard Straight Hall-Endowed Hiring Rate: \$6.27

Provide general custodial care of buildings and grounds in assigned area. Mon-Fri, 6am-2:30pm Some weekends.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Able to follow instruction and work for extended periods without supervision. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Food Service Worker, SO02 (G3604) Dining-Endowed Hiring Rate: \$6.27

Prepare, present and serve food items for Co-op, cash, catering or special events. Shift subject to change. 40 hours per week.

Requirements: HS diploma or equivalent. 1 year related experience. Working knowledge of food preparation & presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers & various hand tools. Good customer relation skills. Regular CU employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Custodian/Small Residences, SO02 (G3605) Residence Life-Endowed Hiring Rate: \$6.27 Posting Date: 9/13/90

Responsible for routine cleaning of bathrooms, lounges, halls, stairways, and other housekeeping duties as assigned for Delta Upsilon and DKE University owned fraternity houses. 19 1/2 hours each at D.U. and DKE.

Requirements: Must be able to read and write English, climb a 8 foot ladder and lift 50 pounds. Some custodial/housekeeping experience including use of chemicals and equipment helpful. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Food Service Worker, SO04 (G3602) Dining-Endowed Hiring Rate: \$6.88

Prepare and present foods for service through own efforts and/or through coordination of assigned staff for Co-op, cash, catering or special events. Shift subject to change. 40 hrs pr wk.

Requirements: HS diploma or equivalent. 1 year experience as Food Service Worker, SO02 or 2 years related experience. Demonstrated in-depth knowledge of food preparation and presentation. Good interpersonal, organizational and communication skills. Ability to train and coordinate work of assigned staff. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

Material Handler, SO04 (G3403) Athletics-Endowed Hiring Rate: \$6.88 Posting Date: 8/30/90

Under general supervision, provide assistance in the equipment room by reconditioning/repairing athletic equipment; receiving; maintaining records and coordinating laundry needs. Mon-Fri, second shift.

Requirements: HS diploma or equiv. 2-3 yrs related experience. Fitting and reconditioning of protective equipment and commercial laundry skills required. CU employees send employee transfer application to Esther Smith, Staffing Svcs, EHP.

Dispatcher, SO05 (G3501) M&SO/Customer Service Center-Endowed Hiring Rate: \$7.19

Posting Date: 9/6/90

Receive any trouble calls, relay messages and coordinate dispatch appropriate tradespeople & material delivery personnel courier/cab service as requested. Customer Service Ctr is the point of requests for repairs, maintenance & alterations, & information about the physical plant. Mon-Fri, 7:30-4.

Requirements: HS diploma or equivalent. Experience with frame and personal computers desirable. Training and/or experience in public relations, sales or service preferred. Must have excellent interpersonal skills, ability to work well under pressure, strong decision making. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women, minorities and people with disabilities particularly encouraged to apply.

General Service Temporary

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

Cooks (S3518) Nutritional Sciences

Prepare, weigh, and measure food. Two temporary positions 20 hours per week. October 1-December 12. Send cover letter and resume to Karen Raponi, Staffing Svcs, 160 Day Hall.

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. Thur 6:00am-2:30pm, Fri 6:00am-1:30pm. Periodically 2nd shift hours are available.

Requirements: Basic reading & writing skills. Able to operate a variety of heavy power equipment, lift 50lbs and climb 6ft ladder.

Boyce Thompson Institute

Part-time Stock Room Clerk Boyce Thompson Institute

Minimum hourly salary: \$5.50, excellent benefits
Assist in issuing stock, including solvents, chemicals and glassware; enter data; make local pick-ups; ship; receive; clean; and perform other activities associated with a small research oriented stockroom. Office duties include data entry, mail sorting and distribution of materials. Hours: Mon-Thur, 8:30am-3pm; Fri, 8:30am-4pm

Requirements: Must be organized with good interpersonal communication skills. Driver's license and ability to lift 50 pounds required. A knowledge of lab equipment and inventory and clerical skills helpful. Apply in person at Boyce Thompson Institute Info. 254-1234.

Campus Leash Laws in Effect

At the request of President Rhodes, all campus assemblies passed a resolution supporting the enforcement of leash laws on campus (both Ithaca and Cayuga Heights have such laws).

These laws state that dogs must be under the control of owners at all times. Dogs tied to trees or posts are not considered in con-

trol unless they are confined to the owner's property.

Public Safety and Grounds staff will call the SPCA to pick up dogs running free. However, calls are not limited to the staff personnel. Any person who observes a dog not under owner control may call the SPCA, 257-1822.

Networking

AN EMPLOYEE NEWSPAPER BY EMPLOYEE VOLUNTEERS FOR THE CORNELL COMMUNITY WORLD WIDE.

Cornell Intramural Sports Wants You!

by Andrea Dutcher

Do you sometimes wish you had a way to relax, unwind and get some exercise with your friends and co-workers after work? The Cornell intramural sports program may be just the place for you. The intramural program offers relaxed and friendly competition throughout the year in over thirty different sports. The activities range from the conventional sports such as basketball and volleyball to the very unconventional such as broomstick horse polo and innertube water polo.

In each sport, there is a staff/faculty/graduate division so that these groups may compete against their peers. In



Playing defense in Intramural Basketball is our one and only Toni McBride, Cornell's Wellness Director.

1989-'90, over 600 staff, faculty and graduate students took part in these activities. **Milo Richmond**, Associate Professor of Natural Resources, comments "Intramurals is a great opportunity that brings faculty, staff and students together in a friendly and informal setting. Intramurals is organized fun!" "What I like most about intramurals is being with my co-workers and getting to really know them in a completely different atmosphere. We can leave the office behind us and let it all hang out," says **Judy Mead**, administrative assistant in the Statler Hotel, who has played co-ed volleyball the past several years with the hotel school staff.

There are many bonuses for the S/F/G/ division. Most of their contests are scheduled at the earlier hours to better accommodate their schedules. Also, many of the entry fees are a bargain. For example, the golf entry fee of \$8 includes 18 holes of golf, plus the tournament and its prizes. The regular staff golf fee at the Cornell course is \$13. The \$20

alpine ski fee includes a \$34 8-hour lift ticket at Greek Peak and the \$10 tennis doubles fee includes free court time in the Kite Hill Tennis Bubble throughout the tournament.

An individual or team interested in entering any intramural activity may receive more information by calling 255-2315 or by coming to the intramural office in 305 Helen Newman Hall. Any person who would like to participate but does not have a team to play on may place his or her name on the "Free Agent" board and the IM staff will try to match the individual with a team.

The remaining fall deadlines are listed below:

Broomstick Polo	4:00 pm, Oct., 2
Squash	4:00 pm, Oct., 2
Cross Country Run	4:00 pm, Oct., 2
Basketball	4:00 pm, Oct., 23
Basketball Foul Shoot	4:00 pm, Oct., 23
Ice Hockey	4:00 pm, Oct., 30
Innertube Water Polo	4:00 pm, Nov., 13
Fencing	4:00 pm, Nov., 27
Bowling	4:00 pm, Dec., 4
3 on 3 Basketball	4:00 pm, Dec., 4
3 Point Shootout	4:00 pm, Dec., 4



Playing defense in Intramural Basketball is Associate Professor Milo Richmond, Natural Resources

Department of Human Resources/Training and Development Offer Employee Personal & Professional Growth Opportunities.

Networking would like to recognize and congratulate the **Office of Human Resources/Training and Development** for the personal and professional growth opportunities they continue to provide to Cornell employees. We hope that every Cornell manager/supervisor has the same level of commitment, that will allow and encourage their fellow employees to continue to grow in their personal and professional lives.

In the middle of August, all Cornell employees were mailed a copy of **Contact**, listing the available workshops and seminars being offered in the Fall and Winter 1990 Calendar. If you have not received your copy or have any questions concerning what is being offered please call 255-7170.

This fall and winter, as part of Cornell's commitment to staff development, the Office of Human Resources/Training and Development is offering a variety of workshops and seminars designed to assist employees in achieving greater effectiveness and job satisfaction. Program topics include human relations and communications skills, management and supervision, work skills development, personal and

career development, and health and well-being procedures.

Be an active part of the 1990's - take that time to look at yourself and decided "What do I want to be when I grow up?", "How am I going to succeed at getting there", and "Yes I deserve the chance and I am most assuredly worth it!" First you answer the above questions, then realize how important your growth is for you and your organization and then, take action.

Look at just a few of the exciting workshops and seminars that the Office of Human Resources/Training and Development have in mind for you, the employee.

- *Listening in Metaphor
- *Mediation Skills
- *Performance Dialogue
- *Planning for Retirement
- *Reading Skills to Improve Comprehension and Speed
- *The Nonacademic Employment Process
- *Basic Writing Skills
- *Building Grammar and Punctuation
- *Business Correspondence Writing Skills
- *Editing
- *Introduction to the Management Library
- *Key to Successful Conference Planning
- *Organizing and Writing Management Reports and Proposals
- *Supervisory Training

- *Career Development Concepts for Managers
- *Returning to the Classroom?
- *Work Life Development
- *Enhancing Self-Esteem and Performance
- *Juggling Work and Family
- *Managing Stress on the Job
- *Managing in Times of Change
- *Setting Priorities: It's About Time!
- *The Creative Manager
- *Advanced Communication Skills
- *Assertiveness Training: Improving Communication Skills
- *How to Give and Accept Criticism
- *Public Speaking
- *Adult CPR
- *An Open Forum with Purchasing
- *Sponsored Programs Administration
- *The Basic Principles and Procedures of Requisitioning Goods and Services
- *Performance Dialogue: Making it Happen
- *University Personnel Process/Internal Transfers
- *Travel Arrangement Procedures
- *Humor in the Workplace
- *Right-To-Know Hazard Communication Training
- *Telecommunications Billing
- *Telephone Techniques
- *And Many More!

Workshops and seminars are filled on a first-come, first-served basis. Submit a completed registration form (one per

course) with all required information and signatures to reserve a space in the program of your choice. You will receive a confirmation notice approximately two weeks prior to the start of the program. If space is no longer available in a specific course, you will be notified and your registration placed on hold until a new program can be scheduled.

Although many courses are offered entirely free of charge, some carry a specific charge to your department. Prior to registering for a program, it is important to discuss with your supervisor the time commitment and any departmental charges associated with your participation in a specific program. Individual employees are never charged for courses through **Contact**.

So what are you waiting for? If you are interested it's time to approach your supervisor with that interest. If you have not received your copy of **Contact** which contains the Program Registration Form, or you just have questions. Please call Training and Development, at 255-7170 or just stop by 107 Day Hall.

Congratulations again to Human Resources/Training and Development for some great opportunities!

Spotlight on Donna Vantine

by Kathy O'Brien



July 1981 started this employee's climb to her present position as Production Coordinator in the Media Services/Publications & Visual Communication Department. "Being in the right place at the right time, and ... wanting to learn more about everything," helped this employee find a job that is satisfying and interesting.

This issue's Employee Spotlight has held her present position for four years, and is enjoying every minute of it! May I introduce to you Donna Vantine.

Donna develops the product schedules from editorial, to design, through printing. She gives estimates on a job cost to her client, and places the printing order (which could be through Media Services, Cornell's own print shop, or Publications). Donna makes sure things are where they have to be according to her master plan for the job(s) she is working on. One of her tasks is to check the 'blue line'. This is an "almost" final printing of the piece being developed which is checked for correct color and tone, screening, caption changes, author note changes, missing rule lines and separation lines, etc. Donna also has to, "run interference between the client and the printer. Instructions can be very simple, but sometimes they are very complicated. I make sure that what the client requests is acted on."

Donna started out at Cornell as a temporary typist (mostly labels and manuscripts). Her job title progressed beyond a temporary to General Office Assistant (copy machine operator, telephone answerer, etc.). Then the machine age struck! Donna was asked to learn to do word processing and took training on a MICOM, then an 8010/8060 co-processor. In late 1984, an hour of her work day was assigned to the

Production Coordinator. The rest, as they say, is history. As Donna was taught more and more by the then Production Coordinator, her time swung to helping the coordinator for longer periods of time. Then four years ago, the Production Coordinator decided to leave and Donna applied for, and got, the step up to Production Coordinator. "I have been sent to seminars, training sessions for computers, and am now looking into the Fourth Dimension for use on the job with my computer," explains Donna. "I am always learning something different, something new."

Donna figures that there have only been about 3 days in all the time she has worked for Cornell that she has been bored — she was comparing mailing-lists. She enjoys talking with the expert printers/graphics artists, for learning something new is her goal. Donna has a varied clientele and usually no two jobs are alike. "I like going to press proof meetings, it's fun," Donna said. "I pick the printers brains and want to learn all I can about the different processes."

Donna does, however, have fun outside the job as well. She searches for toys to complement the antique farm type machines that are on display at the

State Fair. Donna is also a member of the Printers & Graphics Association of the Fingerlakes. She does the annual reception the Association hosts each year. In her spare time she is an Emergency Medical Technician for the Etna Fire Department, has completed fire police and rescue personnel training, and assists with classes at TC3.

Always willing to learn something new, interested in turning out the best product for her client(s), and having fun doing it - this Cornell is one of your employees!!!

Community note: If you know of someone you would like to see featured for an Employee Spotlight, write down the person's name, phone number, a sentence or two, and your name/phone number and send it to Employee Spotlight, 134-A Plant Science Building. **ALSO** - I am looking for employees to feature for **Cornell After Hours!** If you know someone who does something interesting as a hobby, second job, or just for fun - send their name, etc. to **Cornell After Hours**, 134-A Plant Science Building.

Photo by Doug Hicks

Cornell Recreation Club

by Janet Beebe

Hello Cornell Employees! Did you know that the Cornell Recreation Club has a beautiful pavilion on Monkey Run Road? This year electric and water have been installed at the site. Our pavilion is available for a small rental fee to all Cornell employees and Cornell Departments. Why not consider a picnic at the CRC Park. For more information, please call the CRC office at 255-7565.

Now is the time to join the Cornell Recreation Club. Why have you waited so long? There are many exciting events and trips coming up for the fall and winter. Don't miss your chance! Sign up now and take advantage of member prices. Call the CRC office at 255-7565 for your membership application.

Here's a look at what's happening at CRC:

VERNON DOWNS: 10/6/90

Let's go to the races! Back by popular demand, it's another great trip to Vernon Downs with Frank Sutfin and CRC. Included for only \$32.00 is your transportation, your admission seats (great inside seats), and the scrumptious "Gold Cup Smorgasbord". A \$15.00 deposit is required when making reservations. Final payment is due on September 28. The bus leaves from Cornell's "B" lot at 4:00 pm and returns to Ithaca late.

BUFFALO BILLS vs RAIDERS: 10/7/90

Hey, football fans! Here's your chance to see the Buffalo Bills (and Jills!) against the Raiders. The bus leaves Cornell's "B" lot at 3:00 pm on Sunday and the estimated arrival in Ithaca is 1:30 am. The price of the ticket and bus transportation is \$48.00 for members. CRC knows "BO" would want you to go! Sign up soon. Deposit of \$20.00 is needed upon sign up. Final payment is due September 28.

FESTIVAL OF LIGHTS & OUTLET SHOPPING: 12/1/90

CRC has planned a great trip for you. You'll be leaving at 7:30 am from Cornell's "B" lot and head directly for Niagara Falls and the outlet malls. You'll enjoy the day shopping or sight-seeing as you choose. The group will meet for dinner at the beautiful Skyline Foxhead, where you'll enjoy the best view of both the U.S. and the Canadian falls. It is also the perfect spot to enjoy the breathtaking "Festival of Lights". Marilyn Orre is the leader on this trip. The price will be \$50.00 per member, and that includes transportation and dinner. Sign up soon. A \$25.00 deposit is needed upon sign up. Final payment is due November 16.

EMPLOYEE/FAMILY DAY

SEE YOU AT THE 16th Annual Employee/Family Day, Saturday, September 15th. Big Red/Princeton Tigers Football Game and Chicken BBQ. Kickoff 1:00 p.m., Schoellkopf Field, BBQ 3:30 p.m. to 5:30 p.m. Discount Football tickets must be purchased in advance at Alberdine Field House Ticket Office before September 14 (tomorrow). Sorry BBQ tickets deadline was September 10 - Hope everybody remembered! BBQ Tickets will not be sold at the door the day of the event. Make this day a special day for you, your friends and your family - all you have to do is show up - leave the rest to us! Football, Food and Entertainment - just waiting. See you there!

Department of Pomology and Vegetable Crops Merge

by Kathy O'Brien

While the students are away over the summer months, the hum of the campus does not stop, only slows.

For two departments, two hums are now one hummmmm. The Vegetable Crops Department and the Pomology Department are now the Department of Fruit and Vegetable Science.

While these two departments have been known to share Nature's bounty before, when the call goes out for help in the field, intrepid former "Croppers" and "Fruits" heed the call, much to the relief of researchers to "get the crop in". Strawberries are one of the most popular crops that bears early fruit. Carol Henry and Kay Stickane volunteered to help pick the gorgeous red morsels that had become ready and ripe for picking. Anticipating a good crop, Hugh Ink stands ready to the near future when he can again press apples to create the sweet cider that goes so well with fried doughnuts in autumn at harvest time. Dave Brown has his hands full keeping the orchard as weed-free as possible (except where weed study research is being conducted). David Wolfe is checking the installation of plastic row covers over melons as part of an experiment at the Hand Melon Farm (near Saratoga, New York).

The Department of Fruit and Vegetable Science now covers an enormous range of living, growing cultivars. Faculty answer questions and correspond not only the length and breadth of the State of New York, but the United States and the globe. Included within the department's structure are the Cornell Orchards across from the Veterinary School (fruit research), Ludlowville Orchards (fruit) in Ludlowville, the Homer C. Thompson Farm in Freeville (vegetable), Long Island Horticultural Research Lab (vegetable), Toxic Chemicals Lab, East Ithaca farm plots, and labs at Guterman.

The combined department now numbers over 110, including staff, graduate students and active and emeritus faculty. What a bowling league we would make!

So, if you are going about your daily rounds visiting Plant Science, you may see some moving going on very soon. In fact, there has already been a suggestion about equipping everyone with roller skates to whiz around the hallways! If you do pass by, look for our new name on the door in the near future - we are now the Department of Fruit and Vegetable Science.

Networking

Published bi-weekly from August through May, *Networking* is distributed free of charge to Cornell University staff and faculty. An employee newspaper by employee volunteers for the Cornell community world wide. *Networking* is always looking for interested employees that want to get involved! Come and join us... you will discover talents you never knew you had.

Networking board members:

Bernadine Aldwinckle
John Bender
Maureen Brull
Sabrina Cuttler
Henry DeVries
Kathy O'Brien
George Peters
Theresa Pollard
Theresa VanDerhorn
Judy VanDermark
Dominic Versage
Dwight Widger

CORNELL
UNIVERSITY

OUR ROVING REPORTER ASKS:

“What is your fondest memory of summer 1990?”



Kelly Smith, Assistant Director of Alumni Affairs for the College of Ag & LS. "Attending a wedding of two special friends. The entire wedding party was made up of Cornell Alums."



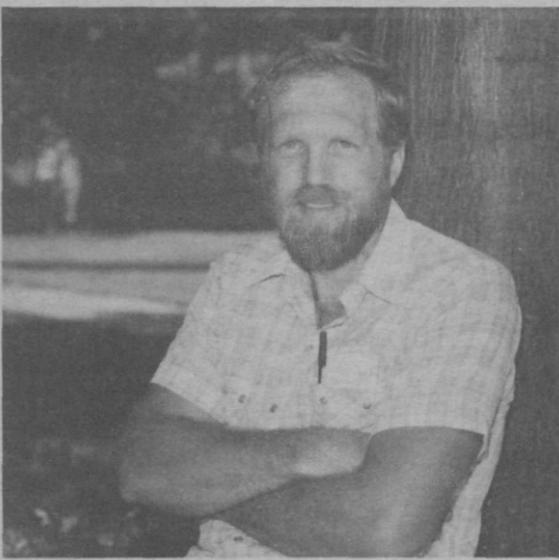
Joe Rowe, Accounts Coordinator, Restricted Fund Accounting, Mann Library. "My first trip to Niagara Falls. To actually be able to visualize the amount of power that water has on its own was incredible."



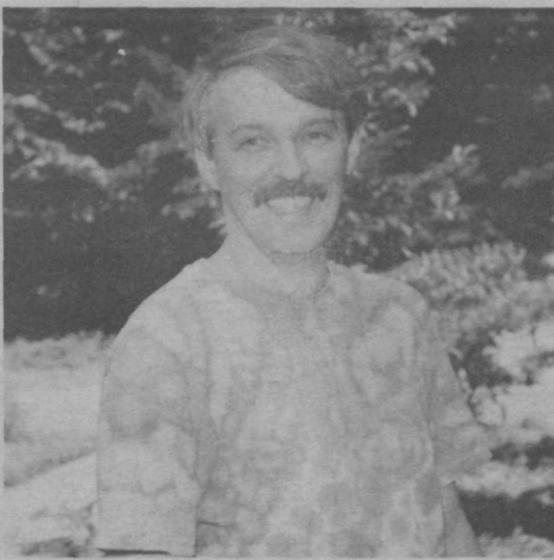
Nina Glasgow, Senior Research Associate, Rural Sociology "An entire weekend in Saratoga Springs with my husband."



David Brown, Professor, Rural Sociology, Associate Director of Research. "A weekend trip to Saratoga Springs to celebrate my wife's birthday."



Ed Cope, Extension Botanist, Bailey Hortorium. "That the Cincinnati Reds are winning the National league West pennant race."



Robert Dirig, Assistant Curator Aide, Bailey Hortorium. "Lots of picnics with very special friends in the evening light on the lawns of the Cass Park Inlet and the Cornell Plantations."



John Freudenstein, Graduate Student, Bailey Hortorium. "My travel this past August to visit my family in Michigan and the professional meetings that took me to Richmond Virginia."



Bente King, Curator Associate, Bailey Hortorium. "I taught an Art course here at Cornell, I taught a workshop at Shoals and my two week vacation in England."



Siri Awtar Singh Khalsa, Professor's Assistant, Department of Floriculture and Ornamental Horticulture. The birth of my 8lb. daughter Guru Amrit Kaur, born on August 2."

UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking Unclassifieds*, Box 3, Robert Purcell Union. Hand delivered ads will be omitted. **NO PHONE CALLS PLEASE!**
2. For our information your name and campus phone number **MUST** be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the *Networking* staff.
5. Unclassified ads are for nonbusiness purposes only.
6. The deadline for the September 27, 1990 is September 13, 1990 at noon.
7. If an error appears in your ad, please resubmit the ad to be published in next available *Networking*.
8. Please submit an ad for each issue that the ad should appear in. Thank you.

For Sale

Red 1990 4 X 4 Isuzu Trooper, std, loaded - a/c, AM-FM stereo tape and much more. Take over payments or buy. Call 255-5363 days and ask for Bill.

Only four miles to Cornell, one owner custom-built, 14X70 mobile home in mint condition. Super low utilities, maintenance free, 25-foot porch, garage and storage shed. Make this 2.4 acres a great buy in the mid-70's. Call 255-3565 days, 272-8901 evenings, ask for Lorraine.

Brand new ladies's black leather college -type dress shoes. Size 8. Asking \$7.50 or best offer. Call Barbara at 253-3857 between 8:00 and 11:00 a.m.

16 foot Mohawk Canoe - 70 lbs. Very good condition. \$375.00 or best offer. Please call Nancy 255-2408, between 7:00 a.m. and 2:00 p.m.

Moped, Puch with rear view mirror and saddlebags. Good transportation at a reasonable price. \$300. Call Ann 255-4167 days or 273-9140 nights.

Estate lots overlooking Cayuga Lake - 20 minutes to Ithaca. \$34,900. Scenic meadow bordered by woods, much peace and privacy. Be one of the first! Owner terms - call today. Ask for Chip 257-8681.

Isuzu Amigo 1989 red convertible top - 5 speed rust proofed, michellin all terrain tires - 6 year 100 thousand mile bumper to bumper warranty. 25,000 miles. Asking \$9900. Please call Paul at 255-5121 or 315-497-0797.

Floor lamp - 52 inches high, polished chrome base and stem, modern design, white shade, excellent condition. Asking \$25.00 - Please call Gisela at 255-5265 or 272-0568

Aluminum cap for small longbed PU (Mazda), 5 locking doors \$100 OBO; Royal electronic typewriter, auto erase, barely used \$125 OBO; Back packs, internal frame, one external, used but in good condition, \$35 OBO. Please call Elaine 255-7655 or 273-0563.

IBM black and white monitor for Personal System/2 Model 30 computer. Excellent condition. \$70. OBO; Call Marilyn at 272-2664.

For Rent

Top floor of beautiful Cornell Heights home. 1200 sq. feet. No pets and no smokers please. Garage available. \$800.00 Please call 257-7877

Little house for commuter for rent: Little house 10 miles east of Cornell for rent during the week. Our family uses house on the weekends. Has 42 acres, lovely pond, complete privacy, easy access to plowed road. House is furnished and has furnace and wood stove. \$250.00 a month. Perfect for artist or write's studio during the week. Please call 277-2228.

Wanted

Good homes for two Basset Hounds (a pair); 1 Basset Hound puppy. Call Ron Greenman, 844-8610, for more details.

Director of Christian Education to oversee Sunday School and youth programs. 20 hours a week. Send cover letter and resume by October 3 to Groton Community Church, %Linda VanAlmelo, 204.E. Cortland Street, Groton, New York 13073.

LEADERSHIP LEADS

by George Peter

Excerpts from a talk given June 20, 1990 to the Employee Assembly.

Since about 1974 there has seldom been enough people running for employee seats to call for an election. Even so, the system has worked very well and dedicated people have made great contributions for a better work environment. This is a tribute to human nature and a testimony to the need for some form of self-governance.

IF THE EMPLOYEE ASSEMBLY DID NOT EXIST, IT WOULD BE IMPERATIVE FOR THE ADMINISTRATION TO INVENT SOMETHING LIKE IT TO TAKE ITS PLACE. You are vital to the operation of this University. You are a feedback mechanism, but you are a lot more than that. Some years ago, the word feedback was the buzz word. It was overworked and almost became trite. But it describes what this body does, or should be doing. In certain electronic circuits, feedback is a mechanism which takes a portion of the output signal and feeds it back to the input so that, ie: an oscillator maintains its frequency—stays on course, so to speak.

Why is feedback vital? We have stated before, "leaders may not know best." The leader who does not involve you in the decision making process can never develop an organization that can achieve excellence.

The role of the Employee Assembly is to work toward convincing the administration that leadership development must be an ongoing and improved program.

Leadership development is the bringing about of an awareness that human beings are "over qualified" to be treated with disrespect. They perform best when they work in an environment which promotes their individual self esteem.

Leaders at every level talk about knowing this, and yet things go wrong.

The Office of Human Resources is working on a major program to upgrade supervisory training. A vital element is to convince supervisors to involve their people in decisions. Involvement is the secret to a successful operation. The Employee Assembly should be involved in this and all their plans. Offer your input. Offer the Assembly as an ideal feedback mechanism. You can help Cornell University stay on course. With your effort and help, Cornell can become a showcase for putting modern concepts of leadership to work. Cornell can become a showcase for developing quality supervisors and managers.

It goes without saying that individuals should offer their feedback to the Employee Assembly. Involvement is the key.

Employee Assembly - In the News

by William Herman

Allow me to introduce myself. I am Bill Herman, a seven year employee working at CU Transit. A former bus driver, I now have the position of Accounts Assistant at CU Transit, which involves many day to day activities at the bus garage. Currently, I reside in the Town of Virgil with my wife Judy. We are the parents of two adult daughters, and the proud grandparents of four lively grandchildren.

My involvement with the Employee Assembly began with an appointment to fill an Endowed, Non-Exempt seat in the Fall of 1988. During the 1989-1990 term, I had the distinct honor of serving as Chair of the Employee Assembly. Currently I am serving as Vice-Chair, as well as an Employee Assembly representative to the University Assembly. I am also a member of the Communications Committee, where working with the other members of the committee our primary goal is to inform the Cornell Community regularly on the activities of Employee Assembly.

I welcome your concerns about campus issues, and extend an invitation to Employee Assembly meetings. The Assembly meets on the first and third Wednesdays of the month, at 12:15 in the third Floor Board Room, Day Hall. You may contact me by phone at 255-3782, or by campus mail at 800 Dryden Road.

Your Campus Governance System is only as good as the support it receives from the people it represents. I urge everyone to take an active part. You can make a difference.



Transfers and Promotions

Employees on the Move

EMPLOYEE	DEPARTMENT	EMPLOYEE	DEPARTMENT
B A Aldwinckle	Communication Services	Helen Johnson	Development
Brian Allis	General Stores	Lynda Keister	Finance & Business Services
Karen Anderson	Vet College	Ann Kelleher	Diagnostic Lab
Karen Baer	Engineering	Lavina Kilmer	Extension Adm.
Diane Banfield	Avian & Aquatic Medicine	Joan R. Knapp	Purchasing
Elizabeth Baroody	Food Science & Technology	Laura Knapp	University Press
David Barr	CIT	Edward Lavin	Geneva
Elizabeth Bement	CIT	Frank Lewis	Vet College
Amy Benjamin	Ornithology	David Lippincott	ILR
Brian Bennett	Diagnostic Lab	Linda Mallett	Admissions
Kaye Borden	Floriculture	Daniel Mansoor	Public Affairs
Suzanne Bressoud	University Press	Nancy Mavros	University Press
Linda Brind	Summer Session	Betty McEachin	Human Ecology
Anne Brodie	Registrar's Office	Susan Mahringer	Theory Center
Jean Brown	ILR	Judy Metzgar	Graduate School
Leisha Burke	CIT	Lisa Miller	Biochemistry
Rhonda Campbell	Chemistry	Jennifer Moore	CIT
Jeanne G. Carey	CIT	Robert Morgan	Statler Hotel
Paulette Carlisle	Economics	Glenda Nash	Horticultural Sciences
Rosemary Chace	University Press	Wendy Nelson	CIT
Susan Cobb	University Libraries	Cathy Pace	Summer Session
Janice Conrad	Public Affairs	Cynthia Pakkala	Modern Language
Charles Corbe	CIT	Sharon Palmer	Summer Session
C. Cowan	Entomology	Sharon Pichary	Athletics
Anthony Damiani	Hotel Administration	Kenneth Putnam	Statler Hotel
Brenda Daniels	Sponsored Programs	Dana Richter	CHESS
Scott Davis	Environmental Health	Dorothy Ritter	Human Ecology
B. DiPietro	CIT	Laurie Roberts	Public Affairs
Christopher Doane	Vet Pathology	Gino Saget	Equine Drug Testing
John Dobbins	Nuclear Studies	Wendy Schaerer	Admissions
Helen Doerr	Theory Center	Brigitt Scheffner	Dining Services
Helen Dormady	Vet Physiology	Gwendolyn Scott	Development
Dennis Downing	Diagnostic Lab	Tony Scott	University Libraries
Joyce Durbin	University Press	Helene Selco	Learning Skills Center
Sally Dutko	University Relations	Deborah Short	Ag Economics
M. Eastman	ILR	Christine Smith	ILR
Stephen Edgar	Human Ecology	Lloyd Smith	Engineering
Donald Emmons	Admissions	Rebecca Smith	Facilities
Debra Ferguson	Ag Economics	Elisa Springer	Finance & Business Services
Gloria Fulton	Theatre Arts	Patricia Stark	Theatre Arts
Claude Garner	CIT	Rochelle Stemler	Development
Ben Gavitt	Food Science	R M Sticht	Communication Services
Surinder Ghangas	CIT	Z D Stone	Development
Sandra Goodwin	Engineering	M R Strong	Ag Economics
Edwin Gordon	Engineering	Phyllis Sutliff	NAIC
Eileen Grant	Office of Research	Mary Lou Szabol	Diagnostic Lab
Norman Gustafson	CIT	Lisa Tome	ILR
Thomas Gutenberger	Public Affairs	Janice Valerio	Plant Pathology
Russell Haines	University Libraries	Nancy VanOrman	CIT
John Ham	University Libraries	Karen Wentworth	Entomology
Beth Heegard	University Libraries	Minday Westgate	Development
Iva Heim	Biomedical Electronics	Debra Wimer	Arts & Sciences
Amy Horner	Public Affairs	Ron Wolverton	Biological Sciences
Leah Houghton	Nutritional Sciences	Suzanne Wurster	Psychology
Jay Howell	CIT		
Bruce Howlett	Plant Pathology		
Scott Hughes	Statler Hotel		